

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

Client Company Name / Parent Company: Ban Faikhao Oil Palm Grower Community Enterprise
Client Company / Parent Company Address: No.10/2 Moo 10, Sapli Sub-District , Pathio District, Chumphon 86230, Thailand
Certification Unit: Ban Faikhao Oil Palm Grower Community Enterprise Location of Certification Unit: No.10/2 Moo 10, Sapli Sub-District , Pathio District, Chumphon 86230, Thailand
Date of Final Report: 01/06/2024

TABLE of CONTENTS
Page No

Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle.....	4
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	4
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	5
10. Summary of Certified Tonnage (not applicable for ISS)	6
11. Summary of Actual Volume sold	7
12. Independent Smallholders Certified Tonnage / Volume	8
13. Independent Smallholders Actual Sold Tonnage / Volume	8
Section 2: Assessment Process	10
2.1 Assessment Methodology, Programme, Site Visits.....	10
2.2 BSI Assessment Team	11
2.3 Assessment Plan.....	13
Section 3: Assessment Findings	17
3.1 Multiple Management Units and Time Bound Plan.....	17
3.2 Progress of scheme smallholders and/or outgrowers.....	18
3.3 Details of Nonconformities	20
3.3.1 Status of Nonconformities Previously Identified and Observations.....	28
3.3.2 Summary of the Nonconformities and Status	29
3.4 Stakeholders and previous land owner / user consultation.....	29
3.5 Impartiality and conflict of interest	31
Formal Signing-off of Assessment Conclusion and Recommendation	32
Appendix A: Summary of Findings	33
Appendix B: GHG Reporting Executive Summary	81
Appendix C: Location Map of Certification Unit and Supply bases.....	83
Appendix D: Estate Field Map	84
Appendix E: List of Smallholder Registered and/or sampled	85
Appendix F: List of Abbreviations	88

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Ban Faikhao Oil Palm Grower Community Enterprise		
RSPO Membership Number	1-0384-22-000-00	Membership Approval Date	16 Jun 2022
Address	No.10/2 Moo 10, Sapli Sub-District , Pathio District, Chumphon 86230, Thailand		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Ban Faikhao Oil Palm Grower Community Enterprise		
Location / Address	No.10/2 Moo 10, Sapli Sub-District , Pathio District, Chumphon 86230, Thailand		
Website	None.		
Management Representative	Mr. Sittirak Klaiaksorn (Group Manager)	E-mail	banfaikhaooilpalm.cofarm@gmail.com
Telephone	+669 970 7015	Facsimile	None.

2. Certification Information			
Certificate Number	RSPO 798399	Certificate Start Date	01/06/2024
Date of First Certification	01/06/2024	Certificate Expiry Date	31/05/2025
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunch of Independent Smallholders		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Independent Smallholder Standard 2019		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	None.
ISH certification Phase	<input type="checkbox"/> Eligibility <input checked="" type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Ban Faikhao Oil Palm Grower Community Enterprise	No.10/2 Moo 10, Sapli Sub-District , Pathio District, Chumphon 86230, Thailand	10° 36' 47.9736" N	99° 13' 30.3816" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Ban Faikhao Oil Palm Grower Community Enterprise	52.08	0	0	52.08	100
Total	52.08	0	0	52.08	100
Note:					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Ban Faikhao Oil Palm Grower Community Enterprise	1.54	0.5	24.18	25.86	50.54	1.54
Total (ha)	1.54	0.5	24.18	25.86	50.54	1.54
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 (NA)	Actual (NA)		Forecast (June 2024 – April May)
		Previous license period (NA)	Current license period (NA)	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Ban Faikhao Oil Palm Grower Community Enterprise	NA	NA	NA	1,010.80
Total	NA	NA		1,010.80

Note:

- This is initial audit and the group certified MS. A. Therefore the FFB that can be claim as certify is 70% of 1,010.80 equals to **707.70 tFFB**

Products	MS A (70%) mt
FFB	707.56
CSPO	141.51
CSPK	35.38
CSPKO	15.92
CSPKE	19.46

- Forecast used yield is 20 tFFB/ha (3.20 tFFB/Rai) based from data record of Group from Dec 2022 to Nov 2023.

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (NA)	Actual (NA)		Forecast (NA)
		Previous license period (key in period covered)	Current license period (key in period covered)	
NA		NA	NA	
Total		NA		

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

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)

Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
		Previous license period (key in period covered)	Current license period (key in period covered)	
NA	NA	NA	NA	NA
Total	NA	NA		NA

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

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit

No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
NA	NA	NA	NA	NA

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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

10. Summary of Certified Tonnage (MT) (not applicable for ISS)				
Estimated last year (NA)	Actual (NA)			Forecast (NA)
	Previous license period (NA)		Current license period (NA)	
FFB	FFB			FFB
NA	NA		NA	NA
	TOTAL	NA		
CPO (OER: %)	CPO (OER: %)			CPO (OER: %)
NA	NA		NA	NA
	TOTAL	NA		
PK (KER: %)	PK (KER: %)			PK (KER: %)
NA	NA		NA	NA
	TOTAL	NA		
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.				

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
NA	NA	NA	NA
TOTAL		NA	NA
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.			

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

11. Summary of Actual Volume sold					
Current License period (key in period)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	NA	NA	NA	NA	NA
PK (MT)	NA	NA	NA	NA	NA
Credits	NA	NA	NA	NA	NA
Previous License period (key in period)					
CPO (MT)	NA	NA	NA	NA	NA
PK (MT)	NA	NA	NA	NA	NA
Credits	NA	NA	NA	NA	NA
Note: <ul style="list-style-type: none"> Conventional is RSPO certified material but sold as non-RSPO. This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A. 					

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

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
NA	NA	NA	NA	NA
TOTAL			NA	NA
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.				

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

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (key in period)			Actual (key in period)			Forecast (June 2024 – April May)		
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	141.51	
IS-CSPKO	NA	NA		NA	NA		NA	15.92	
IS-CSPKE	NA	NA		NA	NA		NA	19.46	
CSPK	NA	NA		NA	NA		NA	35.38	

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: 1 mt = 1 credit Notes for Auditor: Please refer to table 9A for reporting period						

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			
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13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
NA	NA	NA	NA	NA	NA	NA	NA
TOTAL			NA	NA	NA	NA	NA
Note: No record according to this is initial audit .							

Section 2: Assessment Process

Certification Body:

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

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **18-20 Dec 2023**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **18 Nov 2023 to 20 Dec 2023**.

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

The Critical NC close out off-site assessment was conducted on **02 Apr 2024**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the 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.

RSPO P&C Public Summary Report **Revision 15 (Nov 2023)**

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (MSA)	Year 2 (MSB)	Year 3 (ASA1)	Year 4 (ASA2)	Year 5 (ASA3)
Ban Faikhao Oil Palm Grower Community Enterprise	x	x	x	x	x

Tentative Date of Next Visit: December 16, 2024 - December 18, 2024

Total Number of Mandays: 6.0

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, RSPO P&C-endorsed P&C Lead Auditor course, refresher course for RSPO endorsed 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 RSPO endorsed RSPO SCCS Lead Auditor</p> <p>Language proficiency: fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental</p>

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		<input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Ms.Jutamas Gunthong	Team Member	<p>Education: Hold a Bachelor degree of Science (Fisheries), Kasetsart University, Thailand and Master degree of Science in Aquaculture and Aquatic Resources Management, Asian Institute of Technology, Thailand.</p> <p>Work Experience: Over 12 years of working experience as consultant/trainer of conformity assessment standards (e.g. ISO/IEC 17065, ISO/IEC 17021-1) and ICS for group certification of agricultural scope (Food crops, Rice, Aquatic animals) including certification of oil palm plantation. She also has audit experience and technical knowledge for audit GAP/Organic standards which according to ISO 19011.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO 9001:2015, ISO 14001:2015, OHSAS 18001 (now ISO 45001), Endorsed RSPO P&C Lead Auditor Course, RSPO SCCS Lead Auditor course, RSPO ISH Training (RISS 2019) and also conformity assessment such as ISO/IEC 17020, ISO/IEC 17024, ISO/IEC 17065 and ISO/IEC 17021-1</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4 7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard: Global GAP, Euro GAP.
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Accompanying Persons:

Name	Role
NA	NA

2.3 Assessment Plan

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

Date	Time	Subjects	Chongrak (TL)	Jutamas (TM)
Monday ; 18 Dec 2023 (Day 1)	09:00-10.00	Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc.	✓	✓
	10.00-17.30	Field visit at the 5 smallholders' plantations Interview with smallholders and Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.	✓	
	10.30 -12.00	Group Manager/Internal Control System (ICS A-C) <ul style="list-style-type: none"> Review of members' profiles & key management documents Document Audit: Public documents, SOPs, Policies, LUCA & RaCP, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, continual improvement plan, etc. 		✓

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Date	Time	Subjects	Chongrak (TL)	Jutamas (TM)
	13:00: 17.30	Stakeholders' consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.) (Onsite or Phone) <ul style="list-style-type: none"> Mr. Jongrak W. Director of Ban Pru Yai Sub-District Health Promoting Hospital Senior Deputy District Chief, Patew District Office, Chumphorn province Agricultural Extensionist. Purchasing of Vichitbhan Palmoil Public Company Limited 080 - 8931691 	√	√
	12.00-13.00	Lunch Break	All	
	17.30 -18.00	Interim closing briefing of Day 1	All	
Tuesday ; 19 Dec 2023 (Day 2)	09:00 – 17.30	Group Manager: ICS D, P3 and P4 Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)	√	
	09:00 – 17.30	Group Manager: P1, P2 and P4 Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)		√
	12.00-13.00	Lunch Break	All	
	17.30 -18.00	Interim closing briefing of Day 2	All	
Wednesday; 20 Dec 2023 (Day 3)	09:00 – 12:00	Cont. Group Manager: ICS A- ICS D, P1 - P4 Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)	√	√
	12.00-13.00	Lunch Break	All	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Date	Time	Subjects	Chongrak (TL)	Jutamas (TM)
	13.00-14.00	Prepared closing meeting	✓	✓
	14.00-15.00	Closing meeting and end of Initial audit	All	

NOTES:

List of sampled group Members: Total actual 5 members

No.	Member Name	Plot No.	Location			GPS Coordinates		Area Summary (Ha)		Annual FFB Forecast (MT)	Auditor / Date
			Sub-district	District	Province	Latitude	Longitude	Total Certified Area	Planted Area		
1	Aree Pachthong	1	Nakratham	Pathiu	Chumphon	99° 12' 34.3836" N	10° 36' 23.652" E	1.47	1.47	27.62	CTA
2	Bandita Phongrod	1	Sapli	Pathiu	Chumphon	99° 13' 8.9148" N	10° 36' 36.9792" E	1.29	1.29	24.19	CTA
3	Kannika Chonphing	1	Sapli	Pathiu	Chumphon	99° 13' 1.9452" N	10° 38' 19.7088" E	0.80	0.80	15.00	CTA
4	Sahwat Nuanlamphu	1	Sapli	Pathiu	Chumphon	99° 13' 33.2364" N	10° 37' 19.254" E	0.84	0.84	15.69	CTA
5	Thanongsak Suksombun	1	Sapli	Pathiu	Chumphon	99° 13' 5.3328" N	10° 36' 41.7996" E	2.19	2.19	41.06	CTA

NCR close-out off-site visit plan

Date	Time	Subjects	CHONGRAK
Tuesday, 02 Apr 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 5 Major NCs <ul style="list-style-type: none"> • 2436374-202312-M1, Critical A2.3 E • 2436374-202312-M2, Critical B1.1 MS A • 2436374-202312-M3, Critical B.1.2 E • 2436374-202312-M4, Critical C1.1 MS A • 2436374-202312-M5, Critical D1.1 E • 2436374-202312-M6, Critical 3.1 E • 2436374-202312-M7, Critical 4.7 E 	√
	12.00-13.00	Lunch brake	
	13.00-16.00	Cont. Verification of effective implementation of corrective and corrective action from morning	√
	16.00-17.00	Closing meeting	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Not Applicable	Not Applicable
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	Not Applicable	Not Applicable
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	Not Applicable	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not Applicable	Not Applicable
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Not Applicable	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not Applicable	Not Applicable
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	Not Applicable	Not Applicable
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	Not Applicable	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not Applicable	Not Applicable
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	Not Applicable	Not Applicable

RSPO P&C Public Summary Report **Revision 15 (Nov 2023)**

Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Not Applicable	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not Applicable	Not Applicable
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Not Applicable	Not Applicable
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Not Applicable	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not Applicable	Not Applicable

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Not Applicable	Not Applicable

Approved Time Bound Plan

Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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 seven (7) Critical; 0 Minor nonconformities and 0 of OFI Opportunity For Improvement raised. The Ban Faikhao Oil Palm Grower Community Enterprise Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

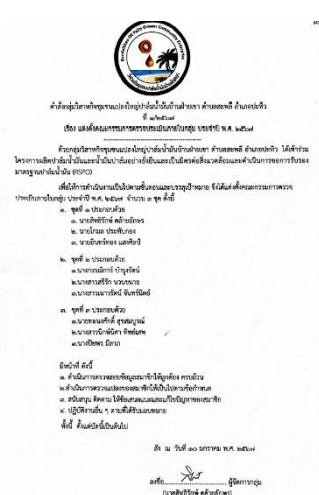
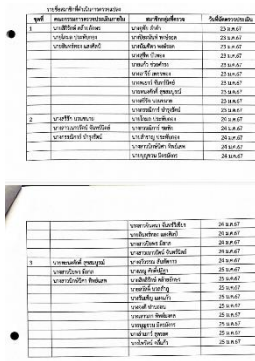
Non-conformity			
NCR Ref #	2436374-202312-M1	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	2 Apr 2024
Indicator & Category (Critical / Minor)	A2.3 E/ Critical		
Statement of Nonconformity:	The group's annual training plan does not cover all topics as per RSPO standards for smallholder farmers.		
Requirement Reference:	A2.3 Eligibility : A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.		
Objective Evidence:	<p>From verification of training plans and training records of members and casual workers of years 2022 and 2023 found nonconformity as follows:</p> <ol style="list-style-type: none"> 1. The group's training plan does not cover all topics according to RISH standards. Training topics such as <ol style="list-style-type: none"> 1) Topic: training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations 2) The capacity building on record keeping for production, including inputs and yields, transactions, and variety. 3) Training topics and demonstrating the ability to record various information of members 4) Good Agricultural Practices 5) training on how to conduct a simplified FPIC approach. 6) training on workers' rights to file a complaint/grievance and communicate to workers the means to file a complaint/grievance. 7) Topic: Managing health and safety risks in the workplace. Training and awareness of health and safety risks from working in gardens (including the use of pesticides) and ways to reduce them. such risks, etc. 2. Evidence of member training records and casual worker, according to the topic given, all examples are not clear and consistent. 		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Corrections:	Educate the RISH standard by Agricultural Extensionist on 5 Jan 2024, and reviewed the annual training plan and updated training plan on 5 Jan 2024 and then provided refresh training to all members and casual worker on 10 Jan 2024.
Root Cause Analysis:	Lack of understanding with RSPO ISH standard
Corrective Actions:	<ul style="list-style-type: none"> - Reviewed the annual training plan and updated training plan on 5 Jan 2024 and then provided refresh training to all members and casual worker on 10 Jan 2024 - Reviewed the Group Manual issued 5 Jan 2024.
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <p>The group committee refresh training on RISH by Agricultural Extensionist on 5 Jan 2024 and established Training plan of Y2024 by educate with RISH Standard.</p> <p>Reviewed the Master Plan and Training plan 2024 , Rev. 5 Jan 2024 found cover all topic such as training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations</p> <p>, The capacity building on record keeping for production, including inputs and yields, transactions, and variety , Good Agricultural Practices and etc. will be training on April 2024 for all members and Casual workers</p> <p>Verifying the training record on 10 Jan 2024 found the group provided refresh training on GAP, Health and Safety, LABOUR Part and etc. such as member ID BFK-66-001, BFK-66-003 and BFK-66-009 were attend.</p> <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>

NCR Ref #	2436374-202312-M2	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	2 Apr 2024
Indicator & Category (Critical / Minor)	B1.1 MS A/ Critical		
Statement of Nonconformity:	The internal audit of 2022 and 2023 for the group manager has full criteria as the group applies to the certificate.		
Requirement Reference:	B 1.1 Milestone A; The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed		
Objective Evidence:	<p>It was found that the group's internal audit process for 2022 and 2023 was still inefficient, such as</p> <ol style="list-style-type: none"> 1) The internal audit plan for the year 2023 was not found. 2) The results of the group member assessment for the year 2022 found that they only assessed criteria A (MS A) without the criteria requirements (E). 3) The group manager's internal audit assessment for FY2023 was not available. 4) The results of the internal audit for the year 2022 found that there was a conflict of interest. The internal auditors inspect their own plots. 		

Corrections:	<ul style="list-style-type: none"> - Refresh training on ICS criteria for all the internal audit committee, to select members and set a date and time to inspect and assess another 19 small farmers, for a total of 29 farmers, on January 10, 2024. - Notify members until the scheduled date of assessment. - Conduct an internal audit, completed within January 23–25, 2024. - Invite officials from the Chumphon Provincial Agricultural Office. Come and evaluate the group manager on January 27, 2024. - 5. Provide relevant legal documents as group information and plan future training.
Root Cause Analysis:	<ul style="list-style-type: none"> - The internal audit committee still does not have a clear understanding of the audit process. - The group manager and group committee did not study the regulations regarding applying the law. - 3. The internal audit committee lacks understanding of stakeholders. causing repeated internal audits of their plots
Corrective Actions:	Reviewed and update the group manual rev. 05 Jan 2024 and ICS checklist. The group committee reviews the internal audit process once a year and determine the number of members who must be audited each year clearly stated in the audit plan/program and Review the audit plan annually by group manager and group committee.
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <ul style="list-style-type: none"> - Reviewed and update the Group manual Rev. 05 Jan 2024 and the revised the ICS checklist to cover all criteria by group committee. - The announcement 9 internal auditor (3 teams) on 10 Jan 2024 by separated area without conflict such as team 1, Mr. Sittirak, Mr. Komon and Mr. Inthong conduct 10 members such as name Mrs. Uthai, Mrs. Piyant. On 23 Jan 2024 <div style="display: flex; justify-content: space-around; align-items: flex-start;">   </div> <ul style="list-style-type: none"> - The group Re-conduct ICS on 23 Jan 2024 to 25 Jan 2024, for all Oil palm Plantation in detail and aligned with the Checklist and all criteria and indicators including relevant SOPs, and processes within the oil palm

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>plantation operations for all members, verifying the ICS checklist was found cover Eligibility and Milestone A, the result is No NCR and No observed.</p> <ul style="list-style-type: none"> - The Group Manager were conducted Internal audit by Ms. Manthana (Agricultural Extensionist) on 27 Jan 2024, the result is No NCR and No observed. - The internal Audit of Y2024 will be conduct on Nov 2024 <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>
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NCR Ref #	2436374-202312-M3	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	2 Apr 2024
Indicator & Category (Critical / Minor)	B.1.2 E/ Critical		
Statement of Nonconformity:	The group has not specified procedures for database changes. of members and the group		
Requirement Reference:	B.1.2 : Eligibility : Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager.		
Objective Evidence:	After reviewing the group manual and the group's database, it was discovered that there have been changes among members. Conditions in planting areas have also shifted, with a decrease in palm tree cultivation and a shift to other crops. However, the group has yet to determine how to communicate these changes to its members. This lack of communication leaves members uncertain about what actions to take in such circumstances. Consequently, the group's area has not been optimized to align with current conditions, such as changes in the planting plots. For instance, Member BFK-66-0029 has already sold their oil palm plantation plot since the end of 2022 and no longer has any palm plantations to contribute to the group. It has been observed that the group's database has not been updated to reflect these changes.		
Corrections:	<p>1. The Group Manager and Group Committee reviewed the database from all members and found only one member as ID no. BFK-66-0029 was sold out of his oil palm plot planted and is willing to resign from the group (resigned on 10 Jan 2024)</p> <p>2. The group held an annual general meeting on January 10, 2024, and informed members that in cases where members have sold land, they must submit a form of resignation from membership signed by the group manager and update the database's current</p>		
Root Cause Analysis:	Group managers and group committee and members lack understanding of relevant regulations including members, still lack knowledge and understanding regarding member resignations. In the case where the member has already sold the land, The group manager and group committee do not monitor member's information.		
Corrective Actions:	Reviewed and determined the procedures for operational the basic information, farm information, production data, and legal documentation of group members on the group manual and Determine the refresh training for all members at least		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	once a year on procedures for operational the basic information, farm information, production data, and legal documentation of group members.
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <p>The group reviewed and updated the group manual Rev. 05 Jan 2024 to determine the mechanism and the record information by group members and monitoring by the Group manager via ICS at least once a year.</p> <p>Refresh training and inform all members to all members on the procedures for operational the basic information, farm information, production data, and legal documentation of group members on 10 Jan 2024.</p> <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>

NCR Ref #	2436374-202312-M4	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	2 Apr 2024
Indicator & Category (Critical / Minor)	C1.1 MS A/ Critical		
Statement of Nonconformity:	The group's business plan was not available		
Requirement Reference:	C1.1 MS A The group business plan is implemented and reviewed at least annually.		
Objective Evidence:	<p>The group's business plan for years 2022 and 2023 was not found to be continuous and consistent each year, such as</p> <ol style="list-style-type: none"> 1) Training Plan/Capacity Building To improve the work efficiency of group members, 2) Guidelines for strengthening connections within the supply chain 3) Plan projects for continuous development (e.g., waste management, soil, etc.). 		
Corrections:	<ul style="list-style-type: none"> - The chairman and committee jointly create a plan for the continuous development of the group. - Review and improve production plans and business plans every year. 		
Root Cause Analysis:	The group lack of understanding to create a plan and update the plan.		
Corrective Actions:	Educated and refreshed training for the group committee on preparing a business plan in advance, to prevent the business plan from being discontinued on 5 Jan 2024 by the Group Advisor.		
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <p>The Group manager minute meeting and the annual business plan Rev. 5 Jan 2024 which includes production and income, forecasting based on historical, records, and plans for expansion are available. The Group manager's performed meeting with all members on n 10 Jan 2024, is to be acknowledged.</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.
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NCR Ref #	2436374-202312-M5	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	2 Apr 2024
Indicator & Category (Critical / Minor)	D1.1 E/ Critical		
Statement of Nonconformity:	The source of production verification is still not addressed by methods for verifying and tracking group member production.		
Requirement Reference:	D1.1 E Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.		
Objective Evidence:	It was discovered during the group's output verification from December 2022 to November 2023 that some members' output still had contamination. From plots that have not yet participated, this is because the group has references to information from members recorded in the book. According to data from the I-PALM system, members recorded the quantity of produce obtained from the weighing sheet in their books and the system. All plots The produce was not collected separately from plots that participated in the RSPO, which affected the collection of production quantity data and resulted in the quantity of produce being contaminated. Inconsistencies are evident in the numbers in the I-PALM system and the logbook.		
Corrections:	Reviewed and tracking of member production data from		
Root Cause Analysis:	Lack of understanding of the record		
Corrective Actions:	Establish a plan to keep track of member production data for a month. And the group committee reviews product sales receipts as a team and compares them against the database.		
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <ul style="list-style-type: none"> - The group manager reviewed and update the group manual issued 5 Jan 2024 (production tracking page 27 of 48) on procedure and system in place for the tracking of FFB. Appointed the group manager to review and traceability every one month - 10 Jan 2024, group provided refresh training to all member on procedure and system for the tracking of FFB including record. - Sampling record of data from Dec 2023 to Mar 2024 found the data consistency and can trace back to source of production (Registered to Group). - Sampling to interview with group member (member ID BFK-66-001, BFK-66-003), they can demonstrate of the system for the tracking of FFB. <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

NCR Ref #	2436374-202312-M6	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	02 Apr 2024
Indicator & Category (Critical / Minor)	3.1 E/ Critical		
Statement of Nonconformity:	Group members was not provide information on the source of labour on the farm, including family, contract and hired labour to group manager.		
Requirement Reference:	3.1 E Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).		
Objective Evidence:	From a review during assessment on employee registration documents, it was found that members of the Group members had not yet provided all information regarding contract labour to the group manager. The members recorded only the team leader of the casual workers team. For team member such as harvester, fertilizer service or spraying herbicides. and other services for hire in the oil palm plot planted, including family worker of members and casual worker themselves, there is no record.		
Corrections:	<ul style="list-style-type: none"> - The group committee prepares a clear record of labor and group employees. To be completed by 15 January 2024. - Group managers and group directors organize training for farmers to know and understand the labor data recording and survey forms. and the matter of reporting complaints to workers working in the garden. To be completed by 22 January 2024. - The group committee has each member record a comprehensive employee and labor registration. To be completed by 22 January 2024. - The group manager follows up on the results of the farmers' records and compiles a summary of the group. To be completed by 25 January 2024. - 5. The group committee prepares the group's plan for surveying and monitoring labor and informs the members. To be completed by 22 January 2024. 		
Root Cause Analysis:	<ul style="list-style-type: none"> - Group managers and group committee members lack knowledge and understanding of relevant regulations. - Form used to store labor information and the team still does not cover all aspects - The group manager and group committee do not monitor the information received from farmers. - The group manager has not established guidelines for verifying worker information. 		
Corrective Actions:	<ul style="list-style-type: none"> - Train farmers on labor data surveys system annually. - A labour information register for the group should be prepared by the Group Manager and the Group Committee. - Group Manager and Group Committee Review the data survey plan at least once a year. - To keep the information register current, members must inform the group manager within one month of any changes in worker information. 		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> - The labour registration of farmers needs to be updated and reviewed annually by the Group Manager and the Group Committee.
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <ul style="list-style-type: none"> - The group manager established the labour information register to cover all basic information data including the type of labour, updated and reviewed the labour information and keep record at group manager, Refresh training to all member and some casual workers on 10 Jan 2024, - The group manager appoints all members and shall provide the labour information to group members at least once a year or any significant data. Refresh training on labour part to all members at least once a year following a training plan. Monitoring by Internal audit by group manager. - The updated labour information registers from all members issued on 10 Jan 2024 was satisfy. <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>

NCR Ref #	2436374-202312-M7	Issued Date	20 Dec 2023
Due Date	19 Dec 2024	Closure Date	2 Apr 2024
Indicator & Category (Critical / Minor)	4.7 E/ Critical		
Statement of Nonconformity:	The group has not yet collected information from its members. Are there any vacant plots that have areas next to water sources? The planting plots have waterways both inside and outside.		
Requirement Reference:	4.7 E Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).		
Objective Evidence:	The group is currently exploring the Member planting area, but there is still no data to be collected. Are there any members' plots that have areas adjacent to water sources? (There are waterways in and out around the planting plot) to ensure that Members have practices According to good practices and regulations regarding buffer zone management, including action plans to maintain and/or expand buffer zones along river banks. The group's identity is not yet clear. Communication with members remains unclear		
Corrections:	<ul style="list-style-type: none"> - On January 10, 2024, all group members will receive training to provide them with knowledge and understanding. - Conduct a survey of the area and create boundaries for oil palm plots and water resources located near oil palm plots. - Create a management plan to prevent soil erosion while practicing garden management. - Gather plots near water sources and compile a group list of them. Clearly indicate risk areas by putting up signs or symbols. 		
Root Cause Analysis:	The group misunderstood the significance of the small water source, leading to the data not being stored.		

Corrective Actions:	Review management of plots adjacent to water sources and prevention of soil erosion. Every 3 months, the Group Manager and Group Committee conduct a meeting.
Assessment Conclusion:	<p>Verified the objective evidence by during NC closure offsite on 02 Apr 2024, found that the correction and corrective action have been implemented on since 10 Jan 2024, the objective evidence as follows ;</p> <ul style="list-style-type: none"> - The group manager assigned a group committee to conduct an investigation of the area and establish boundaries for oil palm plots and water resources situated near them Gather plots located near water sources and compile a list for the group. Display signs or symbols to make it clear that areas of risk exist found 7 oil palm plots plated as member ID no. SP-CP-010A, SP-CP-005A, SP-CP-012A, SP-CP-002A, SP-CP-001A, SP-CP-019A and SP-CP-023A. - Educate on oil palm plot planted management and create a management plan to prevent soil erosion for member lasted on 10 Jan 2024, specific to prevent the buffer zone at least 20 meters from water sources and compile a list for the group, installation the signs or symbols to make it clear that areas of risk exist (Regarding the Group Manual issued 5 Jan 2024, state on chapter 3 of GAP, BMPs and SOPs at page 32 of 48) - Every 3 months, the Group Manager and Group Committee conduct assessment. - Refresh training to all members via yearly training program on training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones. <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>

Opportunity for Improvements	
OFI #	Description
OFI 1	None

Positive Findings	
PF #	Description
PF 1	None

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Not applicable, according to this is an initial audit

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2436374-202312-M1	Critical	A2.3 E	20 Dec 2023	Closed / 02 Apr 2024
2436374-202312-M2	Critical	B1.1 MS A	20 Dec 2023	Closed / 02 Apr 2024
2436374-202312-M3	Critical	B.1.2 E	20 Dec 2023	Closed / 02 Apr 2024
2436374-202312-M4	Critical	C1.1 MS A	20 Dec 2023	Closed / 02 Apr 2024
2436374-202312-M5	Critical	D1.1 E	20 Dec 2023	Closed / 02 Apr 2024
2436374-202312-M6	Critical	3.1 E	20 Dec 2023	Closed / 02 Apr 2024
2436374-202312-M7	Critical	4.7 E	20 Dec 2023	Closed / 02 Apr 2024

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Ban Faikhao Oil Palm Grower Community Enterprise Sustainable Group Certification Unit's environmental and social performance, legal and any known dispute issues.

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Mr. Jongak W. Director of Ban Pru Yai Sub-District Health Promoting Hospital	Phone interview
Governmental Department	Senior Deputy District Chief, Patew District Office, Chumphorn province Agricultural Extensionist.	Face to Face
Stake Holder/External	Purchasing of Vichitbhan Palmoil Public Company Limited 080 - 8931691	Phone interview

Stakeholders comment	
1	<p>Feedbacks: Director of Ban Pru Yai Sub-District Health Promoting Hospital</p> <ul style="list-style-type: none"> • Communication has been done. • No serious accident from activities of oil palm cultivation. • Was contacted to provide an annual health check-up for sprayer contractor including training to group members or contractor <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • Positive feedback not required to follow-up. • Verified the result of annual health check-up of Sprayer were satisfy. • No Complaints from local community.
2	<p>Feedbacks: Senior Deputy District Chief, Patew District Office, Chumphorn province (Agricultural Extensionist)</p> <ul style="list-style-type: none"> • No conflict of land right. The boundaries of the plantation are clear and also, no complaint raised by people who lived surrounding the plantation. • The district office has good relations with group members in terms of being a place to hold meetings on various meeting. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • Positive feedback not required to follow-up • No Complaints from local community and the government.
3	<p>Feedbacks: Vichitbhan Palmoil Public Company Limited</p> <ul style="list-style-type: none"> • No conflict of land right and no complaint raised by the company to the group or group members to company. • The company intends to support operations according to the group's RSPO standards and expect that a contract will be made with group when they get certification. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • Positive feedback not required 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
Aree Pachthong Plot A Land deed no. NorSor 4)	2001	1.47	Yes	Yes	Since Jul 2001, her father has made the transfer of inheritance.
Bandita Phongrod/ land deed no. 20527	1969	1.47	Yes	Yes	Since 5 Apr 1969, her mother has made the transfer of inheritance.
Kannika Chonphing/ land Deed no. 16571	2004	1.47	Yes	Yes	Since 1 Mar, 2004, her father has made the transfer of inheritance.
Sahwat Nuanlamphu/ land deed no. 28480	1974	1.47	Yes	Yes	Since 23 Sep 1974, he is original owner



Thanongsak Suksombun/ Land deed no. 7467	2002	1.10	Yes	Yes	Since 25 Jan 2002, her father has made the transfer of inheritance.
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Previous land owner / user comment	
All	<p>Feedbacks:</p> <ul style="list-style-type: none"> The process of transferring land ownership was carried out well, there is no coercion and problems related to land. Before buying and selling land, a survey of the land in question is carried out to determine the boundaries of the land and the completeness of the land legality documents. The location survey was carried out by landowners (sellers) and prospective land buyers (buyers) and witnessed by several witnesses (village heads, community leaders and neighbouring land borders) to ensure that the land was not in a problematic condition. The transfer of land ownership can be proven by the issuance of a land sale and purchase receipt, which will then be processed at the Land Department Office to issue land title deed. So far, there is no conflict or grievance have occurred after the land sale and purchase process was carried out <p>Audit Team verification and response:</p> <p>The process of transferring land ownership rights (land sale and purchase) has not experienced problems or conflicts, either internal or external, and the right as a member be processed freely and voluntarily for the new landowner. The rights of the new landowner will be communicated according to established procedures.</p> <p>Audit Team Findings: Coordination and the process of transferring land ownership is carried out well must be maintained properly.</p>

3.5 Impartiality and conflict of interest

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

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**Formal Signing-off of Assessment Conclusion and Recommendation**

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Ban Faikhao Oil Palm Grower Community Enterprise Sustainable Group has complied with the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Ban Faikhao Oil Palm Grower Community Enterprise Sustainable Group is certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mrs. Chongrak Takard	Name: Mr. Sittirak Klaiaksorn
Company Name: on behalf BSI Malaysia Services Sdn Bhd.	Company Name: Ban Faikhao Oil Palm Grower Community Enterprise Sustainable Group
Title: Team Leader	Title: Group Manager
Signature: 	Signature: 
Date: 3 Apr 2024	Date: 3 Apr 2024

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.			
Criteria 1.1 Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.			
Eligibility	<p>E Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>Ban Faikhao Oil Palm Grower Community Enterprise is an organization as independent smallholders groups, which has legally registered and able to demonstrate the documented evidence as follow:</p> <ol style="list-style-type: none"> 1. The group has registered with Pathio District Agriculture Office and hold license no. 8-86-03-03/1-0011 since on dated 9 Nov 2016, and for Y2023 was registered on 13 January 2023 valid till 31 Dec 2023. The address of group in the license is 10/2 Moo 10, Sapli Sub-District, Pathio District, Chumphon 86230, Thailand. As required by Thai laws, the group has to re-register with Pathio District Agricultural Office annually to update the change especially list of the group members. Based on the list of group members as annex in this license, there are a total 18 group members, which less than existing member (29 group members). 2. Decision making and governance made fair and transparent via group meeting with all members on 25 Jan 2022. All group members were informed about general information and group's regulations such as; <ul style="list-style-type: none"> • Information about group structure, group policy, procedures for applying for group membership, member punishment, etc. • Guidelines for management of member's productivity and credit. 3. All existing group members have signed declaration letter on acknowledge and understanding for applied to be group member 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>which accepted by Group manager. Sampling the signed declaration letter as following;</p> <ul style="list-style-type: none"> • Member ID: BFK-66-001 (Aree P.), Joining group on 18 Dec 2020, Orientation on 21 Jan 2021, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. • Member ID: BFK-66-003 (Bandita P.), Joining group on 18 Dec 2020, Orientation on 21 Jan 2021, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. • Member ID: BFK-66-0012 (Kannika C.), Joining group on 18 Dec 2020, Orientation on 21 Jan 2021, Signed agreement and declaration letter signed on 20 Jul 2021. • Member ID: BFK-66-0023 (Sahwat N.), Joining group on 18 Dec 2020, Orientation on 21 Jan 2021, Signed agreement and declaration letter signed on 20 Jul 2021. • Member ID: BFK-66-0030 (Thanongsak S.), Joining group on 18 Dec 2020, Orientation on 21 Jan 2021, Signed agreement and declaration letter signed on 20 Jul 2021. 	
Milestone A	Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.	<p>Ban Faikhao Oil Palm Grower Community Enterprise has implemented an internal control system by following the documents "Group Management Manual" issue dated 01 Feb 2021.</p> <p>The organization structure of ICS and qualification of Group manager, group committee and group members as defined in "Group Management Manual" pg. 12-14.</p> <p>Based on document verification, Group manager, group committee and group members who were sampled could show proof of their qualification as identified;</p> <ul style="list-style-type: none"> • Found first appointment of The Group manager and ICS group committee (11 persons) on 11 Oct 2021, and revised appointment of Group manager and ICS group committee as 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>indicate in Letter of the Ban Fai Khao Oil Palm Community Enterprise, Date 10 Aug 2023, Subject: Appointment of Group manager and Group Committee for the year 2023 (10 persons). Responsibilities of The Group manager and other positions (e.g. chairman, sustainability manager, occupational health and safety department, garden manager, social and labor manager) are defined in "Group Management Manual".</p> <ul style="list-style-type: none"> • Found application form with personal documents of group members and signed declaration letters e.g. Authai D. (signed on 20 Jul 2021), Chongdee P. (signed on 20 Jul 2021). <p>Group has implemented ICS process as identified in "Group Management Manual" such as;</p> <ul style="list-style-type: none"> • New member registration • Internal Audit • Complaint management • Training • Communication • Outsource, Contractors <p>The Group manager established plan for implementation of ICS at least once a year, as business plan for 2023 which was specified training during Feb-Oct 2023, including:</p> <ul style="list-style-type: none"> • Occupational health and safety. • Encouraging group member and connecting networks for trading oil palm products. • Reducing the use of chemicals in oil palm plantations. • IPM • Planting new oil palms to replace the old plantations. <p>Training on best practices for new members was conducted on 15 Dec 2020 with 29 participants.</p>	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone B	Smallholder groups are operating in accordance to best management practices for groups, including: <ul style="list-style-type: none"> Fair and transparent decision-making and governance Sustainable financial management 	NA	Not Applicable
Criteria 1.2 Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not applicable	Not Applicable
Milestone A	Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.	Ban Faikhao Oil Palm Grower Community Enterprise has held trainings related to palm oil business. The trainings have been conducted as follow: <ul style="list-style-type: none"> Training on Agricultural Management. Presented by Ms.Mantana Thai-La ong from Chumphon Provincial Agriculture Office on 25 November 2020 with 33 participants. Training on Group management and data collection into the i-PALM app by Mr.Boonsong Boonkoy from Pathio District Agriculture Office on 16 December 2021, with 29 participants. Based on interview, all member had recorded their production information in the forms which were prepared by group and then submitted their forms to group's consultant to upload data to i-PALM.	Complied
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	NA	Not Applicable
Criteria 1.3 Smallholders implement good agricultural practices (GAP) on their farms.			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).	<p>Ban Faikhao Oil Palm Grower Community Enterprise has developed an application form and smallholders declaration letter which outlines the necessity to implement good agricultural practices in their farms.</p> <p>Smallholders' declaration form states the commitment toward implementing good agricultural practices on their farms and is signed by the members. Currently, there are 29 group members joined for Ban Faikhao Oil Palm Grower Community Enterprise. Refer to documents of the group, for example members as follow:</p> <ul style="list-style-type: none"> • Member ID: BFK-66-002 (Authai D.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. • Member ID: BFK-66-009 (Chongdee P.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. • Member ID: BFK-66-015 (Lamyao S.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. • Member ID: BFK-66-022 (Renu S.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. 	Complied
Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>Based on interviewed members sample found the group provide GAP/BMP, Oil palm handling training on 15 Dec 2020 with 33 participants. The training course was presented by Mr.Boonsong Boonkoy and Ms.Pattarat Somsin from Pathio District Agriculture Office, which have a competence of each topic to training.</p> <p>From verified the training plan of Y2022 – 2023, Using fertilizer for palm plantations, Using of chemical pesticide training courses were not conducted as planned.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	NA				Not Applicable																									
Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities’ rights																															
Criteria 2.1 Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices																															
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).	Ban Faikhao Oil Palm Grower Community Enterprise has created a database of land holdings of all group members, including member information, name of the member, address, ID code, coordinate points and the land ownership (land deed), planting year, total area. All of which are recorded in documents such as membership application form and application documents such as copies of land ownership documents of member. The Group manager and group consultant verified the group's information using a shapefile to compare the land for confirming the consistency.				Complied																									
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<div>Based on document verification, all members of Ban Faikhao Oil Palm Grower Community Enterprise who were sampled could show proof of their land ownership as follows:</div> <table><tr><th>Smallholder</th><th>Plot</th><th>ID</th><th>Land title type and No.</th><th>Area (Ha)</th></tr><tr><td>Authai D.</td><td>1</td><td>BFK-66-002</td><td>Title Deed No. 7509</td><td>0.98</td></tr><tr><td>Chongdee P.</td><td>1</td><td>BFK-66-009</td><td>Title Deed No. 2490</td><td>1.15</td></tr><tr><td>Lamyao S.</td><td>1</td><td>BFK-66-015</td><td>Title Deed No. 2890</td><td>1.32</td></tr><tr><td>Renu S.</td><td>1</td><td>BFK-66-022</td><td>Title Deed No. 15968, 3172</td><td>2.58</td></tr></table>				Smallholder	Plot	ID	Land title type and No.	Area (Ha)	Authai D.	1	BFK-66-002	Title Deed No. 7509	0.98	Chongdee P.	1	BFK-66-009	Title Deed No. 2490	1.15	Lamyao S.	1	BFK-66-015	Title Deed No. 2890	1.32	Renu S.	1	BFK-66-022	Title Deed No. 15968, 3172	2.58	Complied
Smallholder	Plot	ID	Land title type and No.	Area (Ha)																											
Authai D.	1	BFK-66-002	Title Deed No. 7509	0.98																											
Chongdee P.	1	BFK-66-009	Title Deed No. 2490	1.15																											
Lamyao S.	1	BFK-66-015	Title Deed No. 2890	1.32																											
Renu S.	1	BFK-66-022	Title Deed No. 15968, 3172	2.58																											

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Sarirak N.	1	BFK-66-026	Title Deed No. 2889	1.05	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	NA					Not Applicable
Criteria 2.2							
Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.							
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	Based on document verification, the group has 29 members with a total of 36 plots, which land acquisition of all members were found only land title deeds, therefore the smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.					Complied
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	Based on document verification, the group has 29 members with a total of 36 plots, which land acquisition of all members were found only land title deeds, therefore the smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.					Complied
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	NA					Not Applicable
Criteria 2.3							
The right to use the land is not disputed by indigenous peoples, local communities or other users							
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).	Based on document verification, land acquisition of all members was found only land title deeds, therefore, the customary right does not apply.					Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Based on interviewed of example members, head village and related stakeholder organization found currently there are no land disputes between group members or with indigenous peoples, local communities or other users.</p> <p>Apart from that, they also have a land conflict resolution mechanism which member has been perceived by smallholder declaration and communicated these mechanism to members by training e.g. Social and Environmental training course on 22 Jul 2021 by Mr.Boonsong Boonkoy from Pathio District Agriculture Office.</p>	
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	<p>All group members hold land deeds for all land used for oil palm cultivation; therefore, the customary right does not apply.</p> <p>The group's record showed no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officers, and local communities and from stakeholder consultation not found disputes among indigenous peoples, local communities or other users.</p>	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	NA	Not Applicable
Criteria 2.4 Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Based on the document review and interviewed during the audit found all plots of group members are located outside of areas classified as	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	national parks or protected areas as defined by national, regional, or local law or as specified in National Interpretation. Based on the lasted Land Use Change Analysis report on 27 Apr 2023; environmental remediation areas are 0.13 ha (riparian buffer zone); the auditor has verified this issue from document review and site audit, found that there are small stream and no peat in this group.	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	NA	Not Applicable
Criteria 2.5 For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).	As per Ban Faikhao Oil Palm Grower Community Enterprise Declaration by members & Smallholder Evaluation Form maintained by Group manager in individual members file. All members have signed the Smallholder Declaration Form on 20 Jul 2021 which include the commitment not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach requirements as per Appendix 1. Based on document verification and interviews with The Group manager and ICS management, information was obtained that there were no plans for new oil palm planting.	Complied
Milestone A	A Smallholders complete training on how to conduct a simplified FPIC approach.	The group members were trained the simplified FPIC on 22 July 2021 by Mr.Boonsong Boonkoy from Pathio District Agriculture Office. Furthermore, interviewing sample members during onsite audit found that they understood the simplified FPIC.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		However, the group no plans for new oil palm planting / no development of new areas.	
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	NA	Not Applicable
Principle 3: Respect human rights, including workers' rights and conditions Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.			
Criteria 3.1 There is no use of forced labour.			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	<p>Smallholder members have signed the agreement and smallholder declaration statement which stated, "No discrimination, harassment or abuse on the oil palm plantation".</p> <p>Ban Faikhao Oil Palm Grower Community Enterprise has policies related to discrimination, violence, forced labor and abuses at work based including the small holder declaration on Sustainable Group Manual issued 1 Feb 2021 at page no. 8-10 of 51.</p> <p>The policy explains: "prohibition of discrimination gender, religion, political affiliation, ethnicity, and others), prohibition against forced labour, prohibition of detention. Worker's wages if the worker resigns and prohibits trafficking in persons / labour in any form".</p> <p>This policy has been communicated to members and all casual workers at of Ban Faikhao Oil Palm Grower Community Enterprise at the time with this policy was socialized to all members and workers at the time via orientation meeting, annual meeting on 25 Jan 2022 and lasted on 10 Aug 2023.</p>	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>This socialization was attended by 29 members and workers, attendance lists and materials can be shown during the audit. The group member signed a declaration to commit to not use forced labor. The group members provided information of workers as following:</p> <ul style="list-style-type: none"> • The source of labor the group member both of family and hired labor. • Type of worker are Harvesting, trimming, and weeding. • The gender of the worker both of Men and Women. • The type of employment is daily employed, monthly employed, and casual employed. The most of employment was casual work. <p>Verified the declaration form and interviewing the group members and casual worker from on-site assessment not found evidence of forced labor on the plot for example.</p> <ul style="list-style-type: none"> • Member ID: BFK-66-001 (Mrs. Aree Pachthong), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 • Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 • Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 • Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 • Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		However, at assessment time found some members of the independent smallholder group had not provided all information regarding casual/contract workers to the group manager, therefore group manager no record of casual workers. Reference Major NC no. 2436374-202312-M6	
Milestone A	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>All 29 members of Ban Faikhao Oil Palm Grower Community Enterprise completed training on free and fair labour and implemented measures to ensure that all work is voluntary, and prohibited, since on orientation program on 25 November 2020 with 33 participants Presented by Ms.Mantana Thai-La ong from Chumphon Provincial Agriculture Office, on 16 December 2021, with 29 participants by Mr.Boonsong Boonkoy from Pathio District Agriculture Office on. (Group Advisor), Annual meeting on 25 Jan 2022 and lasted on 10 Aug 2023 by Mr.Boonsong Boonkoy from Pathio District Agriculture Office on. (Group Advisor), from verifying found the main topic as following practices are prohibited:</p> <ul style="list-style-type: none"> • Prohibition of Discrimination, Forced Labor and Trafficking. • Prohibition of employing minors and prohibition of Using Child Labor as well. • Prohibited Retention of identity documents including but not limited to passports, Payment of recruitment fees by workers, Contract substitution, Involuntary overtime, Lack of freedom of workers to resign, Penalty for termination of employment, Debt bondage, Withholding of wages. • Manpower socialization, including workers' rights, work contracts, standardization of wages, freedom of association, working overtime, and termination of employment in accordance with applicable laws and regulations. Providers of the training materials were Group Managers (if any). 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone B	Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.	NA	Not Applicable
Criteria 3.2 Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers and as defined by local, state, or national law, 2. Not exposing children to hazardous work. 3. Providing adult supervision of young people working on the farm. 4. Ensuring the practice of children's rights to education is unrestricted and respected. <p>(Refer to appendix 1).</p>	<p>Ban Faikhao Oil Palm Grower Community Enterprise has a policy regarding the prohibition of Using Child Labore, For Ban Faikhao Oil Palm Grower Community Enterprise members not to employ children under 18 years of age.</p> <p>For children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs. This policy refers to the existing laws and regulations in Thailand, concerning the prohibition of using child labor.</p> <p>This policy was socialized to all farmers and workers at the time via Orientation program on date 21 Jan 2021 and Social Labor and environment topic was training lasted on 22 Jul 2021 this socialization was attended by 29 members via meeting.</p> <p>From result of interview with sampling 5 members found that they were aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility and they were awareness of child labour and commitment to no child labour.</p>	Complied
Milestone A	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 	<p>Ban Faikhao Oil Palm Grower Community Enterprise has a policy regarding the prohibition of Child labor, the policy was state at page no. 8-10 of Sustain manual group issued 1 Feb 2021</p> <ol style="list-style-type: none"> 1) For Group members not to employ children under 18 years of age. 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</p> <p>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.</p>	<p>2) And for children aged 15-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs such as picking the dropped fruit.</p> <p>Signed declaration to commit to not use child labour from all members available to verified.</p> <p>Based on sampling members to interview as Member ID: BFK-66-001 (Mrs. Aree Pachthong), Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu) and Member ID: BFK-66-0030 (Mr. Thanongsak Saksombun) they can implement, demonstrate and there are no practices used child labor on workplace.</p> <p>The youngest age on the list is Ban Faikhao Oil Palm Grower Community Enterprise as harvester; Date of birth 16 Oct 1996 and working on 1 Jan 2021 at the age of 27 years and 2 months.</p>	
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <p>1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher.</p> <p>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</p> <p>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.</p>	NA	Not Applicable
<p>Criteria 3.3</p> <p>Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p>			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Eligibility	Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).	<p>The group member signed a declaration to commit to paying workers according to minimum wage as legal requirements or mandatory industry standards. The Minimum wage effective on date 01 Oct 2022 at Chumphon province as 332 Baht/day.</p> <p>Group members are also encouraged and informed on the minimum wage, including all subcontractors employed.</p> <p>Verify the Oil palm record book's wage founded the palm harvested casual worker received the wage over the minimum wage (500 to 800 THB/ Ton FFB/day)</p> <ul style="list-style-type: none"> - Ban Faikhao Oil Palm Grower Community Enterprise or members (farmers) are prohibited from withholding worker's wages. - Casual workers were treated under the mechanism for making work agreements between farmers and workers that refer to applicable government regulations and RSPO requirements. Based on verified the logbook and pay slip record between worker, farmer and Ban Faikhao Oil Palm Grower Community Enterprise Group Manager found that that: <ul style="list-style-type: none"> • Workers are entitled to wages / salaries from members in accordance with the type of work they do: • Harvest work of 550-700 baht per ton FFB. • FFB transportation of 100-200 baht per ton • Pruning work on average 20-35 baht per tree. • fertilization work of 50 baht per bag. • Organics fertilizer 5 baht/ bag • Spraying work of 100-150 baht per Litter. • Weed/Grass clearing work using machinery of 170 baht/bar • Weed/Grass clearing work using truck 500-900 baht per hour. 	Complied
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	<p>Document (Record payment / receipt) verification was conducted at the time of this audit. Based on the verification of harvesters' wages/pay record for the period of 2023, it was found that:</p> <ul style="list-style-type: none"> Record payment of wages on: 28 Jul 2023 On behalf of: Mr. Sommart P. (gang leader). Plot owner/Farmer: Mrs. Aree Pachthong. Type of Work: Harvesting on 5 Dec 2023 Total Weight: 3.265 MT Wages received by workers (gang leader): 550 Baht/ton There are 4 workers in the team from verified found they received 449 baht/day/person (higher than minimum wage 332 baht/day since on 1 Oct 2022) <p>Harvest wages are paid as agreed in the harvester's verbal employment contract and did not specify that it was discriminatory against both male and female workers. From the record of the harvester's wages paid by the Farmers to workers are above minimum wage and equally between male and female.</p> <p>During the field assessment verified with the payment term record of Casual workers Mr. Sommart (harvester), that the payment had been made fairly and with no discrimination.</p>	Complied
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	NA	Not Applicable

Criteria 3.4

Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	<p>The group member signed a declaration to respect workers' rights to file a complaint/grievance. Verified the sampling member who signed a declaration to commit that respect the rights of workers to file a complaint such as members.</p> <ul style="list-style-type: none"> • Member ID: BFK-66-001 (Mrs. Aree Pachthong), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 • Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 • Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 • Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 • Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 <p>The mechanism of the grievance and complaint is established in the group manual of group, issued 1 Feb 2021 on page 26-28. The member could be requested the complaint directly to the group manager number and the group line official (Ban Faikhao Oil Palm Grower Community Enterprise).</p> <p>The confidentiality of the Reporting Person is guaranteed. The Approval Committee is prohibited from disclosing the identity of the reporter to the public or other parties. Resolution of complaints or suggestions through deliberation to reach a consensus. The subject of the complaint, which is confidential, if it cannot be resolved internally in the Ban Faikhao Oil Palm Grower Community Enterprise group</p>	Complied
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		management will submit the matter to the competent authority for further action.	
Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>All members of Ban Faikhao Oil Palm Grower Community Enterprise was complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance since on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ)</p> <p>The main topic provided at the training includes:</p> <ol style="list-style-type: none"> 1) Prohibition of Discrimination, Forced Labor and Trafficking 2) Prohibition of employing minors and prohibition of Using Child Labor as well. 3) Manpower socialization, including workers' rights, work contracts, standardization of wages, freedom of association, working overtime, termination of employment in accordance with applicable laws and regulations (if any). 	Complied
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	NA	Not Applicable
Criteria 3.5 Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).	<p>The group member signed a declaration to provide safe working conditions and facilities for the workers. The group established the Occupational health and safety stated on Ban Faikhao Oil Palm Grower Community Enterprise manual issued 1 Feb 2021 on page 31-33.</p> <p>Smallholder members have signed the statement to provide PPE for permanent workers. However, all members had only casual workers and they been prepared by themselves for example</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> • Harvester: Safety boots • Chemical Sprayer : Apron, Masker, Rubber Hand gloves, Safety Glasses 	
Milestone A	Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them	The group established the Job risk on occupational health and safety for all members and casual workers following the group manual issued 1 Feb 2021 on pages 31-32, and 39 which identified risks on occupational health and safety by separating each group, such as infrastructure & environment, Materials, equipment, tools, working equipment, the working person's behavior, and the health.	Complied
Milestone B	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	NA	Not Applicable
Criteria 3.6 There is no discrimination, harassment, or abuse on the farm.			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).	<p>Ban Faikhao Oil Palm Grower Community Enterprise has policies related to discrimination, violence, forced labor and abuses at work including the small holder declaration based on Sustainable Group Manual issued 1 Feb 2021 page no. 8-10.</p> <p>The policy explains: "prohibition of discrimination gender, religion, political affiliation, ethnicity, and others), prohibition against forced</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		labour, prohibition of detention. Worker's wages if the worker resigns and prohibits trafficking in persons / labour in any form". This policy has been communicated to members and all casual workers of Ban Faikhao Oil Palm Grower Community Enterprise. This policy was socialized to all members and workers at the time via orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ). This socialization was attended by 29 members/farmers and workers, attendance lists and materials can be shown during the audit.	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.	All members of Ban Faikhao Oil Palm Grower Community Enterprise was complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace since on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ).	Complied
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	NA	Not Applicable

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

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

Preamble

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

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

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Aligned with the new HCS requirements in the RSPO 2018 P&Cs, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests or any areas required to protect or enhance HCVs and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new plantings will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

Remediation and Compensation Procedure (RaCP)

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.

Criteria 4.1

High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).	<p>During the Onsite audit, the group could demonstrate the group member's signature to commit of no new planting or no expansion of existing farm in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slope. From Interviewing, the group representative understood HCV areas and HCS forests' basic concepts. All smallholder members of Ban Faikhao Oil Palm Grower Community Enterprise have signed commitment to protect HCV area as stated in "Ban Faikhao Oil Palm Grower Community Enterprise" which at point D.12 mentioned all smallholder commit to protect HCVs and HCS forests through the precautionary practices approach.</p> <p>Ban Faikhao Oil Palm Grower Community Enterprise in cooperation with PT Hijau Daun have conducted LUCA report assessment in December 2022. Final report of LUCA assessment issued in 27 Apr</p>	Complied
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>2023 (latest update), available at Ban Faikhao Oil Palm Grower Community Enterprise office.</p> <p>As reported in the Disclosure Template, the data provided by the group consists of 29 smallholders with 36 plots. Out of these, only 36 plots have potential non-compliant land clearing after November 2005 prior to HCV assessment and are analyzed in this report.</p> <p>The LUCA is performed on all smallholder's area where there was non-compliant land clearance i.e. land clearing after November 2005 without prior HCV assessment reported.</p> <p>The land cover in November 2005 of Ban Faikhao Oil Palm Grower Community Enterprise (Gen2), Thailand that was subsequently converted to oil palm totaled 54.39 ha (Disclosed area), 54.88 ha (Reviewer), Total area of raw liability is 20.21 ha, Total area of conservation liability is 0 ha and Environmental remediation (riparian zone of a natural river, or on steep slopes) is 0.13 ha.</p> <p>Ban Faikhao Oil Palm Grower Community Enterprise Thailand that have been identified for remediation action as none of the plots were planted inside. There are no plots from the Ban Faikhao Oil Palm Grower Community Enterprise planted on peat</p> <p>The HCV assessment was assessment and reported on 20 Jul 2021. In detail, all of smallholder have been verified during the registration process, including if there is HCV exist, shown in document "manual Roundtable on sustainable palm oil for smallholder management manual issued 20 Jul 2021". The checklist contain detail information of smallholder, social, environment, summary of HCV identification, questionnaire of HCV assessment, and no result of wildlife monitoring. Based on HCV and HCS identification, there is no identified vegetation cover or areas with high carbon stock values in smallholder members</p>	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>lands, all smallholder areas are in the form of intensively managed oil palm plantations.</p> <p>Sampling the declaration from the group member found the sampling group member has signed the declaration that commits to protecting the HCV areas and HCS forests as follows:</p> <ul style="list-style-type: none"> • Member ID: BFK-66-001 (Mrs. Aree Pachthong), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 • Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 • Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 • Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 • Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 	
Milestone A	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict; and • Rare, threatened and endangered species and important ecosystems. 	<p>Training on the management and protection of HCV and HCS areas, Rare, Threatened and Endangered (RTE) species and important ecosystems has been carried out since 20 Jul 2021.</p> <p>The last refreshment was carried out by ICS to all Farmer Groups date on 18-20 Apr 2022. HCV training for members of was conducted by Ban Faikhao Oil Palm Grower Community Enterprise. Evidence of training can be shown during audit in the form of photograph, attendance List and training materials delivered by the ICS team"</p>	Complied

		<p>During field visits to smallholder plots and interviews with smallholders, they stated that they had attended HCV training by the ICS and Training teams. They have also understood the importance of protecting HCV, wildlife, RTE species and their protected areas.</p> <p>From verifying the training record of 29 members and sampling 5 members to interviewed, they can demonstrated on The importance of maintaining and conserving HCVs and HCS forests, Human-wildlife conflict and Rare, threatened and endangered species and important ecosystems during audit lasted trained on 22 Jul 2021 by Mr. Boonsong Boonkoy (Sapli Sub-District agricultural officer of the Department of Agricultural Extension)</p>	
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	NA	Not Applicable
Criteria 4.2 Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).			
Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).	<p>The group has a coordinate/map of the farm plot. And last assessment by use of the simplified combined HCV-HCS approach for Smallholders on 20 Jul 2021 refers to the smallholder management manual of Ban Faikhao Oil Palm Grower Community Enterprise on topic 4.4 Social & Environmental and use Social and Environmental Impact Assessment Form. The last result none of the environmental impact on the member's farm plot. Moreover the lasted Smallholder Land Use Change Analysis for Ban Faikhao Oil Palm Grower Community Enterprise, completed on 20 Jul 2021.</p> <p>In detail, all of smallholder have been verified during the registration process, including if there is HCV exist, shown in document the</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		checklist contains detail information of smallholder, social, environment, summary of HCV identification, questionnaire of HCV assessment, and result of wildlife monitoring.	
Milestone A	Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	<p>It is verified during the current on-site assessment that the Ban Faikhao Oil Palm Grower Community Enterprise has declared and submitted its Land Use Change details for analysis for those planting area since Nov 2005 until receiving the RSPO LUCA Report date 27 Apr 2023.</p> <p>The record of the submission made to the RSPO Secretariat for the current year was verified done on 29 Jul 2021 LUCAs been submitted and completed its review.</p> <ul style="list-style-type: none"> • Total area of management unit (ha) is 54.39 ha (Disclosed area), 54.88 ha (Reviewer) • Total area of raw liability is 20.21 ha • Total area of conservation liability is 0 ha • Environmental remediation is 0.13 ha, no plots overlap a riparian bufer zone • Remediation for planting on steep slope is 0.0 ha, No plots planted on steep slopes. • Remediation for planting on peat is 0.0 ha, No plots of the ISH group are located in peat areas. <p>Based on the details provided in the record of submission, it is confirmed that there is no potential liability under the RSPO Remediation and Compensation Procedure at this Ban Faikhao Oil Palm Grower Community Enterprise.</p> <p>Moreover, the group was surveyed and monitored yearly during the internal audit. There are currently no HCV set-asides with existing</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		rights of local communities that have been identified. As such, there are no negotiated agreements with the local communities regarding the protection of HCVs and ownership of local communities. Ban Faikhao Oil Palm Grower Community Enterprise is not applicable since there is no new planting after November 2005.	
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	NA	Not Applicable
Criteria 4.3 New planting of independent smallholders, since November 2019: <ul style="list-style-type: none"> • Do not replace any HCVs • Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach • Are not on steep slopes (more than 25 degrees or as in the National Interpretation) • Are not on peat areas of any depth. 			
Eligibility	Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).	<p>The group has no plans for new oil palm planting/development of new areas.</p> <p>However, all group members have signed to commit that if one day develops a new place, they will not carry out new planting in HCV areas or HCS forest, areas with steep slopes (more than 25 degrees or as stipulated in the National Interpretation), or on peat on the declaration form. Moreover, The group was surveyed and monitored yearly during the internal audit.</p>	Complied
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences	As mention on 4.3(E) The group has no plans for new oil palm planting/development of new areas.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	NA	Not Applicable
Criteria 4.4 Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	<p>The group does not have a peat presence on existing plots of smallholder members. The member signed a declaration to commit no new planting on peat and replanting on peat only in areas with a low risk of flooding and saline intrusion. Moreover, commit to using of BMPs (Best management practices).</p> <p>Sampling sign commitment from member to confirm acknowledgments and understanding as the group has no presence of peat on existing plots within the group, and smallholder Water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of Ban Faikhao Oil Palm Grower Community Enterprise and refer Chumphon Land Development Station Data such as member</p> <ul style="list-style-type: none"> Member ID: BFK-66-001 (Mrs. Aree Pachthong), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021. 	
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	All members of Ban Faikhao Oil Palm Grower Community Enterprise was complete training on best management practices (BMPs) for peat since on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ)	Complied
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	NA	Not Applicable
Criteria 4.5 Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to appendix 1).	The group has no peat presence at the plots of members within the group, and smallholder water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of Ban Faikhao Oil Palm Grower Community Enterprise.	Complied
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	The group has no peat presence at the plots within the group, and smallholder water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of Ban Faikhao Oil Palm Grower Community Enterprise. However, group provide to all members of Ban Faikhao Oil Palm Grower Community Enterprise on best management practices (BMPs)	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		for peat since on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ).	
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	NA	Not Applicable
Criteria 4.6 Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	<p>In the policy stated that there should be no uncontrolled, illegal or irresponsible use of fire for the purpose of land preparation for new and replanting and disease control, waste management and sanitation. Verifying the group relevant record found none of burning for land preparation before member joining to the group. Use of fire for waste disposal is also prohibited. Moreover, the zero burning policy was stated in the Ban Faikhao Oil Palm Grower Community Enterprise manual issued 1 Feb 2021 2022 on page 10, 34-36</p> <p>The group member signed a declaration to commit that no burning for preparing land or pest control. Member sign declaration below:</p> <ul style="list-style-type: none"> Member ID: BFK-66-001 (Mrs. Aree Pachthong), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021. 	
Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> Alternatives to fire for land preparation and farm waste management (where appropriate possible). Alternatives to fire for pest control. Fire prevention and how to respond to and manage fires in their plots. 	<p>Verifying during the audit found the content of training material covered all of the topics as best management practices, Basic Fire including the alternatives to fire for land preparation and farm waste management, alternatives to fire for pest control and Fire prevention, and how to respond to and manage fires in their plots. which trained by Mr. Boonsong Boonkoy (Sapli Sub-District agricultural officer of the Department of Agricultural Extension).</p> <p>Verification of the evidence of the training record on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ), for Member ID: BFK-66-001 (Mrs. Aree Pachthong), Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu) and Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun) trained on GAP, BMPs, basic fire, land preparation, and farm waste management</p> <p>During site verification and interview with sampled smallholders, they have committed of no burning for preparing land or for pest control, nor open fire for waste management. This verified as per site</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		monitoring record by Ban Faikhao Oil Palm Grower Community Enterprise officer and audit verification.	
Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.	NA	Not Applicable
Criteria 4.7 Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).	<p>The best management practice for palm oil was stated in Ban Faikhao Oil Palm Grower Community Enterprise manual on page 31 for apply distance between the riparian zones at least 2 Row of Oil Palm tree</p> <p>During interviewing and document review, the group identified riparian buffer zones (nearby the river and the canal) for the current time is total of 6 plots.</p> <p>The group has a strict action plan for 6 plots, such as no new plantings in riparian zones and trimming leaves to minimize and control erosion. Moreover, all members commit to no new planting in riparian zones, and acknowledgment of how to manage riparian buffer zones follows the group manual.</p> <p>Signed declaration to confirm all members commit to no new planting in riparian zones and acknowledgment as bellows</p> <ul style="list-style-type: none"> Member ID: BFK-66-001 (Mrs. Aree Pachthong), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Joining date 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021 	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021 Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun), Joining date 18 Dec 2020, Signed agreement and declaration letter signed on 20 Jul 2021. <p>However, the group has not yet collected information from its members. Are there any vacant plots that have areas next to water sources? The planting plots have waterways both inside and outside. Reference Major NCR no. 2436374-202312-M7</p>	
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	Training on maintaining on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor (Sapli Sub-District agricultural officer and Pathio District Agriculture officer of Department of Agricultural Extension (Government) and GIZ).	Complied
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	NA	Not Applicable
Criteria 4.8 Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			
Eligibility	Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by: <ul style="list-style-type: none"> Immediately stopping purchasing of these pesticides 	The group member signed a declaration committing to phasing out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Convention by actions required by this indicator and referred to as the BMPs. Verify the Declaration document during the . The audit found a signature member on the	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> Phasing out use of remaining stock by MS A Providing information for the group manager to keep record of pesticide purchase and use. (Refer to appendix 1)	declaration form stating that phase-out paraquat and pesticides are categorized as WHO Class 1A or 1B. During a field visit to smallholder plots and interviews with smallholders, members confirmed that they were aware of stopping purchasing paraquat and no longer using paraquat for weed control. Smallholder members provided a record of pesticide usage and recorded as per "Log Books" on-site found no usage pesticide. ICS Ban Faikhao Oil Palm Grower Community Enterprise all pesticide/herbicide usage by smallholder members and keep the record in the office.	
Milestone A	Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).	Training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions has been conducted on 10 Aug 2023 trained by Mr. Boonsong Boonkoy (Sapli Sub-District agricultural officer of the Department of Agricultural Extension) Training material and evidence of training are available. Verifying the evidence of the training record.	Complied
Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	NA	Not Applicable
Criteria 4.9 The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	NA	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>The group established the training schedule according to the training plan for the years 2022 - 2023. The training content covered the topics listed in the indicator as IPM, BMPs, GAPs, record control, costing control task planning and etc.</p> <p>The training course on best management practices (BMPs) including the use of IPM for group members was since on orientation program on 21 Jan 2021 and annual meeting on 10 Aug 2023, by group manager and Group Advisor Mr. Boonsong Boonkoy (Sapli Sub-District agricultural officer of the Department of Agricultural Extension) for 29 members for example Member ID: BFK-66-001 (Mrs. Aree Pachthong), Member ID: BFK-66-003 (Mrs. Bandita Phongrod), Member ID: BFK-66-0012 (Mrs. Kannika Chonphing), Member ID: BFK-66-0023 (Mr. Sahwat Nuanlamphu) and Member ID: BFK-66-0030 (Mr. Thanongsak Suksombun) were attended the training.</p>	Complied
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	NA	Not Applicable
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	<p>Mr. Sittirak Klaiaksorn has been appointed as Group manager of Ban Faikhao Oil Palm Grower Community Enterprise. He was also appointed as Group chairman since on 21 Jan 2021, with the approval of the group committee members at group meeting.</p> <p>The Group manager is the individual and he is one of the group members. The meeting for the appointment of The Group manager is made available to the group members on 21 Jan 2021. All members</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		were acknowledgement and approved Group manager including Group committee.	
Milestone A	The Group has appointed a group manager	Mr. Sittirak Klaiaksorn has been appointed as Group manager of Ban Faikhao Oil Palm Grower Community Enterprise. He was also appointed as Group chairman since on 21 Jan 2021, with the approval of the group committee members at group meeting. The Group manager is the individual and he is one of the group members. The meeting for the appointment of The Group manager is made available to the group members on 21 Jan 2021. All members were acknowledgement and approved Group manager including Group committee.	Complied
Milestone B	The Group has appointed a group manager	NA	Not Applicable
A.1.2			
Eligibility	The group manager has evidence of legal identity.	Ban Faikhao Oil Palm Grower Community Enterprise is a registered organization according to the Community Enterprise Promotion Act, B.E.2548 (2005) that registered with Pathio District Agriculture office of Year 2023 valid till 31 December 2023. The registration number is 8-86-03-03/1-0011. As required by Thai laws, the group has to re-register with Pathio District Agriculture Office, Chumphon Province. The certificate of registration is kept by Group manager at the office.	Complied
Milestone A	The group manager has evidence of legal identity.		Complied
Milestone B	The group manager has evidence of legal identity.	NA	Not Applicable
A1.3			
Eligibility	The group has membership requirements.	The Group has established a "Group Management Manual" which includes procedures and relevant forms. It covers all activities for the management of the group members.	Complied
Milestone A	The group has membership requirements.		Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>The procedure for new member registration and related member requirements was also state in the manual at page no. 15-17; Topic: "Membership and Registration" which including sub-topic as follow:</p> <ul style="list-style-type: none"> • Member qualification. • Membership recruitment process. • Rights and duties of members • Apply members by repeating requests. • Termination of membership. • Termination process <p>Furthermore, there are other member requirements such as Compliant process (P.24), Record Control (P.24), Compensation (P.25).</p> <p>The implementation for registration has been verified based on review of personal file of each member, such as application letter, declaration to implement sustainability standard, ID card, land title. Group manager or group committee evaluated the readiness of new applicants according to the readiness assessment form (Gap Analysis) by interview and documentary evidence and record information. The smallholder must sign the acknowledgment of the smallholder declaration letter and participate in various activities as determined by the group.</p> <p>There are 29 group members who were evaluated against the membership requirements. Sample new member as follow;</p> <ul style="list-style-type: none"> • Member ID: BFK-66-004 (Bunchuai M.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. • Member ID: BFK-66-011 (Kannika B.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. 	
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RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> Member ID: BFK-66-023 (Sahwat N.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. 	
Milestone B	The group has membership requirements.	NA	Not Applicable
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	<p>All members of group who joined the Ban Faikhao Oil Palm Grower Community Enterprise (29 members) signed the application Letter of Membership and Member Group Declaration (see criteria 1.3). In addition, they also fulfil the membership requirement as described in indicator A1.3.</p> <p>Based on interviewed sampled member and sampling record signed and acknowledged and aware of membership requirements found that they can demonstrate understanding of membership requirements such as</p> <ul style="list-style-type: none"> Member ID: BFK-66-007 (Chintana C.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. Member ID: BFK-66-010 (Kaeo C.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. Member ID: BFK-66-015 (Naowarut J.) Joining group on 18 Dec 2020, Signed agreement and Smallholder Declaration letter on 20 Jul 2021. 	Complied
Milestone A	All members can demonstrate understanding of membership requirements.		Complied
Milestone B	All members can demonstrate understanding of membership requirements.	NA	Not Applicable
A.2 The Group Manager is responsible for managing the Group for certification.			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

A.2.1			
Eligibility	The group manager has planned for the implementation of the ICS.	<p>The Group manager has arranged the "Business plan", including ICS plan, for Y2022 - Y2024, it contains activities and implementation time targets.</p> <p>The plan has been discussed with group consultant and approved by Group manager, then communicated to group members. Some of the programs that including:</p> <ol style="list-style-type: none"> 1. Recruit members to join the group and Preliminary assessment for new member (which planned for 2024). 2. Training program for RSPO ISH e.g. OHS, Reducing the use of chemicals in oil palm plantations, IPM, New Planting. 4. Internal audit. 5. External audit. 6. Ordinary meeting program. <p>The ICS was implemented for all the group members.</p>	Complied
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	<p>The Group manager established plan for implementation of ICS at least once a year, of Y2023 was conducted since on Jan-Dec 2023.</p> <p>The Group manager has established a plan and implemented the internal audit Y2022 of all group members (29 members).</p> <p>There is total 10 internal auditors, who were appointed by the group. According to the audit program, the internal auditors were split to 3 teams for audit each member. The training was conducted as training plan such as OHS course on 01 Dec 2023.</p> <p>Based on the interview with the sample group members found the plan ICS has implemented e.g. training and internal audit.</p>	Complied
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	NA	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	<p>The Group manager has attended the Training of RSPO Independent Smallholder Standard 2019 on 25 November 2020, which presented by Ms. Mantana Thai-La ong from Chumphon Provincial Agriculture Office.</p> <p>The Group manager has formed organization structure and has managed sufficient resources to manage the group, the existing resources are managed based on the organizational structure of the group based on the direction of The Group manager as follows:</p> <ul style="list-style-type: none"> The group committees announcement has the responsibility of RSPO ISH of Ban Faikhao Oil Palm Grower Community Enterprise, which was reviewed and approved latest on 10 Aug 2023. Mr. Sittirak Klaiaksorn was announced to Group manager representative for management and monitoring all of activity of RSPO ISH of Ban Faikhao Oil Palm Grower Community Enterprise, which was reviewed and approved on 10 Aug 2023. <p>Furthermore, The Group manager also has sufficient funding to manage the group that comes from RSPO premium sharing and etc.</p>	Complied
Milestone A	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>Based on interview with Group manager confirmed that he has sufficient understanding on RSPO ISH standard for independent smallholder and related topics to RSPO ISH standard. He had used his knowledge from several training courses into palm oil production and taught to group members. The Group manager can explain the procedures for implement RSPO ISH standard e.g. process for recruiting group members, process of internal audit, etc.</p> <p>Furthermore, during an interview with group committee, can be concluded that Group manager has sufficient capacity to manage and</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		implement the RSPO standard in the field. The resources have been mentioned and sufficiency in the report such as organization structure (team) and report to all members via group monthly meetings. Thus, can be concluded that The Group manager has understood the implementation of RSPO ISH standards and how to manage the group.	
Milestone B	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	NA	Not Applicable
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>The Group manager has arranged the "Business plan", including training plan, for Y2022 and Y2023, it contains activities and implementation time targets.</p> <p>The plan has been discussed with group consultant and approved by Group manager, then communicated to group members. Some of the programs that including:</p> <ul style="list-style-type: none"> • Transfer knowledge to farmers and management Focus on developing marketing quality. • Group Management : IA • Analyze, prepare plot plans and prepare business plans. • Promoting farmer groups and connecting the oil palm product trading network for the first time. • OHS • Reducing the use of chemicals in oil palm plantations. • IPM • New planting. <p>However, based on verification of training plans and the training records of group members and contractor workers for the years 2022 and 2023 found that the group's training plans did not cover all topics according to RSPO ISH standard, e.g. Mechanism for setting palm oil prices and money management of Group managers and all members,</p>	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Capacity building topic to improve the work efficiency of group members, demonstrating the ability to record information of members. Moreover, there was no evidence of member training records and contract labour according to the standard, all examples are not clear and consistent. Reference the details as Major NC no. 2436374-202312-M1	
Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	The Group manager provided training to all the group members as per the training plan established e.g. OHS course. The training attended by the members which was recorded in attendance sheet and training documents are communicated and distributed to members in RSPO training courses book.	Complied
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	NA	Not Applicable
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	<p>A group ICS is available for operational management including procedures of expulsion and sanctions for members who fail to comply, which are specified in "Group Management Manual" on page 17 and the procedure for conduct internal audit on page 21-24.</p> <p>Detail of the procedures define that;</p> <ul style="list-style-type: none"> Internal audit consists of 1) internal audits for group management and 2) internal audits for group members. Internal audit for group specify that there will be conducted at least once a year by internal auditor or 2nd party auditor. 	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> Members must get internal audit according to the Interpretation of the ISH Standard before certification. The process of internal auditing includes the preparation for audit plan, appoint internal auditors, audit preparation, conducting the audit, audit results summary, control of nonconformity and Internal Audit reporting. For the punishment process. It states that members who fail to comply with the requirements will be punished. There will be punishment in such cases as a verbal warning 1 time, letter warning 2 times, withdraw from group membership. 	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	<p>Group has shown the implementation of internal audit for 2022-2023. For Y2022, internal audit in Mile Stone A Stage was planned and conducted for all group members (29 members) on 18-20 Apr 2022 and internal audit for Group manager was conducted on 25 Nov 2022. Data verified of internal audit Y2022 implementation as following;</p> <ul style="list-style-type: none"> Found the internal audit plans for all members which divided into 3 audit teams and conducted for 100% of group members. Found the appointment of internal auditors for group members which was appointed since 2022 as Letter No. 1/2022 regarding the appointment of an internal group assessment committee for the year 2022, dated 5 Apr 2022. The internal auditors divided to 3 teams as Team 1 (Sittirak K., Komon P., Inthong S.), Team 2 (Kannikar B., Tanayod K., Naowarut J.), Team 3 (Niknisa T., Thanongsak S., Piyaphon M., Sarirak N.) Furthermore, found the appointment of 2nd party auditor for group management audit as Ms.Mantana Thai-La ong from Chumphon Provincial Agriculture Office through the group's invitation letter dated 21 November 2022. 	Non-compliance

		<ul style="list-style-type: none"> All internal auditors have suitable competency as specified criteria, for example, having passed the ISH standard training and Internal Audit. The result of the latest internal audit, all findings of member audit conformed with the standard, but for group management were 4 case of non-compliance of the RSPO ISH standard, as B1.2 E Corrective actions and monitoring of all NC were conducted and had effectiveness. <p>However, no evidence was found, e.g., an internal audit in the eligibility stage of Y2022, and there was no plan and conducted for group management in Y2023. Moreover, found conflict of interest for some internal auditors of every team for internal audit Y2022. Reference the details as Major NC no. 2436374-202312-M2</p>	
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	NA	Not Applicable
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>Group has kept all member information including basic information, farm information, production data, legal documentation of group members and signed smallholder declarations.</p> <p>Documents verifications, interviews with The Group manager, and group members during field visits it was known all members have signed and acknowledged membership requirements.</p> <p>All members need to sign in several documents and submitted attach documents as follows:</p> <ul style="list-style-type: none"> Membership application. Power of attorney (if any) Plot location of member. The land ownerships evidence such as a land deed. Group member regulation and declaration letter for sustainable palm oil smallholders. 	Non-compliance

		<p>For FFB production data, group member recorded their production information in the forms which were prepared by group and then submitted their forms to group's consultant to upload data to i-PALM application.</p> <p>However, from onsite assessment and reviewing the data of FFB data found some members had changing condition of the planting area, such as reducing the palm planting area, replanting but the group databases were not updated in actual data. See the details as Major NC no. 2436374-202312-M3</p>	
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Ban Faikhao Oil Palm Grower Community Enterprise has recorded all plantations information including production data for each farmer per month, recorded legality documents (Copy of Land Deed documents) and a copy of the declaration of farmer membership in Ban Faikhao Oil Palm Grower Community Enterprise, which includes: name, Farmer ID, date of birth, address, total area and membership number (attached). The land title of sample of smallholder can be seen in indicator 2.1 MS A. Group manager and their smallholder member bound by contractual agreement as group member.	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	NA	Not Applicable
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			
Eligibility	<p>An annual group business plan is available, which includes</p> <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	Ban Faikhao Oil Palm Grower Community Enterprise has established the business plans for each year since 2021. Reviewed the business plan Y2023 and Y2024. Among the importance component in the business plan as follows:	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		1. Group meeting cost 2. New member assessment cost 3. Training cost 4. Internal Audit cost 5. External Audit cost	
Milestone A	The group business plan is implemented and reviewed at least annually.	The group business plan was implemented. However, from the review of the group's business plan for Y2022 and Y2023, it was not found that the group had reviewed the group's business plan because the group's plan was not continuous and consistent each year, such as no refresh training plan for RSPO ISH, GAP etc. See the details as Major NC no. 2436374-202312-M4	Non-compliance
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	NA	Not Applicable
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	A group management plan is available which includes: <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	Based on the Annual Member Meeting Report, the premium utilization among others for audit cost, ICS contribution and capacity building, administrative tools, and signboard. Based on interviews with a sample of farmers, they have known the expenses of premium prices which have been disseminated through the Annual Member Meeting. Lasted business plan has reviewed on 10 Aug 2023 via monthly meeting by group committee and will be report to all member via annual meeting on 10 Aug 2023.	Complied
Milestone A	The group management plan is implemented and reviewed at least annually.	All of management plan has implemented by identified person in charge. When this plan has implemented to the involved person or other related, they have a responsible to report the process and result to Group manager and then to report in the meeting again.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		For plan Y2023 has reviewed at least once a year with the lasted reviews was done on 10 Aug 2023 in group meeting. Group manager has reviewed with all of group committee to consider and to ensure revised plan and communicated to group members.	
Milestone B	The group manager demonstrates the group's compliance with this ISH Standard.	NA	Not Applicable
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			
D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>Ban Faikhao Oil Palm Grower Community Enterprise established practice to record and tracking annual production state on manual Group issued 1 Feb 2021 at page 29 of 51.</p> <p>The RSPO certified FFB tracking and tracing will be based on current Ban Faikhao Oil Palm Grower Community Enterprise on traceability. The Record sheets to track the annual production and sales of FFB volumes, covering traceability of producers will be collected by log book, I Palm system and Excel file System by group manager.</p> <p>However, at assessment audit found the source of production verification is still not addressed by methods for verifying and tracking group member production, reference no. Major NCR no. 2436374-202312-M5.</p>	Non-compliance
Milestone A	Group manager maintains annual production records and sales of certified volumes.	Ban Faikhao Oil Palm Grower Community Enterprise established practice to record, tracking annual production and maintained at manual Group issued 1 Feb 2021 at page 30 of 56	Complied
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	NA	Not Applicable
D.2 The group documents and implements a system for the tracking of FFB			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

D.2.1			
Eligibility	Not Applicable	NA	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	According to this is initial certification assessment, the group manager informed planned the practice for maintaining annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members.	Complied
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	NA	Not Applicable
D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.	<p>According to this initial audit, the group had not established or setup a model on how the premiums should be used, including the agreement was not recorded and communicated to the group members.</p> <p>The group manager informed the group meeting that all members of the certified product sales as premium price were received. Decision making and governance made fair and transparent via annual meeting with all members lasted conducted on 10 Aug 2023, 5 Jan 2024 and 10 Jan 2024 to all members, the disbursement of premiums to all members paid for annual premium paid 0.20 baht/kg FFB and annually as 60% of members :40 % of group.</p>	Complied
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is the initial certification. The group still has no income from credit sales. Therefore, there is still no evidence of the disbursement of	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		premiums, including the price and timing of the disbursement to the group members to verify.	
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	NA	Not Applicable

Appendix B: GHG Reporting Executive Summary- Not Applicable for ISH

The GHG emissions that were produced in [year] for [mill] and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in [YEAR] for [MILL] and supply base are as following:

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

Extraction	%
OER	NA
KER	NA

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

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

Summary of Field Emission and Sink

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

*Note: Includes both estates and smallholders

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Summary of Mill Emission and Credit

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

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

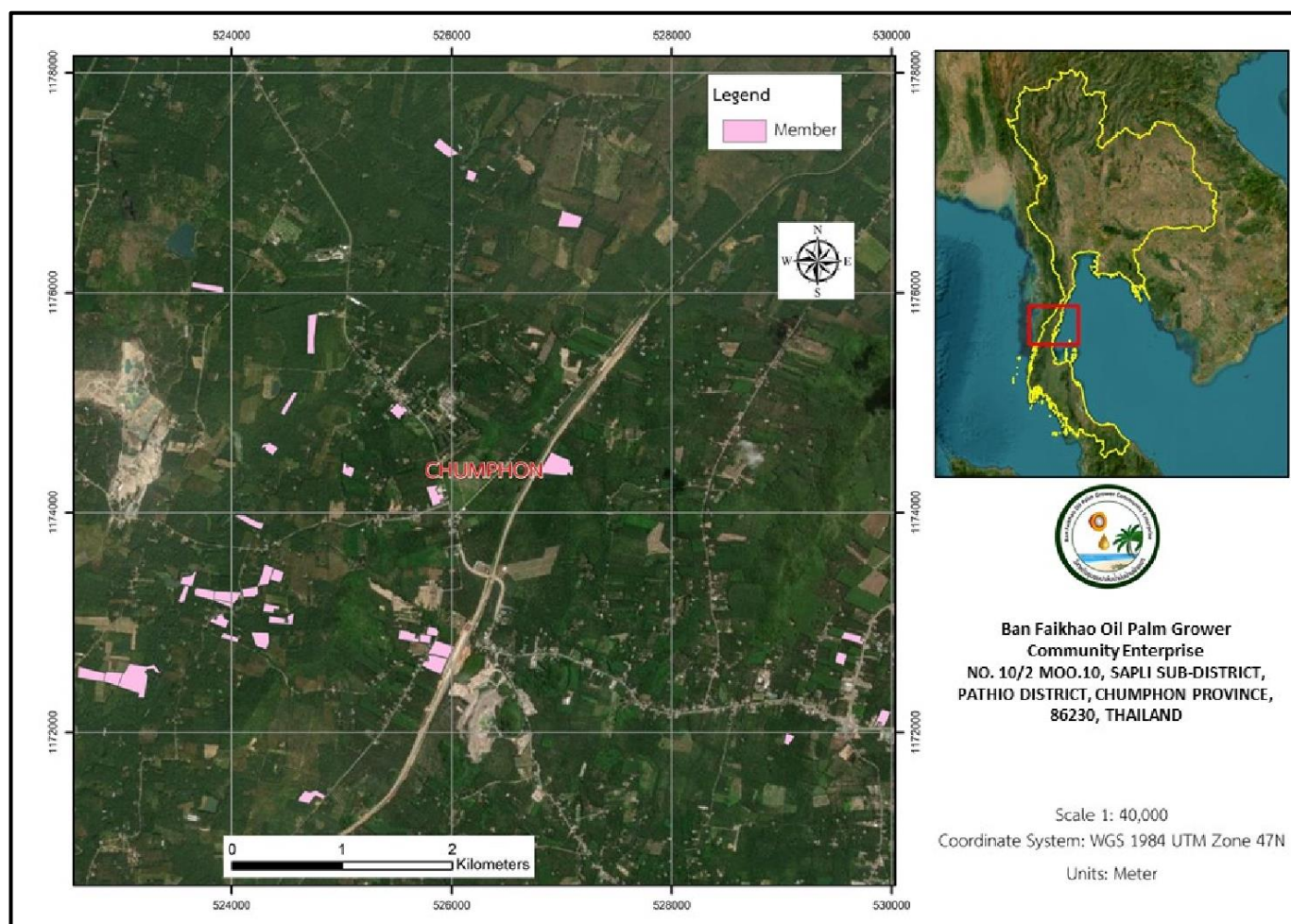
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	NA
Divert to anaerobic diversion (%)	NA

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

Appendix C: Location Map of Certification Unit and Supply bases

Not Applicable

Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	0.8 (assessment at MSA)	N/A	N/A
Justification of Risk Factor Applied	The ISH certification Phase Milestone A		
Number of samples	5 of 29 new members		
Remarks	None.		

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
1	Aree Pachthong A*	Nakratham Pathiu, Chumphon	10° 36' 23.652"	99° 12' 34.3836"	1.47	1.47	29.40	18-Dec-20	BFK-66-001
2	Authai Damkham A	Sapli, Pathiu, Chumphon	10° 36' 53.1972"	99° 12' 34.3836"	0.98	0.98	19.60	18-Dec-20	BFK-66-002
3	Bandita Phongrod A*	Sapli, Pathiu, Chumphon	10° 36' 36.9792"	99° 13' 8.9148"	1.29	1.29	25.80	18-Dec-20	BFK-66-003
4	Bunchuai Mitmangkon A	Sapli, Pathiu, Chumphon	10° 36' 37.494"	99° 13' 17.5044"	0.64	0.64	12.80	18-Dec-20	BFK-66-004
5	Bunchuan Mitmangkon A	Sapli, Pathiu, Chumphon	10° 35' 48.0912"	99° 13' 32.3796"	1.83	1.83	36.60	18-Dec-20	BFK-66-005
6	Chaweewan Santhatkan A	Sapli, Pathiu, Chumphon	10° 36' 37.746"	99° 16' 16.5432"	1.55	1.55	31.00	18-Dec-20	BFK-66-006
7	Chintana Chanwichiar A	Sapli, Pathiu, Chumphon	10° 36' 32.5044"	99° 14' 13.3836"	1.2	1.2	24.00	18-Dec-20	BFK-66-007
8	Chongdee Panoon A	Sapli, Pathiu, Chumphon	10° 36' 23.7456"	99° 12' 41.2956"	1.15	1.15	23.00	18-Dec-20	BFK-66-008
9	Inthong Saengsin A	Sapli, Pathiu, Chumphon	99° 13' 44.6952"	99° 13' 44.6952"	2.24	2.24	44.80	18-Dec-20	BFK-66-009
10	Kaao Chuaidamrong A	Sapli, Pathiu, Chumphon	10° 37' 26.7528"	99° 14' 47.328"	5.76	5.76	115.20	18-Dec-20	BFK-66-0010
11	Kannika Bamrungrat A	Sapli, Pathiu, Chumphon	10° 37' 45.1452"	99° 13' 27.066"	4	4	80.00	18-Dec-20	BFK-66-0011
12	Kannika Chonphing A*	Sapli, Pathiu, Chumphon	10° 38' 19.7088"	99° 13' 1.9452"	0.8	0.8	16.00	18-Dec-20	BFK-66-0012
	Kannika Chonphing B	Nakratham, Pathiu, Chumphon	10° 38' 7.6056"	99° 13' 33.8304"	0.78	0.78	15.60	18-Dec-20	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
13	Komon Prathapkong A	Nakratham, Pathiu, Chumphon	10° 36' 49.6476"	99° 13' 3.8244"	1.4	1.4	28.00	18-Dec-20	BFK-66-0013
	Komon Prathapkong B	Nakratham, Pathiu, Chumphon	10° 36' 35.0496"	99° 14' 4.5672"	2.23	2.23	44.60	18-Dec-20	
14	Lamyao Sutrot A	Sapli, Pathiu, Chumphon	10° 46' 21.9972"	99° 19' 21.0648"	1.32	1.32	26.40	18-Dec-20	BFK-66-0014
15	Naowarut Junnit A	Sapli, Pathiu, Chumphon	10° 36' 49.0932"	99° 13' 7.4748"	1.94	1.94	38.80	18-Dec-20	BFK-66-0015
16	Niknisa Tipsep A	Sapli, Pathiu, Chumphon	10° 36' 16.0416"	99° 15' 59.4108"	0.8	0.8	16.00	18-Dec-20	BFK-66-0016
17	Onepen Saengkaeo A	Nakratham, Pathiu, Chumphon	10° 36' 7.3512"	99° 15' 56.2752"	0.75	0.75	15.00	18-Dec-20	BFK-66-0017
18	Payuaw Junnit A	Sapli, Pathiu, Chumphon	10° 36' 14.0328"	99° 12' 8.2116"	0.5	0.5	10.00	18-Dec-20	BFK-66-0018
	Payuaw Junnit B	Sapli, Pathiu, Chumphon	10° 36' 49.23"	99° 12' 56.2212"	0.68	0.68	13.60	18-Dec-20	
19	Phairat Kleekaew A	Sapli, Pathiu, Chumphon	10° 37' 42.6144"	99° 14' 0.6036"	1.1	1.1	22.00	18-Dec-20	BFK-66-0019
	Phairat Kleekaew B	Bangson, Pathiu, Chumphon	10° 36' 49.23"	99° 12' 56.2212"	1.7	1.7	34.00	18-Dec-20	
	Phairat Kleekaew C	Sapli, Pathiu, Chumphon	10° 37' 42.6144"	99° 14' 0.6036"	0.69	0.69	13.80	18-Dec-20	
20	Piyanan Pongrod A	Sapli, Pathiu, Chumphon	10° 39' 0.7128"	99° 14' 13.9272"	0.71	0.71	14.20	18-Dec-20	BFK-66-0020
21	Piyaphon Milap A	Sapli, Pathiu, Chumphon	10° 36' 30.6792"	99° 14' 14.7012"	0.56	0.56	11.20	18-Dec-20	BFK-66-0021
22	Renu Sakpatitha A	Sapli, Pathiu, Chumphon	10° 36' 54.7164"	99° 13' 19.9848"	2.58	2.58	51.60	18-Dec-20	BFK-66-0022
23	Sahwat Nuanlamphu A*	Sapli, Pathiu, Chumphon	10° 37' 19.254"	99° 13' 33.2364"	0.84	0.84	16.80	18-Dec-20	BFK-66-0023
24	Samran Prathabkong A	Sapli, Pathiu, Chumphon	10° 36' 23.3064"	99° 13' 50.2104"	2.36	2.36	47.20	18-Dec-20	BFK-66-0024
25	Saowapha Thipmongkhon A	Sapli, Pathiu, Chumphon	10° 36' 35.136"	99° 16' 20.226"	1.15	1.15	23.00	18-Dec-20	BFK-66-0025
26	Sarirak Nuankhanay A	Sapli, Pathiu, Chumphon	10° 36' 54.2412"	99° 12' 57.6072"	1.05	1.05	21.00	18-Dec-20	BFK-66-0026
27	Sittirak Klaiaksorn A	Sapli, Pathiu, Chumphon	10° 37' 16.2948"	99° 14' 12.4656"	1.54	1.54	0.00	18-Dec-20	BFK-66-0027

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
28	Suchip Buathong A	Sapli, Pathiu, Chumphon	10° 37' 10.0524"	99° 13' 15.9816"	1.2	1.2	24.00	18-Dec-20	BFK-66-0028
29	Thanongsak Suksombun A*	Sapli, Pathiu, Chumphon	10° 36' 41.7996"	99° 13' 5.3328"	2.19	2.19	43.80	18-Dec-20	BFK-66-0030
	Thanongsak Suksombun B	Nakratham, Pathiu, Chumphon	10° 36' 41.7996"	99° 13' 5.3328"	1.1	1.1	22.00	18-Dec-20	
Total					52.08	52.08	1,010.80		
Note: * are smallholders sampled in this audit.									

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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