

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**☐ **Initial Assessment**☒ **Annual Surveillance Assessment (3)**☐ **Recertification Assessment** (Choose an item.)☐ **Extension of Scope**

Client Company Name / Parent Company: Tha Chang Oil Palm Industries Co., Ltd.
Client Company / Parent Company Address: 79 Moo 3, Tha Chang Sub-District, Tha Chang District, Suratthani Province, 84150, Thailand
Certification Unit: Tha Chang Oil Palm Industries Co., Ltd. Location of Certification Unit: 79 Moo 3, Tha Chang Sub-District, Tha Chang District, Suratthani Province, 84150, Thailand
Date of Final Report: 08/05/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Tha Chang Oil Palm Industries Co., Ltd.		
RSPO Membership Number	1-0240-17-000-00	Membership Approval Date	17 October 2017
Address	79 Moo 3, Tha Chang Sub-District, Tha Chang District, Suratthani Province. 84150 Thailand		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Tha Chang Oil Palm Industries Co., Ltd.		
Location / Address	79 Moo 3, Tha Chang Sub-District, Tha Chang District, Suratthani Province. 84150 Thailand		
Website	https://www.thachanggroup.com/		
Management Representative	Ms. Wannapa Srisuwan/QMR	E-mail	environment.tcg@gmail.com or wannapa.sri@thachanggroup.com
Telephone	+66 7727 7703 and +66 9 5158 2966	Facsimile	+66 77-277-711 or +66 77-277-799

2. Certification Information			
Certificate Number	RSPO 801489	Certificate Start Date	03/03/2021
Date of First Certification	03/03/2021	Certificate Expiry Date	02/03/2026
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	<input checked="" type="checkbox"/> RSPO Certification Systems for P&C and RSPO ISH Standard Nov 2020 <input checked="" type="checkbox"/> Thailand National Interpretation 2021 of the RSPO P&C 2018 <input checked="" type="checkbox"/> RSPO Rules on Market Communication and Claim 2022		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	120 MT
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
TH07/4654	ISO9001:2015	SGS	19/07/2025
TH21/14543	ISO14001:2015	SGS	23/10/2024
TH21/14544	ISO45001:2018	SGS	23/10/2024
TH21/14098	HACCP CODEX	SGS	12/05/2024
TH21/14096	ISO22000	SGS	12/05/2024
TH21/14097	Good Hygiene Practices (GHPs)	SGS	12/05/2024
C 859813GMP-01.2022	GMP + Feed safety Assurance (GMP+)	CONTROL UNION	09/01/2025
139320	RSPO Supply chain.	TUV NORD	13/02/2028

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Mill: Tha Chang Oil Palm Industries Co., Ltd	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'57.24"N	99° 8'19.98"E
Estate: Tha Chang Oil Palm Industries Co., Ltd Note: below is the details of each block under one estate			
Tha Chang Oil Palm Industries Co., Ltd. (F1)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'25.49"N	99° 7'44.69"E
Tha Chang Oil Palm Industries Co., Ltd. (F2)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'43.94"N	99° 7'53.84"E
Tha Chang Oil Palm Industries Co., Ltd. (F3)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'3.70"N	99° 8'2.86"E
Tha Chang Oil Palm Industries Co., Ltd. (F4)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'29.46"N	99° 7'25.33"E
Tha Chang Oil Palm Industries Co., Ltd. (F5)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'50.92"N	99° 7'29.86"E

Tha Chang Oil Palm Industries Co., Ltd. (F6)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'11.44"N	99° 7'32.61"E
Tha Chang Oil Palm Industries Co., Ltd. (F7)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'33.42"N	99° 7'3.80"E
Tha Chang Oil Palm Industries Co., Ltd. (F8)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'55.56"N	99° 7'6.19"E
Tha Chang Oil Palm Industries Co., Ltd. (F9)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'17.48"N	99° 7'14.13"E
Tha Chang Oil Palm Industries Co., Ltd. (F10)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'31.67"N	99° 6'40.04"E
Tha Chang Oil Palm Industries Co., Ltd. (F11)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'41.07"N	99° 6'46.19"E
Tha Chang Oil Palm Industries Co., Ltd. (F12)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'54.44"N	99° 6'52.26"E
Tha Chang Oil Palm Industries Co., Ltd. (F13)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'34.34"N	99° 8'15.85"E
Tha Chang Oil Palm Industries Co., Ltd. (F14)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'1.78"N	99° 8'24.24"E
Tha Chang Oil Palm Industries Co., Ltd. (F15)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'36.44"N	99° 8'37.83"E
Tha Chang Oil Palm Industries Co., Ltd. (F16)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'49.52"N	99° 8'39.82"E
Tha Chang Oil Palm Industries Co., Ltd. (F17)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'37.55"N	99° 8'51.94"E
Tha Chang Oil Palm Industries Co., Ltd. (F18)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'46.91"N	99° 8'51.12"E
Tha Chang Oil Palm Industries Co., Ltd. (F19)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'17.15"N	99° 8'20.12"E

Tha Chang Oil Palm Industries Co., Ltd. (F20)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'15.12"N	99° 7'14.28"E
Tha Chang Oil Palm Industries Co., Ltd. (F21)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'21.61"N	99° 8'15.68"E
Tha Chang Oil Palm Industries Co., Ltd. (F22)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'4.58"N	99° 8'47.12"E
Tha Chang Oil Palm Industries Co., Ltd. (F23)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'19.47"N	99° 8'52.08"E
Tha Chang Oil Palm Industries Co., Ltd. (F24)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'13.08"N	99° 8'38.11"E
Tha Chang Oil Palm Industries Co., Ltd. (F25)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°16'16.85"N	99° 8'30.84"E
Tha Chang Oil Palm Industries Co., Ltd. (F26)	79 Moo 3, Tha Chang Subdistrict, Tha Chang District, Surat Thani Province, 84150 Thailand	9°17'29.35"N	99° 7'38.88"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
Tha Chang Oil Palm Industries Co., Ltd.	372.44	81.44	160.45	614.33	60.65
Total	372.44	81.44	160.45*	614.33	60.65

Note:

According to the site on the ongoing replanting process, but not fully yet, thus there are changes in Total Planted Area hectareage, Infrastructure & Other hectareage, and Total Area hectareage compared to the previous Public Summary Report as follows;

1. Total Planted Area hectareage compared to previous Public Summary Report; current = 372.44 ha and previous = 451.87 ha
2. Infrastructure & Other hectareage compared to previous Public Summary Report; current = 160.45 ha (74.45 is infrastructure and Housing, waste water system and 86.00 ha and previous = 87.09 ha.
3. Total Area hectareage compared to previous Public Summary Report; current = 614.33 ha and previous = 620.40 ha.

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6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Tha Chang Oil Palm Industries Co., Ltd.	224.13	0	0	148.31	148.31	224.13
Total (ha)	224.13	0	0	148.31	148.31	224.13
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 (03 Jun 2023 to 02 Mar 2024)	Actual (09 Jan 2023 to 07 Jan 2024)		Forecast (03 Mar 2024 to 02 Mar 2025)
		Previous license period (09 Jan 2023 to 02 Mar 2023)	Current license period (03 Mar 2023 to 07 Jan 2024)	
Tha Chang Oil Palm Industries Co., Ltd.	750	265.62	1,283.23	1,370.83
Total	750	1,548.85		1,370.83
Note: Current license : volume was extension is 1,000 mt. till 2 Mar 2024, Totally is 750+1000 =1,750 mt. Forecast of 1,370.83mt. is based on the pro-rate and only forecast during 9 months and 12 days has been taken into account instead of 12 months.				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (03 Mar 2023 to 02 Mar 2024)	Actual (09 Jan 2023 to 07 Jan 2024)		Forecast (03 Jan 2024 to 02 Mar 2025)
		Previous license period (03 Jan 2023 to 02 Mar 2023)	Current license period (03 Mar 2023 to 07 Jan 2024)	
NA		NA	NA	
Total		NA		
Note: Not Applicable				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (03 Mar 2023 to 02 Mar 2024)	Actual (09 Jan 2023 to 07 Jan 2024)		Forecast (03 Mar 2024 to 02 Mar 2025)
		Previous license period	Current license period	

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		(09 Jan 2023 to 02 Mar 2023)	(03 Mar 2023 to 07 Jan 2024)	
All Brokers	601,000	113,492.38	512,551.15	630,000
Total	601,000	626,043.53		630,000

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	9 -31 Jan 2023	119.03	47,108.71	47,196.99
2	Feb-23	146.59	66,383.67	66,530.26
3	Mar-23	204.84	63,604.7	63,797.28
4	Apr-23	119.14	56,927.17	57,046.31
5	May-23	271.92	64,501.87	64,773.79
6	Jun-23	199.56	38,764.12	38,963.68
7	Jul -23	149.79	36,690.17	36,839.96
8	Aug-23	105.97	51,119.29	51,225.26
9	Sep-23	91.14	55,666.79	55,757.93
10	Oct-23	50.82	51,912.43	51,963.25
11	Nov-23	38.24	53,368.02	53,406.26
12	Dec-23	51.81	39,996.59	40,048.4
TOTAL		1,548.85	626,043.53	627,549.37

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (03 Mar 2023 to 02 Mar 2024)	Actual (09 Jan 2023 to 07 Jan 2024)		Forecast (03 Mar 2024 to 02 Mar 2025)
	Previous license period (09 Jan 2023 to 02 Mar 2023)	Current license period (03 Mar 2023 to 07 Jan 2024)	
FFB	FFB		FFB
1,750 mt	265.62 mt	1,283.23 mt	1,370.83 mt
	TOTAL	1,548.85 mt	
CPO (OER: 20 %)	CPO (OER: 19.10 %)		CPO (OER: 20.00 %)
350 mt	50.73 mt	245.10 mt	274 mt
	TOTAL	295.83 mt	
PK (KER: 5.00 %)	PK (KER: 5.0 %)		PK (KER: 5.00 %)
87.50 mt	13.28 mt	64.16 mt	68.54 mt
	TOTAL	77.44mt	

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Note:

The products remaining from 08 Jan 2023 till 2 Mar 2023; CPO: 92.95 MT and CSPK 33.04 mt.

Thus totally products were produced in period 09 Jan 2023 to 07 Jan 2024 as follows;

CSPO = 92.95 + 50.73 + 245.10 = 388.78 mt for selling till 2 Mar 2023

CSPK = 33.04 + 13.28 + 64.16 = 110.48 mt for selling till 2 Mar 2023

Forecast of 1,370.83mt. is based on the pro-rate and only forecast during 9 months and 12 days has been taken into account instead of 12 months.

FFB Volume extension as 1,000 mt., total 750+1000 = 1,750 mt., CPO = 150 + 200 = 350 mt. and PK = 37.50 + 50 = 87.50 mt. till 2 Mar 2024.

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

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	9 -31 Jan 2023	22.72	5.95
2	Feb-23	27.98	7.33
3	Mar-23	39.1	10.24
4	Apr-23	22.74	5.96
5	May-23	51.91	13.60
6	Jun-23	38.1	9.98
7	Jul -23	28.59	7.49
8	Aug-23	20.23	5.30
9	Sep-23	17.4	4.56
10	Oct-23	9.7	2.54
11	Nov-23	7.3	1.91
12	Dec-23	9.89	2.59
TOTAL		295.66	77.44

Note:

CSPO Remaining from 8 Jan 2023 is 92.95 mt. Totally CSPO produced = 92.95 + 295.66 = 388.61 mt.

CSPK Remaining from 8 Jan 2023 is 33.04 mt. Totally CSPK produced = 33.04 + 77.44 = 110.48 mt

11. Summary of Actual Volume sold

Current License period (03 Mar 2023 to 07 Jan 2024)

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	0	0	0	0
PK (MT)	0	0	0	0	0

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Credits	0	0	0	0	0
Previous License period (09 Jan 2023 to 02 Mar 2023)					
CPO (MT)	293.22	0	0	0	293.22
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0
Note: Conventional is RSPO certified material but sold as non-RSPO. CSPO Remaining from 8 Jan 2023 is 92.95 mt. Totally = 92.95 + 295.66 = 388.61 mt., sold 293.22 mt, CSPK Remaining from 8 Jan 2023 is 33.04 mt. Totally = 33.04 + 77.44 = 110.48 mt., no selling Currents license remaining for selling till 2 Mar 2024 - CSPO: 95.56 mt. . - CSPK : 110.48 mt.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Lum Soon (Thailand)	RSPO_PO01000007503	293.22	0
TOTAL			293.22	0
Note: Previous License in period 09 Jan 2023 to 02 Mar 2023; selling only certified CPO is 293.22 MT (shipment on 31 Jan 2023)				

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
NA	NA	NA	NA	NA
TOTAL			NA	NA
Note: No records of certified CPO & PK Sold under other schemes since the last audit.				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
NA	NA	NA	NA
TOTAL		NA	NA
Note: No Records of CPO & PK Sold as conventional since the last audit.			

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (NA)			Actual (NA)			Forecast (NA)		
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			NA			NA			NA
IS-CSPO	NA	NA		NA	NA	NA	NA	NA	NA
IS-CSPKO	NA	NA		NA	NA	NA	NA	NA	NA
IS-CSPKE	NA	NA		NA	NA	NA	NA	NA	NA
CSPK	NA	NA		NA	NA		NA	NA	

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)
NA	NA	NA	NA	NA	NA	NA
TOTAL		NA	NA	Na	NA	NA
Note: Not Applicable						

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

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)
NA	NA	NA	NA	NA	NA	NA	NA
TOTAL			NA	NA	NA	NA	NA
Note: Not Applicable							

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.

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **08-10 Jan 2024**.

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

The Critical NC close out on-site assessment was conducted on **28 Mar 2024**.

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. Thailand National Interpretation 2021 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

Meetings were held with stakeholders to seek their views on the performance of the certification unit with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

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

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

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.

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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)
Tha Chang Oil Palm Industries Co.,Ltd. (POM)	✓	✓	✓	✓	X
Tha Chang Oil Palm Industries Co.,Ltd. (Estate)	✓	✓	✓	✓	✓
Note(s): 1. Initial Certification, ASA 1, and ASA 2 were conducted by other CAB (Bureau Veritas Certification (M) Sdn Bhd). 2. Starting from ASA 3, the certificate has been transferred to BSI Services (Malaysia) Sdn Bhd.					

Tentative Date of Next Visit: January 1, 2025 – January 4, 2025

Total Number of Mandays: 10.50

2.2 BSI Assessment Team

Name	Role	Competency
Mrs. Chongrak Takard	Team Leader	<p>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.</p> <p>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.</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 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.</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p>

		<p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Mr. Supiwat Nentakong	Team Member	<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 than 5 years working experience as RSPO P & C, RISH and SCC Auditor and 1 years working experience as RSPO Lead Auditor of P &C, RISH and SCC scheme before joining with BSI group.</p> <p>His knowledge in agriculture sector (oil palm) has been evaluated through interview and demonstrated by directly involved in managing oil palm belong to his family.</p> <p>Training attended: Completed ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Refresher Course and RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 on 14 -16 Mar 2022 by RSPO, Endorsed RSPO SCCS Lead Auditor course, ISO 14001 Lead Auditor course and ISO 45001 Lead Auditor course.</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Ms. Jutamas Gunthong	Team member	<p>Education: graduated with M.Sc. in Aquaculture and Aquatic Resources Management AIT University, Thailand.</p> <p>Work Experience: She has more than 3 years as Jobs experience related to Environmental in agricultural sector and Safety & Health on farm/plantation as consultant/trainer for TAS standards from Previous CB: Management System Certification Institute (Thailand); MASCI before joining with BSI.</p> <p>Training attended: successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015,ISO 14001 for Auditor/Lead Auditor (IRCA approved) 20-22/03/13 from MASCI, OHSAS 18001 for Auditor/Lead Auditor (IRCA approved) 25-27/07/11 from MASCI, RSPO P&C-endorsed P&C Lead Auditor course, refresher course for RSPO endorsed P&C lead auditor and RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020</p> <p>Language proficiency: fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Environmental</p>

Ms. Jettana Insuwan	Team member	<p>Education: Bachelor's degree of Environmental science ,Silpakorn University and Bachelor's degree of Occupational health and safety ,Sukhothai Thummathirat university</p> <p>Work Experience: She is an oil palm plantation owner and worked at Oil Palm Mill, including Group manager of the independent smallholder (ISH) Smothong Sustainable palm oil Production community enterprise and Sustainable palm oil production (Thachana-Chaiya) community enterprise. Hence, she has more than 5 years' experience working in the palm oil sector and more than 3 years of working experience as RSPO P & C, RISH, and SCC internal auditor before joining with BSI group. Her knowledge in the agriculture sector (oil palm) has been evaluated through interviews and demonstrated by being directly involved in managing oil palm belonging to her family.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015, ISO14001:2015,ISO 45001:2018, Endorsed RSPO P&C Lead Auditor Course, Refresher course for Endorsed RSPO P&C Lead Auditor, RSPO ISH Training (RISS 2019)</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and <input checked="" type="checkbox"/> Environmental</p>
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Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	CT	SN	JI	JK
Monday, 08/01/2024	09:00-10:00	Opening meeting : Description of activity for each day, including travelling/flight detail, documentation review, site visit, closing meeting, etc	√	√	√	√

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Date	Time	Subjects	CT	SN	JI	JK
4 MD	10:00-12:00	Plant Visit (THACHANG mill) : <ul style="list-style-type: none"> FFB receiving and Supply chain process Mill Operations (processing unit, workshop, storage, dispatch, Laboratory (if any) Health & Safety Emergency response Waste Management Plan & Landfill and etc. Storage Facilities Staff, workers and contractor interview, POME application Etc.	✓	✓	✓	✓
	12:00-13:00	Lunch break / Auditors' time for discussion	All			
	13:00-17:30	Document Review P1 – P7 (THACHANG MILL): General Documentation e.g. Policies, Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation, Records (Training, Meeting, Accidents, Integrated Pest Management, New Planting/Remediation/Compensation Procedure, Employment and wage payment, FFB production, Metric, GHG Report and etc.	✓	✓	✓	✓
	17:30-18:00	<ul style="list-style-type: none"> Auditors discussion Day 1 Interim Closing Briefing 				
Tuesday, 09/01/2024 4 MD	09:00-12:00	Field assessment (THACHANG Estate) <ul style="list-style-type: none"> Field Operations (Spraying, Harvesting, Manuring, etc.) Boundary Stone High Conservation Value Area Riparian/Watercourses Protection Waste Management Plan Storage Facilities Workers Housing Worker interview Etc. 	✓	✓		

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Date	Time	Subjects	CT	SN	JI	JK
	09:00-12:00	Stakeholder Consultation (Mill and Estate) a. Government agencies b. Previous Land Owner c. Local communities d. Workers' representative e. Local NGO Note: Auditor(s) will visit and interview with stakeholder at the each stakeholder's office or site, no need to invite them to meeting at the mill or estate. 1. Surat Thani Palm Garden Association 2. Tha Chang District Land Office 3. Surat Thani Palm forestry Association 4. 2 Casual workers representative 5. Previous Land Owner	✓	✓	✓	✓
	12:00-13:00	Lunch break / Auditors' time for discussion	All			
	13:00-17:30	Document Review P1 – P7 (THACHANG Estate): General Documentation e.g. Policies, Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation, Records (Training, Meeting, Accidents, Integrated Pest Management, New Planting/Remediation/Compensation Procedure, Employment and wage payment, FFB production, Metric, GHG Report and etc.	✓	✓	✓	✓
	17:30-18:00	• Auditors discussion • Day 2 Interim Closing Briefing	✓	✓	✓	✓
Wednesday 10/01/2024 2.5 MD	09:00-12:00	Cont. Document Review P1 – P7 (THACHANG MILL and Estate): General Documentation e.g. Policies, Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation, Records (Training, Meeting, Accidents, Integrated Pest Management, New Planting/Remediation/Compensation Procedure, Employment and wage payment, FFB production, Metric, GHG Report and etc.	✓	✓	✓	✓
	13:00-14:00	verification of findings Audit team preparation for Closing Meeting	✓	✓	✓	✓

Date	Time	Subjects	CT	SN	JI	JK
	14:00-15:00	Closing meeting & End of Annual Surveillance audit 3	All			
	15:00	End of Audit and Travelling to Suratthani AIRPORT	All	All	All	All

NCR close-out on-site visit plan

Date	Time	Subjects	Supiwat (TL)
28 Mar 2024	09:00-09:15	Opening briefing by the audit team leader	√
	09:15 -12:00	Verification of effective implementation of corrective and corrective action for 1. NCR #2442760-202401-M1; Critical 3.8.6 2. NCR #2442760-202401-M2; Critical 3.6.1 3. NCR #2442760-202401-M3; Critical 6.2.3 (C) 4. NCR #2442760-202401-M4; Critical 6.7.1 (C) 5. NCR #2442760-202401-M5;Critical 6.7.2 6. NCR #2442760-202401-M6;Critical 6.7.3 (C) 7. NCR #2442760-202401-M7;Critical 7.2.7 (C) 8. NCR #2442760-202401-M8;Critical 7.3.3 9. NCR #2442760-202401-M9;Critical 3.4.3 (C) 10. NCR #2442760-202401-N1 ;Minor 2.3.2 11. NCR #2442760-202401-N2 ;Minor 7.3.1 12. NCR #2442760-202401-N3 ;Minor 1.1.5 13. NCR #2442760-202401-N4; Minor 3.4.2 14. NCR #2442760-202401-N5; Minor 4.2.3	√
	12.00-13.00	Lunch break	√
	13:00-17:00	Cont. Verification of effective implementation of corrective and corrective action from morning	√
	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?	Both mill and supply bases of Tha Chang Oil Palm Industries Co., Ltd./TCP/TCG are in the scope of certification. There is no uncertified management unit where is owned by Thachang Group. According to the interview of management representative, it found that MD & other main shareholder of Tha Chang Palm Oil has owned the share around 41 % of PPP Green Complex Co., Ltd. (PPP). Tha Chang deliver CPO to PPP. However PPP (1 Mill 1 Refinery 1 Bio-diesel) did not deliver or sale the product to Tha Chang. For any downstream facilities (PPP Green Complex Co., Ltd/PPP) have been certified SCC since on 01 Nov 2019, The parent company (TCG Holding) did not have any other oil palm plantation and palm oil mill and exclude this certificate. Therefore, there is no time bound plan for other units of mill and estates	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	Not applicable because all units (both mill and supply bases) of Tha Chang Oil Palm Industries Co., Ltd./TCP/TCG are in the scope of certification. There is no uncertified management unit where is owned by TCG Holding.	Not Applicable
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	There is no new acquisitions of land done by the certification unit since last audit surveillance assessment in 2024 (ASA1-3).	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable, due to no any deviations from these maximum periods, did the certification unit request for approval by the RSPO Secretariat.	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, There has been no TBP	Not Applicable

Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not applicable, There has not been any isolated lapses in implementation of the plan.	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, Time Bound Plan section (Section 4.2.1) which was submitted to RSPO. There has not been any isolated lapses in implementation of the plan.	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.	All planted area has been developed before 2000 and/or majority of planted area are more than 1 planting cycle	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	To date no new planting since January 1 st 2010	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	No evidence of land conflict was detected during the assessment.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	No evidence of Labor disputes was detected during the assessment since lasted year.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No evidence of Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1 was detected during the assessment since lasted year.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Not applicable, according to the TCP had not uncertified estates in handling.	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, according to the TCP had not uncertified estates in handling.	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable, according to the TCP had not uncertified estates in handling.	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.	Tha Chang Oil Palm Industries Co., Ltd. was implementing the scheme smallholders as Tha Chang Palm Oil Community Enterprise, planning to certify within 2025.	Complied

Approved Time Bound Plan

Not applicable

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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 Nine (9) Critical; five (5) Minor nonconformities and 2 Opportunity For Improvement raised. The Tha Chang Oil Palm Industries Co., Ltd. Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment (not applicable for RSPO ISH standard/audit). The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2442760-202401-M1	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	3.8.6 / Critical		
Statement of Nonconformity:	Internal Audit of Y2024 was not cover all criteria		
Requirement Reference:	Internal Audit i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill; a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b) Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.		
Objective Evidence:	From verified the record of Internal audit of year 2024 on 26-29 Dec 2023, the evidence of internal audit of (SUPPLY CHAIN REQUIREMENTS FOR MILLS) was not conduct on RSPO Rules on Market Communication and Claim 2022 This NC was repeated of previous assessment ASA2 ; NCR No.m15 (Upgrade NCR).		
Corrections:	<ul style="list-style-type: none"> - Review RSPO P&C requirements and RSPO Rules on Market Communication and Claim 2022 through online channels such as the RSPO website, Google, YouTube, etc. - Revise the Checklist to ensure coverage of all relevant criteria and indicators. Conduct an assessment of the RSPO Rules on Market Communication and Claim 2022. This task is led by Ms. Sukanda and will be completed by January 31, 2024. 		

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	<ul style="list-style-type: none"> - Establish an internal audit team by recruiting personnel who have completed the internal auditing course. These personnel will be assigned for the next assessment
Root Cause Analysis:	<ul style="list-style-type: none"> - Due to a lack of understanding of the RSPO Rules on Market Communication and Claim 2022 among internal auditors, corrective action is necessary to address this gap. - The checklist for the internal audit was prepared without sufficient coverage of criteria and indicators outlined in the detailed RSPO system, particularly lacking in the RSPO Rules on Market Communication and Claim 2022. - An internal audit team has not been established, leading to incomplete coverage of specific requirements related to various departments such as marketing, purchasing, RSPO, environmental, and occupational health. This has resulted in incomplete information and coverage of activities within these departments.
Corrective Actions:	<ul style="list-style-type: none"> - Establishing a Matrix organization standard system to prevent missing auditing requirements in the future. - DCC officials and QS officials suggest planning the annual internal audit and creating checklists at least one month in advance to ensure completeness with all activities and related requirements.
Assessment Conclusion:	From onsite assessment found the corrections and corrective actions have been implemented. The internal audits are conducted as mechanisms to prevent reoccurrence. The company's action plan is effective in addressing issues and improving processes. Auditor checked I-QD-SD-67 R.00 EFF.28/3/67, Checklist (QD-FR-11 R.02 Effect 1/3/67) (Audit plan QD-FR-09-R.02 EFF.31/7/63). The action plan by company is effective. NC Major closed out.

NCR Ref #	2442760-202401-M2	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	3.6.1/ Critical		
Statement of Nonconformity:	Risk assessed to identify H&S issues and mitigation plans was not cover all operation activities		
Requirement Reference:	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	Risk assessed to identify H&S issues and mitigation plans was not cover all operation activities and follow occupational Safety and Health Risk Factor Analysis SF-QP-03 rev 4 eff 18/7/2022, Risk assessment and hazard list (SF-FR-013) such as re-planting process.		
Corrections:	Promptly conduct a new risk assessment for re-planting process by brainstorming and identify hazards according to the nature of the work that is expected to be at risk. Study and analyze together to exchange opinions to cover all aspects. This is because the risk assessment team may not have the expertise. And review and up date risk assessments.		

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Root Cause Analysis:	According to the organization have a new person in charge and between on the job training is effected to risk assessed to identify H&S issues and mitigation plans was not cover in re-planting process.
Corrective Actions:	<ul style="list-style-type: none"> - Reviewed and appointed safety officer to follow SF-QP-03 Occupational Safety and Health Risk Factor Analysis if any change will be updated - Review and update risk at least 1 time/year and had the new task in Oil Palm Planted and Mill, response by safety officer and MR.
Assessment Conclusion:	<p>The risk assessment SF-QP-03 Occupational Safety and Health Risk Factor Analysis for re-plantation operations on site dated 28/04/24, was verified. The latest review of the risk assessment has been conducted, and appropriate control measures have been determined to update existing controls and further reduce risks.</p> <p>Based on evidence verification, the non-conformity is found to be effectively closed on 28/4/24, with sufficient evidence of implementation. Continuous implementation will be further verified in the next surveillance audit</p>

NCR Ref #	2442760-202401-M3	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	6.2.3 (C)/ Critical		
Statement of Nonconformity:	The evidence of time recorded and pay slip was inconsistent.		
Requirement Reference:	6.2.3 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.		
Objective Evidence:	<p>From the verification, the time recorded and payment record of employees, both full-time employees and contract employees, in January, November and December 2023, were inconsistent issues were found as follows:</p> <ul style="list-style-type: none"> - No evidence the rest time to employees as who worked at the raw material receiving yard at least 1 hour when who worked consecutive working hour 5 hrs. (08:00-16:00) - Contract employees working in palm plantations, such as harvesting task, trimming task, have incorrectly calculated wages, such as Mr. Bunluea's group of workers during the period 11-17/01/2022. The labor team received wages of 808 baht per person, missing 89 baht per person, etc. - Contract employees working in the palm plantation, such as the team of Mr. Lamthong, Mr. Ekachai, and Mr. Nanthanat, do not receive the vacation leave. As specified in the contract, at least 3 days in which the employee has worked consecutively for 180 days as required by law. 		
Corrections:	<ul style="list-style-type: none"> - HR section reviewed and updated the company regulation by appointment a total working time of 8 hours, starting from 8:00 a.m. - 5:00 p.m., the period 12:00-13:00 is a normal break time. In the case of alternating shifts, consider 		

	<p>as appropriate but must receive the right to rest 1 hour for every 8 hours worked.</p> <ul style="list-style-type: none"> - Prepare a schedule to control the work of employees and workers in each round and check payment documents. There must be a signature of the recipient of the money or attached documents evidence of the money transfer for each round. Starting from 18-31 January 2024, Mr. Nanthanat Srimuangphon - Prepare work records for employees, workers, and contractors. In the case of continuous work for more than 180 days, notify the human resources department to request vacation leave rights. and other rights As required by law Including studying relevant legal requirements in detail.
Root Cause Analysis:	<ul style="list-style-type: none"> - Human Resources Department has prepared company regulations, Section 3, regarding the working days of employees and workers in two languages (Thai and Burmese), working days 6 days a week. Lunch break time is 12.00-13.00 hrs. (some departments may have to alternate break times), but because employees have agreed on break times in advance, there will be 1 hour of break time in total at the work site, but there is no Setting clear break times for each employee And the time of each break was not recorded, making it unclear whether it was 1 hour or not. - Because the contractors of Mr. Bunluea have 11 people, but on 11-17/1/2022, 10 people were working, but the payment recording brings an average of 11 people by Mr. Nanthanat Srimuangphon, the head Contractor outfits do not review payment documents. As a result, the amount in the payment document is missing by 89 baht per person. - Because the contractor administrator, Mr. Nanthanat Srimuangphon, did not know that in the case of being casual workers, vacation leave must be allocated to employees because the work is done in rounds of approximately 20- 25 days at a time, not working every day continuously Therefore do not know the details of this part.
Corrective Actions:	<ul style="list-style-type: none"> - Provided refresh training to all workers on updated the company regulation and published the company regulation by posted at information board and Reviewed and updated the time record by appointment the break time to all workers at least 1 hr. when who worked consecutive 4 hrs. and break time at least 20 minutes before working OT more than 2 hrs. - Reviewed the time record and pay slip before provided to all casual workers by HR Staff working together with Ms. Nathanat S. - Reviewed and provided all benefit to all casual workers to comply with law such as annual leaved by HR Staff working together with Ms. Nathanat S. at least once a year.
Assessment Conclusion:	<p>Major NC close out verification:</p> <p>The template for the new contract of employment has been finalized. Briefing to the contractors were Conduct a briefing meeting to explain company regulations to all employees to ensure their understanding. Assign each department secretary to review the performance of employees and workers once a month.</p>

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	<p>Review payment documents each time and sign the payment recipient's name or attach money transfer documents and attach them to the payment documents each OT. Review the work records of employees, workers, and contractors compliance assessment of relevant labor laws per year or when changes are made Based on evidence verification, the NC is found to be effectively closed on 11/2/20 with sufficient evidence of implementation. Continuous implementation will be further verified in the next surveillance audit.</p> <p>Based on evidence verification, the non-conformity is found to be effectively closed on 28/4/24, with sufficient evidence of implementation. Continuous implementation will be further verified in the next surveillance audit.</p>
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NCR Ref #	2442760-202401-M4	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	6.7.1/ Critical		
Statement of Nonconformity:	Inadequate health and safety management awareness for casual workers is required.		
Requirement Reference:	6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are record		
Objective Evidence:	From sampling the training process for contractors who come to work in the activity. Cutting palms, trimming roads, cutting grass Within the palm garden area No evidence was found of relevant training in safety-related matters such as first aid procedures.		
Corrections:	Provided refresh training on first aid course to all contractor on 17 January 2024 by safety officer.		
Root Cause Analysis:	Health and safety training conducted, but lack of suitable training records kept in an accurate and retrievable form.		
Corrective Actions:	Review training plan FY2024 to cover all concerned workers including casual workers, and appointment safety officer and HR to be aware and suitable training records kept in an accurate and maintained form.		
Assessment Conclusion:	The audit team verified the review of the training plan for FY2024 to cover all concerns, including employees, suppliers, and contractors, on 17 January 2024, specifically for the first aid course. Based on the verification of corrections, root cause analysis, and corrective actions, this non-conformity has been addressed, complied with, and closed.		

NCR Ref #	2442760-202401-M5	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	6.7.2 / Critical		

Statement of Nonconformity:	First aid box available but contents are missing / contents out of date or otherwise inadequate
Requirement Reference:	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically
Objective Evidence:	During on site visit, found the organization prepared the first aid box with the content of the first aid box adequately stocked. However, found the some medicine prepared in the first aid equipment at receiving raw material still does not label the type of medicine and not label the expiration date. This is non-conformity repeated as previous NC , reference the Major NC no. 2442760-202401-M5
Corrections:	<ul style="list-style-type: none"> - prepare packaging and identify of the medicine information label with the type of medicine and expiration date. - prepare document of responsibility
Root Cause Analysis:	Lack of identification of responsibilities between HR and Safety department who is responsible to identify of the medicine information label with the type of medicine and expiration date.
Corrective Actions:	<ul style="list-style-type: none"> - Appointment the relevant departments and designate a person responsible for maintaining the first aid box. should be clearly stated as follows. - The HR Department is responsible for purchasing and controlling the disbursement and distribution of household medicines, packing medicines into bags, and specifying the names of the medicines including the expiration date. - The Occupational Health and Safety Department inspects medicine at various designated points. If any type of medicine is out of stock, it must be reclaimed to ensure it is sufficient for use.
Assessment Conclusion:	<p>The audit team verified the review of the distribution of household medicines, packing medicines into bags, and specifying the names of the medicines, including the expiration date.</p> <p>Based on the verification of corrections, root cause analysis, and corrective actions, this non-conformity has been addressed, complied with, and closed</p>

NCR Ref #	2442760-202401-M6	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	6.7.3 (C) / Critical		
Statement of Nonconformity:	Personal Protective Equipment (PPE) provided but incidents of workers not using PPE where appropriate		
Requirement Reference:	6.7.3 (C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are		

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	available, so that workers can change out of PPE, wash and put on their personal clothing
Objective Evidence:	<p>From observed found the production area and PPE matrix document not compliance as follow</p> <ul style="list-style-type: none"> - Employees working in the nut polishing department do not wear ear plugs while working in the nut polishing area and when verifying the sound pressure measurement results on May 26, 2023, it was found that the noise level was 89 dBA, exceeding the legal limit ,and on site it was found that the sound measurement results were 86.1 dBA at the maintenance shop, meaning the room area it is still not possible to prevent noise or reduce noise that affects the health of employees. Keep employees in areas with noise levels. Exceeds the standard value - From the verification of the PPE matrix (SF-FR-09), it was found that the type of cloth gloves was specified for use in chemical operations such as mixing, instead of woven bags to protect against chemicals. As specified in P-RSPO-WI-10 Chemical protective equipment
Corrections:	<ul style="list-style-type: none"> - Training to employees/workers in areas where noise exceeds the standards required by law by safety officer and supervisor , Demonstration of wearing ear plugs, review of the new seating area of the maintenance department, Study engineering protection such as sound barriers, Change the materials of some machines to reduce noise, create resting areas with noise-reducing materials, etc. - promptly update PPE matrix and prepare for each activity and procure accordingly where appropriate
Root Cause Analysis:	<ul style="list-style-type: none"> - because person in charge did not monitoring of compliance - Lack of review of appropriateness to be consistent with work activities
Corrective Actions:	<ul style="list-style-type: none"> - Create preventative measures Hearing conservation project and Set the penalties For employees/employees who violate the regulations - Review the PPE Matrix at least once a year or whenever there is additional activity.
Assessment Conclusion:	The audit team conducted verification of training and interview provided to employees/workers and reviewed the Personal Protective Equipment (PPE) Matrix. All records related to these activities were found to be available in the office. The verification revealed that the evidence of corrective actions taken was effective in addressing the identified issues. As a result, Based on the verification of corrections, root cause analysis, and implementation of corrective actions, this non-conformity has been addressed, complied with, and officially closed.

NCR Ref #	2442760-202401-M7	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	7.2.7 (C)/ Critical		
Statement of Nonconformity:	Hazardous chemical storage was not kept in safety.		

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Requirement Reference:	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.
Objective Evidence:	From onsite assessment found the nonconformity at hazardous chemical storage area as follows <ul style="list-style-type: none"> - No material safety data sheet (MSDS) obtained / available - Hazardous chemicals are stored unlabelled or labelling is incorrect
Corrections:	<ul style="list-style-type: none"> - Conduct an inspection of information on stored chemicals and place SDS in chemical storage areas as well as prepare emergency suppression equipment in the event of an emergency when preparing various chemicals. - Survey and inspect existing chemicals and deal with chemicals that are no longer usable, including updating layout, SDS chemicals that are still in use completely and appropriately. - Training to educate workers and supervisors to be aware of safety in working and storing and transporting chemicals.
Root Cause Analysis:	<ul style="list-style-type: none"> - The SDS document has been prepared not updating of related documents. - Because of the professional safety officer did not monitors and control documents in the occupational safety and health section are missing. - 3. Lack of training to provide knowledge on storing and transporting chemicals to those involved.
Corrective Actions:	There is a review of chemical inspection and identification according to SF-WI-04 (chemical hazards) as specified, and clear storage areas for acidic and alkaline chemicals are organized
Assessment Conclusion:	Based on field observations and interviews conducted, it was found that a schedule of training and refresher training on emergency and store management preparedness procedures has been prepared and implemented as per the schedule provided. Based on the verification of corrections, root cause analysis, and implementation of corrective actions, this non-conformity has been addressed, complied with, and officially closed

NCR Ref #	2442760-202401-M8	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	7.3.3/ Critical		
Statement of Nonconformity:	inefficiency in fire control used		
Requirement Reference:	7.3.3 The unit of certification does not use open fire for waste disposal		
Objective Evidence:	<p>From the assessment of the planting area and interviews with contractors who came to harvest oil palm in the palm plantation found that Plot 15 used fire to burn inside the plot, which is not by the policy for setting fires and preventing fires in palm plantations (TCP-RP Announcement -005/04 date 3/1/67 and announcement of work rules for the contractor set (announcement date 3/1/67)</p> <p>This is non-conformity repeated as previous NC (ASA 2 NCR No.m17), thus upgrade from minor NC to Major NC</p>		

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Corrections:	Training on the topic of evident used fire to burn to the contractor Those involved in activities within palm plantations to understand the requirements and impacts in the case of used fire to burn in palm plantations and the effects of used fire to burn . Training will be organized within February 2024
Root Cause Analysis:	There is a lack of management and strict measures to follow up and take action against those who do not comply. Therefore, it was found in the burning part of the plot area F15.
Corrective Actions:	<ul style="list-style-type: none"> - Training topic of used fire to burn in palm plantations and survey monitor record on (RP-FR-14) - Issuing punishment measures in the case of the use of fire in palm plantations. Communicate to those involved. - Refresh training for contractors once a year
Assessment Conclusion:	Based on field observations and interviews conducted, it was found that a schedule of training and refresher training on the use of open fire for waste disposal has been implemented and from field visits to sampled and sampling interviewed casual workers, found that they now understand the proper use of open fire for waste disposal and had not found the physical evidence of new burning. The actions taken are satisfactory and adequate for closing this non-conformity

NCR Ref #	2442760-202401-M9	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	3.4.3 (C) / Critical		
Statement of Nonconformity:	Social and environmental management and monitoring plans are not regularly reviewed and updated in a participatory way.		
Requirement Reference:	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	From objective evidence used to raise as non-compliance against indicator 3.4.2, the review and update the environmental management and monitoring plan resulting from the implementation and experience has not been done more than the last 2 years		
Corrections:	The Environment Department maintains records of social and environmental assessments. Subsequently, they engage with the community by attending village meetings in the surrounding area to listen and propose preventive and corrective measures, as presented during community meetings. The environmental officer or designated person reviews social and environmental assessment results at least once a year.		
Root Cause Analysis:	The environmental officer has assessed social and environmental impacts; however, it does not cover all impacts due to a lack of expertise in their evaluation. Consequently, some issues are not continuously reviewed and followed up.		

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Corrective Actions:	Assign a person responsible for reviewing and maintaining up-to-date documents, and issuing corrective measures in case actions are not completed. Record both written and verbal complaints, summarizing them every six months.
Assessment Conclusion:	<p>The audit team conducted verification of assigning Mr. Piya as responsible for reviewing and maintaining up-to-date documents, as well as issuing corrective measures in case action have social and environmental impacts.</p> <p>Based on the verification of corrections, root cause analysis, and implementation of corrective actions, this non-conformity has been addressed, complied with, and officially closed</p>

NCR Ref #	2442760-202401-N1	Issued Date	10 Jan 2024
Due Date	Next annual surveillance assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	2.3.2/ Minor		
Statement of Nonconformity:	<p>FFB from indirect source had not the details as</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins; • Proof of the ownership status or the right/claim to the land by the grower/smallholder; 		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	<p>From the verification of the source Fresh palm bunches that come from the purchasing yard are sent to the mill. There is incomplete information. Currently, only the area of the purchasing yard is available. But the source of the planting plot There has not yet been a collection of</p> <ul style="list-style-type: none"> • Information on the origin of FFB bunches; information on the geographic location of FFB origins. • Evidence of ownership or land rights of palm growers/farmers. <p>Small-scale, a valid growing/processing/trading license, or being part of a cooperative that allows buying and selling FFB, etc.</p>		
Corrections:	<p>Review RSPO requirements related to raw material procurement.</p> <p>Review the operating manual/operating regulations related to vendor selection and evaluation. The criteria are to collect the coordinates of small farmer gardens as a proportion of 3% of all sellers for 1 collection point (1 yard) that is traded within 6 months, which will begin collecting data in the month. February 2024</p>		
Root Cause Analysis:	<p>The raw material purchasing department has prepared a list of sellers. Along with specifying the coordinates of the plots in the gardens of farmers participating in the RSPO project, including the coordinates of the collection points (brokers), but because the department did not study the requirements completely, they did not proceed with the preparation of the gardens of farmers. Retailers who sell to collection points (brokers)</p>		

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Corrective Actions:	- Appointment purchasing worker to survey and collected data to recorded. - Reviewed and refresh training on requirement at least by once a year
Assessment Conclusion:	Corrective action plan accepted. Evidence of its effectiveness to be verified in next assessment.

NCR Ref #	2442760-202401-N2	Issued Date	10 Jan 2024
Due Date	Next annual surveillance assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	7.3.1/ Minor		
Statement of Nonconformity:	inadequate records to show hazardous waste has been properly handled / stored / disposed of.		
Requirement Reference:	7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
Objective Evidence:	Upon inspection, it was discovered that the organization permitted farmers to use decanter cake fertilizer in their plantations. However, there was a lack of documentation to confirm which farmers had transported or utilized the decanter cake fertilizer.		
Corrections:	update a record of removing waste from the area. Additional details of the purpose of use To cover relevant regulations and laws		
Root Cause Analysis:	The environmental officer established register of names of farmers and the amount of waste transported (decanter cakes) has been prepared, but its use has not been checked and monitoring to ensure. This is because the company has preliminary inquiries from farmers regarding initial use. It has been found to be used as animal feed (such as cows, goats).		
Corrective Actions:	planning to on-site inspect the area of use. It will begin operations in March 2024 and be monitored every 3 months.		
Assessment Conclusion:	The process of registering the names of farmers and the quantity of waste (decanter cake) transportation, and planning for visit area inspections schedule will be conducted regularly every 3 months. Corrective action plan accepted. Evidence of its effectiveness to be verified in next assessment.		

NCR Ref #	2442760-202401-N3	Issued Date	10 Jan 2024
Due Date	Next annual surveillance assessment	Closure Date	28 Mar 2024
Indicator & Category (Critical / Minor)	1.1.5/ Minor		
Statement of Nonconformity:	Stakeholder registration information is not current.		
Requirement Reference:	There is a current list of contact and details of stakeholders and their nominated representatives.		

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Objective Evidence:	Found contact information for stakeholders listed in the active stakeholder registration is not current, and unable to contact them e.g., Mrs.Boonha Nilwache and Mrs.Prapai Nilsange
Corrections:	Conduct a survey of all registered stakeholders and reach out to heirs or caregivers in the case of the elderly or deceased, which will be completed by October 2024.
Root Cause Analysis:	The RSPO staff coordinated with relatives of the stakeholders through discussions and face-to-face meetings. As the stakeholders are elderly, the staff did not have their personal contact numbers and did not update the contact numbers of their relatives or caregivers.
Corrective Actions:	Randomly check stakeholder information every 6 months since telephone numbers or addresses may change. Additionally, conduct inspections at least once a year by RSPO staff.
Assessment Conclusion:	Minor non-conformity (NC) onsite verification update document RP-FR-19 R.01 Eff. 21/1/62 (stakeholder information): Corrective action plan accepted. Based on the verification of corrections, root cause analysis, and implementation of corrective actions, this non-conformity has been addressed, complied with, and officially closed.

NCR Ref #	2442760-202401-N4	Issued Date	10 Jan 2024
Due Date	Next annual surveillance assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	No evidence to demonstrate that the social and environmental management and monitoring plans have been developed with participation of affected stakeholders (SEIA report)		
Statement of Nonconformity:	3.4.2 For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.		
Requirement Reference:	Environment and social management/mitigation plan are resulted from the SEIA. Although the SEIA has been revised internally by the environmental team, there is no evidence to demonstrate that the social and environmental management and monitoring plans have been developed with participation of affected stakeholders		
Objective Evidence:	No evidence to demonstrate that the social and environmental management and monitoring plans have been developed with participation of affected stakeholders (SEIA report)		
Corrections:	Acquire individuals with expertise in conducting social and environmental impact assessments to ensure comprehensive results, facilitating a true understanding of the problems identified.		
Root Cause Analysis:	The company has conducted an assessment of social and environmental impacts, but it is not comprehensive due to a lack of expertise in evaluation by		

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	stakeholders within the company. This limitation hampers a complete understanding of the real problems revealed by the evaluation results.
Corrective Actions:	Annually review the results of the social and environmental impact assessment and address issues, preventing and solving problems based on the evaluation results.
Assessment Conclusion:	Corrective action plan accepted. Evidence of its effectiveness to be verified in next assessment.

NCR Ref #	2442760-202401-N5	Issued Date	10 Jan 2024
Due Date	09 Apr 2024	Closure Date	Open
Indicator & Category (Critical / Minor)	4.2.3/ Minor		
Statement of Nonconformity:	The outcome was not available and was not found communicated to relevant stakeholders.		
Requirement Reference:	4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders		
Objective Evidence:	Although the immediate action has been taken to address the complaint raised by the villagers or stakeholders as per the procedure compliant management AH-OP-07, the record of the complaint as per required by the form AH-FR-37 (log of complaint) and AH-FR-36 (complaint record) whenever it has been communicated and informed by the stakeholders from channels especially phone call has never been recorded. Based on this, it would not be possible to keep monitoring the status of the complaint and keep the stakeholder informed on the outcome to address the complaint raised by the stakeholders		
Corrections:	The Environmental Officer and related personnel will communicate the procedures and methods of complaints to stakeholders by distributing work regulations to all relevant parties and conveying information externally to ensure understanding of the complaint process (through explanation and discussion during monthly community meetings). The Environmental Officer will undertake these activities within February 2024		
Root Cause Analysis:	The company has established regulations regarding the handling of complaints from stakeholders, but there has been a lack of communication with various stakeholders, such as environmental aspects, communities, and other stakeholders. This has led stakeholders to misunderstand that complaints must be submitted in writing, excluding online and other digital channels."		
Corrective Actions:	Compile summaries of complaints every 6 months and report the results to management during review meetings, aiming to analyze underlying issues and establish guidelines for preventing recurring complaints."		
Assessment Conclusion:	Summaries of complaints will be compiled every 6 months and reported to the management during review meetings to analyze the underlying problems and establish guidelines for resolving them to prevent recurring complaints. Corrective action plan accepted. Evidence of its effectiveness to be verified in next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	2442760-202401-I1; Clause 3.4.1; EIA was carried out internally by Environmental Team led by khun Sirinard on 11.5.2022. Environmental aspects assessment approach according to ISO14001 has been used to assess the impacts related to the environment. Although while setting up the system, the external party from the team of the consultancy has been engaged to conduct the SEIA with the participatory approach with the affected stakeholder in 2020. However, it can be, but is not necessarily, lead to a future nonconformity if the updated of the SEIA on the recent impact caused by the significant change by mill and estate operation especially land clearing for the replanting program and update social impact assessment have not been addressed by the independent experts
OFI 2	2442760-202401-I2 : Clause 6.2.4 (C) ; The existing living accommodation is unfit for human habitation (e.g. filthy and overcrowded), However, the site had planned to move to new accommodation in Y2024.

Positive Findings	
PF #	Description
PF 1	None.

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	M14 (for Critical NC)	Issued Date	14/01/2023
Due Date	14/03/2023	Closure Date	10/02/2023
Indicator & Category (Critical / Minor)	3.1.3/ Major		
Statement of Nonconformity:	The company could not demonstrate the evidence of the implementation in compliance with the requirement of the standard the management reviews report that the meeting on 12 /01/2023 does not cover some activities that were planned, and the nature of the activities undertaken from standard		
Requirement Reference:	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.		
Objective Evidence:	The management reviews report that the meeting on 12 /01/2023 does not cover some activities that were planned, and the nature of the activities undertaken from standard as follow : - Customer feedback - Process performance and product conformity - Status of preventive and corrective actions This NCR was recurring major NC on the same indicator in lasted assessment as NC no. M03 (SA01; 1/19/2022)		
Corrections:	Review the requirements related to the preparation of the management review report. Organize training to increase knowledge and understanding of the requirements		
Root Cause Analysis:	Responsible person for preparing the minutes of the management review meeting There is still a lack of knowledge and understanding of the topics that will be presented in the report.		

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Corrective Actions:	Provide an internal/external review of the requirements for the year at least once a year.
Assessment Conclusion:	Reviewed the evidence of corrective and preventive actions taken such as the document found that, group was updating minutes of the management review and found the quotation for external training in the topic of RSPO P&C 2018. The actions taken are satisfactory and adequate for closing this non-conformity. Effectiveness of this NCR will be reviewed on the next audit
Effectiveness Closure (for previous audit closed Critical NC):	In this ASA 3 audit, from verifying the minute of the meeting are included of the follow-up issue from the previous meeting, the internal audit result, stakeholder feedback (complaint and grievances), as well as corrective and preventive actions of those issues. Therefore, the effectiveness of operating performance as well as improvement as planned Performance in occupational health and safety, Evaluation of performance in accordance with the law, Training results, Changes that may affect the quality system including top management has recommended for improvement of the FFB production and OER & KER yield. Therefore, this NC minor remains closed.

Previous Audit Minor Non-conformity			
NCR Ref #	m15 (for Non-Critical NC)	Issued Date	4/01/2023
Due Date	14/03/2023	Closure Date	10/02/2023
Indicator & Category (Critical / Minor)	3.8.6/ Minor		
Statement of Nonconformity:	The company could not demonstrate the evidence of the implementation in compliance with the requirement of the standard the checklist (QD-FR-11, R02) found the evidence of internal audit of (SUPPLY CHAIN REQUIREMENTS FOR MILLS) was not cover all activity to ensured the organised had effectively implements and maintains the standard requirements within its organisation for example Indicators		
Requirement Reference:	3.8.6 Internal Audit i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill; (a) conforms to the requirements in the RSPO Supply Chain requirements for mills and the RSPO Rules on Market Communications and Claims. (b) effectively implements and maintains the standard requirements within its organisation.		
Objective Evidence:	The company conducted Internal audit on 21-24 Dec 2022 and 12 Jan 2023, when verified the checklist (QD-FR-11, R02) found the evidence of internal audit of (SUPPLY CHAIN REQUIREMENTS FOR MILLS) was not cover all activity to ensured the organised had effectively implements and maintains the standard requirements within its organisation for example Indicators 3.8.7 Purchasing and Goods in i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. 3.8.15 Processing and etc.		
Corrections:	<ul style="list-style-type: none"> - Prepare checklist (QD-FR-11, R02) was cover all indicators to ensured the organised had effectively implements and maintains the standard requirements - Annual review checklist (QD-FR-11, R02) by professional Administrative Organization. 		

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Root Cause Analysis:	The checklist (QD-FR-11, R02) has been revised to be consistent with the requirements from the (SUPPLY CHAIN REQUIREMENTS FOR MILLS) but due to the change of personnel in the department. Therefore, causing the document to be used intermittently and inaccurately.
Corrective Actions:	1. Review the requirements related to the preparation of the checklist (QD-FR-11, R02) was cover all indicators report. 2. Organize training to increase knowledge and understanding of the requirements
Assessment Conclusion:	Based on verified the document found that, group was updating minutes of the checklist (QD-FR-11, R02) was cover all indicators and found the quotation for external training in the topic of RSPO P&C 2018. The actions taken are satisfactory and adequate for closing this non-conformity.
Effectiveness Closure (for previous audit closed Critical NC):	In this ASA 3 audit, Internal audit of Y2024 was conducted on 26-29 Dec 2023 by internal auditor. The result was not found nonconformities raised, only 2 OBS raised in the internal audit against requirements. All OBSs was closed on closed on 30 Dec 2023. The management has stated the corrective action plan and implemented the corrective action to address the non-conformity. The internal audit report and management review meeting minutes records were available for verification. However, from verified the record of Internal audit of year 2024 on 26-29 Dec 2023, the evidence of internal audit of (SUPPLY CHAIN REQUIREMENTS FOR MILLS) was not conduct on RSPO Rules on Market Communication and Claim 2022. This is non-conformity repeated as previous NC, thus this minor NC was upgrade to MAJOR NC, See the details as Major NC no. 2442760-202401-M1.

NCR Ref #	m16	Issued Date	14/01/2023
Due Date	14/03/2023	Closure Date	10/02/2023
Indicator & Category (Critical / Minor)	6.7.2/ Minor		
Statement of Nonconformity:	The medicine that prepares in the first aid equipment does not find the label of the type of medicine and does not find the expiration date.		
Requirement Reference:	6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed		
Objective Evidence:	During the site visit, The CU prepared the first aid box with the content of the first aid box adequately stocked and regularly checked monthly by the staff in charge. However, found the medicine prepared in the first aid equipment does not label the type of medicine and not label the expiration date.		
Corrections:	The HR Department has made corrections. The drug type and Tag identify expiration date are labelled on the packets distributed to employees.		
Root Cause Analysis:	Lack of knowledge and understand by the HR department and employee regarding of the medicine information label with the type of medicine and expiration date.		
Corrective Actions:	The HR department must inspect the first aid box and check that there are all drug labels according to the types of drugs contained in the first aid box.		

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Assessment Conclusion:	Reviewed the evidence of corrective and preventive actions taken such as the quotation for external training in the topic of RSPO P&C 2018 and tag identify expiration date are labelled on the packets. The actions taken are satisfactory and adequate for closing this non-conformity. Effectiveness of this NCR will be reviewed on the next audit
Effectiveness Closure (for previous audit closed Critical NC):	In this ASA 3 audit, During on site visit, found the organization prepared the first aid box with the content of the first aid box adequately stocked. However, found the some medicine prepared in the first aid equipment at receiving raw material still does not label the type of medicine and not label the expiration date. This is non-conformity repeated as previous NC, thus this minor NC was upgrade to MAJOR NC, reference the Major NC no. 2442760-202401-M5

NCR Ref #	m17	Issued Date	14/01/2023
Due Date	14/03/2023	Closure Date	10/02/2023
Indicator & Category (Critical / Minor)	7.3.3/ Minor		
Statement of Nonconformity:	The employee use open fire for waste disposal.		
Requirement Reference:	7.3.3 The unit of certification does not use open fire for waste disposal.		
Objective Evidence:	During the site visit, found the employee use open fire for waste disposal in the area of the unit of certification.		
Corrections:	Established a training plan and refresh training to educate employees on waste management and factory workers date on 16/01/23		
Root Cause Analysis:	Due to the employees and workers still lack knowledge and understanding of proper waste management.		
Corrective Actions:	Environment department staff randomly inspected the general waste once a week and concluded as a record of the general garbage inspection.		
Assessment Conclusion:	Reviewed the evidence of corrective and preventive actions taken such as establish the waste management survey form(FR-ES-008) to randomly inspected the general waste once a week . Carry out the training plan to educate employees on waste management to the all employees. The actions taken are satisfactory and adequate for closing this non-conformity. However, this matter will be followed up on the next assessment.		
Effectiveness Closure (for previous audit closed Critical NC):	In this ASA 3 audit, from the assessment of the planting area and interviews with contractors who came to cut palms in the palm plantation found that Plot 15 used fire to burn inside the plot, which is not in accordance with the policy for setting fires and preventing fires in palm plantations (TCP-RP Announcement -005/04 date 3/1/67 and announcement of work rules for the contractor set (announcement date 3/1/67). This is non-conformity repeated as previous NC, thus this minor NC was upgrade to MAJOR NC, reference the Major NC no. 2442760-202401-M8.		

Previous Audit Opportunity for Improvement	
OFI#	Description

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OFI 1	OFI Statement: None. Verification / Follow-up actions: None.
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3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
M14	Critical	3.1.3	14 Jan 2023	Closed & 10 Feb 2023
m15	Minor	3.8.6	14 Jan 2023	Closed & 10 Feb 2023
m16	Minor	6.7.2	14 Jan 2023	Closed & 10 Feb 2023
m17	Minor	7.3.3	14 Jan 2023	Closed & 10 Feb 2023
2442760-202401-M1	Critical	3.8.6	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M2	Critical	3.6.1	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M3	Critical	6.2.3 (C)	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M4	Critical	6.7.1 (C)	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M5	Critical	6.7.2	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M6	Critical	6.7.3 (C)	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M7	Critical	7.2.7 (C)	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M8	Critical	7.3.3	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-M9	Critical	3.4.3 (C)	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-N1	Minor	2.3.2	10 Jan 2024	Open
2442760-202401-N2	Minor	7.3.1	10 Jan 2024	Open
2442760-202401-N3	Minor	1.1.5	10 Jan 2024	Closed & 28 MAR 2024
2442760-202401-N4	Minor	3.4.2	10 Jan 2024	Open
2442760-202401-N5	Minor	4.2.3	10 Jan 2024	Open

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 Tha Chang Oil Palm Industries Co., Ltd. Certification Unit's environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities

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to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Ms.Picharee T./ Tha-Chang District Agriculture Office	Phone interview
Governmental Department	Ms.Chuanpis R./ Tha Chang District Land Office	Phone interview
Local NGO	Mr.Aunnop Y./ Surat Thani Palm forestry Association	Phone interview
Previous Land Owner	Ms. Boonha Nilvech, Ms. Prapai Nilsaeng, Ms. Penphan W., Ms. Somjit I and Mr. Kaew S.	Phone interview
Local communities	Ms.Sumrong C. / Oil Palm plot's Owner	Phone interview
Local communities	Mr.Sumpan R. / Rubber plot's Owner	Phone interview

Stakeholders comment	
Governmental Department - Tha-Chang District Agriculture Office	<p>Feedbacks:</p> <ul style="list-style-type: none"> Participated with the company in some activities, such as jointly discovering to eliminate pests in oil palm plantations. There was no report/complaint logged in related to the use of chemical for pest control. She is interested in implementing RSPO standards and may encourage farmer groups to implement the standard in order to be able to send products to sell at the company. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.
Governmental Department - Tha Chang District Land Office	<p>Feedbacks:</p> <ul style="list-style-type: none"> Communication has been done. No land conflict on oil palm plantation was issued within area under control of Tha Chang District Land Office. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.
Local NGO	<p>Feedbacks:</p> <ul style="list-style-type: none"> Training courses were organized to exchange knowledge on quality management and RSPO standards with the company and the Department of Agricultural Extension. Jointed in extension for quality and FFB prices to be of good quality and at a good price. No conflict or complaint was issued.

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Stakeholders comment	
	Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.
Local communities - Oil Palm plot's Owner	Feedbacks: <ul style="list-style-type: none"> Oil Palm plantation area size 12.5 Ha, age are more than 25 years old and not affected by the company's operations. No conflict or complaint was issued. Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.
Local communities - Rubber plot's Owner	Feedbacks: <ul style="list-style-type: none"> No conflict or complaint was issued by interviewee. From the role of the village headman informed that there was a complaint against the company in case of dust and smoke released from the factories and the meeting for discussion between local communities and company was conducted on 10 January 2024. Audit Team verification and response: <ul style="list-style-type: none"> Due to the date of the meeting was the last day of the audit. The auditor verified about the company's cooperation in attending meetings which was informed that the head of the environment department attended the meeting. However, the auditor will follow-up in next audit.
- Casual workers representative	Feedbacks: <ul style="list-style-type: none"> No conflict or complaint was issued by interviewee and no complaint against Training had to provided such as Safety, Environment and Labor Audit Team verification and response: <ul style="list-style-type: none"> No negative feed to follow up.

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
Ms. Boonha Nilvech/ Land Deed no. 1193/63	2 May 1989	6.45	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2 No land conflict
Ms. Prapai Nilsaeng/ Land deed no. 1159/7	May 1989	1.07	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2 No land conflict
Ms. Penphan W. land Deed no. 1400/ 81	1989	22.13	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2

					No land conflict
Ms. Somjit I/land deed no.	10 Aug 2010	1.26	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2 No land conflict
Mr. Kaew S./ Land Deed no. 624/6	12 Sep 2003	6.45	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2 No land conflict



Previous land owner / user comment	
All (Ms. Boonha Nilvech, Ms. Prapai Nilsaeng, Ms. Penphan W. , Ms. Somjit I and Mr. Kaew S.)	Feedbacks: <ul style="list-style-type: none"> It was confirmed that the previous land owner has satisfy with the company on the compliance of terms and agreement during the transfer process. Copy of the documents are available at company.
	Audit Team verification and response: <ul style="list-style-type: none"> Audit team checked the legal ownership of the land and found in compliance. Reported under indicator 4.4.1 and 4.4.2 The company received comments as a positive response, not required to follow-up.

3.5 Impartiality and conflict of interest

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

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The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Tha Chang Oil Palm Industries Co., Ltd. has complied with the Thailand National Interpretation 2021 of the RSPO P&C 2018 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 Tha Chang Oil Palm Industries Co., Ltd. is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Chongrak Takard	Name: Ms. Wannapa Srisuwan
Company Name: On behalf of BSI Services Malaysia Sdn Bhd	Company Name: Tha Chang Oil Palm Industries Co., Ltd
Title: Client Manager	Title: Management Representative (MR)
Signature: 	Signature: 
Date: 30 Mar 2024	Date: 30 Mar 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships			
Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Critical (Major) compliance -	<p>Tha Chang Oil Palm Industries Co., Ltd. had prepared management documents and outlined how the company's documentation is disseminated and communication in Consultation and Communication Procedure (P-RSPO-QP-09) Rev.02 date 04 January 2023.</p> <p>There is publicly announcement for Communication channels and complaint process as TCP-RP-007/03 date 03/01/24, which state the company provide communication channel as publicly announcement and provide opportunities for various groups of stakeholders to offer their opinion or can report a complaint through comment box at 5 places both inside and outside the company as Tha Chang Subdistrict Administrative Organization, Sawiat Subdistrict Administrative Organization, Meeting place of Village 3, Customer resting point and in front of the office.</p> <p>The documents are available in the notice board at specified location such as oil palm ramp, canteen, in front of office of the company. Publicly available documents were approved by General Manager on 03 January 2024 such as;</p> <ul style="list-style-type: none"> • Communication channels and complaint process, • Human Rights Policy, • Measures to protect whistle-blowers or complainants, 	Complied

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		<ul style="list-style-type: none"> • Women and Child labour Policy, • Social Accountability Policy, <p>Moreover, based on document reviewed and interviewed environmental staffs and RSPO staff, found more available management documents such as;</p> <ul style="list-style-type: none"> • Pollution prevention and reduction plans as in Environmental Plan Year2023, • HCV & HCS documentation, • Complaint process and report of conduction, • Negotiation procedures as in Negotiation steps procedure (P-RSPO-QP-01) Rev.02 date 04/01/23 Chapter 1 pages 2-5 <p>However, there was no record of stakeholders requested information from the mill and estate.</p>	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	<p>Most of the company's documents reviewed are written in Thai language and some of the documents made available to foreign workers (Burmese) e.g. policies and production forms. Base on interviewed with sampling workers, confirmed the content of the documents were explained to foreign workers for understanding.</p> <p>Audit team sighted records of information dissemination in suggestion/complaints record including POM and estates, organized provided communication of grievance procedure to all employees and all stakeholder (Casual workers, supplier, client and etc.)</p>	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	<p>Based on document reviewed and interviewed RSPO staff, there was no record of stakeholders requested information from the mill and estate.</p> <p>However, there were meetings with local communities and local government agencies for discussion in important information. The meetings were conducted almost every month and were recorded in</p>	Complied

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		meeting report e.g. meeting with the local community and Tha Chang district agricultural officers at meeting place village 1 on 12 December 2023, topic: production costs and garden management, which was additional clarification regarding the guidelines for implementing the company's policies.	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official</p> <p>- Critical (Major) compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd. had developed a procedure on Consultation and Communication as Consultation and Communication Procedure (P-RSPO-QP-09) Rev.02 date 04 January 2023. The purpose of the procedure is to describe the methods to consult and communicate with the worker and outsider. There are key contact persons who has responsibility for contact with the stakeholders such as Ms.Soawane (RSPO staff), Mr.Siwakorn (RSPO staff), Ms.Jutamas (Garden staff).</p> <p>The communication process was prepared in infographic and communicated to stakeholder by RSPO staff in the meeting e.g. meeting on 01 December 2023. Based on stakeholder interviewed, almost of interviewed stakeholders are aware of communication and recognize key contact person.</p>	Complied
1.1.5	<p>There is a current list of contacts and details of stakeholders and their nominated representatives</p> <p>- Minor compliance -</p>	<p>The company had developed a list of contact and details of stakeholders, which included of various sectors such as Customers, Suppliers, Government agencies, Previous Land Owner, Local communities, Local NGO, Workers' representative.</p> <p>Based on document reviewed and interviewed of RSPO staff, found the stakeholder list (RP-FR-19) Rev.01, date 21 January 2019 was update latest on December 2023. Details of the list consist of Personal or Organization's name of stakeholder, Function, Expectation, Nominated representatives, Contact details of stakeholders.</p> <p>However, based on stakeholder interviewed found that contact details of some nominated representatives of stakeholders were not up to date and could not contact. Reference the details as Minor NC no. 2442760-202401-N3</p>	Non-compliance

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Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>Based on document reviewed, the ethical conduct policy of Tha Chang Oil Palm Industries Co., Ltd. had cited in Anti-fraud and corruption policy date 03 January 2024. The policy is applicable to all company employees, subsidiaries and associated companies doing business with the customer or other company or on behalf of the company, which business operations must be transparent and fair. This policy is publicly displayed on notice board at specified location such as oil palm ramp, canteen, in front of office of the company. The policy has covered the elements such as do not offering, demanding, accepting or giving benefits that caused by fraud and corruption for the benefit of staff, staff's family, friends and acquaintances.</p> <p>Review of sampled agreement shows the policy together with all other policies of the company is cited in the contract agreements the company signs with their contractors.</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>The policy has been shared and explained to the employees, contract workers and local communities for their understanding via line group and discuss again in company meeting with local communities. Compliance and the implementation of the policy and overall ethical business practice was done via methods such as.</p> <p>1. Annual Internal Audits which conducted on 26-29 Dec 2023 and there was no NC about ethical conduct.</p> <p>2. Signed contract agreements between Tha Chang Oil Palm Industries Co., Ltd. and contractors and suppliers which include the statement of commitment of the contract holder to ensure compliance towards the policy and overall ethical business practice.</p> <p>Moreover, there was no complaint case related to ethical business practice in Y2023.</p>	Complied
Principle 2: Operate legally and respect rights			

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Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national, and ratified international laws and regulations.			
2.1.1	(C) The unit of certification complies with applicable legal requirements - Critical (Major) compliance -	The completed list of legal requirements available in place (QD-FR-03, R01) such as; document no. E-SF-SD-88, E-SFSD-90 and E-RSPO-SD-13 They have every 6 months update and/or new update available. There evidence of compliance to the applicable legal requirements is the regal compliance assessment report (SF-FR-01, R01) lasted on 5/1/23. Tracking system to identify changes in the relevant regulations were available through the head office, website information, and communicated from the Group Head Office. Sighted the latest review to include new updates for Minimum Wages Order since January 1, 2023.	Complied
2.1.2	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors - Minor compliance -	The completed list of legal requirements is available in place QP-SHE-02 (Rev.07). They have 6 month updates and new updates available. Their evidence of compliance to the applicable legal requirements is the regal compliance assessment report ((SF-FR-01, R01). Tracking system to identify changes in the relevant regulations were available through the head office, website information, and communicated from the Group Head Office. Sighted the latest review to include new updates for Minimum Wages Order 2023. The certified unit has assigned the Head of environment and Head of safety and HR to respond and monitoring of legal compliance such as; Mr. Piya Chaipet. (Envi), Ms. Thichada P.(Safety), ,Ms.Wassana R (HR). The comprehensive list of international, national, sub-national, and provincial laws details the law's requirements that made specific for the mill and estate operations was made updated on Jan 2023 as the latest. The certified unit has assigned the lawyer to monitor any changes of the regal and update in the list when it has been changed and impact to the mill and estates including communication to all interested parties or relevant sections. Therefore, they have a legal compliance assessment	Complied

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		<p>of all sectors annually by the lawyer. All relevant sections within the law are identified and linked to activities performing by mill and estate.</p> <p>The certified unit has an annual legal compliance assessment by the legal assessor and the last assessment was done on 5/1/23 (HR legal), 5/1/23(QHSE legal), and 5/1/23(RSPO staff). Methodology (e.g.: personnel in charge (PIC), source of info, frequency of update) for tracking changes are verified and communication was made when changes to relevant sections of the legislation may impact to mill and estate's operation. And also monitoring changed the legal in Siam safety website. All the above processes have been indicated in the documented procedure no QP-SHE-01 (Rev.07, 18/7/22).</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>All of the mill and estates was a map and showed the location and during on-site audit has found clear the boundary markers. Physical boundary markers are the presence of mills and estates. (Stone mark with an official number) found physical presence of boundary markers. The company does maintain its boundary markers. Please see the map in the annex in this report. From the on-site audit of the planting area of the certified unit, no palm oil plantations were found to exceed the permitted area. The auditor has checked from the document of the title deed with the actual area. As well as comparing with the quantity of oil palm yields obtained from that planting area.</p>	Complied
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>Approved supplier for consumption material and other excluded FFB is conducted by general purchase. In comparison, the FFB sourcing from external suppliers are conducted by FFB purchase. The approved supplier list, including FFB supplier (P-PU-QP-01 and P-PU-QP-02), updated on 3 Jan 2024, was available and was in the place. The detail included Information on geo-location of FFB origins, proof of the ownership status or the right/claim to the land by the grower and valid planting/ operating.</p>	Complied

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		<p>Details of contracted parties are maintained in the computerized system, and the summary of all vendors among contractors and suppliers is on the stakeholder list.</p> <p>The sample of the stakeholder list that was tested during the audit found that it was last updated on 3 Jan 2024 from Estate , including all the contractors in the list.</p>	
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>The certified unit has verified legal documents such as company registered document of driver license of transportation and vehicle tax and the worker has verified ID card or passport.</p> <p>There are contractual agreements between the Company and the third party listed. The agreement requires the third party to comply with applicable legal requirements and provide evidence of its compliance. The labour contract is established for all employees. It provides a copy to all employees, including the agency worker, since they start working by signed form employee to ensure all employees are received. (More information state in the indicator 6.2.2) The operating units maintain a list of contracted parties as parts of their stakeholders, including internal employees and external stakeholders such as FFB suppliers, contractors, transporters, and government departments.</p> <p>For contractors, they are required to employ legal workers based on Labours Department Guidelines and Procedures for Recruitment.</p> <p>At assessment has verified agreement such as casual work (Mr. Witsani J., 23/9/2022, Mr. Suwan m 13/6/2022), FFB supplier agreement no. TCP-RSPO-001 (2/1/2022) with supplier code R-999.As evidence of due diligence, the contractors provided the list of employees with a copy of their insurance. Sighted the sample of Recruitment Verification Audit Report – TCP Co., Ltd Prepared by HR Manager.</p>	Complied

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2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>According to the human rights policy including child labor and forced labor, TCP is not accepting of all suppliers and sub-contractor having child labor in their work. In addition, certified units check the age from the ID card of their workers before allows to work. During the onsite audit haven't found any child and young workers working in all mills and plantations.</p> <p>However, From verified the contract between TCP with all brokers who collected FFB supplied to the mill as well as outsource (Transportation) didn't find the evidence and content stipulated in contract to respect on the clauses regarding to disallowing child, forced and trafficked labour. For example, contract with those outsource below;</p> <ul style="list-style-type: none"> • FFB Brokers such as code 08-4046, 11-037, 28-086 • Smallholder such as 01-015, 02-006, 05-416 • 1 Direct code R-999 • RSPO Small holder such as R-002, R-079, R-142. 	Complied
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources..			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins; • Proof of the ownership status or the right/claim to the land by the grower/smallholder; <p>- Critical (Major) compliance -</p>	<p>The mill maintained a list of directly and indirectly sourced FFB suppliers. All direct source of FFB from independent smallholders was registered in the mill supplier system program with supplier address according to the ID card of all suppliers including the geological FFB origin of all. Therefore mill can be proof of the ownership status and right of FFB sold.</p> <p>TCP has a totally 1 Palm Oil Mill which supplied by 1 Own Estates under the sharing supply bases each other. The land deeds issued by the government for all management unites are available and kept onsite – see 4.4.1. There are no changes of directly source FFB from previous certificate under TCP scope.</p>	Complied

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2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	For all indirectly sourced FFB, Tha Chang Oil Palm obtained from the collection centers, agents, or other intermediaries, the evidence is listed in Indicator 2.3.1. such as the information on geo-location of FFB Broker, but the source of the planting plot there has not yet been a collection of Information on the origin of FFB bunches; information on the geographic location of FFB origins and the evidence of ownership or land rights of palm growers/farmers as the requirement define. see the details as Minor NC no. 2442760-202401-N1	Non-compliance									
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.												
Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.												
3.1.1	(C) A business or management plan (minimum three years) is documented. - Critical (Major) compliance -	Annual budget and management plan for mill and estates were documented with 7 years projection (Y2021-Y2027), which was lasted reviewed on management review meeting and approved by MD on 05 January 2024. The major components of the plan include: FFB output to be received (tons/year), % Yield received, palm bunch price trend, CPO price trend, palm plantation maintenance costs. Business Plan was reviewed based on annual budgets and production projections. Data from operating results were considered with price trends to make a plan and presented to the MR meeting.	Complied									
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	An annual replanting program for Y2023-2026 was prepared and reviewed according to form RP-FR-16, Rev.01, date 21 January 2019, date of preparation 20 December 2023. Based on document review, the record of replanting program as follows: <table><tr><td>Year</td><td>Plot (s)</td><td>Total Area (Ha)</td></tr><tr><td>2023</td><td>7</td><td>308.5</td></tr><tr><td>2024</td><td>7</td><td>248.5</td></tr></table>	Year	Plot (s)	Total Area (Ha)	2023	7	308.5	2024	7	248.5	Complied
Year	Plot (s)	Total Area (Ha)										
2023	7	308.5										
2024	7	248.5										

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		<table><tr><td>2025</td><td>4</td><td>36.1</td></tr><tr><td>2026</td><td>8</td><td>52.5</td></tr><tr><td>Total</td><td>26</td><td>645.6</td></tr></table>	2025	4	36.1	2026	8	52.5	Total	26	645.6	
2025	4	36.1										
2026	8	52.5										
Total	26	645.6										
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>TCP conducted the management reviews once a year as planned. Latest of the meeting was done on 05 January 2024. The minute of the meeting are included of the follow-up issue from the previous meeting, the internal audit result, stakeholder feedback (complaint and grievances), as well as corrective and preventive actions of those issues. Therefore, the effectiveness of operating performance as well as improvement as planned Performance in occupational health and safety, Evaluation of performance in accordance with the law, Training results, Changes that may affect the quality system including top management has recommended for improvement of the FFB production and OER & KER of mill.</p> <p>A minute meeting has a summary for continual improvement of the fertilizer reduced in the plantation from the previous year while using EFB has been applied instead. Action plan to improve the FFB production at Siam estate was mentioned through making replanting program was also mentioned in the minutes of the management review meeting.</p>	Complied									
Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.												
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The certified unit had conducted the action plans for continuous improvement based on consideration of the main social and environmental impacts as following;</p> <p>1) Annual using fertilizer plan</p> <p>Increase production volumes for the next 3 months, for example in January 2023 there was a KPI result 112.29% which higher than specified (planned to collect 106 tons, actually collected 119.03 tons)</p>	Complied									

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		<p>in December 2023 there was KPI results 194.07% (plan to collect 106 tons, actually collected 205.71 tons)</p> <p>2) Reduction for using pesticide</p> <p>A latest IPM plan for Y2023 has been prepared by Ms. Saowanee and approved by QMR on 25 December 2023, including implementation of the pest control plan for Y2023, with control over the use of chemicals. There is a report on the performance of the garden department that specifies the details of the use of pesticide and the workers.</p> <p>3) Waste reduction</p> <p>There were plans to improve the landscape and reduce the smell of the wastewater treatment pond and adding a garbage disposal point to the residences of workers in the palm plantation. The plans were prepared since 2021 and continuous operation.</p> <p>4) Pollution and greenhouse gas (GHG) emissions</p> <p>There was a report on the organization's greenhouse gas emissions and absorption. Results reporting date 15 May 2022. Follow-up period 01 January - 31 December 2022. Moreover, there was a project to plant perennial trees along the palm buffer zone. Project period was June - August 2023, but it had not yet completed due to the mission of planting palm trees instead.</p> <p>5) Integrated management of HCV-HCS, peatland and other conservation areas. There was an area survey record for the year 2023, and buffer zone area inspection plan for the year 2023.</p> <p>6) Impacts on communities, workers and smallholders There were plans to contact with communities through monthly local meetings and conduct related valuable training to them e.g., garden management. Moreover, the company had allocate a budget for a project focused on casing worm in collaboration with local communities and the Tha-Chang District Agriculture Office, and had</p>	
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		donated drinking water to workers and communities during water shortages.	
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template. - Minor compliance -	The certified unit has filled its RSPO metrics template by QMR and submitted to the CB prior to this assessment. All the data can trace to the source of information at the time of the audit such as certification information, area statement, production records.	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place. - Critical (Major) compliance -	<p>The certified unit has Standard Operating Procedures, which appropriate and cover all operations in the plantations and the palm oil mill. These SOPs were made available for review during the audit.</p> <p>There is a document control system as determined such as author/ review/ approval person for each document type e.g., PM,WI,FM, reviewed by supervisor, approved by QMR. JD, reviewed by HR, approved by MD.</p> <p>Documents are in soft file format, not distributed as hard copies. Users can download documents from a new folder but cannot edit. Documents records were kept for 5 years. The cancelled files will be stored separately and the hard copy will be kept as separate folders.</p> <p>All documents are in Thai Language (Some versions are in English for use in audit from foreign CB), except for forms in the production section that include Burmese language.</p> <p>The documents are current version and control by DCC (Ms. Sukanda). Examples of SOPs as following;</p> <ul style="list-style-type: none"> • Procedure documents for RSPO implementation, such as <ul style="list-style-type: none"> - P-RSPO-QP-01 Negotiation Process - P-RSPO-QP-02 Calculation of fair compensation expenses - P-RSPO-QP-03 Land use rights 	Complied

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		<ul style="list-style-type: none"> - P-RSPO-QP-04 Human Resource Management • Work Instruction documents for oil palm plantation, such as <ul style="list-style-type: none"> - P-RSPO-WI-01 Survey of oil palm plantation areas - P-RSPO-WI-02 Preparing new planting areas and replanting - P-RSPO-WI-03 Selection of oil palm seedlings - P-RSPO-WI-04 Oil palm cultivation • Procedure documents for Palm Oil Mill, such as <ul style="list-style-type: none"> - P-PR-QP-01 Palm oil production - P-PR-QP-02 Palm kernel oil production - P-PR-QP-03 Water production process and water use - P-PR-QP-04 Cleaning operating procedures - P-GM-QP-01 Control of glass and hard plastics 	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor compliance -	<p>Based on interviewed of DCC, there has mechanism in place to ensure the consistent implementation of its SOPs. This mechanism such as;</p> <ul style="list-style-type: none"> - Monthly monitoring by DCC - Training of documents system implementation by DCC or chief staff. - Yearly internal audit of RSPO P&C <p>In terms of monitoring, procedures and related forms were update when related external documents had changed. New documents were sent to relevant workers and also trained for using new documents.</p> <p>Sample of monitoring for latest update of the GAP checklist form (P-PU-FR-10) Rev.02 date 05/01/24 according to update revision of GAP standard (TAS 9001-2021 standards).</p> <p>Based on the internal audit results for the year 2023, it was found that there were no non-conformities related to the implementation of the procedures.</p>	Complied

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3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor compliance -	<p>The certified unit maintains records of monitoring and actions taken for the implementation of its SOPs. These were made available and reviewed during the audit. Among the records verified were,</p> <ul style="list-style-type: none"> - RP-FR-19/Register of Stakeholders - P-PR-FR-01/Check List Daily (FFB CONVEYOR) - P-PU-FR-03/Register of FFB sellers - RP-FR-03/ Fertilizer recorded - RP-FR-05/Water supply recorded - RP-FR-06/ Pest Control Plan - RP-FR-07/ Harvesting and trimming Plan - RP-FR-08/ Harvesting and trimming Recorded - RP-FR-09/ Pest Control recorded - RP-FR-13/ IPM Plan - RP-FR-14/ IMP Recorded - QD-FR-01/Document Action Request - QD-FR-04/ List of quality records - QD-FR-18/ Internal Audit and Management Review meeting Plan - QD-FR-11/ Internal Audit checklist - QD-FR-13/ Corrective Action Request 	Complied
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower, is documented.	EIA was carried out internally by Environmental Team led by Ms. Sirinard on 11 May 2022. Environmental aspects assessment approach according to ISO14001 has been used to assess the impacts related to the environment. Although while setting up the system, the external party	OFI

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	- Critical (Major) compliance -	from the team of the consultancy has been engaged to conduct the SEIA with the participatory approach with the affected stakeholder in 2020. However, it can be, but is not necessarily, lead to a future nonconformity if the updated of the SEIA on the recent impact caused by the significant change by mill and estate operation especially land clearing for the replanting program and update social impact assessment have not been addressed by the independent experts.	
3.4.2	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders. - Minor compliance -	Environment and social management/mitigation plan are resulted from the SEIA. Although the SEIA has been revised internally by the environmental team, which led by Ms. Sirinard. However, there is no evidence to demonstrate that the social and environmental management and monitoring plans have been developed with participation of affected stakeholders. Reference the details as Minor NC no. 2442760-202401-N4	Non-compliance
3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way. - Critical (Major) compliance -	Environment and social management/mitigation plan are resulted from the SEIA as show in indicator 3.4.2. However, the review and update the environmental management and monitoring plan resulting from the implementation and experience has not been done more than the last 2 years. Reference the details as Major NC no. 2442760-202401-M9	Non-compliance
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives. - Minor compliance -	The SOPs for recruitment, selection, hiring, promotion, retirement and termination of workers was established (P-RSPO-QP-04 issued 6 Jan 2023 and AH-QP-01, Rev. 07 date 25 Jan 2022). Tha Chang Oil Palm Industries Co., Ltd has communicated their SOPs where is written in appropriate languages and made available to the workers and their representatives. This procedure is also stated the indiscriminately policy during the recruitment selection, hiring and promotion process. At this moment or at the time of the audit, there are totally three types of employment such as monthly, daily and piece worker. All type	Complied

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		employment has been bound with an agreement that is made in compliance to labour regulation of Thailand.	
3.5.2	Employment procedures are implemented and records are maintained. - Minor compliance -	<p>Employment procedure are implemented and records are maintained to demonstrate that workers are employed and/or promoted base on capabilities and skills.</p> <p>Based on employment documents that have been reviewed, it can be concluded that all employment procedure are implemented properly, in particular there is no indication of discrimination in recruitment processes. The promotions are conducted based on performance evaluation.</p> <p>The sample of procedure implementation among others:</p> <ul style="list-style-type: none"> - Training for all employees regrading to documented procedure no AH-QP-02, issued date 25 Jan 2022 and yearly training program of Y2024 - The employment contracts signed between the management of Thachang Oil Palm and/or the Mill and their employees contain relevant information which is align with the legal requirement e.g. employment and payment terms and provisions covering working hours, deductions, overtime, sick leaves, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. All contracts and/or agreement are made in Thai and Myanmar, which is a language the workers understand. The provision of the contract especially providing the contents is in comply with the Thai labour laws. - The pay slip is the document that gives accurate information on compensation for all work performed. It contains the following information: employee name, income, overtime pay, deductions (social security), worker no., payroll date, earning (regular work, overtime pay, public holiday pay), Department, total pay, total OT. 	Complied

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		<p>The sampling on pay slips for Jan, 2023, Nov 2023 and Dec 2023, were reviewed.</p> <p>- Based on the samples above, workers received wages in compliance with the Minimum Wages according to the minimum wage of Suratthani Province. The payslips provide accurate information on compensation for all work performed, including allowances, overtime, deductions, and consistent with the terms indicated in the contract (In Thai and Myanmar language).</p>	
Criteria 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The SOP on health & safety including risk assessment were performed to identify any possible injuries and accident that will cause the issue related to H&S. The mitigation plans and procedures regarding to health and safety policy were written in SF-QP-03 Rev.00, 04 18/7/22. Each site has performed risk assessments and activities where health and safety is an issue including their documented mitigation plan for the identified issues resulting from the risk assessments It was conducted and updated in 2023 for all activity in Mills, Estates/Plantations as the latest. Risk assessment for mill has include activity for employee, such as , Palm oil mil process of bunch reception, sterilization, threshing, pressing etc. base on mill observation of employee, it can be seen they are wearing the safety shoe in mill area , earplug in the loud area.</p> <p>Risk assessment for planting has included activities for casual workers, such as harvesting, transportation, and spraying. Based on field observation of casual workers in farms, it can be seen that they have built pesticide shelters to keep pesticides and PPEs (aprons, masks, rubber gloves) and landfill for chemical waste.</p> <p>During the audit, it was found that the health and safety risk assessment SF-FR-13, SF-FR-13 was not coverage all operations activities such as the replanting process . See the details as MAJOR NC no. 2442760-202401-M2</p>	Non-compliance

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3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	Monthly monitoring and meeting of Health & Safety and Environmental risks has been conducted for once a month as per the local law requirement. Every unit of certification was dedicated Safety officer and safety committee to join in the meeting Refer announcement TCP-SF-66-002 Safety committee date 14/7/23. Sample of monitoring and minutes of the meeting among representative as follows: date of meeting 31/10/23,30/11/23	Complied				
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.							
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	All workers involved in the operation are required to get trained according to the training program established for year 2023 and Y2024. This training programme comprises of the training subject, monthly calendar (date), items of training, targeted audiences, facilitator, duration, and venue. This training program purposed for all workers who are employed employees as well as the subcontractor who are required to work at Mill and estate. Each site has their own list of the required attendants. The training subjects comprises of best practices, safety, environmental, , company’s policies, etc. Based on interview with sampling workers, they said that Tha Chang Oil Palm Industries Co.,Ltd Staffs (Safety officer at Mill, Supervisor of each estate) have regularly visited them to monitor whether their current operation is aligned with the documented procedures, no harm from the operation, the best practices as well as health and safety issue.	Complied				
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p> <p>- Minor compliance -</p>	<p>The company has demonstrated that training records are maintained. The documentation comprise of minutes per training and training record for individual trainee. Some training records that have been seen as below:</p> <table><tr><th>Training Topic</th><th>Date</th></tr><tr><td>RSPO P&C and RSPO SCC</td><td>18-19 Nov 2022</td></tr></table>	Training Topic	Date	RSPO P&C and RSPO SCC	18-19 Nov 2022	Complied
Training Topic	Date						
RSPO P&C and RSPO SCC	18-19 Nov 2022						

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		<table><tr><td>First aid</td><td>3 Mar 2023</td></tr><tr><td>Basic fire fighting and fire Drill</td><td>4 Apr 2023 and 9 May 2023</td></tr><tr><td>Chemical working safety /leak</td><td>22 Nov 2023</td></tr><tr><td>Safety in working on heat stress</td><td>18 Jul 2023</td></tr></table> <p>A sample of individual who have been selected for interview and crosscheck on their records especially training records has been verified. For instance, the training record of employees who worked production line showed that latest of his attendance was on 18 Jul 2023, while other training subjects which comprising best practices-related training, safety-related training, waste management training, etc are also given. Based on field verification, it can be seen that the simplified policies and procedures (e.g related to safety and emergency response) also have been posted on information boards at Mill's and Plantation's offices, workshop, stores, housing, clinics, as well Thachang group industry ltd. Based on interviews with sampling workers in Mills and Estate/ Plantations, they have been given regular training and understood core issues related to safety, best practices, and company policies</p>	First aid	3 Mar 2023	Basic fire fighting and fire Drill	4 Apr 2023 and 9 May 2023	Chemical working safety /leak	22 Nov 2023	Safety in working on heat stress	18 Jul 2023	
First aid	3 Mar 2023										
Basic fire fighting and fire Drill	4 Apr 2023 and 9 May 2023										
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Safety in working on heat stress	18 Jul 2023										
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor compliance -</p>	<p>Tha Chang have prepared training plan for RSPO SCCS under document Training plan for 2023 and 2024:</p> <ul style="list-style-type: none">- RSPO Supply Chain Certification Standard 2020 scheduled for refresh training on 3 Jan 2024. The targeted participant is 20 RSPO representatives, mill laboratory supervisors, mill safety officers.- RSPO Rules on Market Communication and Claims Training scheduled for 3 Jan 2024. The targeted participant is 20 RSPO representatives, mill laboratory supervisors, mill safety officers.- Audit team interviewed Ms. Suwanna R, Ms, Sirikwan, Ms. Suthasinee, Mr. Htet Aung, Mr. Chokchai (weighbridge operator, R/M receiving, production operator and supervisor to check their	Complied								

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		<p>understanding on tasks related to SCC. The weighbridge operator and purchasing operator who responsible for check, record and control incoming material and palm product dispatch could demonstrate her understanding on the jobs related to the distinguish which one is FFB certified and non-certified, for instance. The weighbridge operators have been trained; they understood their task, role and critical area related to receiving and transporting of palm product (record keeping, accuracy). The weighbridge operator understood how to check of RSPO certificate number, supply chain module in the transport ticket.</p> <ul style="list-style-type: none"> - The mill has updated a procedure RSPO Principle & Criteria (I-QM-RSPO-02, rev. 02 on 6 Jan 2024) which explains the whole process for implementing all elements in supply chain requirements. The appointed management representative with overall authority for implementing RSPO SCCS requirements is Ms. Wannapha (QMR). There specific personnel carrying out tasks for effective implementation of the supply chain such as: CPO mill manager, HR manager, delivery manager, receiving supervisor and warehouse supervisor. Auditor has interviews for understanding of SCC scheme. They were appropriate understanding for this scheme. 	
<p>Criteria 3.8: Supply chain requirements for mills.</p> <p>Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill is sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of</p>	<p>TC POM opted and implemented Mass Balance Module.</p> <p>This indicator is not applicable.</p>	Not Applicable

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	RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and third party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The mass balance between the quantity of RSPO material (FFB, CSPO, CSPK) and certified products (FFB, CSPO and CSPK) sold are recorded and monitored by using separated monitoring system in excel format.</p> <p>Verification of the mass balance data showed that all purchases and sells of certified products are done in accordance with the requirement as physical segregation is not required under the MB requirement, lasted update on 31 Dec 2023</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated annual tonnage for certified FFB processed, CPO and PK production are available in the Estate and Mill annual production budget for 12 months since the previous assessment.</p> <p>The FFB tonnage received from all certified supply bases (company-owned plantation).</p> <p>The estimated for CPO and PK production from POM is recorded under the public summary report and the RSPO certificate for Tha Chang Oil Palm Industries Co., Ltd. (TC).</p> <p>The actual CPO and PK production were verified during each subsequent annual surveillance assessment visit to ensure that certified mill only deliver the allowed tonnage for the year as per the details of section 1.</p>	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>The name is Tha Chang Oil Palm Industries Co., Ltd. ;</p> <p>RSPO Membership Number : 1-0240-17-000-00</p> <p>Palm Trace Member ID number follows ; RSPO_PO1000007503</p>	Complied
3.8.5	<p>Documented procedures</p> <p>a) The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the</p>	<p>The site has procedures that include specific clauses for the implementation of RSPO requirements. The following procedures are available and checked during the audit:</p>	Complied

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	<p>applicable supply chain model specified. This shall include at minimum the following: a)</p> <p>b) Complete and up to date procedures covering the implementation of all elements of the supply chain model</p> <p>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<ul style="list-style-type: none"> • The Quality Manual of RSPO Principle & Criteria including SCC procedure (P-RSPO-QP-04, Rev. 02, issued 6 Jan 2023) • RSPO Supply chain Certification manual, RSPO-QM-01 Rev.02 date 15 Jan 2022 • Management review Procedure (QD-QP-03 Rev.09 dated 14 Jul 2020) • Internal audit Procedure (QD-QP-04 Rev.07 dated 23 Nov 2019) • Corrective and Preventive Procedure (QD-QP-05 Rev.08 dated 23 Nov 2019) • Recruitment procedure (AH-QP-01, Rev. 07 date 25 Jan 2022) • Training Procedure (AH-QP-02 Rev.06 date 8 Aug 2019) • FFB supplier Selection and evaluation procedure (P-PU-QP-02, rev.12, date 6 Jul 2021. • Outsource control procedure (P-MA-QP-03, rev. 07, date 20 Oct 2021) • Customer complaint management Procedure (QD-QP-06 Rev.06 dated 23 Nov 2019) • Contract review Procedure (P-MA-QP-01 rev. 03 on date 21 May 2014) • Release and delivery products Procedure (P-DE-QP-01 Rev.06 dated 03 Jan 2018) • complaint management Procedure (P-MA-QP-06 rev. 01 on date 18 Jan 2018). • NC product handling Procedure (P-QC-QP-02, Rev.04 dated 18 Jun 2010) • Manual of BCS account system, that program is used to issue ale documents and registered the customers and product types. • Manual of Palmtrace.P-RSPO-SD-021 dated 10 Jan 2022 • RSPO Principle & Criteria date on. 15 Jan 2022 	
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3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>The internal audit procedure has been defined in Internal audit procedure QD-QP-04 Rev. 09 Eff. 04/Aug/2020. The internal audit is planned to conduct at least once a year and an annual management review meeting. The outcomes of the internal audit have been subject to management review dated 05 Jan 2024. The internal has assessed the organization's conformance to the SCCS standard and RSPO Market Communications and Claims document requirements.</p> <p>The Internal audit of Y2023 conducted on 26-29 Dec 2023 by 2 Internal auditors complete trained by Mr. Prapas Nores Date on. 09 Nov 2022, announced on 20 Dec 2023 by Mr. Pongnarin Wanasuwankul. - MD (TCP-RP-003;, 20/12/2023)</p> <ul style="list-style-type: none"> • Internal audit plan(QD-FR-09) 1 location (Suratthani province) issued by DCC (Ms. Sukanda.) approved by Mrs.Wannapa Srisuwan on 25 Dec 2023 • Of Y2024 conducted on 26-29 Dec 2023 • Thachang Estate conducted on 26-27 Dec 2023 by Ms. Sukanda • 2 OBS at Thachang estate found the audit issued on 26 Nov 2022, closed on 30 Dec 2023 • Factory Mill conducted on 28-29 Dec 2023 by Ms. Sukanda (Internal checklist (QD-FR—11R.02 09/07/65) <p>The mill has maintained the internal audit records and reports properly. The internal audit demonstrated that the company effectively implements the SCCS requirements within the company.</p> <p>There were 0 nonconformities and 2 OBS raised in the internal audit against requirements. All OBSs was closed on closed on 30 Dec 2023. The management has stated the corrective action plan and implemented the corrective action to address the non-conformity. The non-conformity was closed as stated in the management review for SCCS dated 05 Jan 2024. The internal audit report and management review meeting</p>	Non-compliance
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		<p>minutes records were available for verification. Moreover, the monitoring of implementation is conducted such as harvesting, maintaining, fertilizer, weeding, financial plan and reduce Impact of environment.</p> <p>However, from verified the record of Internal audit of year 2024 on 26-29 Dec 2023, the evidence of internal audit of (SUPPLY CHAIN REQUIREMENTS FOR MILLS) was not conduct on RSPO Rules on Market Communication and Claim 2022. This is non-conformity repeated as previous NC, thus this minor NC was upgrade to MAJOR NC, See the details as Major NC no. 2442760-202401-M1.</p>	
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>Quality Manual of RSPO Principle & Criteria including SCC procedure (P-RSPO-QP-04, Rev. 02, issued 6 Jan 2023), FFB supplier Selection and evaluation procedure (P-PU-QP-02, rev.12, date 6 Jul 2021 and Outsource control procedure (P-MA-QP-03, rev. 07, date 20 Oct 2021 were covered all elements required by RSPO SCC including the mechanism of handling of certified and the tonnage of non-certified FFBs received and documents including the guide for mill inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>The guideline to indicate the name and model (MB), (IP)/Mechanism for handling NC products/document is indicated in Non-conformity products handling procedure. The final step to deal with NC material is to downgrade as non-RSPO material.</p> <p>Procedure for informing CB on the projected overproduction of certified FFB is established. MR will be final responsible person to inform CB with the estimated FFB overproduction Procedure to inform CB when there is a projected FFB overproduction established in P-RSPO-QP-04, Rev. 02, issued 6 Jan 2023.</p> <p>The projected FFB overproduction will be estimated by estate manager. Then, MR is the responsible person to contact CB and request to extend</p>	Complied

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		<p>the certified volume of FFB, CSPO and CSPK on the current Palm Trace license</p> <p>According ASA3, It is well indicated the MB in the record and SAP (computerized system). For transferring certified FFB, CSPO and CSPK, it was done without PO or contract due to it is owned by the same company. The transactions of transferring certified material between mill to crushing mill (CSPK) was registered on the Palm trace system properly.</p> <p>Purchasing department, Ms. Atchara and Ms. Wannapa, are responsible for transferring of the certified PK from the Certified Mill account to the Crushing mill account on Palm Trace platform. From interview with Ms. Atchara and Ms. Wannapa they can demonstrate the understanding of the required action on Palm trace platform when the transactions occurred.</p> <p>Certified FFB were supply by their estate, in period 03 Mar 2023 to 07 Jan 2024 is 1,238.23 MT. On audit date found the Mill had to informed CB for volume extension on 17 Nov 2022, and from verifying found the mill request volume extension as 1,000 mt. till 2 Mar 2024.</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; 	<p>There are three types of the sale documents: Delivery Note, weighing bill and invoice and/or commercial invoice. Delivery Note is now used to indicate all information required by the standard.</p> <p>The description indicate at information for client as follows</p> <ul style="list-style-type: none"> Name and address of buyer: full name and full address of the buyer always indicated in the Delivery note. Name and address of seller: Tha Chang Oil Palm Industries Co., Ltd. Loading and delivery date: Model: MB is indicated after the product name (crude palm kernel oil /MB) Quantity: xxxx Kgs 	Complied

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	<p>e) RSPO certificate number;</p> <p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>	<ul style="list-style-type: none"> Any related transport documentation: Truck umber Unique identification number: PO Supply chain certificate number indicated on those Delivery notes is BVC-RSPO-20210303-01; <p>Example of transactions verified during the audit has been reviewed is PalmTrace transaction No. TR-8a4c2416-b74d confirmed date 02 Feb 2023</p> <ul style="list-style-type: none"> Sale Contract: Contract no. CPO2566/00047 (MB) date, 31 Jan 2023 Seller Tha Chang Oil Palm industries. Buyer: Lam Soon (Thailand) PCL. PO no. 4510018910, 4510018934 CPO/MB, volume 293.22 MT, Delivery 31 Jan 2023 Destination; Delivery to buyer's mill in Samutprakarn 	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure</p>	<p>The company does not engage any independent third parties subcontractors for either warehouse or production activities.</p> <p>Tha Chang Oil Palm Industries Co., Ltd. engages with subcontractors for the transportation CPO and PK products to their customers. These subcontractors were listed and controlled according to ISO9001 requirements. The company applies the supply chain model "Mass Balance", therefore, those subcontractors are not deemed need to be audited as their operation is unlikely to crease the risk and breach the integrity of the RSPO certification. Outsourcing is only applicable for CPO despatch based on the delivered contract with buyers.</p> <p>The contract agreement indicated that the mill has not discard their legal ownership of all input material (CPO and PK) and the product belong to the buyer. The outsourced process is only for transportation those products to the buyers. The agreement also stated that the certification</p>	Complied

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	<p>that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	body (CB) has access to the transporters if an audit is deemed necessary, and to provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Tha Chang Oil Palm Industries Co., Ltd. established a record of all contact detail for transporter and updated in the stakeholder list. Last update on the list was done on 08 Jan 2024.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Tha Chang Oil Palm Industries Co., Ltd. are aware that they are required to inform the CB in advance if there are any new contractor used for the physical handling of RSPO certified palm products. Verified during the assessment confirmed that there was no new contractor used for physical handling of RSPO products.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p>	<p>The company established the procedure (P-RSPO-SD-022, date 10 Jan 2022) to maintain the information about the estimated tonnage of CPO and PK products, supply chain certificate, and public summary audit report, included in the RSPO IT platform (license) and they monitoring and record the actual tonnage produced by IT system, verified the record by QMR and sale manager.</p> <ul style="list-style-type: none"> - The company used both TC palm Program and Excel to maintained records of transferred and selling responsibility by Commercial section. - Records for transferring intermediate material (FFB, CSPO and CSPK) and selling certified CSPO and CSPK back to the previous date of the 	Complied

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	<p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>audit are available and up-to-date on a real-time basis and three-monthly basis for monitoring for Mass Balance module</p> <ul style="list-style-type: none"> - Daily Production report of Thachang POM up to dated, Excel used to record of certified input and output will be used to ensure that the material accounting system is never overdrawn. - The maintained a monthly summary of all receipts of FFB, production tonnage, and dispatch of CPO and PK. Records of inventory as balanced on a 3-monthly basis have also been maintained. The main records retained are FFB, Weighbridge Tickets, Inspection of records that confirmed these were accurate and complete. - Transaction documents and bookkeeping of CPO and PK are done daily and monthly summary reports of FFB receipt, FFB processed, CPO production, PK production, and balance stocks submitted to the QMR and Marketing. The system to monitor the quantity of physical RSPO MB on real-time basis was set to ensure the balance between the certified inputs and certified outputs. 													
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The company determined to use the conversion rates as following. This determination has been verified by the production record of the CPO and PK produced by using their own FFB in order to investigate the percentage of the OER and KER with FFB supplied by other non-certified suppliers especially independent smallholders and brokers</p> <table border="1"> <thead> <tr> <th>MILL</th><th>Y2022</th><th>Y2023</th><th>Y2024</th></tr> </thead> <tbody> <tr> <td>CSP0 (%)</td><td>18.4</td><td>19.1</td><td>20.0</td></tr> <tr> <td>CSPK (%)</td><td>5.5</td><td>5.0</td><td>5.0</td></tr> </tbody> </table>	MILL	Y2022	Y2023	Y2024	CSP0 (%)	18.4	19.1	20.0	CSPK (%)	5.5	5.0	5.0	Complied
MILL	Y2022	Y2023	Y2024												
CSP0 (%)	18.4	19.1	20.0												
CSPK (%)	5.5	5.0	5.0												
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>TC POM have updated CPO and PK extraction in daily basis to ensure accuracy against actual performance.</p>	Complied												
3.8.15	<p>Processing</p>	<p>This is not applicable because TCP opted to certify only MB</p>	Complied												

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	For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.		
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>Ms. Wannapa and Ms. Thanyarat R., Sales manager, is responsible to use Palm Trace to register transaction of CSPO, and CSPK including any removed of RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p> <p>TC have registered all of their POM into RSPO PalmTrace while</p> <ul style="list-style-type: none"> - RSPO Membership Number : 1-0240-17-000-00 - Palm Trace Member ID number follows ; RSPO_PO1000007503 <p>Since she also involved for selling certified products through PalmTrace for years, she could demonstrate her understanding how to use Palm Trace to trade certified products either CSPO and CSPK by using PalmTrace especially function shipping announcement</p> <p>All sampling transactions of certified products were registered in Palm Trace as Tha Chang Oil Palm Mill ; transactions no. TR-22b1bdb-01c7; CSPO/MB= 293.22 MT, CSPO/MB; Buyer LamSoon (Thailand) PCL (Bangppo Plant), PO no. 4510018910 and 4510018934 Confirmed on 02 Feb 2023</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not used. Nonetheless, the facility is aware of the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives	The following was communicated in the website: https://www.thachanggroup.com/tcg_group/1/ . Tha Chang Oil Palm	Complied

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	and principles of RSPO. Corporate communication is a “non-product related” claim.	Industries Co., Ltd. owns oil palm plantations in Suratthani provinces with a planted area 372.44 ha and extracts crude palm oil (CPO) and CPK from fresh fruit bunch (FFB) of oil palm fruits, TC POM is producing and selling palm products, such as crude palm oil, palm kernels. All products are 100% traceable to the source. 100% RSPO compliant with all criteria for processing RSPO certified oil palm products in the Group.	
4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member’s history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership	The communication in https://www.thachanggroup.com/tcg_group/1/ states that all certified products are 100% traceable to the source and 100% compliant with all criteria for processing RSPO certified oil palm products in the estate.	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	The communication in https://www.thachanggroup.com/tcg_group/1/ that all certified products are 100% traceable to the source and 100% compliant with all criteria for processing RSPO certified oil palm products in the Group.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	The communication in https://www.thachanggroup.com/tcg_group/1/ that all certified products are 100% traceable to the source and 100% compliant with all criteria for processing RSPO certified oil palm products in the Group.	Complied
4.5	Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include: <ul style="list-style-type: none"> • “We have been sourcing RSPO certified palm oil since (YEAR).” • “We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year.” 	There is no RSPO corporate logo has been used in the website, official documents, or official letterhead template.	Complied

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

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5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	Based on observed on audit date, the facility was able to demonstrate that if they were to dispatch their certified products (CPO and CPK) to its buyers, the supply chain model used i.e., MB will be stated under the product description in various documents such as delivery order, weighbridge ticket and commercial invoice to name a few.	Complied
5.1.2	Product-specific communications are voluntary.	The organization used the certificate number and supply chain model indicate on the sales document properly e.g. Invoice., does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication	Complied
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	The organisation does not have the RSPO Label displayed for product-specific communications.	Not Applicable
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	The organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.	Not Applicable
5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. 	The site is not retailers, traders or distributors. Therefore, this requirement is not applicable.	Not Applicable

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	<ul style="list-style-type: none"> The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain	The site is not retailers, traders or distributors. Therefore, this requirement is not applicable.	Not Applicable
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	From observed found the organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	Complied
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	The certificate number and supply chain model indicate on the sales document properly e.g. Invoice.	Complied
5.2.3	Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:	The organization does not distributor or wholesalers that take title to products containing certified sustainable palm oil products.	Complied

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	<ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 		
5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	Reference 5.1.6, That this requirement is not applicable.	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>From observed found the organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>That this requirement is not applicable.</p>	Not Applicable

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	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>From observed found the organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>Therefore, this requirement is not applicable.</p>	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>From observed found the organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>Therefore, this requirement is not applicable.</p>	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>From observed found the organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>Therefore, this requirement is not applicable.</p>	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	<p>From observed found the organization does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>Therefore, this requirement is not applicable.</p>	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	The organization does not sell its products to consumers. Therefore, this requirement is not applicable.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	<p>From observed found the organization does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>Therefore, this requirement is not applicable.</p>	Not Applicable

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5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	From observed found the organization does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication. Therefore, this requirement is not applicable.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	The MB volume that can be sold is only the volume requested in the Palmtrace. Hence the CPO or PK volume sold under MB model is considered 100% content.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	The mass balance between the quantity of RSPO material (FFB, CSPO, CSPK) and certified products (FFB, CSPO and CSPK) sold are recorded and monitored by using separated monitoring system in excel format. Verification of the mass balance data showed that all purchases and sells of certified products are done in accordance with the requirement as physical segregation is not required under the MB requirement, lasted update on 7 Jan 024	Complied
Product-Specific Communications Labelling			
	Members are allowed to use the RSPO Label in one of the following ways: <ul style="list-style-type: none"> The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. 	There was no on product label claims for the RSPO Supply Chain implementation in Tha Chang Oil Palm Industries Co., Ltd. (TCP)	Complied

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	<ul style="list-style-type: none"> The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 		
Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd. has developed Policy to respect Human Rights and worker relationship including prohibiting retaliation against Human Rights Defenders (HRD) since on 18 Oct 2022 and latest update announcement on 3 Jan 2024.</p> <p>Social Accountability Policy announce on 17 Jun 2022 including with Law and Workplace Regulation, Prohibition of Forced Labor, Prohibition of child labor, Prohibition of harassment of abuse, Compensation and benefits, Working hour, Prohibition of Discrimination, Health and safety and Freedom of Association and Collective Bargaining</p> <p>The company is recognizing that Human Rights are universal and apply to all without any form of distinction. They support the implementation of the International Bill of Human Rights, the UN guiding principles on business and human rights, and of the ILO Declaration on Fundamental Principles and Rights at Work.</p> <p>Tha Chang Oil Palm Industries Co., Ltd. prohibits retaliation against Human Rights Defenders (HRD) and complainants including intimidation and harassment by site employees and contracted services. The contractors and their employees that provided services to the company have signed the Contractor Induction.</p> <p>During the interview with sampled workers from the mill and estate and sampling stakeholder, the result from the interview confirmed that there is no discrimination, or any violence and harassment e happened in this company.</p>	Complied

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4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Based on an interview with stakeholders, employees, casual workers, it was known that Tha Chang Oil Palm Industries Co., Ltd never instigate violence or use any form of harassment, including use of mercenaries and paramilitaries in the operation.</p>	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p>(C) The mutually agreed upon system, open to all affected parties, resolves dispute in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>TCP has the following systems in place to deal with complaints, grievance and dispute procedures.</p> <p>The procedure to receive the complaints from external (stakeholders) and internal AH-QP-07 Rev. Revision 01, date 25 Jan 2022. Beside policy prohibiting retaliation against Human Rights Defenders (HRD) and Whistle blower policy was established on 7 Nov 2020 and update on 3 Jan 2024. The grievance and complaints mechanism communicate and allow for the complainant to agree on the process of the grievance mechanism. The system allows complaints to be made anonymously by using the mail, telephone, verbal and suggestion box.</p> <p>The complainants can also call the Estate and Mill representatives who named as follows ; RSPO Representative, Admin,</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The grievance mechanism AH-QP-07 Rev. Revision 01, date 25 Jan 2022. was developed to provide a way to reduce risks from company employees, offer external stakeholders an effective avenue for expressing concerns achieving remedies, and promote a mutually constructive relationship with all relevant stakeholders and the company.</p> <p>Estate and POM manager representatives will be the primary interface between TCG and any external stakeholders intending to raise their grievances whereas Management and Human Resource Departments will be the primary interface between the company and employees on grievances related to the labour part and social safety of employees.</p>	Complied

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		<p>Representatives of each Mill and estate were reporting, Grievance Tracking Database and will ensure all grievances are channelled to relevant departments.</p> <p>The progress of the resolution process was informed to the relevant parties within 15 days and also can be appeal within 30 days. Results or decisions are communicated to the parties already by the committee meeting.</p> <p>This procedure system is understood by the affected parties, through stakeholders (internal and external) meetings. Based on interviews with the sampled workers, it was confirmed that they are aware of the process of complaint and grievance, where they can use the form provided or they can lodge the issue verbally to their superior. As per interview input, there is no issue raised by the workers in regard to this indicator.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>The progress of the resolution process was informed to the relevant parties within 15 days and also can be appeal within 30 days. The results or decisions are communicated to the parties already by the committee meeting. If complaints and grievance arise, it is recorded into the logbook, including the date of complaint received, the name of the complainant (if the complainant has no objections to giving the name), information of outcomes or decision of the grievances, and the date of the outcomes or decision. All matter will be communicated to the complainant.</p> <p>Based on interviewing from stakeholder consultation, they understood that the company let the relevant stakeholders know the progress for all grievances and confirmed whether is there any no complaints and grievances submitted by those complainants within the past 12 months.</p> <p>However, from verifying the SEIA report found the immediate action has been taken to address the complaint raised by the villagers or stakeholders as per the procedure compliant management AH-OP-07,</p>	Non-compliance

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		the record of the complaint as per required by the form AH-FR-37 (log of complaint) and AH-FR-36 (complaint record) whenever it has been communicated and informed by the stakeholders from channels especially phone call has never been recorded. Based on this, it would not be possible to keep monitoring the status of the complaint and keep the stakeholder informed on the outcome to address the complaint raised by the stakeholders. Reference the details as minor NC no. 2442760-202401-N5.	
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	As per the Grievance Mechanism mentioned in indicator 4.2.2, the complainant has the option of accessing independent legal and technical advice of their choice and the ability to choose individuals or groups to support them as well as option of a third party mediator.	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated - Minor compliance -	From interviewing during the stakeholder consultation and with the local communities. Tha Chang Oil Palm Industries Co., Ltd representative demonstrated contributions to local development. Based on stakeholder consultation, it showed that local communities are always prioritized within mill and estate. TC made community development projects/planning of Y2023 and Y2024 for example a project to support smallholders name" Tha chang Palm Oil Community Enterprise totally number 84 Total land area 580.17 Ha" support to certifying within Y2025. Supported community projects with donations, highlights the areas of focus.	Complied
Criteria 4.4: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history	Tha Chang Oil Palm Industries Co.,Ltd. has the legal ownership of lands. The government approved documented detail of the land areas and the landowner's name was clearly indicated the name of Tha Chang Oil	Complied

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	<p>of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Palm. Meaning that the legal land deeds and licenses could demonstrate the history of land tenure and the land's actual legal or customary use. For example, the land title are available at Tha Chang Oil Palm estate , lasted update 2023, are composed of following.</p> <ol style="list-style-type: none"> 1. Nor Sor 3. Kor. 1341 Total area 22-0-7 Rai; 3.53 HA (plot F18) 2. Nor Sor 3.Kor No.1118-23,1400-2, Total area 92-2-18 Rai; 14.83 HA(F16) 3. Nor Sor 3.Kor No.1711,11731179,1180-83, Total area 336-3-52 Rai; 14.83 HA(F8) 4. Nor Sor 3.Kor No.1389-92,1181,1387-88,1097, Total area 254-3-0 Rai; 40.76 HA (F6) <p>Maps are delineated in the land deeds and licenses. While the estate map showing legend, scaled and geo-referenced coordinates sampled can be seen the detail in Appendix 4. Since the land owned by Tha Chang Oil Palm for many decades under the legal document prove, there is no evidence of dispute on those lands during the assessment</p>	
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making;</p>	<p>There are no identified areas with recognized legal, customary or user rights of other external parties in all the estate where are required to have follow FPIC process. From verified, the documentation and stakeholder consultation showed no customary land among estates and mill owned by Tha Chang Oil Palm Industries Co.,Ltd. Meaning that ha Chang Oil Palm is legal owner on the lands. There is no evidence of land encroachment by Tha Chang Oil Palm Industries Co.,Ltd. According to an interview with a stakeholders (Mill and estate) who were chosen randomly, it was explained that no unresolved issues/grievances arise related to use of the land for oil palm crops within the past 12 months. The company carried out field visit regularly to gather information from smallholders and villagers although there is no issues related to land dispute before. This is part of the FPIC process that is implemented by the company. Tha Chang Oil Palm Industries Co.,Ltd.demonstrated</p>	Complied

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		stakeholder communication by communicating to the landlord by arranging the meeting.	
	4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken;	Tha Chang Oil Palm Industries Co.,Ltd. made consultations and meeting with the Incorporated Land Groups and its member to discuss the terms for land's sub-lease agreement. Tha Chang Oil Palm Industries Co.,Ltd demonstrated stakeholder communication by communicating to the landlord by meeting together	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	Tha Chang Oil Palm Industries Co.,Ltd. has fully developed the leasehold land transferred from predecessors or through the purchase and transfer of title. There will be no further own-land expansion from the government. Therefore, in order to maintain the "FPIC" requirements, Tha Chang Oil Palm Industries Co.,Ltd has developed the Land Negotiation Procedure to manage and resolve when there is dispute over the land. The land deeds and land licenses showing Tha Chang Oil Palm Industries Co.,Ltd. as the land owner for each land piece are available and kept onsite. Therefore, there is no case with those affected villagers or other land owner on the dispute over the land for decades. However, Tha Chang Oil Palm Industries Co.,Ltd. demonstrated stakeholder communication by communicating to the landlord through the meeting together	
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	The mapping of the customary and user rights is developed in participatory. This has been established in the SEIA and HCV assessment report carried out by Forest Industry Organization. Confirmed with the documentation and stakeholder consultation show no customary land within Tha Chang Oil Palm Industries Co.,Ltd. The lands have ownership by law. There is no evidence of land encroachment by Tha Chang Oil Palm Industries Co.,Ltd. The overall map covering the entire Lands that are leased by Tha Chang Oil Palm Industries Co.,Ltd is available and maintained its' own GIS team to manage the mapping..	Complied

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4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	The SEIA, HCV report, meeting minutes, procedures, maps are all provided in Thai which is the main language in Thailand	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	Discussion with the Head of the village (Stakeholders) that they have selected their own representative to negotiate with Tha Chang Oil Palm Industries Co.,Ltd. There was no legal counsel representing the village. The village chief confirmed that there is no required legal counsel.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Communicating with the landlord by meeting together for example held carried out stakeholder meetings , a part of the discussion was the fulfilment of the Social Contract which was part of the agreement that the villagers consent for Tha Chang Oil Palm Industries Co.,Ltd. for this development and implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. Although there is no dispute over the land for decades.	Complied
Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There is no new planting after November 2005. confirmation with stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has not replaced or established on local peoples' land, customary or user rights, without their FPIC. Thus this criterion is not applicable.	Not Applicable
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including, in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with the option of resourced access to	There is no new planting after November 2005. confirmation with stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has not replaced or established on local peoples' land, customary or user rights, without their FPIC. Thus this criterion is not applicable.	Not Applicable

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	independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -		
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	There is no new planting after November 2005. confirmation with stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has not replaced or established on local peoples' land, customary or user rights, without their FPIC. Thus this criterion is not applicable.	Not Applicable
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process - Minor compliance -	There is no new planting after November 2005. confirmation with stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has not replaced or established on local peoples' land, customary or user rights, without their FPIC. Thus this criterion is not applicable.	Not Applicable
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There is no new planting after November 2005. confirmation with stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has not replaced or established on local peoples' land, customary or user rights, without their FPIC. Thus this criterion is not applicable.	Not Applicable
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting after November 2005. confirmation with stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has not replaced or established on local peoples' land, customary or user rights, without their FPIC. Thus this criterion is not applicable.	Not Applicable
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national	At the time, no new development after 15 November 2018 in scope of certificate holder. Thus this criterion is not applicable.	Not Applicable

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	interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes. - Minor compliance -		
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	At the time, no new development after 15 November 2018 in scope of certificate holder. Thus this criterion is not applicable.	Not Applicable
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables Indigenous Peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed upon procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	Tha Chang Oil Palm Industries Co., Ltd. demonstrates Land Negotiation Procedure, A Guide to Acquiring Land for Oil Palm Development was established with flow charts to boost awareness sessions among stakeholders/land owners concerning the process for establishing new development respectively in accordance with the lease-lease back and alienated land approaches. From the verification on the land deeds and land license, it was found that Tha Chang Oil Palm Industries Co., Ltd has the legal ownership of lands. It was also confirmed during the audit (through stakeholder consultation and site verification) that no new planting within the certification unit has not replaced on local peoples' land where it can be demonstrated that there are legal, customary, or user rights, without their FPIC case.	Complied
4.6.2	(C) A mutually agreed upon procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	Tha Chang Oil Palm Industries Co., Ltd. demonstrates Land Negotiation Procedure; Procedure for identifying legal, customary or user rights (Procedure no. P-RSPO-QP-05 R.02 Eff 06/01/2023) was established. Procedure for remediation and compensation (Procedure no. P-RSPO-QP-02 R.02 Eff 06/01/2023). Those procedures will be applied to all certification units owned by Tha Chang Oil Palm Industries Co., Ltd. in case there is the case of land dispute with other stakeholder. A guide to acquiring Land for Oil Palm Development was established with flow	Complied

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		charts to boost awareness sessions among stakeholders/landowners concerned.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings. - Minor compliance -	Equal opportunities are provided to men and women to hold land titles for smallholdings. Audit team made onsite interview with female smallholders. - Smallholders Oil Palm plot's Owner, the Oil Palm plantation area size 12.5 Ha, Land title completed with map, located at 276 M..1 Tha Chnag sub-district , Tha Chang district Suratthani Province, Thailand. Recorded transfer more than 25 years old and without conflict or complaint was issued.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	Procedure for identifying legal, customary or user rights (Procedure no. P-RSPO-QP-05 R.02 Eff 06/01/2023) was established. Procedure for remediation and compensation (Procedure no. P-RSPO-QP-02 R.02 Eff 06/01/2023) was also established. Those procedures will be applied to all certification units owned by Tha Chang Oil Palm Industries Co., Ltd. Result from verification found that organize have the legal ownership over the land. It was confirmed during the audit (through stakeholder's consultation and site verification) that no new planting within the certification unit replaced on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC.	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed upon procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	There is a process for identifying those people entitled to compensation when customary land is involved, in line with SEIA. Procedure for identifying legal, customary or user rights (Procedure no. P-RSPO-QP-05 R.02 Eff 06/01/2023) was established. While the procedure for remediation and compensation (Procedure no. P-RSPO-QP-02 R.02 Eff 06/01/2023) was also established. Those procedure will be applied to all	Complied

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		certification units owned by Tha Chang Oil Palm Industries Co.,Ltd in case new development impact to the people who is entitled to the compensation. However, there is no new land development only the replanting has been found during the audit especially at Siam estate	
4.7.2	(C) A mutually agreed upon procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	Procedure for identifying legal, customary or user rights (Procedure no. P-RSPO-QP-05 R.02 Eff 06/01/2023) was established. Procedure for remediation and compensation (Procedure no. P-RSPO-QP-02 R.02 Eff 06/01/2023) will be applied if necessary under this requirement The procedure explaining type of land acquisition as Customary land and Incorporated land groups. A mutually agreed procedure for calculating and distributing fair compensation are describes within the procedure.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	Procedure for identifying legal, customary or user rights (Procedure no. P-RSPO-QP-05 R.02 Eff 06/01/2023) was established. Procedure for remediation and compensation (Procedure no. P-RSPO-QP-02 R.02 Eff 06/01/2023)) will be applied if necessary under this requirement.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Based on interviews with stakeholders and document review, there was no land acquisition by Tha Chang Oil Palm Industries Co.,Ltd since the last assessment. Therefore, neither any customary land nor issue of disputes occurred within Tha Chang Oil Palm Industries Co., Ltd certification units where requires to have compensation or FPIC process	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.	Based on interviews with stakeholders and document review, there was no land acquisition by Tha Chang Oil Palm Industries Co., Ltd since the last assessment. Therefore, neither any customary land nor issue of disputes occurred within Tha Chang Oil Palm Industries Co.,Ltd certification units where requires to have compensation or FPIC process	Complied

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	- Critical (Major) compliance -		
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4). - Minor compliance -	Based on interviews with stakeholders and document review, there was no land acquisition by Tha Chang Oil Palm Industries Co., Ltd since the last assessment. Therefore, neither any customary land nor issue of disputes occurred within Tha Chang Oil Palm Industries Co., Ltd certification units where requires to have compensation or FPIC process	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	Based on interviews with stakeholders and document review, there was no land acquisition by Tha Chang Oil Palm Industries Co., Ltd since the last assessment. Therefore, neither any customary land nor issue of disputes occurred within Tha Chang Oil Palm Industries Co., Ltd certification units where requires to have compensation or FPIC process	Complied
Principle 5: Support smallholder inclusion Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	The Price sets on behalf of government. The FFB price are publicly available and accessible by smallholders in notice boards of Tha Chang Oil Palm Industries Co., Ltd. Village's notice board, etc. and by Tha Chang Oil Palm Industries Co., Ltd. There is a project to support smallholders name" Tha chang Palm Oil Community Enterprise totally number 84 Total land area 580.17 ha , will be certify on Y2025 (Planning). Sighted FFB price for Tha Chang Oil Palm Industries Co., Ltd Mill for period 1-7 Jan 2024 gate price at 5.20- 5.30 baht/kgs.)	Complied
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	The Price sets on behalf of government. The FFB price are publicly available and accessible by smallholders in notice boards of Tha Chang Oil Palm Industries Co., Ltd. Village's notice board, etc. and by Tha Chang Oil Palm Industries Co., Ltd. There is a project to support smallholders name" Tha chang Palm Oil Community Enterprise totally	Complied

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		number 84 Total land area 580.17 ha , will be certify on Y2025 (Planning). Sighted FFB price for Tha Chang Oil Palm Industries Co., Ltd Mill for period 1-7 Jan 2024 gate price at 5.20- 5.30 baht/kgs.)	
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed upon with smallholders in the supply base and documented. - Critical (Major) compliance -	The Price sets on behalf of government. The FFB price are publicly available and accessible by smallholders in notice boards of Tha Chang Oil Palm Industries Co., Ltd. Village's notice board, etc. and by Tha Chang Oil Palm Industries Co., Ltd. There is a project to support smallholders name" Tha chang Palm Oil Community Enterprise totally number 84 Total land area 580.17 ha , will be certify on Y2025 (Planning). Sighted FFB price for Tha Chang Oil Palm Industries Co., Ltd Mill for period 1-7 Jan 2024 gate price at 5.20- 5.30 baht/kgs.)	Complied
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	The Tha Chang Oil Palm Industries Co., Ltd. has involved all parties including women in the decision-making process. The dissemination has been provided comprising FFB pricing and the calculation, payment terms including deduction. Other than that, the company's policy is to strengthen women. For instance, based on field observation and an interview with Mrs. Butsaba J. (Casual worker) it is known that she has been involved in decision-making. The dissemination has been provided comprising FFB pricing and the calculation, payment terms including deduction. Other than that, the company's policy is to strengthen women.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	There is no specific contract between smallholder and the company. Based on interview with sample of smallholders, as well as document review of weighing slips and payments slips, it can be concluded that Tha Chang Oil Palm Industries., Ltd has provided explanation on the FFB quality, FFB price and the calculation , payment terms including deduction. For instance, the casual workers can explain the items in payment slips, such as tonnage, levies, farmgate price, mill gate prices. The casual workers said that the documentation system is good in terms of transparency and details.	Complied

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5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	The agreed payment time is fortnightly with casual workers, and the receipts have specified variables of tonnage, loans, and net pay. They also have understood that the documentation system is good in terms of transparency and details, the payments are also on time fortnightly.	Complied
5.1.7	<p>Weighing equipment for trading is verified annually in compliance with national law and regulation. [(Weights and Measures Act, B.E.2542 (1999)].</p> <p>- Minor compliance -</p>	Weighbridges used for determining payment to casual workers are verified by Central Bureau of Weights and Measures by Dep Internal Trade sampling certificate as Weighing number ST-0659-54, Model 2053DC, A/N E04211-0065, CAP 80,000 kgs, calibrate on 12 Jun 2023 valid till 12 Jun 2024.	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who run the internal control system (ICS), who hold the certificates, and who holds and sell the certified material.</p> <p>- Minor compliance -</p>	This criterion not applicable to this assessment. According to no Smallholder under this certify Unit.	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner</p> <p>- Critical (Major) compliance -</p>	<p>Procedure for communication and grievance; P-RSPO-QP-09 R.02 Eff 06/01/2023) is in place and Policy complaint and grievance and public announcement TCP-RP-007/03 the complaint and grievance committees contain with 14 persons such as Mr.Pongnarin W., Mrs.Wannapa update on 3 Jan 2024 and Policy TCP-RP- 004/07 Human Rights including prohibiting retaliation against Human Rights Defenders (HRD) update on 3 Jan 2024. The policy is available in the Thai language and established in a flow-chart where easier to understand by all. The complaint form AH-FR-36 R.00 /23/5/2563 complaint record AH-FR-37 R.00 /23/5/2563 which is to be filled by the complainant and to be deposited into the complaint box located in the Mill office and each estate office compound.</p> <p>The company has maintained Grievances Logbook. There was a grievance from stakeholders in 2022 regarding the FFB was not collected by the company. This grievance has been described refers to indicator</p>	Complied

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		4.2.3. All sampling understood how to make a complaint/grievance. Interviews with group members and workers knew that they understood the mechanism to submit a complaint and grievances. Based on document verification, there is no complaint/grievances from group member and worker from 2023 to 2024.	
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	This criterion not applicable to this assessment. According no Smallholder under this certify Unit. (On process to support Tha Chang Palm Oil Community Enterprise/ Smallholder Group, going to be established and implemented and will be certified in Y2025)	Not Applicable
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard). - Minor compliance –	This criterion not applicable to this assessment. According no Smallholder under this certify Unit. (On process to support Tha Chang Palm Oil Community Enterprise/ Smallholder Group, going to be established and implemented and will be certified in Y2025)	Not Applicable
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote the legality of FFB production. - Minor compliance -	This criterion not applicable to this assessment. According no Smallholder under this certify Unit. (On process to support Tha Chang Palm Oil Community Enterprise/ Smallholder Group, going to be established and implemented and will be certified in Y2025)	Not Applicable
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	This criterion not applicable to this assessment. According no Smallholder under this certify Unit. (On process to support Tha Chang Palm Oil Community Enterprise/ Smallholder Group, going to be established and implemented and will be certified in Y2025)	Not Applicable

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5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	This criterion not applicable to this assessment. According no Smallholder under this certify Unit. (On process to support Tha Chang Palm Oil Community Enterprise/ Smallholder Group, going to be established and implemented and will be certified in Y2025)	Not Applicable
Principle 6: respect workers' rights and conditions Protect workers' rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	Tha Chang Oil Palm Industries Co., Ltd./TCP announcement of The Human Rights Policy announcement on 17 Jun 2022 and updated on 3 Jan 2024, The Prohibiting retaliation against non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age including the Human Rights Defenders (HRD) policy TCP-RS-010/01 announcement on 18 Oct 2022 and updated on 3 Jan 2024, These policies were widely available and displayed in Both Myanmar and local languages (Thai language) The policy has been socialized to every employees on announcement board at the mill and all estates.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees. - Critical (Major) compliance -	Based on a list of employees both of Mill and all estates., interviewing was done and it results of the interview with employees and management revealed that the company is currently implementing equal opportunities for workers through the following: <ul style="list-style-type: none"> - The workers are women and men (office and plantation) - Employment opportunities are provided fairly based on qualification and advertised in local mass media or local government office. 	Complied

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		<ul style="list-style-type: none"> - Training is given to the workers every year covering training relating to their working station, personnel training such as communication skills and safety and health training. - All employees are covered with working insurance, and termination is conducted based on local laws and stated in the worker's employment agreement. - No complaints regarding discrimination were raised. 	
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualifications and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>The recruitment can be made directly via the Human Resource Department of each Mill and estate. From worker interview and document, The Tha Chang Oil Palm Industries Co., Ltd./TCP's employees promoted based on skills, capabilities, qualifications and suitability for the job and medical fitness where it is necessary. There is no evidence showing that the recruitment has been done against discrimination from reasons e.g. race, gender, age and etc.</p> <p>From the list of Management and Supervisors (Include as one combined group) staffs, women are named as the management and take up the role relevant to her capability e.g. QC and laboratory analyst as well as financial manager</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd./TCP established Human rights policy on date 17 Jun 2022 and 18 Oct 2022 and updated on 3 Jan 2024, signed by MD. The announcement of this updated policy posted on the company's boards at workplaces.</p> <p>From document review and result from interviews with sampling women workers and employees, it was not found that medical examination record especially pregnancy test and/or question about pregnancy status was conducted for a female employee in the process of recruitment which could demonstrate that there was no discrimination in the hiring process. To protect the reproduction right of women</p>	Complied

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		workers, in case those women workers get pregnant, they will be offered light work and work that does not involve chemicals.	
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>The company established a Gender Committee in each mill and estate. 11 Welfare committee election form all employees representative on 20 Apr 2021, Registered to the government on 17 May 2021, meeting every 3 months such as on 4 Jan 2022, 7 Apr 2022, 12 Jul 2022 and 9 Oct 2022, a topic on welfare benefit worker consultation for other benefits for employees such drinking water. Interviews with the workers confirmed that they understood the right to form a welfare committee.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Reviewed the payslips for both gender, male and female workers found that they were paid in accordance with the minimum wage announced by Suratthani province since on 1 Oct 2022 and 1 Jan 2024. The minimum wage for Suratthani province is currently at 340 Baht/day, and 345 Baht/day respectively.</p> <p>The salary, wage and conditions of work are made and conformed with the legislation of the Department of Labour as well as it was described in the Thai language in the job description and contracts signed between the company and all workers. The salary is fair (equal) between all workers performing the same work scope as sampled new employees in Y2023 and Y2024. The payment for those daily workers according to the terms in contractual arrangement was paid twice a month. While the total income per day during verification found that it was higher than 340 and 345 Baht/day or the minimum wage. There was not found the evidence of non-equal pay for the same work scope. The wage will be adjusted to higher depends on the job scope and the position. There is no discrimination of pay based on gender.</p>	Complied
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			

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6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in Thai languages (Thai) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd./TCP's company work rule was remade as the Employee Handbook revised 2022 where summary of employment conditions was clearly stated in the handbook such as applicable labour laws such as rate of pay, hours of work per day, weekly rest day, overtime pay, the rate for working on rest day/public holiday, maternity leave, medical leave, mutual termination notice, duration of notice, etc. Employment contracts with those workers are made in Thai and Myanmar language.. Conditions of payment, i.e., the agreed working hours, overtime pay, work on rest day pay, are also contained in the employment contracts. Based on the result from interview with sampling workers and welfare committee representative that made randomly, it is known that Employee Handbook has been disseminated to workers and from direct observation found that the regulations were posted at company's board at all workplaces of all mills and estates.</p>	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>The Company Regulation was updated on 2022 and disseminated to the management units under Tha Chang Oil Palm Industries Co., Ltd./TCP. From verification on the employment contracts signed between the management of Estates and/or the Mill and their employees, it was covered the payment terms and provisions covering working hours, deductions, overtime, sick leaves, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.</p> <p>All contract agreement were prepared in Thai and Myanmar language, which is a predominant and national language in the workplaces. The contract arrangement with the workers are fully in comply with the Thai labour laws. Employment contract contains the following information: employee name, income, overtime pay, deductions (social security), worker no., payroll date, earning (regular work, overtime pay, public holiday pay), Department, total pay, total OT.</p> <p>From the payment record checked randomly, it was found that pay slips for November, December 2023 and Jan 2024 sighted for workers who</p>	Complied

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		were chosen for the audit showed that the salary and benefit payment was done in compliance with the contract/agreement and also in compliance with the Thai regulation. The payslip is the document that gives accurate information on compensation for all work performed.	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The Company Regulation or company work rules was updated on 2022. All employees of Tha Chang Oil Palm Industries Co., Ltd./TCP (Including casual workers) are provided with written and understandable information about their employment conditions in respect to wages before entering the employment process, in particular information related to their wages and also payment period as well as the working hours and benefit from overtime working. The working hour indicated in the company work rules are as following detail;</p> <ul style="list-style-type: none"> - Office of all mill and all estate : Working day: Monday to Saturday and off on Sunday. 6 Working day in 7 days - Working Time: (normal work week is limited as within 48 hours maximum) - Office and production and estate : 08:00 to 17:00 - Shift operation (POM only): 2 shifts 08:00 to 17:00 pm and 20:00 to 05:00 am, - Break hour: total 1 hour on lunch break (12:00-13:00) - Manual record and Fingers scanning was using to record working hours. - Public holiday in the year 2023 was announced 13 days per year including Labour Day as required by local law. - Sick leave: follow the local laws required 30 days per year. All sick lave are payable. - Annual leave: 6 days per year. Annual leave shall be requested by worker. 	Non-compliance

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		<ul style="list-style-type: none"> - During the assessment, there is no pregnant worker working on site. This has been confirmed through records. Based on the records, there is no pregnant worker found working overtime. It was found that some pregnant workers are assigned to work in store with the light work. - Overtime work is voluntary (agreed by both parties when asked to work overtime). <p>However, from verifying the time record found some data was inconsistency and against with requirement and local law, see the details as Major NC no. 2442760-202401-M3.</p>	
6.2.4	<p>(C) Where no such public facilities are available or accessible, the unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, including the ILO Guidance on Workers' Housing Recommendation No. 115, is used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>From observed during visits to the Mill and Estate housing as well as estates that have been chosen for this surveillance audit found to provided an adequate dormitory and other basic necessities/facility for all their Mill and Estate workers such as :</p> <ul style="list-style-type: none"> - Dormitory with bedroom and one separate bathroom that employee can bring their family to live together. - Water and electricity are provided to each room in quota if exceed than pay by self and actual. In case the use of electricity usage exceed than the quota, it shall be pay by themselves at actual cost. - There is one car service to all employees in transportation to the market or emergency case. - Yearly health check-up is provided for all employees. - The quality of drinking water (site: Thachang) provide to all employees, Including also first aid kit. <p>Workers are also accorded with water supplies, electricity, medical, and welfare as required under the Labour Protection Act BE 2541 (1998, with updates as of 2017). From interviewing results, there is no complaint from workers on housing. Housing sanitation facilities are well maintained and in use.</p>	OFI

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		However, the company has an opportunity for improvement on the existing living accommodation is unfit for human habitation (e.g. filthy and overcrowded), However, the site had planned to move to new accommodation in Y2024 (2442760-202401-I2).	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	<p>The location of all mills and all estates are closed to the community and market. However, employees can access adequate, sufficient, and affordable food in the canteen provided by the company, and the company contact the seller for affordable food with lower or similar prices than market prices.</p> <p>Result from interviews with the workers revealed that the prices at the groceries are reasonable, taking into account the distance between the shops and the nearest town in case that the workers are preference to go outside for reaching the markets and groceries</p>	Complied
6.2.6	A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. - Minor compliance - That site	<p>Tha Chang Oil Palm Industries Co., Ltd./TCP have a wage structure for all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. By references the minimum wage. Wage calculation has been set on each level of work such as daily worker (separated into skilled workers and non-skilled workers), including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours, that was made in compliance with minimum wage as per local regulation on 1 Oct 2022 and 1 Jan 2024. Currently, the minimum wage for Suratthani province is 340 Baht/day 345 Baht/day, respectively .</p> <p>- The salary, wage and conditions of work are made and conformed to the legislation of the Department of Labor (Labour Protection Act BE 2541 (1998, with updates as of 2017) Section 5). This is described in the Thai and Myanmar language in the job description and contracts signed between the company and all workers.</p>	Complied

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		<ul style="list-style-type: none"> - The payment term for those monthly workers are as once a month, or at every the end of the month (in period 26 previous to 25 of this month) - The payment term for those contractual works are twice a month, with the rate that always higher than 340 and 345 baht/day. From sampling on the pay slips checked during the audit, those selected contractual workers are normally received around 450 baht/day. 	
PROCEDURAL NOTE: Refer to the RSPO Guidance for Implementing a Decent Living Wage, June 2019			
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal. - Minor compliance -	Tha Chang Oil Palm Industries Co., Ltd./TCP identified that estate and milling activities are considered core work. Although the payment is split between the monthly workers and daily workers, all of them are considered full-time or permanent employees of the company. The wage for those employed workers (permanent; daily wage and monthly wage) follows the minimum wage as defined by law. Based on document review, field observation, and interviews with workers who work at the Mills and Estates/Plantations, it is known that all core work such as Operator at the mill, maintenance field plantation, weeding, and fertilizing was employed by full-time (Minimum wage/ daily wage) Plantation; the limited jobs such as harvesting, and pruning were employed by casual workers (pieces rate) and guaranteed as minimum wage for each province. The minimum wage lasted updated on 1 Oct 2022 and 1 Jan 2024 for Suratthani province is 340 Baht/day 345 Baht/day, respectively.	Complied
Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			

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6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in Thai languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd./TCP has developed a Freedom of Association Policy on dated 03 Jan 2024, signed by MD. The policy was publicly available on the notice board at all mills and estates.</p> <p>This document is prepared in both Thai and Myanmar. The company has established a welfare community of each mill and estate not only in comply with the Thai regulation but also it would be the chance for the employees to speak freely. The workers elected their own representative for any issues that would be arising by their workers representative. The meeting will be conducted once every three months. The latest was done on 9 Oct 2023.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers' representatives, who are freely elected, are documented in Thai languages and made available upon request.</p> <p>- Minor compliance -</p>	<p>There are no trade unions established by the worker at any mills and estates under Tha Chang Oil Palm Industries Co., Ltd./TCP.</p> <p>The Welfare Committee is used instead to comply with the local regulation. The 11 Welfare committee election on 20 Apr 2021, Registered to the government on 17 May 2021(valid till 20 Apr 2024, meeting every 3 months lasted conducted on 9 Oct 2023 (next on 20 Jan 2024) Minutes of the meetings were recorded in the Thai language and inform to Myanmar worker by representative.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>From the result of interviewing with the workers, they informed that there is no labour union establishment although they aware the right to form the union, but they elected their own worker representatives through a nomination and voting process which is done during the election.</p> <p>Worker representatives attend welfare committee meetings quarterly at each site. Workers interviewed are satisfied with their elected representatives and confirmed that management does not interfere with the formation and operations of the committee.</p>	Complied

Criteria 6.4: Children are not employed or exploited.

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6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd./TCP, established and updated the Policy on the use of child and women's labour (TCP-RP-004/04) announced on 3 Jan 2024. The policy indicated that will never employ and use any child labour under the age of 18 years old. The company adopted the Labour Protection Act BE 2541 (1998, with updates as of 2017) Section 4 and ILO Convention 138 (1973) Article 1-3. The Policy states that the company shall not employ underaged workers. The minimum working age is specifically defined in the company's Child Labour policy, and there is a statement that only those who are 18 years and above can be employed.</p> <p>The Policy also states that it shall not employ or promote the use of child labour in connection with its activities. This policy had been communicated to the interested party. The written procedure was clear inadequate financial and other support to enable such children to attend and remain in school until no longer a child. The units will verify all workers' original ID cards at the time of recruitment and keep the photocopies of workers' ID cards in the personnel files. Sampled a contract for harvested contractors include a term on no engagement of children under 18 years old.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on a review of master list of the workers and sampled employment records, it showed that minimum age requirements are met or no workers with age below 18 years old.</p> <p>All the sampled workers joined the Tha Chang Oil Palm Industries Co., Ltd./TCP upon reaching 18 years old of age. Tha Chang Oil Palm Industries Co., Ltd./TCP was verified all workers' original ID cards at the time of recruitment and keep the photo copies of workers' ID cards in the personnel files. Verified the age of randomly selected workers was through a copy of the ID card kept in each worker's file. The On-site visit also confirmed that no child labour work in any workplaces of Tha Chang Oil Palm Industries Co., Ltd./TCP. For example, the youngest worker</p>	Complied

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		was born on 07 May 2004, joining date as an employee was on 8 Jun 2022, completely 18 years old of age before joining date at mill (19 years and 5 months old).	
6.4.3	(C) Young workers may be employed only for non-hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	<p>According to interview with sample of workers at Mill and Estates, only those workers with age higher than 18 years old were employed. So there is no younger workers (age 15-18 years old).</p> <p>Dissemination information of this policy and employment requirement are posted through notification board and morning talk to boost awareness at the site by each supervisor. Based on field observation, it was not found a child labor in the field.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> - Minor compliance -	<p>Tha Chang Oil Palm Industries Co., Ltd./TCP. has communicated a no child labour policy through training and the contract agreement with those stakeholder e.g. contractor workers and FFB suppliers.</p> <p>For example, conducted the training on 3 Jan 2024 with the Involvement of relevant stakeholders such as casual workers and FFB supplier and their contractors to convince them in including a term on no engagement of children under 18 years old.</p>	Complied
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	<p>The prohibition of sexual harassment and violence are described in the Gender rights policy established and lasted updated on 3 Jan 2024, signed by MD. The policy includes that physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse, or other forms of intimidation is prohibited. The policy has been documented, implemented, and communicated to all workforces. Communications of the policy was given all estate. Additionally, the Women Representative Committees also brief their members during their regular meetings including in welfare committee were election and appointed by MD since on 20 Apr 2021, the meeting was conducted every three months lasted on 9 Oct 2023.</p>	Complied

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6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>Policy on the Company's Reproductive Rights was signed and released on 3 Jan 2024 (Social Accountability Policy updated and announced on 3 Jan 2024 and Policy on the use of child and women's labour (TCP-RP-004/04) updated and announced on 3 Jan 2024). These policy specifies that the aim of this policy is to improve the health and well-being of nursing mothers and new born babies, reduce sexually transmitted diseases, including HIV, and other reproductive related diseases, and that the company respects women's reproductive rights following national legislation. Policy documented, implemented and communicated to all workforces by verbal orientation and post this information at the company's board at the mill and all estates.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>The announcement of communication channels and receiving of complaints (TCP-RP-007/03) updated on 3 Jan 2024. The grievance and complaints mechanism communicated and allowed for the complainant to agree on the process of the compliant/grievance mechanism. The system allows complaints to be made anonymously by using the mail, telephone, verbal and 2 suggestion box for complaints.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>The complainants can also call the Mill manager. Certain complaints may be escalated to top management depending on the severity of the issue. Once the issue is resolved, the complainant is updated by the manager or other representative assigned by the management.</p>	Complied
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; 	<p>The results from the interview and document review confirmed that they made their own decision to work at Mill and Estates without being forced by the company to do so. Moreover, there is no forms of the forced and trafficked labour as follows:</p> <ul style="list-style-type: none"> - No Retention of identity documents or passports. - No Payment of recruitment fees. 	Complied

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	<ul style="list-style-type: none"> • Penalty for termination of employment; • Debt bondage; • Withholding of wages. <p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> - No Contract substitution. - voluntary overtime; Based on interviews conducted, there is no evidence of involuntary overtime at either the Estates or Mill - Freedom of workers to resign. The Terms and Conditions of Employment Contracts signed by all workers contains a provision for early termination of the contract where workers can give 15-days termination notice. - No penalty for termination of employment; The Terms and Conditions of Employment Contracts signed by all workers state that no penalty will be imposed for premature termination of the employment contract. - No Debt bondage; Based on interviews with workers, there is no evidence of any form of debt bondage. - No Withholding of wages; Based on a review of the employment contracts and workers pay-slips for Nov, Dec 2023 and Jan 2024 and interviews with the workers, there is no evidence of any wages being withheld from the workers. 	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	Tha Chang Oil Palm Industries Co., Ltd./TCP's policy and procedure for foreign workers were released on 3 Jan 2024. The policy states a commitment to non-discrimination, no contract substitution, a post-arrival orientation program (including a briefing on language, safety, labour laws, cultural practices, etc), and decent living conditions for foreign workers. All migrant workers are provided with a house, water, and other facilities as similar to local workers.	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p>	Available appointment letter of Occupational Safety and Health (OSH) Committee as an announcement in each Mill and Estate, for example, Tha Chang Oil Palm Mill ; 1 safety officer at professional level registered no. KorSorRor JorBor Wor 281000036, 3 safety officer at Management	Non-compliance

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	- Critical (Major) compliance -	<p>level announcement on KorSorRor JorBor Bor 284000122 and 284000727, 8 Safety officer at Supervisor level (8 Factory) and Safety officer report has made the latest submission on 5/1/23 for the period of 7/23 to 12/2023. From verified onsite found that hot work task was conducted on 8/1/23 (permit record SF-FR-07 on 8/1/23) and 4 workers have been assigned to work in related to hot working they have training record and certificate, it was found on date 18/7/23</p> <p>Tha Chang oil palm have 7 safety Committee announcement was made on 14/7/23. They are applicable to work during the period 14/7/23 to 13/7/25, resulting from the election on 13/7/23. Latest meeting among them was carried out on 30/12/12 while the main topic of that meeting was related to road safety. Among agendas or items discussed in the OSH Committee meeting, it was included emergency plan practice, workplace inspection results, OSH Training Progress, Accident investigation report, , Security Issue and others. There were recommendations made and indicated in the minutes of the meeting. The committee has also highlighted issues from the previous meeting and recorded them in the meeting minutes. The status of each action highlighted has been followed up accordingly and updated in each meeting. Measure to reduce accidents such as monitoring the workers, especially at the field by their superior. In addition, training-related SOP has been provided to ensure workers to increase their awareness if they did not comply, accidents may happen with severe injuries.</p> <p>However, from verifying the training program for all contractor/casual workers found the raising health and safety awareness among contractors is not effective. See the details as Major NC no. 2442760-202401-M4</p>	
6.7.2	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment	The accident and emergency procedure was established available in the appropriate language of the workforce. Company has demonstrated on fire preventing and firefighting. Each building installs emergency equipment such as fire extinguisher, Emergency signal push button,	Non-compliance

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	<p>is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>emergency light, heat/smoke detector, fire alarm system, etc. The emergency equipment was monitored and checked as frequency as define by local law and complied with local law. Fire Extinguisher testing and inspection was done every month. Thes latest one was conducted on date 18/12/23.</p> <p>Safety yearly plan of Y2023 was established and was effective on 5/1/23. Training was done for those emergency cases e.g. fire preparedness and evacuation. waste water leakage to canal, chemical leakage, boiler explosion,. For the training, the latest training on chemical leak was done on 22/11/23</p> <p>During on site visit, found the organization prepared the first aid box with the content of the first aid box adequately stocked. However, found the some medicine prepared in the first aid equipment at receiving raw material still does not label the type of medicine and not label the expiration date. This is non-conformity repeated as previous NC , reference the Major NC no. 2442760-202401-M5</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>From worker interview, it was found that all PPE are provided with free of-charge. For example, those PPE are safety shoe, earplug, ear muff, rubber boot. The workers confirmed that they those PPE can be requested in case current one was damaged with free of charge also. Clean rest room and sanitation facilities at the POM and each estate are provided especially for those workers who applying pesticides/chemical and are required to wash their hand, PPE and cloths before re-entring to their home. From the inspection in the high risk workplaces at the Mill and Estate, the workers are provided the proper PPE in accordance with the SDS. For instance:</p> <ul style="list-style-type: none"> - Chemical storage operator: worker has been provided rubber gloves, mask, apron, boots. - Engine room and boiler operator: they has been provided mask and ear muff/ear plug. 	Non-compliance

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		<p>- Kernel area(production) provide mask and ear muff/ear plug.</p> <p>Estate: worker has been provided boots, safety helmet, and sanitation facilities for washing after the spraying activities. Therefore, the PPE and working tools are washed and stored in the specific place and prohibited to be placed in worker's houses.</p> <p>However during the audit, it was found the worker not use PPE at area where the noise exceeds the standard . See the details as MAJOR NC no 2443207-202401-M6</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with the Social Security Act B.E. 2533 (1990) and its amendments, and Workmen's Compensation Act B.E. 2537 (1994) and its amendments, respectively, or by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Mill/ estates have the first aid room prepare before all worker is provides medical care for workers and staffs for minor injuries and sickness free of charge. Major injuries or sickness are referred to the Hospital where the cost is borne by the management. Local workers and foreign workers were covered under Social Security Act B.E. 2533, and Workmen's Compensation Act B.E. 2537. Such as in year 2023 have accident 1 case for mill in document TCP-66-001 Hand crushed. This case was following investigation Kor-tor 16 and Kor-tor 44 and where the cost is borne by the management following the Workmen's Compensation Act B.E. 2537</p> <p>Medical or surveillance health check-up was latest provided by the company in 2023. All workers who are required to expose to hazardous chemicals in the estate is required to have specific health check-up on cholinesterase based on the Department of Labor Protection and Welfare recommendations. The initial and annual health surveillance program is also applied to the new and existing employees who perform tasks at the mill and estate. Check-up results for new employees (to indicate the baseline health status) and existing employees (to monitor the interval health status of workers who were exposed to the specified health risks) are performed consistently to the program. The results have been analysed to evaluate the status of the work environment and the healthy conditions of employees. Appropriate actions were taken if</p>	Complied

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		<p>the result obtained the abnormal results in a timely manner. The individual 'health report book' is provided to each employee. The summary report was submitted to the 'Department of Labour Protection and Welfare as per local requirement.</p> <p>Medical Surveillance or surveillance health check-up was conducted for all workers on 12/2023, and as per OSHA requirements. The medical surveillance was conducted by Sirin hospital (Occupational Health Doctor). According to the result provided by the hospital stated that all workers passed the medical program and all of them were fit to work.</p> <p>The following items of evidence were verified at this visit:</p> <p>Initial/annual health check-up program</p> <ul style="list-style-type: none"> - Initial health check-up record of the new employees - Annual health check-up report and medical or health check-up surveillance conducted once a year - Evidence of health surveillance data analysis - Submission evidence of the detected abnormality to the labor inspector - Submission evidence of the health check-up report to the authority - Individual health report book return to individual employees <p>Medical Surveillance or surveillance health check-up was conducted for 116 workers on 30/04/2022 as per OSHA requirements. The medical surveillance was conducted by Karbi Hospital (Occupational Health Doctor: HQ. The Medical Surveillance Report (Report Number: OHS16102022). According to the result provided by the hospital stated that all 116 workers passed the medical program and all of them were fit to work.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Auditor verified accident recorded in 2023 and found that there was an accident incurred and the accident investigation was required. Here	Complied

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		<p>below are the details of verification on these records from sampling Mill and Sampling estate as follows ;</p> <ul style="list-style-type: none"> - Thachang mil ; 1 case of seriously Accident case was found on the latest on 18/1/23 and file on the document TCP-66-001 Hand crushed. This case was following investigation no Kor-tor 16 and Kor-tor 44. All documents were prepared and submitted to the government. The auditor verified the payment slip and working time record. All benefits that practice comply with local law defined. - Thachang estate ; o case of seriously and non-seriously 	
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Tha Chang Oil Palm Industries Co., Ltd. Integrated Pest Management Plan is available in document No. PM-EST-008 Rev 02 Eff 10/04/2019, therein includes: Methods of Reducing Pesticides use, justification of agrochemical use, integrated pest management plan safety with chemicals.</p> <ol style="list-style-type: none"> 1. Pest survey & monitoring; 2. Safety and effective use of pesticides; 3. Insect control; 4. Weed control; 5. Disease control. <p>Methods of reducing pesticides usage: More prudent use of pesticides, key components:</p> <ul style="list-style-type: none"> - Applying pesticides as needed, rather than on a fixed schedule. - Avoidance of persistent pesticides and those that bio-accumulate. - Decreased use of chemical spraying and increased efficiency of spray equipment. 	Complied

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		<ul style="list-style-type: none"> - Use of buffers near waterways to reduce possible contamination of non-target sectors of the ecosystem. - Sparing use. - Use of pesticides in combination with other control methods namely mechanical, biological and cultural controls. <p>C) SOP for P-RSPO-QP-11 Rev 02 Eff 06/01/2023 is also included in the action plans, especially the method for minimizing pesticide use. The monitoring of the program is done through the internal audit to monitor the effectiveness of the implementation.</p> <p>D) Record form is available even though there is no pest recorded in the form RP-FR-023.</p> <p>E) Policy fire use for pest control was announcement date on 03/01/24, signed by Mr. Pongnarin Wanasuwankul.</p> <p>F) Record form RP-FR- 023 is available even though no rat pest is recorded.</p> <p>G) PM training provided for the staff of the Tha Chang Oil Palm Industries Co., Ltd. plantation and representative of scheme manager was on 25.11. 2023. Training discussed about safety, awareness, overall pest and disease situation, matter arise from meeting, pest survey and monitoring, update on monitoring and treatment/control.</p> <p>Based on the audit, IPM plans are available and implemented in the estates visited. The IPM Management Plan was verified, which included:</p> <ul style="list-style-type: none"> - To control the pest damage at below 5%. -To plan and implement IPM methods to control pests. - Biological control to reduce the use of chemicals. -Conduct a census to identify targeted areas to increase effectiveness. - Provide correct and accurate training in managing pests in the estate. 	
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7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	At the time of inspection, all methods were applied to control pests, stated that resident pests and possible invasive introduced species (if any) are effectively managed using appropriate IPM techniques. Routine patrols are conducted to detect pest infestations and implement an effective control strategy promptly before large-scale control measures are required. Procedure P-RSPO-QP-11R.02 Eff 6/1/2023 consist of pest identification, understanding the biology and ecology of pest, monitoring of pest populations and related activities, determine action threshold – economic injury level, choosing appropriate combination of management controls, prevention and intervention for target species. Justification for the use of pesticides is taking into account the less harmful pesticide. The estates conducted an assessment on the list of species invasiveness used for biological control. No invasive species are listed in the CABI.org introduced in the estate. Flora species were used for IPM such as Tunera subulata, Cassia. The fauna species that were used for IPM were Tyto alba. Based on interview with workers there is no use of fire for pest control.	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	Based on interview with workers and smallholder, there is no use of fire for pest control.	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Documented justification of all agrochemical use is available under Approved Product List for use in industrial and agricultural application, informing the product name, type of pesticide, active ingredients, LD50, approved agricultural use. The guidelines were used for company-owned plantation. Justification came from the government agency as well named. By Plant Protection Promotion and Soil-Fertilizer Management Division. Based on field visit to spraying activity – circle and path at Tha chang plantation obtained information that worker can	Complied

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		<p>demonstrated that spraying only applied to the specific area and weeds. There are no uses of Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat. Workers are using PPE such as overall, head cover, hand gloves and gum boots. Medical surveillance is regularly conducted, and evidence can be shown by the company. In the field there is no worker under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions. Tha Chang Estate</p> <ul style="list-style-type: none"> • SOP documented no. P-RSPO-QP-11 R.02 Eff.6/01/2023 • Chemical list RP-RF-027 • Chemical used record (Gluphosinate 405 L,Rodenticides 5 kg.) • LD 50 available in place according to document no. P-RSPO-WI-06.R.02 Eff 7/1/2023 • Sprayer: Sampling chlorine esterase test results of Mr. Adisak Kongthachang, the results were 7301 U/L, Mr. Vittanu Juntanean the results were 7301 U/L • Cholinesterase check date 12-14 December, 2023 by Serene Hospital by Dr. Thosapon Thongkan Occupational Medicine Wor 26086. 	
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The certification unit has established a pesticides application program for every estate, according to the Tha chang program. The program is tabulated accordingly to Field No. F9, F12, F15 chemical type, date and month of the application. Records of pesticides used and a.i per Ha is monitored every month in the 5 Years Pesticide Records. The records for the year ending 2022-23 were available. (See 7.2.1)</p>	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides used and a.i. Per Ha is monitored every month in the 5 Years Pesticide Records. The records for the year ending 2022-2023 were available for verification as below:</p>	Complied

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		Operating Unit: All Estate Active Ingredient: Glufosinate-ammonium 15% average use 1.10 Quantity a.i/ha	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	The use of pesticide is minimized as part of Continuous Improvement Plan. Integrated Pest Management Plan is to manage oil palm pests and the pesticides used for their treatment and control in order to alleviate pest problems with the least possible hazard to people, property, and the environment. In plantations, insecticides are not use in prophylactic treatment but only when insect outbreak is identified and suspected to provoke major damages. The estates have implemented an Integrated Pest Management Plan and a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemicals through the implementation of the Integrated Pest Management Plan sighted during the site visit at the estate, the establishment of beneficial plants along the estate roads and immature areas and barn owl boxes placed in strategic locations. Paraquat are not used. In its place, alternatives such as Glufosinate-ammonium are used instead.	Complied
7.2.5	Use of pesticides registered under The Hazardous Substances Act B.E. 2535 and its amendments. In addition, pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. - Minor compliance -	Based on the record of pesticide in chemical store and type of pesticide usage during the field visit obtained information that there is no pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat used in whole area of Thachang Group Public Company Limited area. The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was not used by the estate although the current situation of banned paraquat in Thailand is under the guidance of the Department of Agriculture meaning that it is allowable to be used in Thailand.	Complied
	The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.	Policy on safe use of chemicals plan is documented, effectively communicated and implemented. List of pesticide with target species is available. For instance, there was a document for use of selective products that are specific to target pests, weeds, or diseases and which	

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		have minimal effect on non-target species. To ensure the selection of pesticide when use deems necessary, only pesticides that are registered with Department of Agriculture can be used. Based on the monthly monitoring conducted on 16-18 Nov 2023, for example it was shown that 15% glufosinate 6 gallons was applied for plot 15F	
	7.2.5b Why there is no other alternative which can be used.	N/A	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative	N/A	
	7.2.5d What is the process to limit the negative impacts of the application.	Work instruction for application of pesticide with proven methods that minimize risks and impact is indicated and documented in P-SPO-WI-06R.02.EFF.7/1/2023. Application of pesticides was done with back sprayers taking into account a correct dosage, no spillage, time for application, and how to clean PPEs and equipment after use. Personal safety equipment or PPEs which include mask, rubber glove, and rubber boot are provided by the company to all workers who are responsible for chemical spraying. Washing area of the spraying equipment and PPEs is provided in both estates. Workers are not allowed to clean equipment and PPEs at their house after spraying of agrochemical.	
	7.2.5e Estimation of the timescale of the ap	Even though LD50 of the glyphosate is not recorded in the record book when applied at Tha chang estates, it is available in the MSDS collected by safety officer. For the rest of estates the use of pesticide has been stopped in the last year. Result from inspection also confirmed that prophylactic use of pesticide has never done.	
7.2.6	(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.	Procedure has been established and implemented for chemical management P-RSPO-QP-10 R.02 Eff.6/01/2023. Records showed that pesticides were handled, used, and applied by trained persons and as per the SDS and MSDS of the product.	Complied

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	- Critical (Major) compliance -	<p>1) The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained, and they had understood the hazards involved and how the chemicals should be handled in a safe method.</p> <p>2) The trade and generic names of the chemicals were made known to the workers through the SDS and MSDS training. SDS and MSDS were also displayed at all storage areas as observed during the audit.</p> <p>3) The training included the safety aspects and usage of PPE when handling pesticides. All workers involved in pesticide application were provided with appropriate PPE and replaced when worn out. PPE issuance & replacement records were verified by the auditors.</p> <p>4) Training in relation to pesticides & chemical handling among others as shown below.</p> <ul style="list-style-type: none"> • Spraying SOP / PPE • Fertilizer application • Chemical Handling • Safety SOP <p>Training was done on 30/04/23 and given by Miss Saowanee Phormchatri (Agricultural Extensionist) and Miss Wathichada Prachomwan (Safety Officer)</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The chemical stores in Tha chang estates complied with the Occupational Safety, Health and Environment Act 2011 and Announcement of the Ministry of Industry regarding safety measures Concerning the management of chemicals in industrial plants, B.E. 2022). Pesticide inspection at agrochemical storage room at all sampled estates showed that it met the requirement of security, spill containment, well ventilation, and labeling. Running water is provided to workers who have to handle chemical pesticides. The storage room is secured with a lock. Key to the store is only held by the designated person responsible for agrochemical inventory and storage. Easy to read</p>	Non-compliance

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		<p>and understand MSDS of each agrochemical is displayed in front of the shelf where those chemicals are placed. Furthermore, there are conditions are set and verified during the audit.</p> <ol style="list-style-type: none"> 1) Records of purchase, storage, and use were maintained. 2) All store buildings were equipped with exhaust fans with the door secured. 3) Only authorized personnel are assigned to handle the chemicals. 4) All the chemicals were segregated in storage accordingly. <p>Empty pesticides containers were triple rinsed, holes punched, and stored separately in the scheduled wastes store. There is no evidence of the leachate of the remain pesticide into the environment.</p> <p>At the entrance door, signage requiring donning of PPE were visibly posted. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p> <p>However, the observed by the site tour (Mill and Estate including the housing and etc). found the organization also stores chemicals not under good practices. Reference the details as Major NC no. 2442760-202401-M7</p>	
7.2.8	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide handlers and sprayers in the estates were noted to be exclusively men. Verification from records, field inspections, and interviews confirmed that no pregnant or breastfeeding women had been offered work as pesticide operators.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p>	<p>No aerial spray has been applied. Aerial application of agrochemicals is not practiced in the estates in the CU. This is confirmed through observation during the site visit, estate complex, and interview with the employees. Such a method is no longer in existence in the estate's practices.</p>	Complied

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	- Critical (Major) compliance -		
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>A medical Surveillance report was last available for all workers exposed to hazardous chemicals in all the estate such as chlorine esterase test results of Mr. Adisak K., the results were 7301 U/L, Mr. Vittanu J. the results were 7301 U/L. based on the Department of Labor Protection and Welfare recommendations. The medical surveillance was conducted on 30 April 2022 by Serene Hospital, the Registered Occupational Health Doctor (Reg. No: 26086). The examination results indicated that all workers had normal results with no chemical contamination. The latest Medical Surveillance was conducted on 30 April 2022 for a total 116 of all workers exposed to hazardous chemicals in the estate. The initial and annual health surveillance program is applied to the new and existing employees who perform risk-factor-related work.</p>	Complied
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide handlers and sprayers refer SOP for P-RSPO-QP-11 Rev 02 Eff 06/01/2023 in the estates were noted to be men only. It was verified from records, field inspections, and interviews that no pregnant or breastfeeding woman had been offered work as a pesticide operator.</p> <p>Based on field visit and interview, there are no worker under 18 years old. Review to employee record concluded that no recruitment being made to under 18 years old worker. All herbicide sprayer and trunk injector are male workers. However, based on interview during field visit these male workers understood company policy regarding no work with pesticide shall be undertaken by pregnant or breastfeeding women. Pesticide training has been done to all worker interview at the field. The examination results indicated that all workers had normal results with no chemical contamination</p>	Complied
Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			

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7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>A procedure, P-RSPO-QP-08 R.02 Eff.6/01/2023, has been established, implemented, and maintained for waste management. Sufficient and suitable bins are provided at waste generation points. Estates of Tha Chang Oil Palm Industries Co., Ltd. had identified all wastes and sources of pollution. The Waste Management Action Plan 2022-2023 was established to mitigate and control the identified wastes and sources of breakdown. The typical significant environmental receptors for the estates and mill operations, among others, as summarized below :</p> <table><tr><th>Source</th><th>Waste & Pollution</th></tr><tr><td>Chemical Store</td><td>Chemical Spillage, Empty Chemical Containers & Used Rags</td></tr><tr><td>Linesite</td><td>Domestic Waste, Sewage, Garden Residue, Recycle Items, Motor Lube Containers, Motor Lube Spillage</td></tr></table> <p>All wastes are transported and then disposed of by authorized waste processors. The valid waste disposal permit covered the offsite disposal of all generated wastes. Liability contracts between the organization and the waste processors have been made before using the service. They demonstrate the evaluation of the capability of the waste processors. The Municipality disposes of domestic waste. Waste manifests always are provided for each transported waste. They all are reported to the Department of Industrial Work (DIW) via an electronic medium (internet). During auditing, it was ensured that there is not any waste disposed of without legal permission. All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2022-2023, renewed in Jan 2023. The waste is generated from the mill/estate's operations. Regular monitoring defined plan reporting to the authority as concerned legal.</p>	Source	Waste & Pollution	Chemical Store	Chemical Spillage, Empty Chemical Containers & Used Rags	Linesite	Domestic Waste, Sewage, Garden Residue, Recycle Items, Motor Lube Containers, Motor Lube Spillage	Complied
Source	Waste & Pollution								
Chemical Store	Chemical Spillage, Empty Chemical Containers & Used Rags								
Linesite	Domestic Waste, Sewage, Garden Residue, Recycle Items, Motor Lube Containers, Motor Lube Spillage								

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7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The organization has established a procedure for the proper disposal of waste material, documented as Procedure of Hazardous Material and Hazardous Waste Management, with document number P-RSPO-QP-08 R.02 Eff. 6/01/2023. The organization has provided training to workers and managers on proper waste disposal. There is evidence that the organization has been disposing of waste (including hazardous waste) in accordance with relevant regulations.</p> <p>All expired pesticides/agrochemicals containers were kept in temporary hazardous and toxic storage. Furthermore, based on observations of hazardous waste storage, it was found that the time of storage and storage management were compliant with permits and regulations. The hazardous wastes were delivered to the permitted collector (DIW-D-056100027), namely Professional Waste Technology Public Limited.</p> <p>Additionally, based on field observations of a housing complex, it can be concluded that there were no expired pesticides or hazardous material containers used for household purposes. There is a record of an updated list of pesticides operators. Training evidence for waste management awareness for staff level and all relevant workers, such as attendance, was conducted on January 3, 2024. Evidence of training minutes, meeting workshops for employees, materials, and photo documentation were provided. The company also has an environmental management and monitoring plan prepared in accordance with the Environmental Impact Assessment (EIA) document as required by Thailand law. The documents include identification of responsible persons, potential impacts, measures to mitigate negative impacts, frequency of monitoring, etc. The Environmental Management and Monitoring Plan contain recommendations for environmental management and environmental monitoring on various sources of activity.</p>	Complied
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7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>The mill and estates have documented procedures for operating. These procedures cover vital processes such as GAP, planting, fertilizing, harvesting, pest control & IPM, machine and equipment maintenance, FFB transportation, FFB receiving, CPO and production, Environmental and Social impact assessment, risk assessment, corrective and preventive action. Fundamental processes of the plantation were established as SOP. A list of relevant SOPs for plantations is shown in the indicator as mentioned above. The estates continued to use and implement SOP for each of the processes. The brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team.</p> <p>It was observed that implemented activities involving safety, health, environmental, quality, employees, etc., had followed the established SOP. Site inspection and interview with workers confirmed that the SOP had been implemented, and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practices and the care for their safety and health and the environment.</p> <p>However, from the assessment of the planting area and interviews with contractors who came to cut palms in the palm plantation found that Plot 15 used fire to burn inside the plot, which is not in accordance with the policy for setting fires and preventing fires in palm plantations (TCP-RP Announcement -005/04 date 3/1/67 and announcement of work rules for the contractor set (announcement date 3/1/67). This is non-conformity repeated as previous NC, reference the Major NC no. 2442760-202401-M8</p>	Non-compliance
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>The mill and estates have documented procedures for operating. These procedures cover vital processes such as GAP, planting, fertilizing, harvesting, pest control & IPM, machine and equipment maintenance, FFB transportation, FFB receiving, CPO and production, Environmental</p>	Complied

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		and Social impact assessment, risk assessment, corrective and preventive action. Fundamental processes of the plantation were established as SOP P-RSPO-QP-11 R.02 Eff 06/Jan/2023. A list of relevant SOP for plantations is shown in the indicator as mentioned above. The estates continued to use and implement SOP for each of the processes. The brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that implemented activities involving safety, health, environmental, quality, employees, etc., had followed the established SOP. Site inspection and interview with workers confirmed that the SOP had been implemented, and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practices and the care for their safety and health and the environment.	
7.4.2	<p>Periodic frond and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>All plots of Tha chang estates were assessed soil nutrients from the foliar analysis. The analysis was done on 9 Dec 2023. Dr. Sumittra N. (Expert agriculture) is responsible for developing the fertilizer application program. Onsite visited the estates to perform foliar sampling before making the fertilizer recommendation for the forthcoming year.</p> <ul style="list-style-type: none"> - Leaf and soil nutrient analysis are a standard methodology used to diagnose fertilizer requirements in oil palms. - Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning. <p>For the Estate, an Agronomic assessment and fertilizer recommendation was conducted to formulate the FY2022-2023 manuring program and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been carried out in estates. The latest of this operation was done on 09 Dec 2023 for Tha chang estate.</p>	Complied

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7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Tha Chang Oil Palm Industries.,Ltd has a nutrient recycling strategy in place; the following practices are applied in the estates concerning the nutrient recycling strategy;</p> <ul style="list-style-type: none"> - EFB application is minimal as the mill has the facility of incinerator - Cut fronds are stacked in between the palms rows left to decompose. <p>EFB application records for estates in the certification unit are available in EFB Application Monitoring. Last EFB 34487 MT was applied at Plantation F 2,15,9. The audit team found that EFB mulching is used in fields to enrich the soil fertility and mineral soils.</p>	Complied
7.4.4	<p>(C) Records of fertiliser inputs are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>The fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc.</p> <ul style="list-style-type: none"> - Records of programs and applications of fertilizers were reviewed by the auditors - Review of the records revealed that the actual fertilizers applied in 2022/23 was in line with the program. - the following fertilizers were applied in the estates on recommendation by Dr. Sumittra N. (Expert agriculture) is responsible for developing the fertilizer application program., among others - Several fertilizer formulas were applied, such as 18-46-0, 21-0-0, and 0-0-60 at an average of 3.75 kilograms/palm oil tree. The period of the application is in March and October. The management of soil fertility is guided by Dr. Sumittra N.(Expert agriculture). 	Complied
Criteria 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>All soil series are not fragile soil, especially sandy soil. Based on GAP, the company has established an Environmental Management Plan. Tha chang estates have committed to controlling and minimizing soil</p>	Complied

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		degradation by using the topography map (GPS/GIS) with contour lines from Department Of Land Development to delineate sensitive erosion areas. Description of the soil characteristics such as texture, depth, drainage, parent material, and critical management aspects was available. Estate have established soil maps identifying the soil series available in the estate classified total area and percentage. The estate also has established maps identifying steep terrains in the respective estates available for verification. The estates had no problematic soils (e.g., peat soils and acid sulfate soils)	
7.5.2	There is no extensive replanting of oil palm on steep terrain. - Minor compliance -	<p>According to the topography maps produced by the company, there is no hilly slope available in the certification unit. Visited continued to have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes were guided in the Sustainability Policy under item. The content of the Policy, among others, includes the following:</p> <p>Compliance with all related guidelines and regulatory laws.</p> <ul style="list-style-type: none"> - Implementation of GAP - Implement suitable remedial to reduce impact to the environment. - To avoid pollution / To adopt a policy to others. - Other guidelines were also shown in the following documents among others; - Slope & River Protection Policy in Sustainability Manual page 20/27 - Buffer Zone & 25-degree slope in Sustainability Manual page 21/27 - Land Preparation for Terracing in Sustainability Manual page 23/27 - It was observed that practices to minimize and control erosion and - degradation of soils was in place through proper stacking of - fronds, EFB application, avoidance of blanket spraying, 	Complied

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		<p>- construction terraces, road maintenance, and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas.</p> <p>During the site visit it was verified that slope of more than 25 degrees are avoided in the planting areas due to the Policy of the Company forecasting several issues during the crop recovery on maturity. No replanting has taken place on steep slopes sighted.</p>	
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	Based on the observation during the field visit, no new planting of oil palm on steep terrain.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Management strategy for fragile soil, inadequate soil fertility palm oil plantation was established on P-RSPO-WI-08R.02Eff.7/Jan/2023. Soil surveys are made and available in a soil map for all the visited estates. Topographic contour maps are also available, which are used to manage the drainage and road works in the estate. The estate had no new planting for the current year and the forthcoming five years of operations.</p> <p>This manual included planting density, land clearing and preparation, Leguminous cover plant, Manuring, weeding, Pest and disease, and no planting on steep terrain and others. Soil map was available for the estates as mentioned in indicator 7.5.1. Reference made to the map did not find any marginal or fragile soils within the estate area.</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	There was no fragile soil in estates audited.	Complied

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7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in a soil map at the estates. Topographic contour map is also available which are both used to manage the drainage and road works in the estates. Details as per 7.5.1 and 7.5.2.	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in Tha chang estates visited. There was also no new planting in all the estates.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to the RSPO Secretariat. - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in Tha chang estates visited. There was also no new planting in all the estates.	Complied
PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance.			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in Tha chang estates visited. There was also no new planting in all the estates.	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in Tha chang estates visited. There was also no new planting in all the estates.	Complied
7.7.5	(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with	There is no peat soil or soil categorized as marginal or fragile soil in Tha chang estates visited. There was also no new planting in all the estates.	Complied

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	crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -		
PROCEDURAL NOTE: This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure. Within the initial 12 month implementation period, the company could submit other alternative methodologies to be considered by RSPO for recognition.			
7.7.6	(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for Existing Oil Palm Cultivation on Peat', Volume 1 (July 2019) and associated audit guidance. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited, nor is there no new planting within.	Complied
7.7.7	(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO Manual on Best Management Practices (BMPs) for Management and Rehabilitation of Peatlands', Volume 2 (June 2019) and associated audit guidance. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in the estates visited, nor is there no new planting within.	Complied
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following: - Minor compliance - 7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.	The water management plan established also focuses on ensuring local communities, workers, Tha Chang Oil Palm Industries has established a Water Management Plan. The main objective is to prevent wastage and pollution of a water source. The water management plan has been established incorporated with the continuous improvement plan. The programme is following: <ul style="list-style-type: none"> Water usage monitoring with respect of quantity and quality for; drinking water quality analysis, domestic water quality analysis, including Installation of signage to prevent chemical application. 	Complied

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		<ul style="list-style-type: none"> • Riparian zone establishment with restriction of chemical application • Construction of planting terrace and trenching in the field • Identified Water Sources; Bore Well, Water catchment, River and Rainwater • Management of Water Sources included maintenance of buffer zone and maintenance of Water Level Moreover. <p>Tha Chang Oil Palm Industries.,Ltd has also established a 'Procedure for Water Management Plan at SOP P-RSPO-QP-13 R.02 Eff 06/Jan/2023. The water management plan also included a plan to avoid surface and groundwater contamination is establish Water plan The water management plan F-RSPO-QP-13-1 R.02 Eff 06/Jan/2023 established also focuses on ensuring local communities, workers, and their families have access to adequate and clean water for drinking, cleaning and other purposes. Site inspection conducted at watercourses within the certification unit confirms that the buffer zone of 10 m is well maintained. This is also supported with the observation using Google satellite image (during the audit), whereby the establishment of the buffer zones can clearly be observed. No evidence of any chemical application has been made within the riparian area. Interviews with the sprayers have confirmed that no herbicide spray and manuring activities are allowed in riparian areas concerned with the environment. Verification conducted at the land application area (mill effluent discharge) is in good conditions and located away from any natural waterways.</p>	
	7.8.1b Workers have adequate access to clean water.	Monitoring of water quality especially was done monthly and its result is in according to national regulation. Refer Report no. R66042000005 date 29/March/2023 By Department of Medical Science MOPH Ministry of Public Health No. 61, No.135	

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7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with the 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>- Critical (Major) compliance -</p>	<p>Tha Chang Oil Palm Industries.,Ltd has protected water course and wetlands, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>Waste water from Tha hang mill were not discharge into the environment and the stream/river. Based on field observation, the wastewater are treated at effluent treatment ponds before using as the material for the biogas production and supply as POME in the estates e.g. Tha chang estate.</p> <p>The effluent treatment plant was made in accordance, and an interview with an operator in charge revealed that the operation was following standard operating procedures and legal requirements.</p> <ul style="list-style-type: none"> • No overflow was observed, and flow meter reading was recorded daily. The mill monitors the affluent and submits it to Pollution Control Department refer Enhancement and Conservation of Nation Environment Quality ACT, B.E. 1992 • All Mills need to treat and analyse the effluent water quality of which is BOD less than 100mg/l in order to comply with Ministry of Natural Resources and Environment. <p>The results from final discharge were compliance within the parameter limit BOD= 62 mg/l , COD = 358 mg/l, Oil & grease= 3, Ph= 8.50</p>	Complied
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Tha Chang Oil Palm Industries has protected water course and wetlands, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>Waste water from Tha Chang Oil Palm Industries were not discharge into the environment and the stream/river. Based on field observation, the wastewater are treated at effluent treatment ponds before using as</p>	Complied

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		<p>the material for the biogas production and supply as POME in the estates e.g.</p> <p>The effluent treatment plant was made in accordance, and an interview with an operator in charge revealed that the operation was following standard operating procedures and legal requirements.</p> <ul style="list-style-type: none"> • No overflow was observed, and flow meter reading was recorded daily. The mill monitors the affluent and submits it to Pollution Control Department refer Enhancement and Conservation of Nation Environment Quality ACT, B.E. 1992 • All Mills need to treat and analyse the effluent water quality of which is BOD less than 100mg/l in order to comply with Ministry of Natural Resources and Environment. <p>The results from final discharge were compliance within the parameter limit BOD= 62 mg/l , COD = 358 mg/l, Oil & grease= 3, Ph= 8.50</p>	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill processing water is obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made every month with the latest recording (water usage per mt in 2023 – present of fresh fruit bunches (FFB). There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance, etc. The baseline is 1.87 water(m3)/ton FFB.</p>	Complied
Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised.			
7.9.1	<p>A plan for improving efficiency of the use of fuels and to optimise renewable energy is in place, monitored and reported.</p> <p>.- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was reviewed/updated in Dec 2023. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p>	Complied

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		<ul style="list-style-type: none"> • Backhoe Tractor/ Machines: Objective To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment; Action plan: To ensure the vehicle engine is turned off during idle time to record vehicle activity that consumes energy. • Van Supervisory vehicle: Objective To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment; Action plan: To record vehicle activity to eliminate waste activity that consumes energy. To turn off the vehicle engine during idle time. • Electrical supply Objective: To reduce reliance on gen-sets for power supply Action plan: Utilization of TNB sources. <p>The utilization of fossil fuel in 2023 is being monitored with records shown below:</p> <ul style="list-style-type: none"> • Tha chang Mill = 1.97 Lite/MT FFB • Tha chang Estate = 1.52 Lite/Ton/FFB <p>The estates and mill record and monitor the diesel utilization over the running hours of gen-set and other vehicles running.</p> <p>Based on an On-site audit, A plan for improving the efficiency of the use of fossil fuels is in place. It has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was reviewed/updated in Dec 2023. The Environment Management Plan for the efficiency of fossil fuel usage is maintained. The estates and mill record and monitor the diesel utilization over the running hours of gen-set and other vehicles running. Performance variation in view of several factors i.e.</p> <ol style="list-style-type: none"> a) Infrastructure of estates, b) Community size / no of gen-sets, c) No. of vehicles/age of the machine. d) Weather interference/crop production volume 	
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		There is no opportunity for the estate to capitalize on the utilization of fiber/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation. The estates adopted the following practices in reducing diesel consumption in their daily operations. A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2023	
Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>The Tha Chang Oil Palm Industries Co.,Ltd ,had identified emission of greenhouse gas (GHG) from their operations, such as their farm tractor and gen-set operation.</p> <p>a) The management from both estates and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen-set to prevent any leakage and problem that could adversely impact the environment.</p> <p>b) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report.</p> <p>The emission value is recorded and calculated through the utilisation of RSPO's Palm GHG Calculator ver. 4.</p>	Complied
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The Tha Chang Oil Palm Industries has calculated the GHG using the RSPO Palm GHG calculator, and the calculation option used is Option 1. The CU records 'IL's new development within the certified area. There is no new planting in all Estate. However, at the time of the audit, there is replanting activities incurred at Tha Chang Estate.</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them are implemented and monitored.</p>	<p>All polluting activities were assessed through the aspect and impact method and were documented. The activities are inclusive of green gas emissions, chemicals, fertilizer, scheduled waste, solid waste, and</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>household waste. Data relating to such activities were collected, analyzed and presented during the environmental meetings held by the mill. Tha Chang Oil Palm Industries has continued to maintain its environmental aspects/impacts register associated with its activities. Environmental aspect and impact (EIA) assessment record, i.e., which covers the and mill activities/operation. "Pollution Identification Environmental Improvement Action Plan" is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others, the significant environmental receptors for the estates and mill operations were:</p> <p>Environmental Receptors</p> <p>1) Air ; Source; Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</p> <p>2) Water ; Source; Water discharges–Cleaning water/runoff/ process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water & blowdown</p> <p>3) Land ; Source; Land – Scheduled waste, domestic waste and industrial / process waste.</p> <p>An assessment; identified polluting activities are being conducted and monitored, including gaseous emissions particulate/soot emissions, and effluent. "Pollution Prevention Plan and Waste Management Action Plan 2023" – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among other actions taken by the Tha Chang Oil Palm Industries Co., Ltd were</p> <ul style="list-style-type: none"> • Scheduled wastes • Domestic wastes are disposed to local Municipal/landfill • Full compliance to zero burning practices. 	
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		<p>The environmental issues are discussed together in the quarterly ESH meetings. The agenda discussed, among others, as follows;</p> <ul style="list-style-type: none"> • matters arising • performance of environment compliance • report on environmental pollution • self-compliance checklist performance • effluent treatment /clean air / scheduled waste • audit report on RSPO • Domestic waste issues <p>In addition, environmental issues were also discussed direct or indirect during the management meeting the weekly muster.</p>	
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting land preparation in Tha chang estates has replanting only no burning over decades for the first planting of the palm oil tree in estates. As advocated, the estates practiced zero burning. For the visit at the estate where is having replanting activities, it was found that all palms were felled, shredded, windrow-ed, and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. No fire was used for waste disposal as well.</p> <p>Tha chnag estate has replanting plan in this year totally 326 Ha. There is no use the fire for land preparation. Therefore, the zero burning policy has been well adopted and implemented accordingly.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>The Group "Zero open burnings" is enforced as described in the Group Sustainability PolicyTCP-RP-005/04. The policy was signed by Mr.Pongnarin Wanasuwankul , MD, date on 3 Jan 2024. The operating units adhered to a "Zero open burning" policy for any replanting.</p>	Complied

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		From field visits and interviews with the workers, no open burning is practiced in the estate. The estate recorded a replanting program for the forthcoming five years. Refer to details in P-RSPO-WI-12 R.01 Eff.07/01/2023. The estates and mill establish a fire QSE team. At the entrance to the certification unit, signage's to prevent the use of fire is also evident. The signages are also being installed at high-risk areas (e.g., Housing and engaging with adjacent stakeholders). All contractors and workers are being trained by The Forest Protection and Forest Fire Control Office to implement Zero Burning and reminded during the morning briefing.	
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	The certification unit has implemented and maintained for communication, participation, and consultation. Internal and external communication among the various levels and functions of the organization and stakeholders on fire prevention and control measures. Information and methodologies of contact for each audience have been determined. For example, policy, significant environmental aspects, high risks, objectives & targets, compliance evaluation, measurement & monitoring results are communicated to its staffs via boards, e-mail, newsletters, reports, training, meetings, etc. engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meetings recorded on 20 Dec 2023.	Complied
Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	The HCV study conducted by Forest Industry Organization since Nov 2005 by Mr.Narongchai chonlapap License number ALS16001NC. According to the HCV assessment that within Tha Chang Oil Palm Industries Co.,Ltd , Tha chang estate, there is HCV 5 are present totally 81.44 Ha HCVs are mapped HCV5 "Basic need of local community" on river or canal and pasturage field Organization as some effects caused by estate's activity may not be safe for downstream communities who	Complied

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		<p>use water from the canal for their consumption. There is no new planting have replaced primary forest for extension area.</p> <p>Based on site visit, document review and interview with plantation managers; there is no land clearing for new planting since 15 November 2018. Tha Chang Oil Palm Industries Co.,Ltd is implementing no new planting policy and 5 Years Development & Replant 2023 stated no new planting, only replanting of oil palm.</p>	
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</p> <p>7.12.2a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p>	<p>There are no evidence land clearance and planting of oil palm conducted after 2018 to 2023 within the certification unit.</p> <p>The HCV assessment was conducted with details as follows;</p> <p>"The appointed consultant is Forest Industry Organization (FIO), Ministry of Natural Resource and Environment of Thailand. Respectively, in summary, there was has HCV 5 present in the CU. The reports detailed the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV with some following information;</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and artificial d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long-term effect 	Complied
	7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include	Regular monitoring of incoming and outgoing water quality was monitored at rivers that pass through the estates. Slopes declared as steep terrains (>25°) were left abandoned. Regular patrolling by the estates Ranger were done at HCV areas to monitor on trespassing and	

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	<p>stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE for 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCSA assessments.</p>	RTE species with the patrolling records available for verification will include stakeholder consultation date on 3-7 April 2023	
7.12.3	<p>(C) Indicator is not applicable in Thailand.</p> <p>- Critical (Major) compliance -</p>	This indicator is not applicable in Thailand	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements.</p> <p>The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). The integrated management plan is reviewed at least once every five years.</p> <p>- Critical (Major) compliance -</p>	<p>HCV and Biodiversity assessment have been conducted and the HCV Reports were available for verification. Based on the identified HCVs, the management have implemented the HCV Management Plan where they have identified the possible threats that could arise at the HCVs and the Management and Monitoring of the areas. Among the observations recorded were possible encroachment or sign of trespassing, wildlife issues or sightings, pollution or erosion issues.</p> <p>Based on the verification by onsite assessment, it was sighted that the signages on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the area. All the signages were noted to be well maintained. Buffer zones were demarcated along the rivers and catchment area banks and no indication of chemical or fertilizer application were sighted. Regular monitoring of incoming and outgoing water quality was monitored at rivers that pass through the estates. Slopes declared as steep terrains (>25°) were left abandoned. Regular patrolling by the estates Ranger were done at HCV areas to monitor on trespassing and RTE species with the patrolling records available for verification. The estates continue to train the workers and staffs on HCV and RTE Species. Verified the training on HCVs and biodiversity awareness records available for the estates.</p>	Complied

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7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	It was verified that there were HCVs, HCS forests identified after 15 November 2018 where rights of local communities had been identified. The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.	Complied
7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law [Wild Animal Reservation and Protection Act, B.E. 2562 (2019)] if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species. - Minor compliance -	Tha Chang Oil Palm Industries Co., Ltd (TC), have conducted a Rare, Threatened and Endangered Species (RTE) assessment for their respective estates. The assessment states the mechanism for RTE monitoring and reporting, wildlife monitoring records and awareness on RTE wildlife species. The implementations of the RTE measures are as below: 1. RTE Species Training - Thachang Estate Training – 26 May 2023 - Thachang mill Training – 23 Apr 2023 2. Estate's management have displayed posters on RTE species and briefed all workers on the importance to protect the wildlife. Estates have implemented a Wildlife Monitoring Record book for recording of any sightings of wildlife in the estates.	Complied
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the Senior Managers and Plantation Controllers and personnel from the Sustainability unit. Sighting of RTE are made and recorded during the in the estates if any.	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15	The audit findings have confirmed that there are no new planting affecting present HCV and primary forest. There were no land clearing	Complied

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	November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -	activities made nor were there damage to any forest to protect or enhance the HCV.	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2023 for Tha Chang Oil Palm Industries Co., Ltd. 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 2023 for Tha Chang Oil Palm Industries Co., Ltd. and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	81.05
PKO	81.05

Extraction	%
OER	19.09
KER	5.00

Production	t/yr
FFB Process	1,548.85
CPO Produced	295.68
PKO Produced	34.85

Land Use	Ha
OP Planted Area	237.25
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	0
Total	237.25

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	1,998.93	1.29	0.00	0.00	0.00	0.00	1,998.93	1.29
CO ₂ Emission from fertilizer	621.51	0.40	0.00	0.00	0.00	0.00	621.51	0.40
NO ₂ Emission	473.92	0.31	0.00	0.00	0.00	0.00	473.92	0.31
Fuel Consumption	12.18	0.01	0.00	0.00	0.00	0.00	12.18	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-1894.37	-1.22	0.00	0.00	0.00	0.00	-1894.37	-1.22
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1,212.17	0.78	0.00	0.00	0.00	0.00	1,212.17	0.78

**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	28512.52	18.41
Fuel Consumption	517.02	0.33
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	29029.54	18.74

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	6,276.62
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	6,276.62

*This mill has no kernel crusher operation.

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

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	54.63
Divert to methane captured (energy generation) (%)	45.37

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Appendix C: Location Map of Certification Unit and Supply bases

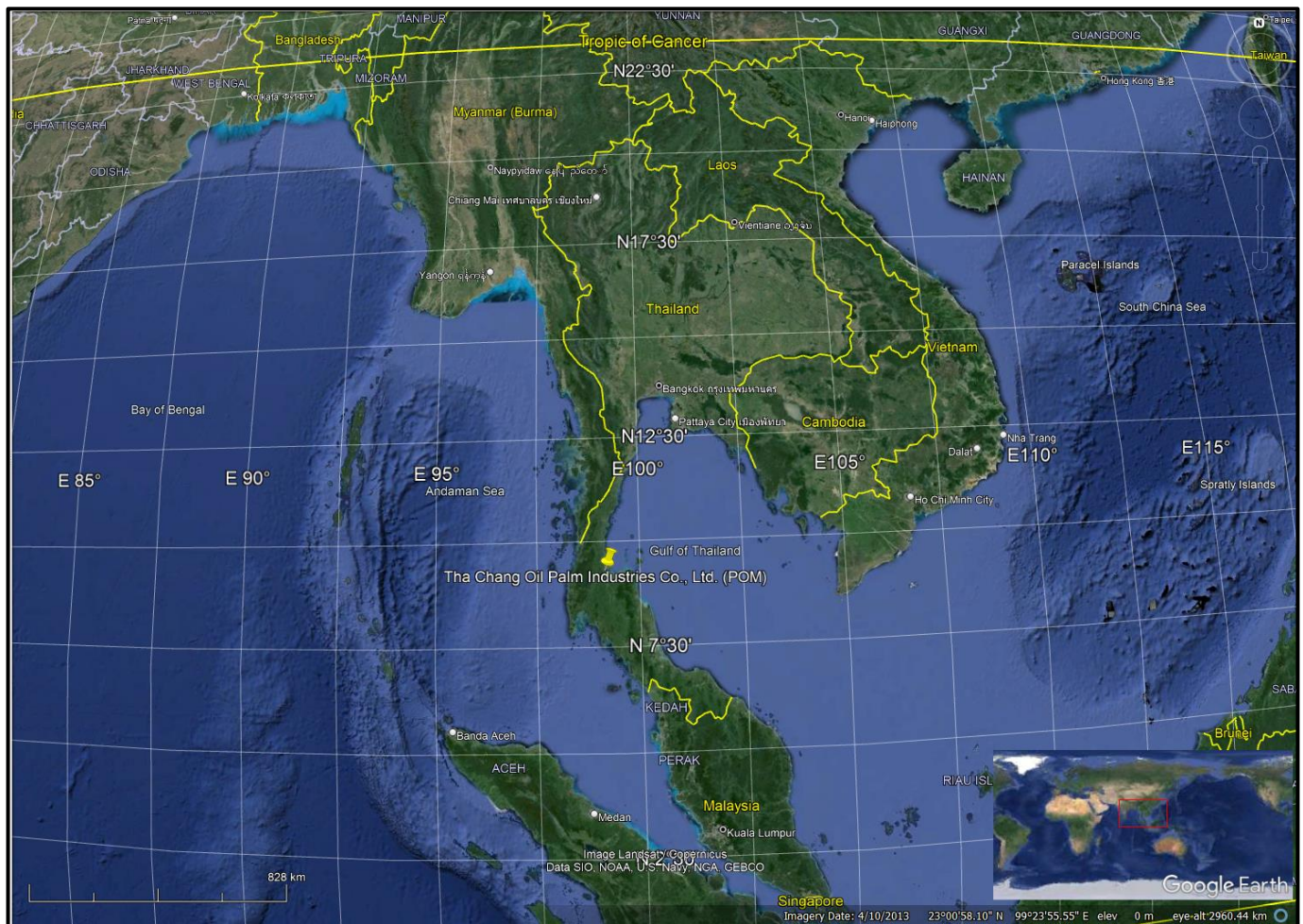


Figure 1 Overall location of mills and estates of Tha Chang Oil Palm Industries Co., Ltd. and its supply base

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Figure 2. Overall location of mills and estates of Tha Chang Oil Palm Industries Co., Ltd. and its supply base

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Appendix D: Estate Field Map

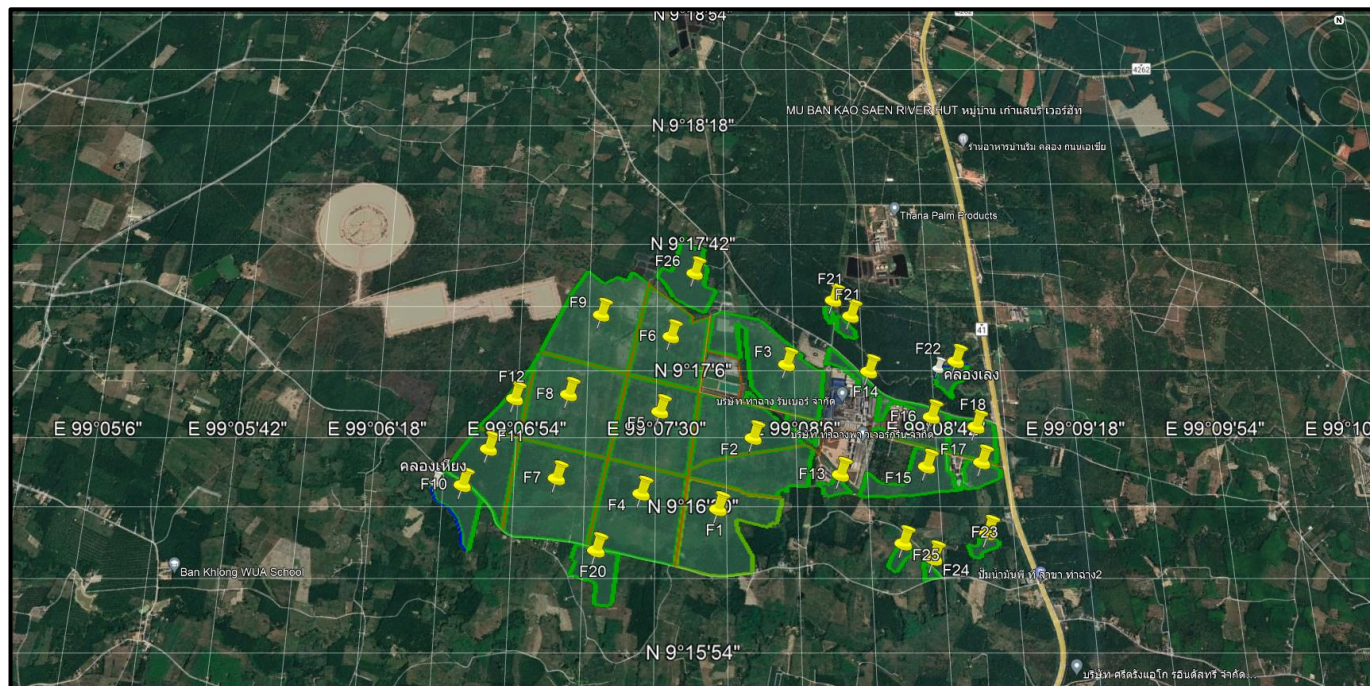


Figure 3. Geographical Map of Tha Chang Oil Palm Industries Co., Ltd all estate (Oil Palm planted area)

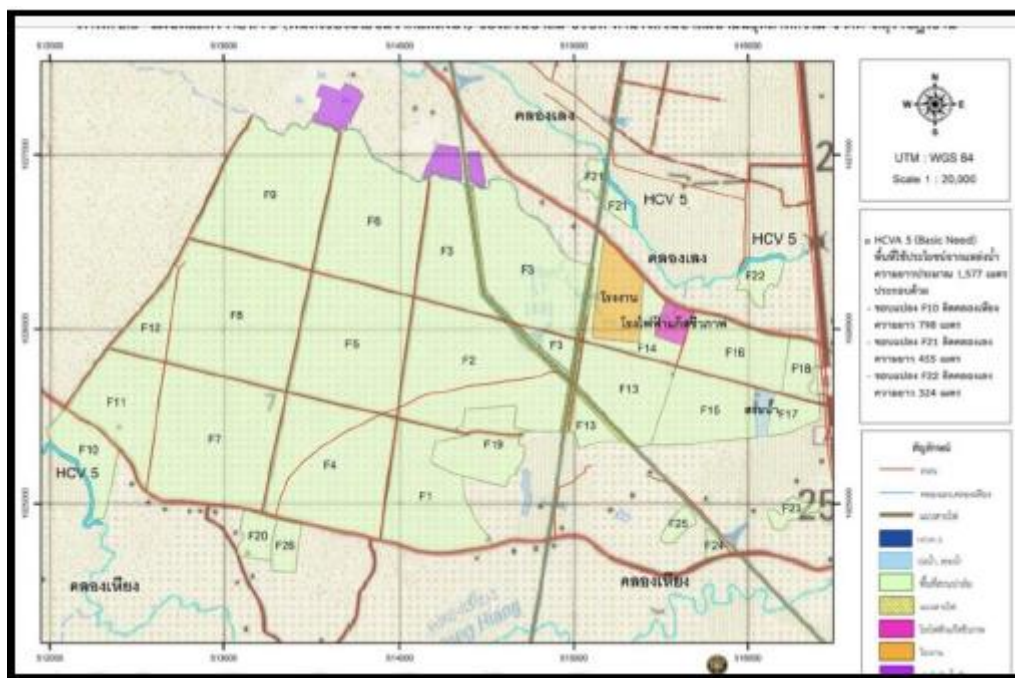
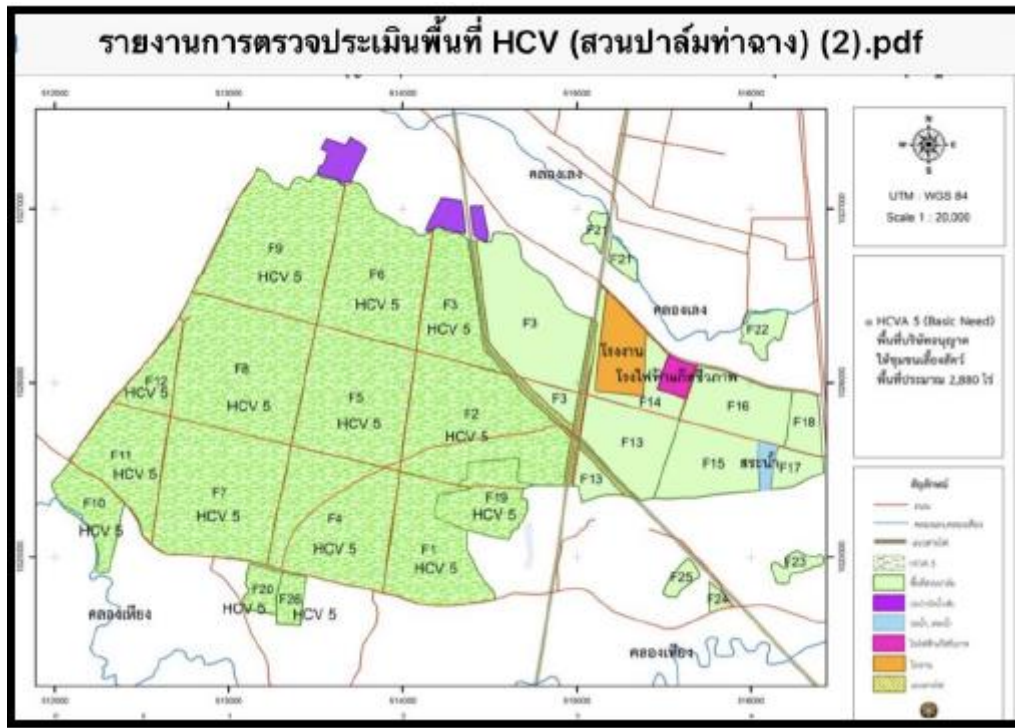


Figure 4. Geographical Map of Tha Chang Oil Palm Industries Co., Ltd.all estate (Oil Palm planted area)

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Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

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