

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☒ Annual Surveillance Assessment (1_2)
- ☐ Recertification Assessment (Choose an item.)
- ☐ Extension of Scope

Client Company Name / Parent Company: Univanich Palm Oil Public Company
Client Company / Parent Company Address: 258 Aoluk – Laemsak Rd. P.O. Box 8-9, Aoluk District, Krabi, 81110 Thailand
Certification Unit: Univanich Palm Oil Public Company TOPI mill, Siam Mill and Lamthap mill Location of Certification Unit: TOPI Mill: 592 M.9 Plaipraya Sub-district, Plaipraya District, Krabi 81160 Siam Mill: 258 Aoluk – Laemsak Rd., Aoluk, Krabi 81110 Lamthap Mill: 142 M.1 Thungsaithong Sub-district, Lamthap, Krabi 81120
Date of Final Report: 11/06/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Univanich Palm Oil Public Company Limited		
RSPO Membership Number	1-0074-09-000-00	Membership Approval Date	06-05-2009
Address	258 Aoluk – Laemsak Rd. P.O. Box 8-9, Aoluk District, Krabi 81110, Thailand		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Univanich Palm Oil PLC (Siam Mill) Univanich Palm Oil PLC (Lamthap Mill) Univanich Palm Oil PLC (TOPI Mill) Note: This is multiple mill certification		
Location / Address	SIAM MILL: 258 Aoluk – Laemsak Rd., Aoluk, Krabi 81110 Thailand LAMTHAP MILL: 142 M.1 Thungsaithong Sub-district, Lamthap, Krabi 81120, Thailand TOPI MILL: 592 Aoluk-Prasaeng Rd, Plaipraya District, Krabi 81160 Thailand		
Website	www.univanich.com		
Management Representative	Mr. Harry Brock (CEO) Mr. PraiswanTohdam (RSPO Project Coordinator)	E-mail	Harry.brock@univanich.com Praiswan.t@univanich.com
Telephone	+66 075 681112	Facsimile	+66 075 684117

2. Certification Information			
Certificate Number	RSPO 787562	Certificate Start Date	22-May-2022
Date of First Certification	22-Dec-2016	Certificate Expiry Date	21-May-2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK).		
Visit Objectives	The objective of the assessment was to conduct a surveillance assessment (ASA1_2) and look for positive evidence to ensure that elements of the scope of certification and the requirements of the management standard are effectively addressed by Univanich Palm Oil Public Company Limited (TOPI POM, SIAM POM, LAMTHAP POM and Supply Base's management system which are considered as the multi-mill certification. In addition, the objective is to demonstrating the ability to support the achievement of statutory, regulatory and contractual requirements and the organisation's specified objectives.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_2) <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"/> Thailand National Interpretation 2021 of the RSPO P&C 2018 for the Production of Sustainable Palm Oil		

Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	SIAM MILL: 45 (MT/Hr) TOPI MILL: 60 (MT/Hr) LAMTHAPMILL:45(MT/Hr)
ISH certification Phase	<input type="checkbox"/> Eligibility <input 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
BVC-RSPO-20170124-1	RSPO Supply Chain	Bureau Veritas Certification	23-01-2024
74Q21171, 12Q21170, 55Q21066	ISO9001:2015	GCL International	09-04-2024, 29-04-2024, 26-04-2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
TOPI Mill	592 M.9 Plaipraya Sub-district, Plaipraya District, Krabi 81160, Thailand	8° 34' 43.65" N	98° 55' 14.70" E
Siam Mill	258 Aoluk – Laemsak Rd. Aoluk, Krabi 81110, Thailand	8° 23' 08.24" N	98° 43' 44.87" E
Lamthap Mill	142 M.1 Thungsaithong Sub-district, Lamthap, Krabi 81120, Thailand	7° 59' 58.58" N	99° 19' 48.83" E
Chean Vanich Estate	159 M.8 Plaipraya Sub-district, Plaipraya District, Krabi 81160, Thailand	8° 30' 53.34" N	98° 53' 43.78" E
TOPI Estate	231 Moo9, Plaipraya Sub-District, Plaipraya District, Krabi 81160, Thailand	8° 35' 17.39" N	98° 55' 09.07" E
Siam Palm Estate	105 M.1 Ban Klang Sub-district, Aoluk District, Krabi 81110, Thailand	8° 22' 38.05" N	98° 47' 58.05" E
Nanua Division	79/2 M.4 Khaoyai Sub-district, Aoluk District, Krabi 81110, Thailand	8° 29' 19.70" N	98° 43' 16.22" E
Wannee Division	2 M.3 Khiriwong Sub-district, Plaipraya District, Krabi 81160, Thailand	8° 28' 29.25" N	98° 48' 28.76" E
Lamthap Estate	142 M.1 Thungsaithong Sub-district, Lamthap, Krabi 81190, Thailand	7° 59' 58.58" N	99° 19' 48.83" E
Klongtom Division	69/3 M.5 Klongtom Nua Sub-district, Klongtom District, Krabi 81120, Thailand	7° 59' 21.56" N	99° 12' 52.16" E

Cha-uat estate	173/2 M.6 Tha Pracha Subdistrict, Cha-uat District, Nakhon Sri Thammarat 80180, Thailand	7° 59' 42.10" N	99° 57' 55.86" E
Note: Chean Vanich Estate including AK estate			

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
Chean Vanich Estate	583.25	0	20.8	604.05	96.56
TOPI Estate	923.71	0	110.1	1033.81	89.35
Siam Palm Estate	755.3	0	11	766.3	98.56
Nanua Division	521.4	0	7.1	528.5	98.66
Wannee Division	88.5	0	1.8	90.3	98.01
Lamthap Estate	86.29	0	48.98	135.27	63.79
Klongtom Division	143.5	0	6.77	150.27	95.49
Cha-uat Estate	236.5	0	48.85	285.35	82.88
Total	3,338.45	-	255.40	3,593.85	92.89

Note:

- 1). The concession area of TOPI Estate of total 1,255.42 Ha has expired since November 2023. Total planted area on February 2024 was 923.71 Ha.
- 2). The Auluk Cooperative leasing area of TOPI Estate at 379.67 Ha has expired since 27 April 2024, after the audit.

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Chean Vanich Estate	40.0	0.0	171.25	372.0	543.25	40.0
TOPI Estate	45.7	404.92	284.59	188.5	878.01	45.7
Siam Palm Estate	73.9	64.7	616.7	0.0	681.4	73.9
Nanua Division	0.0	332.0	189.4	0.0	521.4	0.0
Wannee Division	0.0	8.5	80.0	0.0	88.5	0.0
Lamthap Estate	22.8	0.0	63.51	0.0	69.69	16.6
Klongtom Division	0.0	143.5	0.0	0.0	143.5	0.0

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Cha-uat Estate	0.0	201.2	35.3	0.0	236.5	0.0
Total (ha)	182.4	1154.8	1440.75	560.5	3162.25	176.2
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 (22 May 2023 to 21 May 2024)	Actual (1 May 2023 to 29 Feb 2024)		Forecast (22 May2024 to 21 May 2025)
		Previous license period (1 May 2023 to 21 May 2023)	Current license period (22 May 2023 to 29 Feb 2024)	
Chean Vanich Estate	4133.33	232.13	3,910.34	4,177.00
TOPI Estate	18149.33	2,046.56	16,007.25	11,760.00
Siam Palm Estate	12,418.67	535.46	7,594.53	14,130.00
Nanua Division	11,013.33	551.06	6,036.27	14,049.00
Wannee Division	1,462.67	87.29	789.30	1,825.00
Lamthap Estate	1,504.00	43.59	1,400.45	1,808.00
Klongtom Division	3,772.00	60.82	3,594.04	3,019.00
Cha-uat Estate	4,472.00	201.20	3,718.00	4,348.00
Total	56,925.33	46,808.29		55,116.00

Note: Note: Extension time for current Palm trace license 3 months from 22 May 2023 to 21 Aug 2023

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

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (22 May 2023 to 21 May 2024)	Actual (1 May 2023 to 29 Feb 2024)		Forecast (22 May2024 to 21 May 2025)
		Previous license period (1 May 2023 to 21 May 2023)	Current license period (22 May 2023 to 29 Feb 2024)	
NA		NA	NA	
NA		NA	NA	
Total		NA		

Note:

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (22 May 2023 to 21 May 2024)	Actual (1 May 2023 to 29 Feb 2024)		Forecast (22 May2024 to 21 May 2025)
		Previous license period (1 May 2023 to 21 May 2023)	Current license period (22 May 2023 to 29 Feb 2024)	
Independent smallholder and intermediaries who supplied FFB to TOPI Mill	354,037	26,653	260,820	264,754
Independent smallholder and intermediaries who supplied FFB to Siam Mill	303,996	16,316	229,040	222,500
Independent smallholder and intermediaries who supplied FFB to Lamthap Mill	254,750	11,446	193,048	201,255
Total	912,783	737,323		688,509
Note: Total FFB supplied by the intermediaries is 729,107 tons while the total FFB supplied by independent smallholders is 8,215 tons.				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
TOPI MILL				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	May-23	3,561.36	38,408.63	41,969.99
2	Jun-23	3,189.67	30,905.91	33,195.58
3	Jul-23	3,731.26	27,701.43	29,532.69
4	Aug-23	3,669.45	32,094.94	33,964.39
5	Sep-23	3,521.33	31,957.51	34,578.84
6	Oct-23	3,937.85	26,159.63	29,097.48
7	Nov-23	3,471.76	23,821.58	26,832.34

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8	Dec-23	3,465.79	27,230.91	29,796.7
9	Jan-24	3,605.64	20,554.20	23,229.81
10	Feb-24	3,503.96	28,637.83	32,241.09
SUB-TOTAL		35,658.07	287,472.57	314,438.91

Note: The Topi mill received FFB from the Siam Mill, totalling 12,144.7 MT, and from the Lamthap Mill, totalling 1,317.09 MT, because both factories were shut down for maintenance. Summary = **22,196.28**+12,144.7+1,317.09=35,658.07 MT.

SIAM MILL

No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	May-23		24,480.37	25,654.99
2	Jun-23		24,397.18	25,285.16
3	Jul-23		26,756.56	27,071.76
4	Aug-23		29,814.72	30,250.64
5	Sep-23		29,110.67	29,542.49
6	Oct-23		20,598.12	21,249.66
7	Nov-23	3,449.21	28,178.54	29,500.48
8	Dec-23		17,690.62	18,755.41
9	Jan-24		21,193.06	22,009.54
10	Feb-24		23,136.81	23,994.37
SUB-TOTAL		3,449.21	245,356.65	253,314.5

LAMTHAP MILL

No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)		Total FFB/Month (mt)
			New Oil Plot Planted	uncertified supply base	
1	May-23	744.85		18479.61	19123.46
2	Jun-23	803		19256.66	19959.66
3	Jul-23	805.19		22108.32	22813.51
4	Aug-23	848.91		24895.56	25744.47
5	Sep-23	820.77		25302.98	26023.75
6	Oct-23	789.06		23493.74	24282.8
7	Nov-23	655.38		19221.63	19877.01

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8	Dec-23	786.44	18282.87	19069.31
9	Jan-24	797.9	16237.84	17035.41
10	Feb-24	649.6	17214.55	17864.15
SUB-TOTAL		7,701.01	204493.76	211,793.86
GRAND TOTAL		46,808.29	737,323	778,537.39

Note :

- 1) The Topi mill received FFB from the Siam Mill, totaling 12,144.7 MT, and from the Lamtha Mill, totaling 1,317.09 MT, because both factories were shut down for maintenance. Summary = **22,196.28**+12,144.7+1,317.09=35,658.07 MT.
- 2) Uncertified FFB from new estate where is under the TCP (Phela) supplied to Lamthap mill is 742.69 which is not included in above mentioned table

10. Summary of Certified Tonnage (MT) TOPI MILL

Estimated last year (22 May 2023 to 21 May 2024)	Actual (1 May 2023 to 29 Feb 2024)		Forecast (22 May 2024 to 21 May 2025)
	Previous license period (1 May 2023 to 21 May 2023)	Current license period (22 May 2023 to 29 Feb 2024)	
FFB	FFB		FFB
24,894.33 mt	2,278.69 mt	33,379.38 mt	15,937.00 mt
	TOTAL	35,658.07 mt	
CPO (OER: 20.50 %)	CPO (OER: 18.80 %)		CPO (OER: 20.50 %)
5,103.33 mt	428.39 mt	6,275.32 mt	3,267.09 mt
	TOTAL	6,703.72 mt	
PK (KER: 5.25 %)	PK (KER: 5.24 %)		PK (KER: 5.25%)
1,306.95 mt	119.40 mt	1,749.08 mt	836.69 mt
	TOTAL	1,868.48 mt	

Note: The Topi Mill received a total of 22,196.28 MT of FFB. Additionally, the mill received FFB from the Siam Mill, totaling 12,144.7 MT, and from the Lamtha Mill, totaling 1,317.09 MT, because both factories were shut down for maintenance. The summary of the actual volume of FFB received is 35,658.07 MT, and the summary of the actual volume of CPO produced is 6,628.84 MT.

10. Summary of Certified Tonnage (MT) (SIAM MILL)

Estimated last year (22 May 2023 to 21 May 2024)	Actual (1 May 2023 to 29 Feb 2024)		Forecast (22 May 2024 to 21 May 2025)
	Previous license period (1 May 2023 to 21 May 2023)	Current license period (22 May 2023 to 29 Feb 2024)	
FFB	FFB		FFB
24,894.33 mt	1,173.81 mt	2,275.4 mt	30,004.00 mt
	TOTAL	3,449.21 mt	

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CPO (OER: 20.50 %)	CPO (OER: 18.80 %)		CPO (OER: 20.50 %)
5,103.33 mt	220.67 mt	427.78 mt	6,150.82 mt
	TOTAL	648.45 mt	
PK (KER: 5.25 %)	PK (KER: 5.64 %)		PK (KER: 5.25 %)
1,306.95 mt	66.20 mt	128.34 mt	1,575.21 mt
	TOTAL	194.54 mt	

Note: The Siam Mill sent FFB totalling 12,144.7 MT to the Topi Mill to produce CPO because the factories were shut down for maintenance

10. Summary of Certified Tonnage (MT) (LAMTHAP MILL)

Estimated last year (22 May 2023 to 21 May 2024)	Actual (1 May 2023 to 29 Feb 2024)		Forecast (22 May 2024 to 21 May 2025)
	Previous license period (1 May 2023 to 21 May 2023)	Current license period (22 May 2023 to 29 Feb 2024)	
FFB	FFB		FFB
9,748.00 mt	706.61 mt	6,994.4 mt	9,175.00 mt
	TOTAL	7,701.01 mt	
CPO (OER: 20.50 %)	CPO (OER: 18.80 %)		CPO (OER: 20.50 %)
1,998.34 mt	132.84 mt	1,314.96 mt	1,880.88 mt
	TOTAL	1,447.80 mt	
PK (KER: 5.25 %)	PK (KER: 5.26 %)		PK (KER: 5.00 %)
511.77 mt	37.17 mt	367.91 mt	458.75 mt
	TOTAL	405.08 mt	

Note: The Lamthap sent FFB totalling 1,317.09 MT to the Topi Mill to produce CPO because the factories were shut down for maintenance

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

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
TOPI MILL			
1	May-23	669.54	186.62
2	Jun-23	599.66	167.14
3	Jul-23	701.48	195.52
4	Aug-23	689.86	192.28
5	Sep-23	662.01	184.52
6	Oct-23	740.32	206.34
7	Nov-23	652.69	181.92

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8	Dec-23	651.57	181.61
9	Jan-24	677.86	188.94
10	Feb-24	658.74	183.61
SUB-TOTAL		6,703.72	1,868.48
Note: The Topi Mill received a total of 22,196.28 MT of FFB. Additionally, the mill received FFB from the Siam Mill, totaling 12,144.7 MT, and from the Lamtha Mill, totaling 1,317.09 MT, because both factories were shut down for maintenance. The summary of the actual volume of FFB received is 35,658.07 MT, and the summary of the actual volume of CPO produced is 6,628.84 MT.			
SIAM MILL			
1	May-23	-	-
2	Jun-23	-	-
3	Jul-23	-	-
4	Aug-23	-	-
5	Sep-23	-	-
6	Oct-23	-	-
7	Nov-23	648.45	194.54
8	Dec-23	-	-
9	Jan-24	-	-
10	Feb-24	-	-
SUB-TOTAL		648.45	194.54
LAMTHAP MILL			
1	May-23	140.03	39.18
2	Jun-23	150.96	42.24
3	Jul-23	151.38	42.35
4	Aug-23	159.60	44.65
5	Sep-23	154.30	43.17
6	Oct-23	148.34	41.50
7	Nov-23	123.21	34.47
8	Dec-23	147.85	41.37
9	Jan-24	150.01	41.97
10	Feb-24	122.12	34.17
SUB-TOTAL		1,447.80	405.08
GRAND TOTAL		8,799.97	2,468.10

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11. Summary of Actual Volume sold TOPI MILL					
Current License period (22 May 2023 to 29 Feb 2024)					
TOPI mill					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	6,604.95	0	0	0	6,604.95
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0
Previous License period (1 May 2023 to 21 May 2023)					
CPO (MT)	0	0	0	0	0
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0
Note: Conventional is RSPO certified material but sold as non-RSPO.					
SIAM MILL					
Current License period (22May 2023 to 29 Feb 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	637.35	0	0	0	637.35
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0
Previous License period (1 May 2023 to 21 May 202322)					
CPO (MT)	0	0	0	0	0
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0
Note:					
LAMTHAP MILL					
Current License period (22May 2023 to 29 Feb 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	1,125.07	0	0	0	1,125.07
PK (MT)	122.08	0	0	0	122.08
Credits	0	0	0	0	0

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Previous License period (1 May 2023 to 21 May 2023)					
CPO (MT)	322.69	0	0	0	322.69
PK (MT)		0	0	0	
Credits	0	0	0	0	0
Note:					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (TOPI MILL)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	286.29	0
2	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000694	321.55	0
3	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000694	282.65	0
4	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	190.5	0
5	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	356.07	0
6	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000694	319.65	0
7	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000694	323.92	0
8	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000694	325.16	0
9	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000694	323.23	0
10	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	321.07	0
11	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	318.25	0
12	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	323.09	0
13	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	320.66	0
14	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	321.94	0
15	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	292.15	0
16	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	32.51	0
17	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000694	160.98	0

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18	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	323.38	0
19	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	322.94	0
20	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	311.94	0
21	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	162.61	0
22	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	163.05	0
23	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	161.42	0
24	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	13.62	0
25	Patum Vegetable Oil Company Limited	RSPO_PO1000000694	318.13	0
26	Sime Darby Oils Morakot Public Company Limited	RSPO_PO1000000694	8.19	0
TOTAL			6,604.95	0
Note:				

11A. Records of certified CPO & PK Sold under other schemes since the last audit (SIAM MILL)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Suksomboon Vegetable Oil Co., Ltd 11/23	RSPO_PO1000000695	322.95	0
2	Patum Vegetable Oil Company Limited	RSPO_PO1000000695	314.40	0
TOTAL			637.35	0
Note:				

11A. Records of certified CPO & PK Sold under other schemes since the last audit (LAMTHAP MILL)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000614	255.39	0
2	Suksomboon Vegetable Oil Co., Ltd	RSPO_PO1000000614	95.28	0
3	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	95.98	0

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4	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	97.25	0
5	Lam Soon (Thailand) Public Company Limited-Bangpoo Plant	RSPO_PO1000000614	98.64	0
6	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	162.53	0
7	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	29.13	0
8	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	290.87	0
9	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	32.02	0
10	Patum Vegetable Oil Company Limited	RSPO_PO1000000614	290.67	0
11	Univanich Palm Oil Public Company Limited (Topi Crushing Mill)	RSPO_PO1000000614 (Transfer)CSPK LT No. 2/23 122.08mt dd. 29.12.23		122.08
TOTAL			1,447.76	122.08
GRAND TOTAL			8,690.06	122.08
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)
N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (if any)

No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A

Note:**11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)**

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No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
N/A	N/A	N/A	N/A
TOTAL			N/A
Note:			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
Phase	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A
Note:						

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

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

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Mid Valley City, Lingkaran Syed Putra,

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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 27,28,29 Feb 2024 to 1,4,5,6,7 Mar 2024 . The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on 17 May 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. Thailand National Interpretation 2021 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

Meetings were held with stakeholders to seek their views on the performance of the 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 these have been incorporated into the assessment findings.

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

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

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

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 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
TOPI MILL	x	x	X	x	x
SIAM MILL	x	x	X	x	x
LAMTHAP MILL	x	x	X	x	x
TOPI Estate	x	x	X	x	x
Chean Vanich Estate	x		x	x	x
Siam Palm Estate	x	x	x	x	
- Nanua Division	x	x			x
- Wannee Division	x	x			x
Lamthap Estate	x	x	x	x	x
- Klongtom Division	x	x	X		x
Cha-uat Estate	x			x	

Tentative Date of Next Visit: February 27, 2025 - March 7, 2025

Total Number of Mandays: 22.5

2.2 BSI Assessment Team

Name	Role	Competency
Mr.Supiwat Nentakong (SWN)	Team Member	<p>Education: He has graduated with Bachelor of Science (Fisheries) KASETSART University, Thailand in 1998.</p> <p>Work Experience: He is oil palm plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector and more then 5 years working experience as RSPO Auditor and 1 years working experience as RSPO Lead Auditor.</p> <p>His knowledge in agriculture sector (oil palm) has been evaluated through interview and demonstrated by directly involved in managing oil palm belong to his family.</p> <p>Training attended: Completed ISO 9001 Lead Auditor course, Endorsed RSPO P&C Lead Auditor course, refresher course for RSPO endorsed P&C lead auditor on 15 -18 Feb 2021 and RSPO ISH Training (RISS 2019) as part</p>

		<p>of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 on 14 -16 Mar 2022 by RSPO, Endorsed RSPO SCCS Lead Auditor course, ISO 14001, ISO 45001 Lead Auditor course, RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 on 14 -16 Mar 2022 by RSPO</p> <p>Language proficiency: fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Ms.Jutamas Gunthong (JMK)	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"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Ms. Jettana Insuwan (JTI)	Team member	<p>Education: Bachelor's degree of Environmental science ,Silpakorn University and Bachelor's degree of Occupational health and safety ,Sukhothai Thummathirat university</p> <p>Work Experience: She is an oil palm plantation owner and worked at Oil Palm Mill, including Group manager of the independent smallholder (ISH) Smothong Sustainable palm oil Production community enterprise and Sustainable palm oil production (Thachana-Chaiya) community enterprise. Hence, she has more than 5 years' experience working in the palm oil sector and more than 3 years of working experience as RSPO P & C, RISH, and SCC internal auditor before joining with BSI group. Her knowledge in the</p>

		<p>agriculture sector (oil palm) has been evaluated through interviews and demonstrated by being directly involved in managing oil palm belonging to her family.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015, ISO14001:2015, ISO 45001:2018, Endorsed RSPO P&C Lead Auditor Course, Refresher course for Endorsed RSPO P&C Lead Auditor, RSPO ISH Training (RISS 2019)</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and <input checked="" type="checkbox"/> Environmental</p>
Mr.Suttiiphong Loharangsikul (SPL)	Technical Expert	<p>Education: Graduated in Bachelor degree of Foodscience & Technology in 1997 and Master degree of Safety Engineer in 2005, both degrees from Kasetsart University.</p> <p>Work Experience:</p> <p>Successful work experience for 27 years related in quality field as below</p> <ul style="list-style-type: none"> • 8 years in food technical service and Quality Control for cosmetic product. • 4 years in consultant business for establish FSMS, QMS and OHSAS and certified. • 15 years up to present working at SGS (Thailand) for 13 years as position of Senior Lead Auditor role in QMS, OHSAS, Social (as SA8000, SMETA for Unilever and NESTLE, Nike CLS, Coca-Cola (SGP) and etc.) and Sustainable scheme (as BONSUCRO) including lead trainer for IRCA certified Lead trainer for Social Management System course. Moving to BSI Group (Thailand) on 2022 for Client Manager position and responding in Social Lead Auditor for focusing SMETA and 2nd party social audit including joint in RSPO P&C Lead Auditor Course on 2022 to be Social Expert supporting in RSPO auditing process. <p>With above 27 years of work experience leading me to understanding and integrated in relation of food agriculture, food processing process and impact to workers and employees as labour in social auditing scheme, H&S for operators, Environmental impact from business to communities surrounding.</p> <p>Training attended:</p> <p>RSPO P&C Lead Auditor Course</p> <p>BONSUCRO PRODUCTION STANDARD and BONSUCRO CHAIN OF CUSTODY Lead Auditor Course</p> <p>ISO 9001:2015 Lead Auditor</p> <p>OHSAS18001 and Transition ISO45001</p> <p>GMP & HACCP introduction & Implementation</p> <p>SA8000 Basic and Advance Lead Auditor training course</p> <p>SMETA Transition course</p>

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Accompanying Persons:

Name	Role
NA	NA

2.3 Assessment Plan

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

Date	Time	Subjects	SWN	JTI	JMK/S PL
Tuesday, 27/Feb/2024 3MD	9:00-9:30	Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc	√	√	√
	9:30-12:00	Plant Visit (SIAM mill) : <ul style="list-style-type: none"> FFB receiving and Supply chain for mill process. Mill Operations (processing unit, workshop, storage, dispatch, Laboratory (if any) Health & Safety Emergency response Waste Management Plan & Landfill and etc. Storage Facilities Staff, workers and contractor interview, POME application Etc. 	√	√	√
Tuesday, 27/Feb/2024		Lunch break / Auditors' time for discussion	√	√	√
	13:00-17:00	Document Review P1 – P7 (SIAM MILL): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents Supply chain for mill, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.) Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc. Review document of PLUs, METRIC, GHG, Time Bound Plan etc. Siam MILL)	√	√	√
		Wash up meeting/verification/reporting	√	√	√

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Date	Time	Subjects	SWN	JTI	JMK/S PL
Wednesday 28/Feb/2024 3 MD	9:00-12:00	Field Inspection (SIAM Estate) <ul style="list-style-type: none"> • Field Operations (Spraying, Harvesting, Manuring, etc.) • Boundary Stone • High Conservation Value Area • Riparian/Watercourses Protection • Waste Management Plan • Storage Facilities • Workers Housing • Worker interview • Etc. 	✓	✓	✓
		Lunch break / Auditors' time for discussion	✓	✓	✓
	13:00-17:00	Document Review P1 – P7 (SIAM PALM Estate): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.) , Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	✓	✓
		Wash up meeting/verification/reporting	✓	✓	✓
Thursday 29/Feb/2024 3MD	9:00-12:00	Plant Visit (TOPI mill) <ul style="list-style-type: none"> • FFB receiving and Supply chain Supply chain for mill process • Mill Operations (processing unit, workshop, storage, dispatch, Laboratory (if any) • Health & Safety • Emergency response • Waste Management Plan & Landfill and etc. • Storage Facilities • Staff, workers and contractor interview, • POME application • Etc. 	✓	✓	✓
		Lunch break / Auditors' time for discussion	✓	✓	✓

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Date	Time	Subjects	SWN	JTI	JMK/S PL
	13:00-17:00	Document Review P1 – P7 (TOPI MILL): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents Supply chain for mill, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.) and Supply chain for mill	✓	✓	✓
		Wash up meeting/verification/reporting	✓	✓	✓
Friday 01/Mar/2024 3MD	9:00-12:00	Field Visit (TOPI/Estate) <ul style="list-style-type: none"> • Field Operations (Spraying, Harvesting, Manuring, etc.) • Boundary Stone • High Conservation Value Area • Riparian/Watercourses Protection • Waste Management Plan • Storage Facilities • Workers Housing • Worker interview • Etc. 	✓	✓	✓
		Lunch break / Auditors' time for discussion	✓	✓	✓
	13:00-17:00	Document Review P1 – P7 (TOPI Estate): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc. Review document of PLUs, METRIC, GHG, Time Bound Plan etc.)	✓	✓	✓
		Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	✓	✓
		Travelling to KRABI AIRPORT	✓	✓	✓

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Date	Time	Subjects	SWN	JTI	JMK/S PL
Monday, 04/Mar/2024 3MD	9:00-12:00	Plant Visit (Lamthap mill) <ul style="list-style-type: none"> • FFB receiving and Supply chain For mill process • Mill Operations (processing unit, workshop, storage, dispatch, Laboratory (if any)) • Health & Safety • Emergency response • Waste Management Plan & Landfill and etc. • Storage Facilities • Staff, workers and contractor interview, • POME application • Etc. 	✓	✓	✓
		Lunch break / Auditors' time for discussion	✓	✓	✓
	13:00-17:00	Document Review P1 – P7 (LAMTHAB MILL): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents Supply chain for mill, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc. Review document of PLUs, METRIC, GHG, Time Bound Plan etc.)	✓	✓	✓
		Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc. Lamthap MILL)	✓	✓	✓
		Wash up meeting/verification/reporting	✓	✓	✓
Tuesday, 05/Mar/2024 3MD	9:00-12:00	Field Visit (Lamthap Estate ,Klongtom Division) <ul style="list-style-type: none"> • Field Operations (Spraying, Harvesting, Manuring, etc.) • Boundary Stone • High Conservation Value Area • Riparian/Watercourses Protection • Waste Management Plan • Storage Facilities • Workers Housing • Worker interview • Etc. 	✓	✓	✓

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Date	Time	Subjects	SWN	JTI	JMK/S PL
		Lunch break / Auditors' time for discussion	✓	✓	✓
	13:00-17:00	Document Review P1 – P7 (Klongtom Division): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.) / Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	✓	✓
		Wash up meeting/verification/reporting	✓	✓	✓
Wednesday, 06/Mar/2024 3 MD	9:00-12:00	Field Visit (Chean Vanich Estate) <ul style="list-style-type: none"> • Field Operations (Spraying, Harvesting, Manuring, etc.) • Boundary Stone • High Conservation Value Area • Riparian/Watercourses Protection • Waste Management Plan • Storage Facilities • Workers Housing • Worker interview • Etc. 	✓	✓	✓
		Lunch break / Auditors' time for discussion	✓	✓	✓
	13:00-17:00	Document Review P1 – P7 (Chean Vanich Estate): General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.) / Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	✓	✓	✓
		Wash up meeting/verification/reporting	✓	✓	✓

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Date	Time	Subjects	SWN	JTI	JMK/S PL
Thursday 07/Mar/2024 1.5MD	9:00-12:00	Document Review of supply chain for mill <ul style="list-style-type: none"> Supply Chain Assessment Market Communication and Claims Etc. 	✓		
	9:00-12:00	Verification of all remaining relevant documents of TOPI MILL and LAMTHAB MILL, SIAM MILL and All estate accordance with principles in principle 1,2 4, 3,5, 6 and 7,Review document of PLUS, METRIC, GHG, Time Bound Plan etc.		✓	✓
		Lunch break / Auditors' time for discussion	✓	✓	✓
	13:00-14:00	verification of findings Audit team preparation for Closing Meeting & End of Annual Surveillance audit 2	✓	✓	✓
	14:30:15:00	Travel to KRABI AIRPORT	✓	✓	✓

Audit plan NCR Close out visit

Date	Time	Subjects	SWN
Friday, 17/May/2024 1MD	9:00-9:30	Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc	✓
	9:30-17:30	On site Close-nonconformities to review from 2 Major, 1 Minor (2458043-202402-M1,2458043-202402-M2,2458043-202402-N1)	✓
Friday, 17/May/2024 1MD		Lunch break / Auditors' time for discussion	✓
	17:30-18:00	Wash up meeting/verification/reporting	✓

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Date	Time	Subjects	SWN
	18:00	Travel to AIRPORT	√

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?	<p>The time-bound plan has included all the subsidiaries of UNIVANICH. The information related to the company profiles and its time bound plan published in RSPO website was verified during the audit.</p> <p>To date, the certification has been ongoing according to the current time-bound plan.</p>	Complied

	The UNIVANICH has informed RSPO by using ACOP report to keep RSPO updated on the Time-Bound Plan for all estates and mills that will be 100% RSPO certified in 2023. However, two mills (CVP and Pabon) will be certified in 2023 if RSPO adopts let both of them get certified under the independent mill certification because the source of FFB is from independent smallholders 100%.	
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	To date two mills (CVP and Pabon) are still not certified. At the time of the audit, however the UNIVANICH submitted the deviation request to RSPO Secretariat for the approval to be audited by the end of year 2026.	Complied
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.	UNIVANICH has 2 mills where are located in Pabon District, Patthalung Province, where it was established on 16 Oct 2015, and Choke Wallapa mill located in Kuraburi District Phang-Nga Province, where it was established on 4 May 2017. WhilePhelaestate where has been completely acquired in 2024, they have been approved by RSPO on the time bound plan as details in approved time bound plan in following section. The management of the company presented the time-bound plan showing that they are going to apply and certify RSPO P&C certification with multiple mills within the next surveillance assessment in 2023. However, to date, UNIVANICH was in the midst of progress with RSPO secretariat to update time-bound plan to include these mills. Notification to Scheme Owner as well as to Certification bodies in progress.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Deviation of Pabon and CVP mills has been approved by the RSPO Secretariat. New proposed year for the certification has been extended from 2023 to December 2026.	Complied
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?	The UNIVANICH has been approved by RSPO on the request for the deviation of Pabon and CVP mills to be certified on 10 Jul 2023 for extending the TBP from 2023 to December 2026. It was also found that the TBP deviation is consistent with the ACOP 2023. Based on the approved TBP and certification progress, there have been no isolated lapses in implementation of the plan.	Complied

Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	At the time of the audit, two mills (CVP and Pabon) are still not certified. However, UNIVANICH submitted the deviation for certification request to RSPO Secretariat for an approval. According to this, it is not considered as the isolated lapses in implementation of the plan. Based on the approved TBP and certification progress, there have been no isolated lapses in implementation of the plan.	Complied
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	Univanich has evaluated themselves that the pending 2 mills can't be certified within the original timeframe. Therefore, they have submitted the deviation request to RSPO secretariate for pursuing the certification in the next 3 years. New date after the approval by RSPO to get certified is on December 2026	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	All planted area has been developed before 2000 and/or majority of planted area are more than 1 planting cycle	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	To date no new planting since January 1 st 2010	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	No evidence of land conflict was detected during the assessment.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	No evidence of Labor disputes was detected during the assessment since lasted year.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	No evidence of Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1 was detected during the assessment since lasted year.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	The internal audits have been conducted for uncertified mills, Pabon and CVP mills on 25 and 26 July 2023, respectively. The internal audits conducted have been covered the RSPO P&C required criterion.	Complied

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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?	No critical non-compliance against those RSPO P&C criterion during the internal audit of the uncertified units.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

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.	UNIVANICH was not implementing the scheme smallholders and scheme outgrowers.	Not Applicable

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Approved Time Bound Plan

Name of company	Name of Mill	Location	Supply Base	TBP	Target Year for RSPO
Univanich Palm Oil Public Company Limited	Pabonn Oil Palm Mill	8, Pa Bon Sub-district, Pa Bon District, Phatthalung Province	In order to produce certified sustainable palm oil, they must establish and build a relationship with local smallholder farmers who are willing to engage with RSPO and supply Univanich with certified fresh fruit bunches. The building up of the required network and the development of a long-term relationship has not been possible due to the long lockdown covid period.	December 2026.	The deviation of Pabon and CVP mills has been approved by the RSPO Secretariat. The TBP has been extended from 2023 to December 2026.
	Chokwallapa Oil Palm Co., Ltd.	3, Kura Buri Sub-district, Kura Buri District, Phang-nga Province			
	Phela Estate	115 Village No. 6, Phela Subdistrict, Khlong Thom District, Krabi Province 81120, Thailand	This estates is the supply base forLamthapMill	December 2027	The deviation of Phela Estate has been approved by the RSPO Secretariat. The TBP has been extended from 2024 to December 2027

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 (2) Critical; (1) Minor nonconformities and 1 *OFI* Opportunity For Improvement raised. The Univanich Palm Oil Public Company Limited Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. 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 #	2458043-202402-M1	Issued Date	7/ March/2024
Due Date	6/June/2024	Closure Date	17/May/2024
Indicator & Category (Critical / Minor)	6.2.3 Critical		
Statement of Nonconformity:	<p>There have 3 issues ineffectiveness related to wages payment as</p> <p>(1) The company had paid for retirement severance pay to 41 employees by based on national minimum wage.</p> <p>(2) Sampling 1 of 41 retirement employees did not get return his remain annual leave benefit 3 day for 2023 year when retirement.</p> <p>(3) Mill had calculation overtime by including total working hours of mill at 8hrs without deduction 1 hrs break period. This calculation did not use 7hrs working instead.</p>		
Requirement Reference:	There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.		
Objective Evidence:	<p>Objective Evidence (1) The company had paid for retirement severance pay to 41 employees who ages completely 55 years-old and were terminated their hiring contract at end of 2023 year. The retirement severance pay has calculate by based on national minimum wage. However, the local labour law state to calculation based on last average income of period of work unites preformed. (Refer to Thai labour Protection Act B.E. 2562 Article 118: An employer shall pay severance pay to an employee whose employment is terminated, as service year of work units perform)</p> <p>(2) The 1 of 41 retirement employees who ages completely 55 years-old and had remain annual leave benefit 3 day for 2023 year does not get return as payment for his annual leave balance when retirement. (Refer to Thai labour Protection Act B.E. 2562 Article 67: In case termination cause from retirement or end contract, the employer shall pay for annual leave right to termination employee in partial as employee's right.)</p> <p>(3) The working hours of mill is 8hrs in a day with 1 hrs break, the Mill has calculate overtime rate without deduction 1 hrs break period. This calculation had used 8hrs for total work in a day including 1 hour break instead 7hrs of actual working hours in a day which leading employee who work overtime had</p>		

	got less overtime rate. (Refer to Thai labour Protection Act B.E. 2562 Article 61: In case an employer requires an employee to work overtime on working days, he shall pay the overtime pay to the employee at the rate not less than one and a half time, calculated on an hourly paid wage of working day according to hours of work, or not less than one and a half time of wage per price on a working day according to the piece of work done by the employee who receives wages on piece-work basis.) Cause		
Corrections:	<ol style="list-style-type: none">1. Severance payment from the difference that has not been paid to those employee has been done.2. For rest hours whether it should be brought into calculation as the overtime, Univanich has made official letter and submitted to Krabi Labor welfare for seeking clarification as this benefit shall be aligned and signed-off by the authority as well.		
Root Cause Analysis:	<ol style="list-style-type: none">1. Due to the misinterpretation on the relevant laws and regulation for the severance pay, the minimum wage has been used instead to calculate the severance pay rather than the current salary/wage2. HR didn't fully understand the rest time during the lunch break caused it thought that it is included in the working hour. This is still unclear direction from the local labour authority office in Krabi while proposing to the retirement benefit for their consideration.		
Corrective Actions:	<ol style="list-style-type: none">1) The estate's clerk will trace back the actual income of retired workers for severance calculation including the annual leave balance. The summary should be approved by the Estate Manager before submitting it to the HR Dept.2) Correction or prevention will depend on the recommendations of the Labor Protection and Welfare Office.		
Assessment Conclusion:	<p>The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visit. Such as:</p> <ul style="list-style-type: none">- Sample of pay slips payment severance payment slips for sample workers has been verified and there is evidence that reimbursement has been made in Feb 2024- Official letter have been sent to Krabi Labor welfare- Interview with the sample workers confirmed <p>The correction and corrective action plan are accepted. Thus, the NCR remains closed.</p>		
Non-conformity			
NCR Ref #	2458043-202402-M2	Issued Date	7/ March/2024
Due Date	6/June/2024	Closure Date	17/May/2024
Indicator & Category (Critical / Minor)	7.12.4 Critical.		
Statement of Nonconformity:	Result of HCV monitoring not efficiency		

Requirement Reference:	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified)		
Objective Evidence:	During the audit process, we sampled and verified the High Conservation Value (HCV) monitoring plan and its corresponding outcomes as reported by the Forest Industry Organization (FIO), under the Ministry of Natural Resources and Environment of Thailand. However, our examination revealed inefficiencies in the HCV monitoring results, as outlined below: At TOPI Mill, it was identified a sewage leak in the FFB ramp area. However, no data was available regarding the water monitoring results in the vicinity of the I-Pan Canal. At Khlongtom Estate, the results of the water analysis, which were supposed to be conducted annually according to the HCV monitoring plan for FY2022-23, were not found.		
Corrections:	The company established constructing sewer pipes into a wastewater treatment pond involves several critical steps to ensure the system works efficiently and meets environmental standards		
Root Cause Analysis:	There are no clear and detailed guidelines which is the outcome HCV assessment because activity was recently established. Moreover, mandors didn't aware the consequence from lack of consciousness on the impacts from washing water of the sediment to the HCV area		
Corrective Actions:	Both TOPI Mill and Klongtom estate have coordinated with the POM regarding the HCV assessment for monitoring and management. And the mill will closely monitor the E-pan water quality follow the HVC management plan by sample the water twice a year.		
Assessment Conclusion:	Verification statement <ul style="list-style-type: none">The water analysis of correction and corrective action the CAP includes well-defined corrective actions that are practical and achievable. responsibilities for implementing each corrective action have been clearly assigned to appropriate personnel.The correction and corrective action plan are accepted. Thus, the NCR remains closed.		
Non-conformity			
NCR Ref #	2458043-202402-N1	Issued Date	7/ March/2024
Due Date	6/March/2025.	Closure Date	Next assessment visit
Indicator & Category (Critical / Minor)	2.3.2 Minor		

Statement of Nonconformity:	For all indirectly sourced Fresh Fruit Bunches (FFB), obtained by the certification unit from collection centers, agents, or other intermediaries, we encountered a lack of: >Information on geo-location of FFB origins; >Proof of the ownership status or the right/claim to the land by the grower/smallholder																			
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1																			
Objective Evidence:	During the auditing process, while sampling and verifying all indirectly sourced Fresh Fruit Bunches (FFB) providers, including Ms. Kanittha Thongpheng (Area 20 rai), Ms. Phonphan Munmueng, Mr. Chutipong Mengbut, and others, here below were unable to demonstrate to comply with this requirement: >Information on geo-location of FFB origins; >Proof of the ownership status or the right/claim to the land by the grower/smallholder																			
Corrections:	<div>The Outside Fruit Purchasing Dept. has set up the plan to collect the land ownership data as follow;</div> <table><tr><th rowspan="2">Customer</th><th colspan="4">Timeline Plan Collected data.</th></tr><tr><th>Q2/2567</th><th>Q3/2567</th><th>Q4/2567</th><th>Q1/2568</th></tr><tr><td>Small holder</td><td>25%</td><td>25%</td><td>25%</td><td>25%</td></tr><tr><td>Broker</td><td>25%</td><td>25%</td><td>25%</td><td>25%</td></tr></table> <div>Land ownership of farmers will be completed by Q1 of 2025</div>	Customer	Timeline Plan Collected data.				Q2/2567	Q3/2567	Q4/2567	Q1/2568	Small holder	25%	25%	25%	25%	Broker	25%	25%	25%	25%
Customer	Timeline Plan Collected data.																			
	Q2/2567	Q3/2567	Q4/2567	Q1/2568																
Small holder	25%	25%	25%	25%																
Broker	25%	25%	25%	25%																
Root Cause Analysis:	Lack of cooperation to obtain the information needed from FFB suppliers especially indirect suppliers.																			
Corrective Actions:	OFP Dept. will work together with Ramps to collect land ownership data through the training, workshop, meeting etc. And more information of land ownership status to be recorded in the Supplier Application Form.																			
Assessment Conclusion:	Uvan maintained information of indirect sourced FFB supplier as per sample as information of land ownership status to be recorded in the Supplier Application Form ,The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visits.																			

Opportunity for Improvements	
OFI #	Description
OFI 1	It would be better if majority of the shareholding of the holding company and possible of the new non-certified mills, including Carmen Palm Oil, where are likely to be occurred have been in close monitoring to ensure the compliance with the Time Bound Plan requirement.

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Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team in the assessment activity.
PF 2	High interest was shown by the sampled workforce in implementing the RSPO Standard requirements.

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Non-conformity			
NCR Ref #	2328567-202304-M1	Issued Date	4 May 2023
Due Date	3 Aug 2023	Closure Date	24 Jul 2023
Indicator & Category (Critical / Minor)	Multiple Management Units and Time Bound Plan / Critical		
Statement of Nonconformity:	Time bound plan inconsistency with ACOP reporting of Y2021 and actual data.		
Requirement Reference:	Multiple Management Units and Time Bound Plan		
Objective Evidence:	<p>1. From verified the document and minutes of management interview found the inconsistency of these document and minutes with the ACOP reporting of Y2021. In ACOP mentioned that Univanich will strive to achieve 100% RSPO certification for 2non-certified (see below)</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p style="text-align: center;">Univanich Palm Oil Public Company Limited RSPO Annual Communication of Progress 2021</p> <p>4. TimeBound Plan</p> <p>4.1 Which year did your company achieve (or plans to achieve) its first RSPO P&C certification?</p> <p>2013</p> <p>4.2 Which year did your company achieve (or plans to achieve) 100% RSPO certification for all its estates and mills?</p> <p>2023</p> <p>4.2.1 If the previous target year for G.4.2 has not been met, please explain why</p> <p>100% of FFB supply to the non-certified 2 mills are from independent smallholders and 3rd parties.</p> <p>4.4 Which year did your company achieve (or plans to achieve) 100% RSPO certification for all FFB, regardless of source?</p> <p>2030</p> <p>4.4.1 If the previous target year for G.4.4 has not been met, please explain why</p> <p>-</p> </div> <p>Note: the time bound plan includes all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company as well as new non-certified mills that shall be certified within three (3) years from the date of acquisition</p> <p>2. The company didn't conduct internal audit for those uncertified mills for those relevant standard requirements</p>		
Corrections:	<p>1. For CVP and PB cases; The TBP deviation has been approved by the RSPO Secretariat as attached TBP deviation form and the reply email from RSPO. See attached email and approved TBP.</p> <p>2. Internal audit of uncertified units; the additional internal audits have been conducted for, CVP and PB mills on 19 July 2023 to comply with P&C criteria.</p>		

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Root Cause Analysis:	<ol style="list-style-type: none"> 1. The uncertified units, CVP and Pabon mills is 100% FFB supplied from smallholders which required the network working with them. During past 3 years of the pandemic, people gathering could not be done, so the smallholder grouping for certification did not progress. 2. There was a misunderstanding of the internal audit for uncertified unit that did not comply the requirements.
Corrective Actions:	CVP and Pabon mills will try to certify within the approved TBP.
Assessment Conclusion:	<p>Verified the objective evidence by onsite follow up on 24 Jul 2023, found the evidence as follows:</p> <ol style="list-style-type: none"> 1. The UNIVANICH has approved the deviation of Pabon and CVP mills by the RSPO Secretariat on 10 Jul 2023 for extending the TBP from 2023 to December 2026. 2. Found he TBP deviation is consistent with the ACOP2022. 3. The internal audit plan for uncertified mills had been implement and conducted at Pabon Mill and CVP mills on 25 and 26 July 2023, respectively. The internal audits have covered the RSPO P&C required criterion, result was no critical non-compliance against those RSPO P&C criterion during the internal audit of the uncertified units. <p>Based on verification of correction, root cause analysis, and corrective actions, this non-conformity has been complied and closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Verification conducted during on-site assessment found action taken was verified the ACOP reporting of Y2022 and during site visit improvement has been made and no recurring issue. Major NC is closed.

Non-conformity			
NCR Ref #	2328567-202304-M2	Issued Date	4 May 2023
Due Date	3 Aug 2023	Closure Date	24 Jul 2023
Indicator & Category (Critical / Minor)	3.6.1/ Critical		
Statement of Nonconformity:	Risk assessed to identify H&S issues and mitigation plans was not cover all operation activities		
Requirement Reference:	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	Health and safety risk assessment (Revision 2020) established by the company was not cover all operation activities where requires having specific measures to minimize the risks such as the land preparation and replanting on steep terrain (SP estate) and transport FFB when planted area was flooded (Chauat estate).		
Corrections:	<ol style="list-style-type: none"> 1. Cha-uat Estate: The risk assessment of plantation operations has been revised and implemented in May 2023 by Cha-uat Estate Manager to cover the new operations, especially the harvesting in flooding area. Protection plans and monitoring system have been set up for implementation. Estate headman has been assigned to check. 		

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	2. Siam Palm Estate: The addition risk assessment for replanting activities has been revised in May 2023. The monitoring of protection plan implement has been set up and implemented.
Root Cause Analysis:	There are the specific operations that the risk assessments were not carried out such as replanting on steep area and harvesting in flood area during rainy season.
Corrective Actions:	Headman will monitor the implementation of all measures and report to Estate Manager to ensure that all risks will not happen again. Update the SOP risk assessment by appointment the type of perform and the frequency for review.
Assessment Conclusion:	<p>Verified the objective evidence by having onsite follow up on 24 Jul 2023, found the evidence as follows:</p> <ol style="list-style-type: none"> 1. SOP of risk assessment (Rev. 24 Jul 2023) has been revised and updated by adding the frequency of reviewed and type for reviewed from once per 5 years to at least once a year, when they had a new operation, new method, new situation or accident case and concern situation. 2. Appointment the responsible person was done by head of estate/supervisor and approved by estate manager. 3. <u>Cha-uat Estate</u>: <ul style="list-style-type: none"> - Risk assessment Rev. 02, dated 2 May 2023 was revised and updated by adding the new operations (Harvesting by transportation by boat), especially the harvesting in flooding area although result of risk is determined as medium risk. However, the mitigation is required. - In case of the flooding, the height of flooded water higher than 50 CM in the plantation, harvesting shall not be allowed. - Provided the Boat and PPE for workers whenever harvesting is required at the height of flooded water less than 30 CM e.g. PPE Boat, Life Jacket. - Training plan and monitor for all workers will be perform in August 2023. - Protection plans and monitoring system have been set up for implementation and Estate headman has been assigned to check the implement, lasted on 2 May 2023. 4. <u>Siam Palm Estate</u>: reviewed and update the risk assessment for replanting activities lasted on 2 May 2023, such as the worked. Although the result from the risk assessment was determined as medium risk, the mitigation plan had to set up and implement by Estate manager. <p>The monitoring of protection plan implement has been set up and implemented with provided concerned workers on 24 Jun 2023 and will be refresh training for all worker on August 2023 (Follow training plan of Y2023).</p> <p>Based on verification of correction, root cause analysis, and corrective actions, this non-conformity has been addressed and now it is closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Verification conducted during on-site assessment found action taken was verified the monitoring of protection plan implement has been set up, reviewed and update the risk assessment for replanting activities lasted on 2 May 2023, and implemented with provided concerned workers on 24 Jun 2023 and refresh training for all worker on August 2023 and during site visit improvement has been made and no recurring issue. Major NC is closed.

Non-conformity			
NCR Ref #	2328567-202304-M4	Issued Date	4 May 2023
Due Date	3 Aug 2023	Closure Date	24 Jul 2023
Indicator & Category (Critical / Minor)	6.7.1/ Critical		
Statement of Nonconformity:	Inadequate health and safety training provided to workers in relation to processes which may cause serious injury or death		
Requirement Reference:	6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded		
Objective Evidence:	From verification onsite at Lamthap mill, it was found confine space task was conducted on 02 Nov 2022 (permit record no. 03/149 on 2 Nov 2022) by 5 workers who have been assigned to working confine space task. However, from verification on the training record and certificate, only one worker was trained in relation to processes which may cause serious injury or death in which the training was in compliance with law.		
Corrections:	As the non-conformity case found at Lamthap Mill, the training course of 'Safety Working in the Confined Space Area' has been conducted at Lamthap Mill, 20-23 June 2023 for 4 levels of operators.		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. During 2 years of Covid pandemic, it was difficult to organize the on-site training, especially the confined space working training. Therefore, most of workers of Lamthap Factory haven't been trained and certified for operations in confined spaces. 2. Safety officer had not been checking confined space certificate of all workers before assigning to work in the confined space area 		
Corrective Actions:	<ol style="list-style-type: none"> 1. The confined space training plan has been set for every 5 years to review the necessary measures for operators. 2. Safety officer has been assigned for checking confined space certificate of all workers before assigning to work in the confined space area. 		
Assessment Conclusion:	<p>Verified the objective evidence by having onsite follow-up on 24 Jul 2023, found the evidence as follows:</p> <ol style="list-style-type: none"> 1. The POM provided a confine space training program for 20 concerned employees on 20-23 Jun 2023. The training was given by certifying trainer (Mr. Jamras Muanchaiypoom (Trained on 17 Mar 2549 by the government) 2. Verified the certificate of confined space job task of trained employees such as Mr. Pinchoke T., Mr. Ampol S., and Mr. Surasak M. 3. Verified the announcement dated 24 Jun 2023 for those concerned persons and their job duties about confined space found that 1 approver (Safety Officer/ Ms. Suda L.), 8 supervisor/controllers (such as Mr. Saroj P., Mr. Prateep K., Mr. Pinchok T.), 23 helpers, and operator (such as Mr. Wicahi T., Mr. Jaroon C., Mr. Ratchapol S.), have been trained and already certified. 4. Summited the announcement letter to the government on 19 Jul 2023 		

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	<p>5. SOP of confine space has been updated as rev. 24 Jun 2023 to ensure practice complies with the law as well as an appointment a Safety officer to monitor and review every tasks.</p> <p>6. From 04 May 2023 to 24 Jul 2023, there is no work at confine space.</p> <p>Based on verification of correction, root cause analysis, and corrective actions, this non-conformity has been addressed with and closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verification conducted during on-site assessment found action taken was verified the SOP of confine space has been updated as rev. 24 Jun 2023 , confine space training ,announcement letter to the government and during site visit improvement has been made and no recurring issue. Major NC is closed.</p>

Non-conformity			
NCR Ref #	2328567-202304-M3	Issued Date	4 May 2023
Due Date	3 Aug 2023	Closure Date	24 Jul 2023
Indicator & Category (Critical / Minor)	7.1.1 / Critical		
Statement of Nonconformity:	The IPM technic does not cover all method and no monitoring and mitigation program to replant dead trees (Phuangchompoo and BannChao)		
Requirement Reference:	7.1.1 (C) IPM plans are implemented and monitored to ensure effective pest control.		
Objective Evidence:	UNIVANICH apply recognised IPM techniques, incorporating cultural, biological, mechanical and physical including methods to minimise the use of chemicals. Native species should be used in biological control where possible. From observation found all estate has applied the method by Planting Phuangchompoo (Mexican creeper) and Turneraulmifolia (BannChao) at the edge of estate boundary in order for these trees to act as a lure for insects. However, the IPM plan has no mechanism for monitoring in case of beneficial host plant is death. Therefore, there is no plan to replant dead trees to ensure that IPM management continues to operate.		
Corrections:	<ol style="list-style-type: none"> 1. Estate headman has assigned to survey the death plants and supply them in this rainy season. In addition, other methods such as pheromone traps will be used for insect control. 2. Headman of estates will implement the monitoring form to survey the growth of specialty plants every 3 months and re-supply if it died. 3. All monitoring results will be report to estate managers. 		
Root Cause Analysis:	IPM has been implemented all three methods. The long drought period this year has caused the death of the specialty plants that benefit for insects for pest control in oil palm.		
Corrective Actions:	The company nurseries will be assigned to propagate the specialty plants for supplying to all estates as well as those estate headmen will be assigned to take the responsibility to monitor and implement to ensure beneficial host plant is in effective		

Assessment Conclusion:	<p>Verified the objective evidence by having onsite follow-up on 24 Jul 2023, found the evidence as follows:</p> <ol style="list-style-type: none"> 1. The updated IPM procedure (Document no. 7.1.1, date 24 Jul 2023) has been reviewed together with updated the practice for applying recognized IPM techniques, incorporating cultural, biological, mechanical, and physical methods to minimize the use of chemicals. 2. All estates had to review and implement the monitoring plan for those beneficial host plant death and immediate to replant to ensure that IPM management continues to operate. 3. Implement the nursery for the growth of Phuangchompoo (Mexican creeper) and Turneraulmifolia (BannChao), the head of the estate had to monitor for replanting in case all plants died. 4. Sampling records such as Chauat estate has been reviewed and found that replanting of the beneficial host plant was conducted on 18 Jul 2023; 60 trees of Phuangchompoo (Mexican creeper) at F3 and 30 trees of Turneraulmifolia (BannChao) at F3 and Office 30 trees of both. 5. Nanua estate; establishment of the nursery on 17 Jun 2023 and replating Phuangchompoo (Mexican creeper) at the gate of estate, Office, dam, reservoir, which was monitored by Mr. Jareerat/Supervisor of estate. 6. Training plan for all concerned workers will be conduct in September 2023 for all estates (Training plan of Y2023). <p>Based on verification of correction, root cause analysis, and corrective actions, this non-conformity has been addressed and it is now closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verification conducted during on-site assessment found action taken was verified the beneficial host plant, Training plan for all concerned workers updated IPM procedure (Document no. 7.1.1, date 24 Jul 2023 and during site visit improvement has been made and no recurring issue. Major NC is closed.</p>

Non-conformity			
NCR Ref #	2328567-202304-N1	Issued Date	4 May 2023
Due Date	ASA 1-2	Closure Date	TBC
Indicator & Category (Critical / Minor)	2.2.3/ Minor		
Statement of Nonconformity:	The contracts with those for FFB supply (collected FFB/ramp) not contain clauses disallowing child, forced and trafficked labour.		
Requirement Reference:	2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.		
Objective Evidence:	<p>The contracts between UNIVANICH (OFP) with all brokers who collected FFB and supplied to the mills as well as outsource (Transportation) were not covered clauses regarding to disallowing child, forced and trafficked labour. For example, the contract with below outsources:</p> <ul style="list-style-type: none"> • Transporter of CSPO Kesinee 17 May 2023 and Tosporungrueang 18 May 2023, 		

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	<ul style="list-style-type: none"> • Transporter of CSPK as Contract agreement no. COM 01/2023 and contract no. COM/2023 and • Broker code no. 006334 and 005780
Corrections:	<ol style="list-style-type: none"> 1. Reviewed found 7 contracts signed with FFB collecting ramps and 10 of CSPO/CSPK transport contractors will be revised to comply with the Company's Human Rights Policy concerning no child/forced/human trafficked labors for next contract agreement (Next Year). 2. All contractors will be described the Company's policy and sign for acknowledgment.
Root Cause Analysis:	<p>The contracts between the company and FFB collector /outsource transport normally are yearly revised. There was a misunderstanding of the Sale/FFB Purchasing Dept. that the company policies did not involve to contractors, especially for FFB/PO transportation which the driver age is limited by driving license.</p>
Corrective Actions:	<ol style="list-style-type: none"> 1. The contracts will be yearly revised. The contractor will be revised the company policies concerning no child/forced/human trafficked labors. 2. The company policy compliance will be observed in the contractor visit by the Sale/FFB Purchasing Dept.
Assessment Conclusion:	<p>Verified the objective evidence by onsite follow-up on 24 Jul 2023, found the evidence as follows:</p> <ol style="list-style-type: none"> 1. OFP department reviewed and update the contract agreement with all 7 FFB collecting ramps and enclosed the code of conduct, Business Ethics Policy, and Commination policy. Human rights Policy and etc, for example, contract no. 01707543000066 on the date 3 May 2023 found that the supplier gave an acknowledgment. 2. 10 of the CSPO/CSPK transport contractors had been reviewed and sent the UNIVANICH Policy a Human Rights Policy concerning no child/forced/human trafficked labour, Business ethics and etc. All contractors gave their acknowledge to accept the additional terms such as Transporter of CSPO Kesinee gave an acknowledgment on 15 May 2023 and Tospornrungrueang's acknowledgment on 18 May 2023. 3. Univanich developed the assessment form by adding the item of labor part, safety and environment part and etc. to monitor all contractors. <p>Based on verification of correction, root cause analysis, and corrective actions, this non-conformity has been satisfactory. However, the next surveillance will be verifying the Effectiveness of Closure.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verification conducted during on-site assessment found action taken was verified the reviewed and update the contract agreement Policy a Human Rights Policy concerning no child/forced/human trafficked labour, Business ethics and etc. information to all contractors and during site visit improvement has been made and no recurring issue. Minor NC is closed.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
m11 (BV)	Minor	7.3.3	24 Nov 2021	5 May 2023 (Closed)
m12 (BV)	Minor	7.8.1	24 Nov 2021	5 May 2023 (Closed)
2328567-202304-M1	Major	Multiple Management Units and Time Bound Plan	4 May 2023	24 Jul 2023 (Closed)
2328567-202304-M2	Major	3.6.1 (C)	4 May 2023	24 Jul 2023 (Closed)
2328567-202304-M3	Major	7.1.1 (C)	4 May 2023	24 Jul 2023 (Closed)
2328567-202304-M4	Major	6.7.1 (C)	4 May 2023	24 Jul 2023 (Closed)
2328567-202304-N1	Minor	2.2.3	4 May 2023	7 Mar 2024 (Closed)
2458043-202402-M1	Major	6.2.3	7 Mar 2024	17May 2024(Closed)
2458043-202402-M2	Major	7.12.4	7 Mar 2024	17May 2024(Closed)
2458043-202402-N1	Minor	2.3.2	7 Mar 2024	"Open"

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss The Univanich Palm Oil Public Company Limited Certification Unit's environmental and social performance, legal and any known dispute issues.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities 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)
Subcontractor	Ms. Kiattisak Chanakul	Phone interview
Governmental Department	Mr. Kraisorn Sakulsuan / Than Bok Khorani National Park officials	face to face interview

Local NGO	Mr. Sanakorn Phungla./ Director of Ban Khao Ngam School	face to face interview
Previous Land Owner, Local communities	Chamlong Tawisuwan	face to face interview
Previous Land Owner, Local communities	Mr. Anant Thap-in	Phone interview
Governmental Department	Mr. Nawakorn Sangkaew / Mayor of Ao Luek Tai Subdistrict	face to face interview

Stakeholders comment		
Governmental Department - Mayor of Ao Luek Tai Subdistrict	Feedbacks: <ul style="list-style-type: none"> Activities performed by the company is responsible for environment and social, there was no negative impact. No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation. The company representative regularly participates the meeting with the community. That is a good chance to receive comments from the local people. There are no complaints from community. 	
	Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up. 	
Governmental Department - Than Bok Khorani National Park officials	Feedbacks: <ul style="list-style-type: none"> No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation. The company representative regularly participates the meeting with the community. That is a good chance to receive comments from the local people. Activities performed by the company is responsible for environment and social, there was no negative impact. 	
	Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up. 	
Local NGO	Feedbacks: <ul style="list-style-type: none"> Activities performed by the company is responsible for environment and social, there was no negative impact. No complaint raised by people who live surrounding the plantations. The company regularly assists social and local communities with CSR projects. The company increases the employment within the province. No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation. The company representative regularly participates the meeting with the community. That is a good chance to receive comments from the local people. 	

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Stakeholders comment	
	Audit Team verification and response: <ul style="list-style-type: none"> There is no issue to be verified by the audit team. Therefore, the comments are taken as positive input against the company's approach.
Previous Land Owner , Local communities - Oil Palm plot's Owner	Feedbacks: <ul style="list-style-type: none"> Oil Palm plantation area size 12.5 Ha, age are more than 30 years old and not affected by the company's operations. No conflict or complaint was issued.
	Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.
- Subcontractor	Feedbacks: <ul style="list-style-type: none"> Fair business, wage or income was fair. The working place is nearby their home. It is good opportunity for working within their community. Welfare that the company provides better than other companies in the same province. Housing and facilities that the company provides are adequate and appropriate.
	Audit Team verification and response: <ul style="list-style-type: none"> There is no issue to be verified by the audit team. Therefore, the comments are taken as positive input against the company's approach.

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
Chamlong Tawisuwan	1998	30	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2 No land conflict
Mr. Anant Thap-in	1990	43	Yes	Yes	In compliance. See stakeholders' comment and reported under indicator 4.4.1 and 4.4.2 No land conflict

Previous land owner / user comment	
Mr.Chamlong Tawisuwan.	Feedbacks: <ul style="list-style-type: none"> It was confirmed that the previous land owner has satisfy with the company on the compliance of terms and agreement during the transfer process. Copy of the documents are available at company.
	Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.

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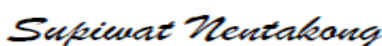

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Mr. Anant Thap-in	Feedbacks: <ul style="list-style-type: none"> It was confirmed that the previous land owner has satisfy with the company on the compliance of terms and agreement during the transfer process. Copy of the documents are available at company.
	Audit Team verification and response: <ul style="list-style-type: none"> The company received comments as a positive response, not required to follow-up.

3.5 Impartiality and conflict of interest

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

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 Univanich Palm Oil Public Company Limited has complied with the Thailand National Interpretation 2021 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Univanich Palm Oil Public Company Limited is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mr. Supiwat Nentakong	Name: Mr. Harry Brock
Company Name: On behalf of BSI Services Malaysia Sdn Bhd	Company Name: Univanich Palm Oil Public Company Limited
Title: Lead Auditor	Title: CEO
Signature: 	Signature: 
Date: 17/May/2024	Date:17/May/2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships			
Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Critical (Major) compliance -	Univanich Palm Oil Public Company Limited provides adequate information on environmental, social, and legal issues, making it available for relevant stakeholders to facilitate effective participation in decision-making processes (if any). To access these documents, stakeholders need to follow the "Communication and Community Relation" procedure, which was updated effective January 25, 2024. This procedure, outlined in Topic 6.2 of the external communication policy, lists publicly available documents that stakeholders can access. These documents are available on the office notice boards at the Mill and every estate, and inside the office. The publicly available documents include: - Company policies, including the Sustainability Policy, which contains a policy on the protection of human rights defenders. - Land titles.	Complied

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		<ul style="list-style-type: none"> - High Conservation Value and High Biodiversity Value document summaries. - Details of complaints and grievances. - Negotiation procedures. - Business unit organizational structure. - Public summary of certification assessment reports. - Minutes of meetings with stakeholders, safety, and welfare committee meetings. - Continuous improvement plans. <p>These documents and information are accessible as mentioned. During stakeholder meetings held at TOPI and SIAM POM MILL on September 17, 2023, and September 19, 2023, respectively, as well as the stakeholder meeting at Lamthap Mill and Lamthap Division on December 16, 2023, no negative feedback was flagged by stakeholders.</p> <p>Additionally, all company policies and the grievance procedure are available on the company's website at https://univanich.com/whistleblowing/. There is no evidence of complaints raised through this channel.</p>	
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All company policies are available in both Thai and English. Information requested by stakeholders is prepared in Thai. The RSPO Policy on the Protection of Human Rights Defenders, Whistle-blowers, Complainants, and Community Spokespersons 2023 has also been provided in both languages.</p> <p>The audit team observed records of information dissemination conducted by UNIVANICH at the following locations:</p> <p>SIAM POM TOPI POM</p>	Complied

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		<p>Lamthap POM All estates Management communicates the grievance procedure to all stakeholders via information boards posted at POM and estate offices. Records of requests for information and responses are maintained. Mill documentation is retained at the mill, while each estate's records are retained at the respective estates. There is a clear time frame for responding to information requests, which was verified during the surveillance audit.</p> <p>UNIVANICH has assigned management representatives at each mill to update and maintain regulations as per notification no. 017543000066, dated September 25, 2023. The names of the responsible management representatives are:</p> <p>Mr. Chakkaphan C. (Siam Mill) Mr. Adithep H. (TOPI Mill) Mr. Phipit K. (Lamthap Mill) Mr. Ekkachai S. (Plantations)</p>	
1.1.3	<p>(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -</p>	<p>Based on document reviewed and interviewed RSPO staff, there was no record of stakeholders requested information from the mill and estate. However, there were meetings with local communities and local government agencies for discussion in important information. The meetings were conducted almost every month and were recorded in meeting report e.g. meeting with the local community. At meeting place village 1 on 12 December 2023, topic: production costs and garden management, which was additional clarification regarding the guidelines for implementing the company's policies.</p>	Complied

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1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official</p> <p>- Critical (Major) compliance -</p>	<p>Univanich Palm Oil Public Company Limited has established a comprehensive procedure to ensure constructive feedback and responses to all relevant stakeholders as per their negotiation procedures (P-AM-01 Rev. 0, dated October 1, 2023, reviewed on April 20, 2023). This procedure ensures that all reports are kept as confidential information.</p> <p>The company regularly communicates information to stakeholders. The Procedure for Communication and Consultation Mechanism has been effectively communicated. The certified company has designated individuals responsible for communication and as contact persons according to notice no. 017543000067, dated September 25, 2023. These individuals include:</p> <p>Mr. Anirut C. (Siam Mill) Mr. Aditthep H. (TOPI Mill) Mr. Somkiat Khaimoosik (Lamthap Mill) Mr. Ekkachai S. (Estate)</p> <p>Interviews conducted with stakeholders during the audit revealed that they are aware of the Standard Operating Procedure (SOP) established by the company for consultations and requests for information.</p>	Complied
1.1.5	<p>There is a current list of contacts and details of stakeholders and their nominated representatives</p> <p>- Minor compliance -</p>	<p>The Univanich Palm Oil Public Company Limited has a list of contact and details of the stakeholder lists. The detail of the stakeholder list composes of the name of stakeholder, position, address and telephone number. It was updated in 25 January 2024.</p> <p>The list of stakeholder was established and maintained by each mill and estate separately as details below:</p> <ul style="list-style-type: none"> - 49 stakeholders under AK and CV estate, - 50 stakeholders under Cha-uat estate 	Complied

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		<ul style="list-style-type: none"> - 41 stakeholders under TOPI estate, that including the government - 24 stakeholders under Lamthab and Klongtom estate - 20 stakeholders under Siam Plam , Nanua and Wannee estate. - 30 stakeholders under SIAM POM. - 25 stakeholders under TOPI POM. - 9 stakeholders under LAMTHAP POM. All of stakeholders list including the Government organization, non-government organization, Representative of workers, Supplier, Services supplier and etc. <p>Based on the document, audit team contacted several stakeholders for consultation process: The representative of local communities (head of village, Head of Municipal, Casual workers and workers representative, Workers Committee). All of the contacted stakeholders are available for communication which demonstrate that the list of stakeholders are made up-to-date.</p>	
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>The Univanich Palm Oil Public Company Limited had the public announcement of the Code of Conduct and Human Rights policies and worker relationship including prohibiting retaliation against Human Rights Defenders (HRD) on 25 Jan 2024 by Management (Mr. Harry Brook) and announced representative as the RSPO Team update on the date 25-Sep-2020 (0107543000067) as follows;</p> <ul style="list-style-type: none"> • Mr. Adithep H. and Mr. Pipith K. of TOPI MILL • Mr. Anirut J. and Mr. Pipit K. of SIAM MILL • Mr. Somkait K. and Mr. Pipit K. of LAMTHAP MILL 	Complied

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		<ul style="list-style-type: none"> • Mr. Piyaphong A. and Mr. Santi S. of TOPI Estate • Mr. Kerdboon K. and Mr. Santi S. of SIAM Estate • Mr. Kunakorn M. and Mr. Santi S of LAMTHAP Estate • Mr. Patchara P. Mr. Santi S. of Chaiburi estate Mr. Amorn C. and Mr. Santi S. of Cha-out estate • Mr. Pattanaphong J. and Mr. Jakkaphant C. of Kuraburi Mill Pang Nga province • Mr. Wachiraphant and Mr. Jakkaphant C. of Pabon MILL Pattalung province <p>This policy has been communicated through the UNIVANICH websites and information boards within their operating sites (All mill and all estate). The policy emphasized on no illegal gratification and corrupt practices (solicitation and/or acceptance of corrupt payments, making corrupt payments, commission, using company resources), and receiving/giving gifts as well as recruitment and contract arrangement.</p>	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>The mechanism to monitor the compliance and implementation of the policy and overall ethical business practice by complaint and grievance process and feedback from stakeholders during the annual meetings and secret complaints directly to each Mill manager, Estate manager, or managing director about the corrupt and bribe that are not conformed to the ethical business policy.</p> <p>From last year to date, there is no evidence of complaints from stakeholders given to Univanich. It is consistency with the result from interview with some stakeholders (village headmen, sub-contractor, old landowner, and government officer) onsite which was no found complaint or any negative feedback from them.</p>	Complied
<p>Principle 2: Operate legally and respect rights</p> <p>Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			

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Criteria 2.1: There is compliance with all applicable local, national, and ratified international laws and regulations.

2.1.1	<p>(C) The unit of certification complies with applicable legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>The completed list of legal requirements is available in place PV2 (Rev.01, 1/11/21). They have monthly updates and new updates available. As sampled Univanich and its estates have maintained a compliance monitoring of all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. Licenses and permits validity was sampled and verified such as Diesel Permit from TOPI Mill under Regulation of Control of Department of Energy Business. Quantity 25,000 Litres validity: 31/05/2024-30/05/2027</p>	Complied
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors</p> <p>- Minor compliance -</p>	<p>The completed list of legal requirements is available in place PV2 (Rev.01, 1/11/21). They have monthly updates and new updates available. Their evidence of compliance to the applicable legal requirements is the legal compliance assessment report (PM7) as of; Rev.01, 1/11/21. Tracking system to identify changes in the relevant regulations were available through the head office, website information, and communicated from the Group Head Office.</p> <p>Sighted the latest review to include new updates for Minimum Wages Order 2024. The certified unit has assigned the Mill manager and estate manager to respond and monitoring of legal compliance according to notification no 017543000066 date 15/11/23 such as; Mr Keardbun K.(Siam estate), Mr. Anirut C. (Siam Mill), Mr. Adithep H. (TOPI mill), Mr. Somkiat Khaimoosik (Lamthap mill) ,</p> <p>The comprehensive list of international, national, sub-national, and</p>	Complied

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		<p>provincial laws details the law's requirements that made specific for the mill and estate operations was made updated on February 2024 as the latest.</p> <p>The certified unit has assigned the lawyer to monitor any changes of the regal and update in the list when it has been changed and impact to the mill and estates including communication to all interested parties or relevant sections. Therefore, they have a legal compliance assessment of all sectors annually by the lawyer. All relevant sections within the law are identified and linked to activities performing by mill and estate. The certified unit has an annual legal compliance assessment by the legal assessor and the last assessment was done on 2/2/24 (HR legal), 15/2/24 (QHSE legal) and 15/2/24 (plantation legal). Methodology (e.g.: personnel in charge (PIC), source of info, frequency of update) for tracking changes are verified and communication was made when changes to relevant sections of the legislation may impact to mill and estate's operation. And also monitoring changed the legal in Siam safety website. All the above processes have been indicated in the documented procedure no PV2 (Rev.01, 1/11/21).</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>All the mill and estates have their own map and could show the legal boundary during on-site audit through boundary markers that are made visibly maintained.</p> <p>Physical boundary markers are clearly presence at mills and estates. (Stone mark with an official number).</p> <p>The designated staff will conduct an audit every year or when the opportunity arises. If the mark is not found or market was damaged, it will be notified to the government agency responsible for the repair.</p> <p>From the on-site audit of the planting area of the certified unit, no palm</p>	Complied

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		oil trees were planted to exceed the permitted area. The auditor has double checked from the document of the land deed with the actual area as well as comparing with the quantity of oil palm yields obtained from that planting area. Besides, they have a policy for no planting at any unauthorized land although they are adjacent to the estate	
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted parties are available and duly maintained. Reviewed during the audit were the list contains names and contact details of the contractors and this information are available in the supplier' list. The approved supplier list, including FFB supplier (QS-PUR-100-01), updated on January 2024, was available and was in the place. The detail included Information on geo-location of FFB origins, proof of the ownership status or the right/claim to the land by the grower and valid planting/ operating.	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. - Minor compliance -	Univanich signed contracts or agreements with external service providers such as; machine maintenance suppliers and security guards (Theppitak Guards Co., Ltd. for Siam and Lamthap mill, and C & CKB Guard force Corporation Co., Ltd.), Service supplier. However, the FFB supplier has signed the supplier application to comply with applicable legal requirements and provide evidence of its compliance. The certified unit has verified legal documents such as company registered document of security grad, driver license of transportation and vehicle tax and the worker has verified ID card or passport.	Complied
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young	According to the human rights policy including child labor and forced	Complied

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	<p>workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>labor, Univanich is not accepting of all suppliers and sub-contractor having child labor in their work. In addition, certified units check the age from the ID card of their workers before allows to work. During the onsite audit haven't found any child and young workers working in all mills and plantations. For example, contract with those outsource below;</p> <ul style="list-style-type: none"> • Crude palm oil transportation contract, year 2024, between Univanich Palm Oil Public Company Limited and Kesinee Transportation Co.,Ltd., dated 1 January 2024. • Crude palm oil transportation contract, year 2024, between Univanich Palm Oil Public Company Limited and Tossapon Rungruang Transportation Co.,Ltd., dated 1 January 2024 • Transporter of CSPK as Contract agreement no. COM 01/2024 <p>All contracts including those for FFB supply contain clauses disallowing child, forced and trafficked labour, and where young workers are employed, the contracts include a clause for their protection.</p>	
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources..			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins; • Proof of the ownership status or the right/claim to the land by the grower/smallholder; <p>- Critical (Major) compliance -</p>	<p>The mill maintained a list of directly and indirectly sourced FFB suppliers. All direct source of FFB from independent smallholders was registered in the mill supplier system program with supplier address according to the ID card of all suppliers including the geological FFB origin of all. Therefore mill can be proof of the ownership status and right of FFB sold.</p> <p>UNIVANICH has a totally three (3) Palm Oil Mill which supplied by 6 Own Estates (Chean Vanich & AK Estate, TOPI Estate, Siam Palm Estate,</p>	Complied

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		Nanua Division, Wannee Division, Lamthap Division, Klongtom Division under the sharing supply bases each other. The land deeds issued by the government for all management unites are available and kept onsite – see 4.4.1. There are no changes of directly source FFB from previous certificate under UNIVANICH scope.	
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	<p>The mill maintained a list of indirectly sourced FFB suppliers. Indirect source of FFB from independent smallholders was registered in the mill supplier system program with supplier address according to the ID card of all suppliers including the geological FFB origin of all. Therefore mill can be proof of the ownership status and right of FFB sold.</p> <p>However During the auditing process, while sampling and verifying all indirectly sourced Fresh Fruit Bunches (FFB) providers, including Ms. Kaniittha Thongpheng (Area 20 rai), Ms. Phonphan Munmueng, Mr. Chutipong Mengbut, and others, we were unable to find evidence supporting:</p> <ul style="list-style-type: none"> >Information on geo-location of FFB origins; >Proof of the ownership status or the right/claim to the land by the grower/smallholder <p>Refer minor NC no. 2466782-202402-N1</p>	Non-compliance
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.			
Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum three years) is documented.	Univanich Palm Oil Public Company Limited. has a long-term plan outlined in the form of the Annual Budget for the year 2022, which	Complied

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	- Critical (Major) compliance -	<p>received approval from the mill manager. This plan extends over a 10-year period, covering the business management strategies from 2020 to 2029. The plan incorporates the following essential information:</p> <ul style="list-style-type: none"> - Factory Performance: This key indicator encompasses FFB output to be received (tons/year) and the percentage yield received. - Factory Cost: This section covers price trends in both the FFB and PKO sections, specified separately by mill and centrally, including Univanich, TOPI Mill, Siam Mill, Lamthap Mill. - Biogas Cost and Production: This information is specified separately by mill and centrally, including Univanich, TOPI Mill, Siam Mill, Lamthap Mill. - Capital Expenditure: This section provides information about replanting, such as the 2023 replanting of 73.9 hectares for Siam Palm Estate (a 3-year project). It also includes cost details about the estate, such as estate and factory management software and the replacement of three units of 10-ton cages. - Training Program: The training needs for Y2023, approved by the department manager or factory manager. - Productivity Report 2021-2023: This report is separated by mill, specifying the percentage of oil loss to total oil, percentage of kernel loss to total kernel, and percentage of oil loss from FFB. <p>Furthermore, there is an ongoing review of the business plan. This management plan, covering the period from 2024 to 2032, is currently being prepared to create a comprehensive version.</p>	
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The certified unit has a replanting plan for each management unit as show in Replanting Program for Y2024-2033. Replanting is carried out by considering plant age, productivity.</p> <p>Based on document review, the record of replanting program for sampling estate as follows:</p>	Complied

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		Year	Topi Estate (Ha)	Siam Palm estate	
		2024	312.8	73.9	
		2025	20.0	102.3	
		2026	20.0	55.1	
		2027	20.0	56.7	
		2028	18.6	132.9	
		2029	-	90.2	
		2030	-	105.2	
		2031	-	74.3	
		2032	-	-	
		2033	-	-	
		Total	391.4	690.6	
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>The certified unit conducted the management reviews once a year as planned. Latest of the meeting was done on February 28, 2024. The minute of the meeting are included of 7 agenda as follow;</p> <ul style="list-style-type: none">- Internal audit results- Complaints from stakeholders, communities and customers- Process performance and product conformity- Corrective and preventive action status- Following up on results from previous meetings- Changes that may affect the management system<ul style="list-style-type: none">- Suggestions for improvement			Complied

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Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.

3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The certified unit's mills and estates have established action plans to guide and ensure that environmental impacts are continuously minimized. These plans were implemented by the mills and estates, include measures such as following;</p> <p>1) Optimising the yield of the supply base.</p> <p>Records of fertilizer use of each estate was discovered, varying on a monthly basis and changing from year to year. For example as below;</p> <p>Klongtom Division:</p> <p>The information of fertilizer using was derived from the analysis of foliar samples. For instance, in September 2023, 120 kg of 18-46-0 fertilizer was utilized, whereas in October 2022, the quantity was 160 kg. Additionally, 21-0-0 fertilizer was applied for a total of 4 months, amounting to 1,147 kg, contributing to the attainment of a satisfactory yield rate.</p> <p>2) Reduction for using pesticide.</p> <p>Management plans aimed at decreasing the usage of various chemicals have been identified. These include the implementation of IPM practices and the regulation of the quantity of chemical application. For example as below;</p> <p>Topi Estate:</p> <p>There has a continuous plan to reduce the use of chemical pesticides has been implemented. A table comparing the use of chemicals from 2020 to 2023 revealed a decrease in the amounts used, such as glyphosate and glufosinate. Additionally, there has been created to monitor plants that are beneficial for controlling mixed pests, such</p>	Complied
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		<p>as morning glory and pink rose, within the plot area. The latest survey was conducted on December 18, 2024.</p> <p>Siam Palm estate:</p> <p>There has been established plan to monitor IPM operations, categorized by pest types such as case caterpillar, rhinoceros beetles, and rose beetles. Regular surveys are conducted to assess these operations. The latest survey specifically focused on case caterpillar was conducted on January 03, 2024.</p> <p>3) Environmental impacts.</p> <p>The Social and Environmental Impact Assessment (SEIA) has been established in every mill and estate, and its implementation has proceeded according to the planned framework. This strategic approach is designed to effectively reduce the impact on the environment. For example as below;</p> <p>Topi Estate:</p> <p>There has The 2023 annual SEIA report identified a moderate level of risk, particularly concerning dust generated by the garden's transportation activities. As a mitigation measure, the established practice involves deploying water trucks to apply water during the dry season. Upon verification, it was observed that there were reports of water truck usage and accompanying photographs taken during operations.</p> <p>4) Waste reduction.</p> <p>Compliance with waste management plans has been identified across every estate. For example as below;</p> <p>Chean Vanich Estate:</p> <p>There has waste disposal plan for the garden department involves collecting general waste and depositing it in a landfill twice a week. The most recent implementation on February 28, 2024. Additionally,</p>	
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		<p>the disposal of used motor oil is scheduled twice a year, with the latest occurrence on 05/06/2023.</p> <p>5) Integrated management of HCV-HCS, peatland and other conservation areas.</p> <p>HCV reporting has been conducted since 2012, and corresponding management plans have been appropriately established for each type of HCV. For example as below;</p> <p>Lamthap Mill:</p> <p>The HCV plan has been implemented. This includes activities such as the annual collection of water samples from Sinpun Canal to evaluate water quality. The results confirmed that the water quality met the specified criteria.</p> <p>6) Impacts on communities, workers and smallholders</p> <p>In addition to the SEIA operations of the certified unit, each mill and estate has its own workforce and community development plan. For example as below;</p> <p>Topi Estate:</p> <p>There were plans to support living condition of workers and their families e.g., project of support school bus fare for worker's children, project of support free water bill for worker housing.</p> <p>Overall, these assessments are essential for ensuring sustainable and responsible plantation management. By addressing environmental, social, and conservation concerns, Mill and Estate can uphold their commitment to environmental stewardship and community welfare while maintaining productivity and profitability.</p>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.</p> <p>- Minor compliance -</p>	<p>The RSPO metrics template was filled and completed accordingly before commencing the surveillance audit by Univanich. However, it was verified at the time of the audit and found it is consistency with the result seen during the audit.</p>	Complied

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		<p>The certified unit has monitoring and report the information of some improvement such as GHG and annual communication progress (ACOP) information. Although the latest ACOP for the year 2023 has been submitted to RSPO, it is currently in progress and has not yet been displayed on the website.</p> <p>All of the information can be traceable to the source data. Mr. Paiwan Tohdam (Senior Plantation Manager) is responsible to gather information and report by using this RSPO metric template.</p>	
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The certified unit has Standard Operating Procedures, which appropriate and cover all operations in the plantations and the palm oil mill. These SOPs were made available for review during the audit.</p> <p>There is a document control system as determined such as author/ review/ approval person for each document type e.g., PM,WI,FM, reviewed by supervisor, approved by QMR. JD, reviewed by HR, approved by MD.</p> <p>Documents are in soft file format, not distributed as hard copies. Users can download documents from a new folder but cannot edit. Documents records were kept for 5 years. The cancelled files will be stored separately and the hard copy will be kept as separate folders.</p> <p>All documents are in Thai Language (Some versions are in English for use in audit from foreign CB), except for forms in the production section that include Burmese language.</p> <p>The documents are current version and control by DCC (Ms. Sukanda). Examples of SOPs as following;</p>	Complied

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3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>Based on interviewed of DCC, there has mechanism in place to ensure the consistent implementation of its SOPs. This mechanism includes a monitoring, training and internal audit. Mechanism to check consistent implementation of procedure is through Internal Audit, Mill Advisor and Regional compliance unit Visit. Internal Audit is planned once a year by Sustainability Department, refer to internal audit date 12 Dec 2023 result 1 Ncr close finished.</p> <p>In terms of monitoring, procedures and related forms were update when related external documents had changed. New documents were sent to relevant workers and also trained for using new documents.</p> <p>Sample of monitoring for latest update of the GAP checklist form (P-PU-FR-10) Rev.02 date 05/01/24 according to update revision of GAP standard (TAS 9001-2021 standards).</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>The monitoring of the SOP implementation was carried out by all levels of the supervisory personnel. Records of operation that was maintained have been verified by the top management and Quality, Environment, Safety & Health (QSHE) Team. Here below are the example of the records verified to check the implementation:</p> <ul style="list-style-type: none"> - The Univanich Palm Oil Public Company Limited all POM and all estate - Water Treatment plant Monitoring Sheet - Daily Power Distribution Record - Boiler Operation Monitoring Record - Daily cages Performance Monitoring Sheet - Shovel Inspection Checklist - Maintenance Report - Daily Oil Losses Analysis - Scheduled Waste Store Maintenance Records 	Complied

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		<ul style="list-style-type: none"> - Environment Monitoring Record - Return of Empty Chemical Container Record - PPE Monitoring Record <p>The following records are maintained to comply with the result from measurements or results of internal control and monitoring activities such as regal compliance and records of corrective actions and improvement are undertaken. CAR. These are following as the record control procedure and corrective action procedure.</p>	
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>There was no new planting or new operation reported in the sampled mills and estates. Nevertheless, there was CoP monitoring report conducted by Pacific Laboratory Company in July-December 2023.</p> <p>The activities involved discussions with mill/estate management, reviewing documentation, observations on sites and their surroundings, and interviews with stakeholders adjacent to the conversion areas.</p> <p>Moreover, the estate has conducted its own social impact assessment, which have been prepared internally. Details of the social impact assessment of estates are contained in Indicator 3.4.2 below.</p>	Complied
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>Mitigation measure is established based on identified significant aspect from the environmental aspect and impact evaluation. The mitigation measures were incorporated through various mechanism such as implementation of standard and/or safe operating procedure, implementation of emergency response plan, water management plan, wastes management plan, bio-diversity management plan.</p> <p>Development of the management plan is based on result of the CoP monitoring report.</p>	Complied

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		<p>For the operation of each estate, social impact management plans were developed and updated. The examples, as identified below;</p> <p>Topi Estate:</p> <p>An annual report for social impact management 2023 has been prepared by sending assessment forms to smallholder, private businesses, government agencies, and Sub-district Administrative Organization, totalling 43 cases, with no significant impact found. However, a moderate level of dust was identified. The standard practice involves arranging plan for water trucks to pour water during the dry season.</p> <p>Chean Vanich Estate:</p> <p>Social and environment plan for 2023 has been prepared by sending an assessment form to smallholders, private businesses, government officials, and village chiefs, totalling 49 people. However, it was found that there was not a significant level of impact, and the moderate impact identified does not constitute an urgent issue needing resolution.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The social and environmental management and monitoring plan are being updated participatorily as indicated under Indicator 3.4.2 above. The updates were also done on a regular basis where the most recent update was carried out on 2023.</p> <p>Based on interviews and document verification, it was found that the monitoring plan was implemented, as evidenced by the example as below;</p> <p>Topi Estate:</p> <p>Due to there was problem about dust from transportation of the estate, water trucks were utilized to mitigate the issue, as reported. Additionally, photos of the implementation were also discovered.</p>	Complied
<p>Criteria 3.5: A system for managing human resources is in place.</p>			

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3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.</p> <p>- Minor compliance -</p>	<p>The Human Resources Department at headquarters has prepared and implemented SOP for Worker Recruitment and Training, Rev.00 dated May 10, 2022. This SOP encompasses the processes of recruitment, selection, hiring of new candidates for both daily and monthly employment positions, orientation and etc.</p> <p>For recruitment process, each Mill or Estate division head must complete Personal Requisition Form with reason and propose for recruitment. The requisition has got an approval from CEO before hiring process.</p> <p>The SOP is documented and kept at the office premises, available to all workers and their representatives.</p>	Complied
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>Based on site audits and document reviews, the SOP was implemented and recorded for all employees levels for both daily position (general level W3 to W1) and monthly position (junior staff level G1 to G3 and senior staff level SSG and SG) such as;</p> <ul style="list-style-type: none"> • Employment records related to each individual, such as copies of ID cards, house registers, education certificates, and personal bank account numbers, are maintained in their respective personal files. These files are securely kept by the clerk of both the mill and palm estate. • Promotions for employees at the mills and estates for 2023 are limited to replacements for retiring staff only, maintaining the full organizational headcount. • Terminations due to retirement occur annually at the end of the calendar year (December) for employees who reach the age of 55. In 2023, a total of 41 employees were terminated solely due to retirement. No terminations were made for other reasons such as misconduct, cheating, or theft of company property. <p>An example of the implementation at a sampled mill and estate as below;</p>	Complied

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		<p>Lamthap Mill:</p> <ul style="list-style-type: none"> - Sampling new staffs application form (FM-HR-04 UVAN Rev.01) for new employee who was hired for one general worker position as hiring on February 2, 2024. - No retirement case for Lamthap mill. <p>Klongtom Division Palm Estate:</p> <ul style="list-style-type: none"> - Sampling new staffs application form (F-PER-105 Rev.03) for new employee who was hired for two harvesters position as hiring on January 3, 2023 and April 11, 2023. <p>One retirement case for security position of Klongtom division palm estate with paid for retirement surveillances remuneration paid for end contract.</p>	
Criteria 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>All operations were risk-assessed to identify health and safety (H&S) issues in the mills and estates. The SOP on health and safety, including risk assessment, was conducted to identify any possible injuries and accidents that could cause issues related to H&S. The mitigation plans and procedures regarding to health and safety policy were written in Document no. 4.54</p> <p>The safety, occupational health and working environment plans of each mill and estate are reviewed every year, as evidenced by the example as below;</p> <p>Topi Mill:</p> <p>The annual OHS work plan for 2023 was prepared by the Professional Safety Officer (Ms.Thidarat) dated December 28, 2022 and approved by the Factory Engineer (Mr.Aditthep) dated January 05, 2023. Furthermore, the annual OHS work plan for 2024 was prepared on</p>	Complied

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		<p>January 09, 2024 and approved on January 12, 2024. The plan includes various topics such as safety management, control plans, accident prevention, legal operations, emergency practices, fire prevention equipment inspections, safety training, safety projects, and the preparation of safety meeting reports.</p> <p>Lamthap Mill: The annual OSH work plan for 2024, approved by Mr. Somkiat (Factory Manager), consists of the following:</p> <ol style="list-style-type: none"> 1. Safety management and inspection: 31 matters such as Setting and reviewing security policies, Preparation of a work safety manual, Analysis of wastewater quality, Annual electrical inspection, etc. 2. Employee development/safety promotion activities: 6 topics such as Basic firefighting training, Crane refresher training. <p>Chean Vanich Estate: The annual OHS work plan for 2023-2024 includes:</p> <ul style="list-style-type: none"> - Annual health check and blood residue checks. - Utilization and maintenance of tractors/electric trains on the farm. - Operational skills in palm seedling fields. - Basic first aid training. - Skills for harvesting palm oil products. - Training in using chemicals correctly and safely. - Basic firefighting training. 	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the Safety & Health Management Plan is monitored and ensured through checklist, worksite inspections and trainings that were conducted in each of the operations. An example of the implementation at a sampled mill and estate as below;</p> <p>Topi Mill:</p>	Complied

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		<p>Training courses were organized according to a plan of 2023, such as;</p> <ul style="list-style-type: none"> - A training course on firefighting and fire evacuation drills was conducted on September 14, 2023 by Santo Safety Company Limited. A total of 145 people participated in the training, and a report on firefighting drills was generated on the same day. - Additionally, a training course on first aid and basic resuscitation was held on December 25, 2023 by Krabi Meesuk Ltd., with 30 participants. <p>Siam Mill:</p> <p>Found inspection report according to a plan of 2023, such as;</p> <ul style="list-style-type: none"> - Radiator safety inspection report dated November 03, 2023, conducted by Mr. Prasert Daengnam, a licensed mechanical engineer authorized to practice as a controlled engineer. - Electrical system safety inspection report dated November 03, 2023, conducted by Mr. Siwa Chunarong. - Crane safety certification report for 1-ton cranes, No.1 and No.2, for the year 2023, dated December 27, 2023, issued by Mr. Prasert Daengnam. <p>Topi Estate:</p> <p>A safety risk assessment plan for working in the garden department was discovered and implemented. This includes inspecting the performance of workers based on the Employee Performance Inspection Form, which involves checking worker clothing, equipment, and fertilizer application methods. The latest update to this practice was made on June 12, 2023.</p> <p>Klongtom Division Palm Estate:</p> <p>A safety risk assessment plan for working in the garden department was discovered and implemented. The chemical protective suits, nose masks, and rubber gloves of 6 employees, including Mr. Surachart</p>	
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		Urumram and Ms. Kanchana Pandaeng, were inspected as recorded in the work safety equipment requisition. This inspection was conducted for workers handling chemicals, with the latest date being February 19, 2024. Result all estate and mill comply occupational Safety, Health and Environment Act B.E. 2554 (2011).	
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>Survey data on the training needs of each mill and estate was found, which will be used to develop a training program. This training program purposed for all workers who are employed employees as well as the subcontractor who are required to work at each mill and estate.</p> <p>The training needs and program for the year 2023-2024 were made accessible for verification at all visited sites, as example below:</p> <p>Siam Mill:</p> <p>A training needs survey was discovered, along with the annual training plan for 2023, which includes 15 scheduled courses. This plan was approved by QMR and record in FM-HR-12-UVAN Rev.00 10/05/2022. The training courses such as;</p> <ul style="list-style-type: none"> - Firefighting and fire evacuation training course. - Operational techniques course according to RSPO standards. - Electrical knowledge review course. - Course to review knowledge of electrical generating room work. - Review knowledge in choosing machine spare parts. <p>Lamthap Mill:</p> <p>A training needs survey was discovered, along with the annual training plan for 2023, which includes 12 scheduled courses. This plan was</p>	Complied

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		approved by QMR and record in FM-HR-12-UVAN Rev.00 10/05/2022. The training courses such as; <ul style="list-style-type: none">- Chemical Safety Course- Course on working at heights- Confined space operations course- Basic fire extinguishing course																			
3.7.2	Records of training are maintained, where appropriate on an individual basis. - Minor compliance -	<div>Training records are maintained by each Operating Unit. Sampling the record as follows: Topi Mill:<table><tr><th>Training course</th><th>Date</th></tr><tr><td>Course on safety when working with chemicals and emergency response to chemical spills.</td><td>December 1, 2023</td></tr><tr><td>Training course on safety in confined spaces</td><td>March 6-8, 2024</td></tr><tr><td>RSPO P&C standard</td><td>June 9 and 17, 2024</td></tr></table> Siam Mill:<table><tr><th>Training course</th><th>Date</th></tr><tr><td>Firefighting and fire evacuation training course.</td><td>December 21, 2023</td></tr><tr><td>Operational techniques course according to RSPO standards.</td><td>December 14, 2023</td></tr><tr><td>Electrical knowledge review course.</td><td>December 6, 2023</td></tr></table> Lamthap Mill:<table><tr><th>Training course</th><th>Date</th></tr></table></div>	Training course	Date	Course on safety when working with chemicals and emergency response to chemical spills.	December 1, 2023	Training course on safety in confined spaces	March 6-8, 2024	RSPO P&C standard	June 9 and 17, 2024	Training course	Date	Firefighting and fire evacuation training course.	December 21, 2023	Operational techniques course according to RSPO standards.	December 14, 2023	Electrical knowledge review course.	December 6, 2023	Training course	Date	Complied
Training course	Date																				
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		<table><tr><td>Training course on Firefighting and fire evacuation drills</td><td>December 7, 2023</td></tr><tr><td>Training course on Basic first aid</td><td>December 21, 2023</td></tr><tr><td>Training course on safety in confined spaces</td><td>June 20-23, 2023</td></tr><tr><td>Refresh training of RSPO P&C standard</td><td>August 24, 2023</td></tr></table> <p>Siam Palm Estate:</p> <table><tr><td>Training course</td><td>Date</td></tr><tr><td>Course on use and maintenance of tractors and tillers for the year 2023</td><td>February 3, 2023</td></tr><tr><td>Course on the correct and safe use of pesticides and testing of residues in the bloodstream for employees</td><td>August 15, 2023</td></tr><tr><td>Training Workshop About working in palm plantations efficiently and safely (including of RSPO standard)</td><td>October 26-27, 2023</td></tr></table> <p>Klongtom Division Palm Estate:</p> <table><tr><td>Training course</td><td>Date</td></tr><tr><td>Techniques and safety from managing nursery plots</td><td>December 16, 2023</td></tr><tr><td>Refresh training of RSPO P&C standard</td><td>December 16, 2023</td></tr></table>	Training course on Firefighting and fire evacuation drills	December 7, 2023	Training course on Basic first aid	December 21, 2023	Training course on safety in confined spaces	June 20-23, 2023	Refresh training of RSPO P&C standard	August 24, 2023	Training course	Date	Course on use and maintenance of tractors and tillers for the year 2023	February 3, 2023	Course on the correct and safe use of pesticides and testing of residues in the bloodstream for employees	August 15, 2023	Training Workshop About working in palm plantations efficiently and safely (including of RSPO standard)	October 26-27, 2023	Training course	Date	Techniques and safety from managing nursery plots	December 16, 2023	Refresh training of RSPO P&C standard	December 16, 2023	
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3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	The certified unit has conducted training course as Refresher course of RSPO P&C and Supply Chain Certification on December 14-15, 2022 for all relevant personal (16 persons) e.g., Mr.Praiwan D. (Sinior Plantation	Complied																						

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	- Minor compliance -	Manager and RSPO Project), Ms.Pritsana K. (Sale Manager), Mr.Adoonka K. (Regional Commercial Manager), Mr.Kawinwach T. (OFP Manager).	
Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators . However it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill is sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.	UNIVANICH opted and implemented Mass Balance Module. This indicator is not applicable.	Not Applicable
3.8.2	Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and third party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	All POM of Univanich Palm Oil Public Company Limited. has receives and processes certified FFB from its own supply base and third parties. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. The mass balance between the quantity of RSPO material (FFB, CSPO, CSPK) and certified products (FFB, CSPO and CSPK) sold are recorded and monitored by using separated monitoring system in excel format. Verification of the mass balance data showed that all purchases and sells of certified products are done in accordance with the requirement as physical segregation is not required under the MB requirement, lasted update on 01 March 2023.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body	The estimated annual tonnage for certified FFB processed, as well as CPO and PK production, are available in the Estate and Mill annual	Complied

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	(CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	production budget for 12 months since the previous assessment. The FFB tonnage received from all certified supply bases (company-owned plantations) is documented. The estimated CPO and PK production from SIAM MILL, TOPI MILL, and LAMTHAP MILL is recorded in the public summary report and the RSPO certificate for UNIVANICH PCL. The actual CPO and PK production are verified during each subsequent annual surveillance assessment visit to ensure that the certified mills only deliver the allowed tonnage for the year, as detailed in section 1.	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The registration of PalmTrace will be carried out by the Sale Department, HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following: <ul style="list-style-type: none"> • The name is Univanich Palm Oil Public Company Limited • RSPO Membership Number: 1-0074-09-000-00 • Palm Trace Member ID number follows; <ul style="list-style-type: none"> - Univanich Palm Oil Public Company Limited. (TOPI Mill) : RSPO_PO1000000694 - Univanich Palm Oil Public Company Limited. (SIAM Mill): RSPO_PO1000000695 - Univanich Palm Oil Public Company Limited. (LAMTHAP Mill) : RSPO_PO1000000614 	Complied
3.8.5	Documented procedures <ul style="list-style-type: none"> a) The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) 	During audit ASA 1_2, there is no changing in the documented procedure related to RSPO Supply chain. The Mill manager has appointed Ms. Pritsana K. (Sales Manager)as the person in-charge of SCCS in the mill. The procedures and documents were available during the audit for sampling, as follows:	Complied

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	<p>b) Complete and up to date procedures covering the implementation of all elements of the supply chain model</p> <p>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<ul style="list-style-type: none"> - Palm oil calculate (MKR-P-002) Rev.02 Dated 01/03/2021 - CPO and PKO production (PDR-P-001) Rev.03 Dated 10/11/2017 - Sale and delivered of palm RSPO (MKR-P-001) Rev.01 Dated 01/03/2021 - Purchasing RSPO FFB Procedure (PCR-P-001) Rev.03 Dated 20/04/2021 - Internal Audit procedure (PM-MR-04-UVAN) Rev.02 Dated 08/11/2021 - Management Review procedure (PM-MR-03-UVAN) Rev.01 Dated 16/07/2020 - Production of crude palm oil and palm kernel oil (PM-MR-06-UVAN) Rev.05 Dated 12/11/2021 - Production control (PM-FD-04-UVAN) Rev.01 Dated 21/07/2020 <p>Based on interviews with individuals who hold responsibilities as defined in the above procedure, they understand their duties and have implemented them accordingly, for example, Ms. Pritsana K. (Sales Manager) and Mr. Sakorn A. (Grader at Topi Mill).</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management</p>	<p>The certified unit has prepared an internal audit procedure titled "Internal Audit Procedure (PM-MR-04-UVAN) Rev.02 Dated 08/11/2021" and conducts it once a year before the management review meeting. Last internal audit conducted on February 21-24, 2024. The internal audit checklists were used as internal audit report and available at each site. An example of the implementation at a sampled mill and estate as below;</p> <p>Lamthap Mill:</p> <p>The latest Internal Audit, conducted on February 22, 2024, served as an assessment of performance results for the year 2023, referencing Checklist No. IQA 03/2024. The audit was carried out by Mr. Praiwan T. and Mr. Piyaphong A., with Mr. Somkiat K., Mr. Asadawut R., Ms. Suda</p>	Complied

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	review at least annually. The mill shall maintain the internal audit records and reports.	<p>L. and Ms. Kannika S. as the auditees. The results of the audit did not reveal any non-compliances (NC).</p> <p>Topi Mill:</p> <p>The latest Internal Audit, conducted on February 23, 2024, served as an assessment of performance results for the year 2023, referencing Checklist No. IQA 04/2024. The audit was carried out by Mr. Praiwan T. and Mr. Piyaphong A., with Mr. Anirut C. and Mr. Amornthep L. as the auditees. The results of the audit did not reveal any non-compliances (NC).</p> <p>Chean Vanich Estate:</p> <p>The latest Internal Audit, conducted on February 21, 2024, served as an assessment of performance results for the year 2023, referencing Checklist No. IQA 02/2024. The audit was carried out by Mr. Praiwan T. and Mr. Piyaphong A., with Mr. Patchara P. and Mr. Kongsak P. as the auditees. The results of the audit did not reveal any non-compliances (NC).</p> <p>Based on document review and interviews with staff at each site, it was found that NCs identified during the internal audit in 2023 were addressed through corrective actions.</p>	
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>During the ASA 1_2 audit, it was observed that there were no changes in the documented procedure related to purchasing and goods in.</p> <ul style="list-style-type: none"> i) All POM of Univanich Palm Oil Public Company Limited. have a procedure for receiving certified FFB from its own supply base and third parties, as outlined in document PM-OD-01-UVAN Rev. 01 dated 21/09/2018. Additionally, the received FFB is recorded in document FM-OD-04-UVAN Rev. 01 dated 01/10/20 before being recorded in the database. ii) Procedure for informing CB on the projected overproduction of certified FFB is established. GM will be final responsible person to 	Complied

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		<p>inform CB with the estimated FFB overproduction. The related procedures such as PM-SCC-02-UVAN Rev.02 Dated 01/09/2019</p> <p>iii) Procedure PM-SCC-01-UVAN Rev.01 Dated 21/09/2018 has covered all elements required by RSPO SCC including the mechanism of handling of non-conforming FFB and documents</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); The quantity of the products delivered; Any related transport documentation; A unique identification number. 	<p>There are three types of the sale documents: Delivery Note, weighing bill and invoice and/or commercial invoice. Delivery Note is now used to indicate all information required by the standard.</p> <p>The description indicate at information for client as follows</p> <ol style="list-style-type: none"> Name and address of buyer: full name and full address of the buyer always indicated in the Delivery note. Name and address of seller: Univanich Palm Oil Public Company Limited Loading and delivery date Date of document issued Model: MB is indicated after the product name (crude palm kernel oil /MB) Quantity: xxxx Kgs. Any related transport documentation: Truck number Unique identification number: PO Supply chain certificate number indicated on those Delivery notes is RSPO 787562 <p>Example record as following;</p> <ul style="list-style-type: none"> Delivery Note No.29398 <ul style="list-style-type: none"> Sales Contract No.: UV/CPO/2308246 (MB) Buyer: Lam Soon (Thailand) Public Co.,Ltd. Seller: Univanich Palm Oil Public Company Limited Loading and delivery date: 16/08/2023 Date of document issued: 16/08/023 Quantity: 32,040 Kgs. Truck no.: 708877-8878 	Complied

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		- PO no.: 4513019506 Identify the RSPO: RSPO 787562 valid till 21/05/2027	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>Univanich Palm Oil Public Company Limited engages with subcontractors for the transportation CPO and PK products to their customers. These subcontractors were listed and controlled according to ISO 9001 requirements. The company applies the supply chain model "Mass Balance", therefore, those subcontractors are not deemed need to be audited as their operation is unlikely to create the risk and breach the integrity of the RSPO certification.</p> <p>i. The company does not engage any independent third parties subcontractors for either warehouse or production activities.</p> <p>ii. Outsourcing is only applicable for CPO despatch based on the delivered contract with buyers. Based on document review found that;</p> <ul style="list-style-type: none"> The contract agreement indicated that the mill has not discard their legal ownership of all input material (CPO and PK) and the product belong to the buyer. The outsourced process is only for transportation those products to the buyers. The agreement also stated that the certification body (CB) has access to the transporters if an audit is deemed necessary, and to provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. For process of outsource was conducted by referred to the Univanich Palm Oil Public Company Limited's criteria for hiring palm oil transportation for each year e.g. Univanich Palm Oil Public Company Limited's criteria for hiring palm oil transportation for Y2024 Dated October 30,2023. <p>Example contracts as following;</p>	Complied

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		<ul style="list-style-type: none"> Crude palm oil transportation contract, year 2024, between Univanich Palm Oil Public Company Limited and Kesinee Transportation Co.,Ltd., dated 1 January 2024. Crude palm oil transportation contract, year 2024, between Univanich Palm Oil Public Company Limited and Tossapon Rungruang Transportation Co.,Ltd., dated 1 January 2024. <p>All sampled contracts have the details as mentioned above.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The Univanich Palm Oil Public Company Limited established a record of all contact detail for transporter and updated in the stakeholder list. Last update on the list was done on 01 Jan 2023.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The Univanich Palm Oil Public Company Limited are aware that they are required to inform the CB in advance if there are any new contractor used for the physical handling of RSPO certified palm products. Verified during the assessment confirmed that there was no new contractor used for physical handling of RSPO products.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p>	<p>Records for transferring intermediate material (FFB, CSPO and CSPK) and selling certified CSPO and CSPK back to the previous date of the audit are available and up-to-date.</p> <p>The company used both QG Program and Excel to maintained records of transferred and selling responsibility by Commercial section. It is a computerized system where certified and non-certified material and products movement is recorded. Based on verification of Mass Balance recording, it was found that the certified CPO and/or PK were always delivered from positive stock.</p>	Complied

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	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>																		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The company determined to use the conversion rates as following. This determination has been verified by the production record of the CPO and PK produced by using their own FFB in order to investigate the percentage of the OER and KER with FFB supplied by other non-certified suppliers especially independent smallholders and brokers</p> <table><tr><th rowspan="3">MILL</th><th colspan="2">Y2024 to 2025 and Next</th></tr><tr><th colspan="2">OIL PALM MILL</th></tr><tr><th>CSPK (MT)</th><th>CSPK (MT)</th></tr><tr><td>TOPI MILL</td><td>20.50%</td><td>5.25%</td></tr><tr><td>SIAM MILL</td><td>20.50%</td><td>5.25%</td></tr><tr><td>LAMTHAP MILL</td><td>20.50%</td><td>5.25%</td></tr></table> <p>Note: From section 1 Table 7, 9A, 10, 10A, 11, and 11A. The actual data on the date 29 Feb 2024, the remaining of all actual products available from 1 May 2023 to 29 Feb 2024 are as follows</p> <p>Totally: CPO = - 1,345.95 MT , CPK= 2094.22 MT However, the company was able to find compensation within 3 months due to its</p>	MILL	Y2024 to 2025 and Next		OIL PALM MILL		CSPK (MT)	CSPK (MT)	TOPI MILL	20.50%	5.25%	SIAM MILL	20.50%	5.25%	LAMTHAP MILL	20.50%	5.25%	Complied
MILL	Y2024 to 2025 and Next																		
	OIL PALM MILL																		
	CSPK (MT)	CSPK (MT)																	
TOPI MILL	20.50%	5.25%																	
SIAM MILL	20.50%	5.25%																	
LAMTHAP MILL	20.50%	5.25%																	

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		efficient use of Fix Inventory On site close NCR auditor verify the remaining of all actual products available CPO= 897.00 MT.	
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	TOPI Mill, SIAM Mill and LAMTHAP Mill have updated CPO and PK extraction in daily basis to ensure accuracy against actual performance.	Complied
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	This is not applicable because Univanich opted to certify only MB	Complied
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.	UNIVANICH has registered all of their POMs into RSPO PalmTrace. The RSPO PalmTrace numbers for each POM are as follows: <ul style="list-style-type: none"> • Univanich Palm Oil Pcl. (TOPI Mill): RSPO_PO1000000694 • Univanich Palm Oil Pcl. (Siam Mill): RSPO_PO1000000695 • Univanich Palm Oil Pcl. (Lamthap Mill): RSPO_PO1000000614 <p>Ms. Pritsana K., Sales Manager, is responsible for using PalmTrace to register transactions of CSPO and CSPK. Since she has been involved in selling certified products through PalmTrace for years, she can demonstrate her understanding of how to use PalmTrace to trade certified products, including CSPO and CSPK, particularly the function for shipping announcements.</p> <p>All sampling transactions of certified products were registered in PalmTrace. For example, the RSPO trademark was not used. Nonetheless, the facility is aware of the requirements of the RSPO Rules on Market Communications and Claims</p>	Complied

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3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	The RSPO trademark was not used. Nonetheless, the facility is aware of the requirements of the RSPO Rules on Market Communications and Claims	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a “non-product related” claim.	The following was communicated in the website: https://univanich.com/ Univanich Palm Oil Public Company Limited (UNIVANICH) owns large oil palm plantations in Krabi and Surathani provinces with a combined planted area 3,338.45 ha and extracts crude palm oil (CPO) and CPK from fresh fruit bunch (FFB) of oil palm fruits, UNIVANICH is producing and selling palm products, such as crude palm oil, palm kernels and crude palm kernel oil. All our products are 100% traceable to the source. 100% RSPO compliant with all criteria for processing RSPO certified oil palm products in the Group.	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <p>A. display its RSPO membership status</p> <p>B. display the RSPO web address (www.rspo.org)</p> <p>C. state that the member supports the work of RSPO</p> <p>D. state the member’s history with regard to RSPO</p> <p>E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership</p>	The communication in https://univanich.com states that all certified products are 100% traceable to the source and 100% compliant with all criteria for processing RSPO certified oil palm products in the Group.	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	There was no evidence that the company has made any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	The communication in https://univanich.com states that all certified products are 100% traceable to the source and 100% compliant with all criteria for processing RSPO certified oil palm products in the Group.	Complied

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4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	<p>In corporate communications, UNIVANICH make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools, e.g. "Following the certification of Univanich plantations and crushing mills by the Round Table on Sustainable Palm Oil (RSPO), the company achieved another milestone by exporting Thailand's first cargo of certified sustainable palm oil to premium markets in Europe."</p> <p>(https://univanich.com/thailands-first-export-of-certified-sustainable-palm-oil-cspo/)</p>	Complied
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <ol style="list-style-type: none"> "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)." X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim. <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>	Univanich Palm Oil Public Company Limited is an RSPO certified member.	Complied

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

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

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5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	The organization does not distributor or wholesalers that take title to products containing certified sustainable palm oil products.	Complied
5.3 On pack claims			
5.3.1	<p>Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.</p>	Reference 5.1.6, That this requirement is not applicable. as no on-pack claim is made.	Complied
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* 	<p>From observed found the organisation does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication.</p> <p>That this requirement is not applicable.</p>	Complied

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

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5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	From observed found the organization does not use any other trademark or label to highlight the presence of RSPO-certified sustainable palm oil products is an unauthorized product-specific communication. Therefore, this requirement is not applicable.	Complied
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	The MB volume that can be sold is only the volume requested in the Palmtrace. Hence the CPO or PK volume sold under MB model is considered 100% content.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	The mass balance between the quantity of RSPO material (FFB, CSPO, CSPK) and certified products (FFB, CSPO and CSPK) sold are recorded and monitored by using separated monitoring system in excel format. Verification of the mass balance data showed that all purchases and sells of certified products are done in accordance with the requirement as physical segregation is not required under the MB requirement, lasted update on 07 Jan 2024	Complied
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	There is no any corporate communication made by this organization e.g. display RSPO membership, use of RSPO logo.	Complied
Principle 4: Respect community and human rights and deliver benefit			

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Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>Univanich Palm Oil Public Company Limited has developed a policy to respect human rights and worker relationships, which includes prohibiting retaliation against Human Rights Defenders (HRD). This policy was established on January 16, 2020, with the latest update made on January 25, 2024.</p> <p>The policy states that the company recognizes that Human Rights are universal and apply to any human being affected by their operation, including employees, suppliers, smallholders, and surrounding communities. Furthermore, the company focus on 3 core areas as Free, Prior and Informed Consent (FPIC), Right to Health, and Rights for Workers. Univanich Palm Oil Public Company Limited prohibits retaliation against Human Rights Defenders (HRD) and complainants including intimidation and harassment by the company employees and contracted services. The contractors and their employees that provided services to the company have signed the Contractor Induction.</p> <p>The policy was communicated to all levels of the workforce, operations, and local communities through morning talk meetings, notices posted on the notice boards of mills/estates, and communication via Line groups. According to interviews with sampled contracted workers and stakeholders, understanding of the human rights policy was achieved.</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Based on an interview with stakeholders, employees, casual workers at Siam Palm estate, Topi estate, Chean Vanich estate, Lamthap estate, and Klongtom Division Palm estate, it was known that Univanich Palm Oil Public Company Limited never instigate violence or use any form of</p>	Complied

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		harassment, including use of mercenaries and paramilitaries in the operation.	
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p>(C) The mutually agreed upon system, open to all affected parties, resolves dispute in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Univanich Palm Oil Public Company Limited has conducted and implemented the procedure for receiving complaints from external stakeholders and internal sources as per PM-FD-05-UVAN Rev.00 dated January 27, 2021. The procedure manual offers a framework to mitigate risks posed by company employees, provides external stakeholders with an efficient channel to voice concerns and seek resolutions, and fosters a mutually beneficial relationship between the company and all relevant stakeholders.</p> <p>Based on interviews with several workers and stakeholders, such as government agencies and the local school director, it was found that the certified unit has never committed acts of violence or intimidation in resolving disputes or responding to community complaints.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>This procedure for receiving complaints from external stakeholders and internal sources is implemented for all Mills and Estates.</p> <p>The primary interface between Univanich Palm Oil Public Company Limited and external stakeholders intending to raise grievances will be the POM and Estate manager representatives. On the other hand, the Management and Human Resource Departments will serve as the primary interface between the company and employees regarding labor-related grievances and the social safety of employees.</p> <p>Representatives of each Mill and estate were reporting, Grievance Tracking Database and will ensure all grievances are channelled to relevant departments. The progress of the resolution process was informed to the relevant parties within 14 days and also can be appeal</p>	Complied

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		within 30 days. Results or decisions are communicated to the parties already by the committee meeting.	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	Based on interview with relevant stakeholders such as government agencies and the local school director, during this surveillance audit, there is no grievance or conflict raised against unit of certification since 2023. However, there is a process to inform the complainant and relevant parties about the progression of the grievance within 14 days. Additionally, there is an option for appeal within 30 days, as identified in PM-FD-05-UVAN. The detail of grievance and its result e.g. date of complaint received, the name of the complainant, information of outcomes or decision of the grievances, and the date of the outcomes or decision will be recorded in grievance log sheet (FM-DD-09-UVAN Rev.00 date July 21, 2020.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	Although, there is grievance or conflict raised against unit of certification since 2022, but If conflict occurs, the unit of certification is giving access to independent legal and technical advice which chosen by complainant.	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated - Minor compliance -	From interviewing during the stakeholder consultation and with the local communities. The UNIVANICH demonstrated contributions to local development. Based on stakeholder consultation, it showed that local communities are always prioritized within mill and estate. UNIVANICH made community development projects/planning of Y2023 and 2024 for example	Complied

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		<ul style="list-style-type: none"> - Supportive extension service for knowledge sharing and technical advice on growing oil palm. Through coordination with the District Agriculture to educate farmers on the following: <ol style="list-style-type: none"> 1. General knowledge of oil palm farming 2. Planting techniques and the importance of selecting the correct planting material. 3. Oil Palm Seedling handling. 4. Upkeep practices. 5. Pest and Disease Control. 6. Fertiliser Application. 7. Replanting methods. 8. Basic Budgeting. 9. Sustainable production of oil palm and benefits of becoming RSPO certified - estate, road maintenance was conducted in entrance area of estate on 3 Feb 2024 and 20 March 2024 	
Criteria 4.4: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes of compliance statement compared to last year audit. Univanich Palm Oil Public Company Limited has the legal ownership of lands. The government approved documented detail of the land areas and the landowner's name was clearly indicated the name of Univanich. The concession area of TOPI Estate of total 1,255.42 Ha has expired since November 2023, Total planted area on February 2024 was 923.71 Ha and the Auluk Cooperative leasing area of TOPI Estate at, 379.67 Ha has expired since 27 April 2024, after the audit.</p>	Complied

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		<div>The legal land use rights for the sample site for this surveillance are as follows:</div> <table><tr><td>Mill/Estate</td><td>Area (Ha)</td><td>Land use right</td></tr><tr><td>CheanVanich & AK</td><td>583.25</td><td>Nor Sor 3. Kor</td></tr><tr><td>TOPI Estate</td><td>923.71</td><td>Nor Sor 3. Kor</td></tr><tr><td>Siam Palm Estate</td><td>755.3</td><td>Nor Sor 3. Kor</td></tr><tr><td>Klongtom Division</td><td>143.5</td><td>Nor Sor 3. Kor</td></tr></table>	Mill/Estate	Area (Ha)	Land use right	CheanVanich & AK	583.25	Nor Sor 3. Kor	TOPI Estate	923.71	Nor Sor 3. Kor	Siam Palm Estate	755.3	Nor Sor 3. Kor	Klongtom Division	143.5	Nor Sor 3. Kor	
Mill/Estate	Area (Ha)	Land use right																
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Klongtom Division	143.5	Nor Sor 3. Kor																
4.4.2	<div>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</div> <div>- Minor compliance -</div> <div>4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making;</div>	<div>There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above. All palms that have been planted has entered 2nd cycle of planting.</div>	Complied															
	<div>4.4.2b Evidence that the unit of certification has respected communities’ decisions to give or withhold their consent to the operation at the time that these decisions were taken;</div>	<div>There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above.</div>																
	<div>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification’s title, concession or lease on the land.</div>	<div>There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above.</div>																

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4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above.	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above.</p> <p>Although the company did not acquire land from the communities, based on document review, it was found that all relevant information, including policies, procedures is available to the communities.</p>	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above.	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	There is no issues related to loss of legal customary rights with indigenous peoples, local communities land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as mentioned in Indicator 4.4.1 above.	Complied
<p>Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable

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4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including, in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with the option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process</p> <p>- Minor compliance -</p>	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p>	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been	Not Applicable

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	- Minor compliance -	established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes. - Minor compliance -	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	After November 2005, there has been no new planting. Through stakeholder consultation and site verification, it was confirmed that no new planting within the certification unit has replaced or been established on local people's land, customary land, or user rights without their FPIC. Therefore, this criterion is not applicable.	Not Applicable
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables Indigenous Peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed upon procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	Univanich Palm Oil Public Company Limited has developed a Flowchart and Procedure for identifying legal, customary, or user rights, documented as Document No. 6.9. This procedure outlines the process for addressing any issues reported by local communities regarding land disputes. Furthermore, it encompasses the procedure of remediation and compensation as identified in Document No. 6.10. Additionally, the procedure includes details on compensation calculation, which is determined based on the specific situation and subject to management approval. Based on documentation review and interviews conducted with local communities, there is no evidence of any land dispute.	Complied
4.6.2	(C) A mutually agreed upon procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established	Addressed in the above-mentioned procedure.	Complied

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	and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -		
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings. - Minor compliance -	There have been no reported issues related to the loss of legal customary rights with indigenous people, local communities, or other stakeholders.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	There have been no reported issues related to the loss of legal customary rights with indigenous people, local communities, or other stakeholders. This has been further corroborated through interviews conducted with the local communities.	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed upon procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	There is a process for identifying those people entitled to compensation when customary land is involved, in line with SEIA. Procedure for identifying legal, customary or user rights (Document No. 6.9) was established. While the procedure for remediation and compensation (Document No. 6.10) was also established. These procedures are applied to all certification units owned by the certified unit and are made available during audits.	Complied
4.7.2	(C) A mutually agreed upon procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	Addressed in the procedure documents as mentioned in Indicator 4.7.1.	Complied
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	No community had lost access and rights to land, and there was no expansion of plantation by the certification unit.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			

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4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Based on interviews with stakeholders and document review, there was no evidence of dispute or land acquisition by Univanich Palm Oil Public Company Limited. Therefore, no issues related to customary land or disputes arose within the certification units that would require compensation or the FPIC process.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Based on interviews with stakeholders and document review, there was no evidence of dispute or land acquisition by Univanich Palm Oil Public Company Limited. Therefore, no issues related to customary land or disputes arose within the certification units that would require compensation or the FPIC process.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4). - Minor compliance -	Based on interviews with stakeholders and document review, there was no evidence of dispute or land acquisition by Univanich Palm Oil Public Company Limited. Therefore, no issues related to customary land or disputes arose within the certification units that would require compensation or the FPIC process.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	Based on interviews with stakeholders and document review, there was no evidence of dispute or land acquisition by Univanich Palm Oil Public Company Limited. Therefore, no issues related to customary land or disputes arose within the certification units that would require compensation or the FPIC process.	Complied

Principle 5: Support smallholder inclusion

Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.

Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.

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5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>FFB price was set to align with dit.go.th. (Department of Internal Trade of Thailand) where is control the selling prices for those consumer products including palm oil. The price calculation carried out with consideration of the international palm product value price of CPO price. The FFB price are made publicly available and accessible by smallholders in notice boards of each POM.</p> <p>Based on interviews with the FFB supplier, it has been confirmed that information regarding FFB prices is accessible to smallholders. An example of sighted FFB prices at the gate on the audit date is provided below:</p> <table border="1" data-bbox="1153 718 1955 965"> <thead> <tr> <th rowspan="2">POM</th><th colspan="3">Price at gate (Baht/Kg.)</th></tr> <tr> <th>27/02/2024</th><th>29/02/2024</th><th>04/03/2024</th></tr> </thead> <tbody> <tr> <td>Topi Mill</td><td>5.50</td><td>-</td><td>-</td></tr> <tr> <td>Siam Mill</td><td>-</td><td>5.70</td><td>-</td></tr> <tr> <td>Lamthap Mill</td><td>-</td><td>-</td><td>5.70</td></tr> </tbody> </table>	POM	Price at gate (Baht/Kg.)			27/02/2024	29/02/2024	04/03/2024	Topi Mill	5.50	-	-	Siam Mill	-	5.70	-	Lamthap Mill	-	-	5.70	Complied
POM	Price at gate (Baht/Kg.)																					
	27/02/2024	29/02/2024	04/03/2024																			
Topi Mill	5.50	-	-																			
Siam Mill	-	5.70	-																			
Lamthap Mill	-	-	5.70																			
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The FFB price was made to align with the FFB price factors comprise of world price of oil, FOB factor, extraction ratio, (determined by national government through Palm Oil Board), levies, transport cost and sample of FFB price calculation. However, it is under the control from Department of Internal Trade of Thailand. Current and previous FFB price for scheme smallholders are available on the signboard in front of the Mill and informed to other customers.</p> <p>Based on interviews with smallholders and individual briefings on FFB pricing, they have demonstrated an understanding of the pricing mechanism and maintain records of FFB weighing and fortnightly receipt bills.</p>	Complied																			

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		For instance, based on smallholder pay slips, such as Mr. Somchai S.'s Receipt bill No. TM 12403647, sold at Topi Mill on February 27, 2024, and Ms. Jariya A.'s Receipt bill No. SM 12403734, sold at Siam Mill on February 29, 2024, it is shown that the FFBs were bought at the price rates mentioned above. Smallholders confirmed during the interview that there are no payment issues related to the payment documentation.	
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed upon with smallholders in the supply base and documented. - Critical (Major) compliance -	The Univanich Palm Oil Public Company Limited established document informed to group member during the meeting that all members of the certified product sales as premium price were received. The Univanich-Plaipraya Community Enterprise Group has an announcement since March 2023, as per an agreement with the factory to purchase produce from group members. The group members acknowledged the premium price during a group meeting and also received information from the designated contact person from the certified unit.	Complied
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	The Univanich Palm Oil Public Company Limited has involved all parties, including women, in the decision-making process. For instance, based on field observation and interviews with female workers (such as Mrs. Boonthong A. at Siam Palm estate) and female smallholders (such as Mrs. Jariya A. at Siam Mill), it has been shown that women has been given chance in decision making.	Complied
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	There is no specific contract between smallholders and the company. Based on interviews with a sample of smallholders, as well as a review of weighing slips and payment slips, it can be concluded that the certified unit has provided explanations on FFB quality, FFB price, and the calculation of payment terms. For instance, the smallholders can explain the items on payment slips, such as tonnage, levies, farmgate price, and mill gate prices.	Complied

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5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>The agreed payment time is fortnightly, and the receipts specify variables such as tonnage, mill gate prices (if the smallholder brings the FFB to the mill), loans, and net pay.</p> <p>Based on interview with smallholders, they also understand that the FFB shall be sold only to TOPI Mills. The smallholder stated that the documentation system is good in terms of transparency and details, and the payments are also made on time fortnightly. For example of smallholder receipt bills as follow;</p> <ul style="list-style-type: none"> - Mr.Jaroen K. Receipt bill No. TM 12403543 on 27/02/2024, Totaling 2.47 MT at a price of 5.50 baht per kg., Total 13,585 baht. - Ms.Montha B. Receipt bill No. TM 2702267 on 27/02/2024, Totaling 14.12 MT at a price of 5.50 baht per kg., Total 77,660 baht. 	Complied
5.1.7	<p>Weighing equipment for trading is verified annually in compliance with national law and regulation. [(Weights and Measures Act, B.E.2542 (1999))].</p> <p>- Minor compliance -</p>	<p>Weighbridges used for weighing of weighing of FFB from their own estates and also smallholders. The calibration was done c once a year in order to comply with the law and regulation related to the measuring device under the control from Department of Internal Trade. The last calibration was done on date no. 19/01/2024. Furthermore, weight indicator for truck scale was use and the calibration was done 2 years/time by Central Bureau of Weights and Measures. The last calibration of weigh indicator no. KorBor 0033-54 was done on 30/01/2024.</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who run the internal control system (ICS), who hold the certificates, and who holds and sell the certified material.</p> <p>- Minor compliance -</p>	<p>The Univanich Palm Oil Public Company Limited has provided support to the certified ISH group, known as the Univanich Plaipraya Sustainable Oil Palm Community Enterprise Group, for the years 2023 – 2024 to facilitate RSPO implementation and certification. The company has offered a premium price for FFB and support in various forms, including access to meeting facilities, mentoring, training, and discounted prices on fertilizers and seeds.</p>	Complied

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		The ISH group possesses the necessary certificates and distributes the certified products, particularly CSPO and CSPKO, utilizing credit transactions through Palm Trace. Guidelines for supporting smallholders will be integrated and assessed by the company's management during the annual management review meeting, with representation from the Purchasing Manager.	
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner - Critical (Major) compliance -	The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit.	Complied
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Consultation and communication have been carried out by representatives of Univanich Palm Oil Public Company Limited, who visit villages or smallholder areas to assess their needs for support in improving their livelihoods and their interest in RSPO certification. Available records verified during the audit include attendance records and meeting agendas with the ISH group. For instance, the last meeting on January 26, 2024, had 15 participants, including a female member (such as Ms. Sopawan S.) and UNIVANICH representatives (Mr. Kawinwat T. and Mr. Jakkrapun W).	Complied
5.2.2	The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard). - Minor compliance –	The Univanich Palm Oil Public Company Limited has developed and implemented livelihood improvements for the certified ISH group, known as the Univanich Plaipraya Sustainable Oil Palm Community Enterprise Group. The company provides support in various forms, including access to meeting facilities, mentoring, training, and discounted prices on fertilizers and seeds. Based on a document review, it was found that a fertilizer support project for the ISH group, phase 01/2024, was initiated on February 5, 2024. This project involved the	Complied

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		provision of 75.25 MT of fertilizer 21-0-0, 61.20 MT of fertilizer 0-0-60, and 43.10 MT of fertilizer 15-15-15.	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote the legality of FFB production. - Minor compliance -	The Univanich Palm Oil Public Company Limited has provided comprehensive support to the certified ISH group, known as the Univanich Plaipraya Sustainable Oil Palm Community Enterprise Group, to ensure that all Fresh Fruit Bunches (FFB) originate from legal sources and comply with national regulations. Through interviews with smallholders who have sold FFB at the Topi Mill and a review of related documents, it was discovered that the representative of the certified unit emphasized the importance of obtaining a land use certificate from the village head for members lacking documents demonstrating their land rights (such as Phor.Thor.Bor. 5) during a group meeting on August 19, 2023.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Based on document reviews and interviews with the representative of the certified unit, it was discovered that the certified unit had organized a training course on garden management, Occupational Health and Safety (OHS), and Best Management Practices (BMP) for the ISH group on August 19, 2023. The training encompassed diverse topics such as pesticide handling, fertilizer usage, Integrated Pest Management (IPM), awareness, and emergency procedures.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	The smallholder support program underwent review during the annual management review meeting. According to document review, the RSPO P&C Management Meeting for the entire certification unit was held at the central office on February 28, 2024.	Complied
Principle 6: respect workers' rights and conditions			
Protect workers' rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			

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6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>The top management of Univanich Palm Oil PCL had intension and respect for human right by announcement Univanich Sustainability Policy Booklet with "GENDER RIGTH POLICY" effective date January 25, 2024.</p> <p>The Univanich Sustainability Policy Booklet; including Business Ethics Policy, Communication Policy, Employee Rights & Equal Employment Opportunities Policy, Gender Right Policy, Human Rights Policy, Sexual Harassment Policy and Whistleblowers Policy; covering to both mill and palm estate. The implementation for prevent discrimination on workers based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. New employee had orientation and communication for this policy.</p> <p>TOPI Crude Palm Mill:</p> <p>Sampling new staffs who were hired at Process palm mill on February 17, 2023 had been communicated for Univanich Palm Oil GENDER RIGTH POLICY and related policy including company regulation.</p> <p>SIAM Crude Palm Mill:</p> <p>No new staff hiring on 2024 due to no resign staff and full head count.</p> <p>SIAM Palm Estate:</p> <p>Sampling new staffs who were hired at store keeper position on January 1, 2024 had been communicated for Univanich Sustainability Policy Booklet and related policy including company regulation.</p> <p>TOPI Palm Estate:</p> <p>No new staff hiring on 2024 due to plantation land estate had reducing. Last hiring on January 9, 2023 with received training company regulation and Univanich Sustainability Policy Booklet.</p>	Complied
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		<p>Klongtom Division Palm Estate: No new staff hiring on 2024 due to no resign staff and full head count.</p> <p>Chean Vanich Palm Estate: No new staff hiring on 2024 due to plantation land estate had reducing. Last hiring on March 1, 2023 with received training company regulation and Univanich Sustainability Policy Booklet.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees.</p> <p>- Critical (Major) compliance –</p>	<p>Crude Palm Mill and Estate: There is no migrant workers work in all mill and estate of Univanich Palm Oil PCL. The top management of Univanich Palm Oil PCL had respect for workers association without discriminated against local communities, women, and worker' s welfare committee. Each mill and estate have promote female committee and welfare committee for promote workers voice. The committee had regularly meeting for worker request with each Mill and Estate site manager.</p> <p>TOPI Crude Palm Mill: Sampling 5 Welfare committee member election among worker with effective period December 19, 2022 to December 18, 2024.</p> <p>SIAM Crude Palm Mill: Sampling 6 female committee members voted by estate manager and worker on September 1, 2023 to August 31, 2025. 5 Welfare committee member election among worker with effective period May 20, 2023 to May 19, 2024.</p> <p>SIAM Palm Estate: Sampling female committee voted by estate manager and worker on November 15, 2023 to November 14, 2025. 5 Welfare committee member election among worker with effective period December 19, 2022 to December 18, 2024.</p> <p>Lamthap Crude palm Mill:</p>	Complied

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		<p>Sampling 5 Welfare committee member election among worker with effective period November 1, 2022 to October 31, 2024.</p> <p>Chean Vanich Palm Estate:</p> <p>Sampling 5 Welfare committee member election among worker with effective period November 23, 2022 to November 22, 2024</p>	
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualifications and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>Review the job advertisement for vacant position of each mill and estate of unit certification. The recruitment of vacant position had specific for candidate qualification and skills, position needed, job roles and details, education and benefits.</p> <p>Selecting training is based on company needed a special skills and capabilities required for supporting business without any bias on sex, age, religious and etc.</p> <p>Promote employees is annually consideration by supervisor and mill plant manager or palm estate manager with final approved by CEO.</p> <p>There is no discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.</p> <p>TOPI Crude Palm Mill:</p> <p>No discrimination found as sampling new staffs who were hired at QC laboratory palm mill effective since February 2023 onward and promote staff to be permanent at Senior CPO Mechanic position effective since January 2024 onward.</p> <p>SIAM Crude Palm Mill:</p> <p>No discrimination found as sampling new staffs who were hired at stripper production position effective since November 2023 onward and promote staff to be permanent at store keeper position onward effective since January 2024 onward.</p>	Complied

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		<p>SIAM Palm Estate: No new staff recruit due to rental palm estate end period term and no discrimination on promote staff to be permanent as Headman position effective since January 2024 onward.</p> <p>TOPI Palm Estate: No new staff recruit due to rental palm estate end period term.</p> <p>Lamthap Crude palm Mill: No new staff recruit due to rental palm estate end period term and no discrimination on promote staff to be permanent as Headman position effective since January 2024 onward.</p> <p>Klongtom Division Palm Estate: No discrimination found as sampling on new staffs who were hired at FFB fruit picker position effective since June 2023 and January 2024 onward.</p> <p>Chean Vanich Palm Estate: No new staff recruit due to rental palm estate end period term and sampling promote staff to be permanent at FFB tractor loader driver position effective since January 2024 onward without discrimination evidence.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Crude Palm Mill and Estate: The female candidate did not get request for pregnancy test for job applying.</p> <p>TOPI Crude Palm Mill: Sampling new staffs who were hired at QC laboratory palm mill on February 2023 is not required for pregnancy test in pre-hiring health check report.</p> <p>SIAM Crude Palm Mill:</p>	Complied

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		<p>Sampling new staffs who were hired at Store clerk position on August 2023 is not required for pregnancy test in pre-hiring health check report.</p> <p>SIAM Palm Estate: No new staff hiring due to rental palm estate end period term.</p> <p>TOPI Palm Estate: No new staff hiring due to rental palm estate end period term.</p> <p>Lamthap Crude palm Mill: Sampling 2 new female staff for FFB fruit picker hiring on June 2023 and January 2024, both are not required for pregnancy test in pre-hiring health check report</p> <p>Klongtom Division Palm Estate: No new female candidate recruit on 2023Y to 2024Y present.</p> <p>Chean Vanich Palm Estate: No new staff hiring due to rental palm estate end period term.</p>	
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Crude Palm Mill and Estate: The Univanich Palm Oil PCL management of each site had respect to gender with promoted and supported on female voice by establish Female Right Committee to focus female concern issues and seeking opportunity for improvement on women right. Last meeting issue raised by female for more toilet on FFB loading bay of Lamthap had been construction.</p> <p>TOPI Crude Palm Mill: 4 members of Female Right Committee has been voted from employees to discussion female welfare with Mill manager.</p> <p>SIAM Crude Palm Mill:</p>	Complied

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		<p>7 members of Female Right Committee has voted from employees to discussion female welfare with Mill manager.</p> <p>SIAM Palm Estate:</p> <p>2 members of Female Right Committee has voted from employees to discussion female welfare with estate manager since November 15, 2023 to November 14, 2025.</p> <p>TOPI Palm Estate:</p> <p>8 members of Female Right Committee has voted from employees to discussion female welfare with estate manager since July 14, 2022 to November 14, 2024.</p> <p>Lamthap Crude palm Mill:</p> <p>10 members of Female Right Committee has voted from employees to discussion female welfare with estate manager and Lamthap Mill manager since February 22, 2024 to February 22, 2026.</p> <p>Klongtom Division Palm Estate:</p> <p>Not sampling</p> <p>Chean Vanich Palm Estate:</p> <p>3 members of Female Right Committee has voted from employees to discussion female welfare with estate manager. since November 7, 2022 to November 14, 2024.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p><u>Crude Palm Mill and Estate:</u></p> <p>The Univanich Palm Oil PCL management team and HR Department has considered employee equal payment for both male and female as follows Thailand National Minimum Wage Notification B.E. 2567 at least 347 Baht/day for daily rate and 10,900 Baht/month for permanent staff.</p> <p>The company had adjustment wage to all employees at end of calendar year; every December; for new wage rate based on their work performance which positive result to long year service employees have</p>	Complied

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		got paid beyond National Minimum Wage and motivate all employees in positive good performance.	
Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in Thai languages (Thai) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>The Univanich Palm Oil PCL HR team had given an employment contract to all employees who worked at mill and estate. The employment contract have consist details of remuneration rate, payment date, hours of work in a day, regular normal working time starting/ending, working day, rest day, company benefit as housing and law benefit required such annual leave right, sick leave, casual leave, termination notice period and etc. All contract is written in local language as Thai due to no migrant employees hiring at audit site. The hiring conditions have been explain to employee at first point of hiring by HR team or clerk of each sites for understanding their employment conditions as induction orientation training course.</p> <p>Mill has wage payment to all daily workers' wages follow Thailand National Minimum Wage Notification B.E. 2567 (starting at 347 Baht/day for daily rate staff and 10,410 Baht/month for permanent staff) or above as based on work experience condition.</p> <p>Palm Oil Estate had paid FFB harvesting worker and related position as FFB picker, FFB transferring task in piece rate which is resulting higher payment that National Minimum Wage Notification B.E. 2567.</p> <p>TOPI Crude Palm Mill:</p> <p>Sampling 1 general worker (W3) position in production process get paid at least Thailand national Minimum Wages (347 Baht/day).</p> <p>SIAM Crude Palm Mill:</p>	Complied

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		<p>Sampling 2 new staffs who were hired as permanent for Safety Officer and Engine Driver since August 2023 and March 2023, get paid above that Thailand National Minimum Wage as more education and work experience.</p> <p>SIAM Palm Estate: No new staff hiring due to rental palm estate end period term.</p> <p>TOPI Palm Estate: No new staff hiring due to rental palm estate end period term.</p> <p>Lamthap Crude palm Mill: No new staff hiring during January 2023 to present February 2024.</p> <p>Klongtom Division Palm Estate: Sampling 2 new staffs who were hired for FFB harvesting get paid at least Thailand National Minimum Wages.</p> <p>Chean Vanich Palm Estate: No new staff hiring due to rental palm estate end period term.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Crude Palm Mill and Estate: Employment contract of each employee had been signed and acknowledged together by new employees at first date of joining and with company and Mill Manager or Estate manager. The completed original employment contract have given to employees for reference and keeping at employment site, the copy have given to HR team at HQ for reference.</p> <p>The Univanich Palm Oil PCL had posted the employees performance income on employee communication board of Mill and Palm estate for reviewing and amended 3 days ahead of payment date. The employees' wages had been transferred regularly to each individual employee's bank account as on 20th for working period 1st to 15th of month and 10th of next month for working period 16th to end of month.</p>	Complied

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		<p>All employees had received payslip for remuneration payment confirmation. Payslip had details of regular working hour or piece rate out summary, overtime, paid benefit as sick leave, annual leave, paid public holiday e.g. and deduction as law required for social security fund and personal income tax (as law regulation) and housing cost (as collective bargaining agreement). All information details in payslip had accurate information for all worked performed with time record and wage payment. No any payment for work done by juvenile worker of family members.</p> <p>Auditor had sampling by random working time record and payment of 2-3 months for verification with accurate information data to each work performed for each sampling workers.</p> <p>TOPI Crude Palm Mill:</p> <p>Sampling working time record and payment of 2 months of December 2023 and January 2024 for 3 workers to verification with accurate information data result to each work performed for each sampling workers.</p> <p>SIAM Crude Palm Mill:</p> <p>Sampling working time record and payment of 2 months of December 2023 and January 2024 for 2 workers to verification with accurate information data result to each work performed for each sampling workers.</p> <p>SIAM Palm Estate:</p> <p>Sampling working time record and payment of 3 months of June 2023, December 2023 and January 2024 for 4 workers to verification with accurate information data result to each work performed for each sampling workers.</p> <p>TOPI Palm Estate:</p>	
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		<p>Sampling working time record and payment of 2 months of December 2023 and January 2024 for 2 workers to verification with accurate information data result to each work performed for each sampling workers.</p> <p>Lamthap Crude palm Mill:</p> <p>Sampling working time record and payment of 2 months of December 2023 and January 2024 for 4 workers to verification with accurate information data result to each work performed for each sampling workers.</p> <p>Klongtom Division Palm Estate:</p> <p>Sampling working time record and payment of 2 months of December 2023 and January 2024 for 2 workers to verification with accurate information data to each work performed for each sampling workers.</p> <p>Chean Vanich Palm Estate:</p> <p>Sampling working time record and payment of 2 months of December 2023 and January 2024 for 2 workers to verification with accurate information data result to each work performed for each sampling workers.</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The Company Regulation or company work rules was updated on 2023. All employees of UNIVANICH (Including casual workers) are provided with written and understandable information about their employment conditions in respect to wages before entering the employment process, in particular information related to their wages and also payment period as well as the working hours and benefit from overtime working.</p> <p>There have 3 issues ineffectiveness related to wages payment as</p> <p>(1) The company had paid for retirement severance pay to 41 employees who ages completely 55 years-old and were terminated their hiring contract at end of 2023 year. The retirement severance pay has calculate by based on national</p>	Non-compliance

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		<p>minimum wage. However, the local labour law state to calculation based on last average income of period of work unites preformed. (Refer to Thai labour Protection Act B.E. 2562 Article 118: An employer shall pay severance pay to an employee whose employment is terminated, as service year of work units perform)</p> <p>(2) The 1 of 41 retirement employees who ages completely 55 years-old and had remain annual leave benefit 3 day for 2023 year does not get return as payment for his annual leave balance when retirement. (Refer to Thai labour Protection Act B.E. 2562 Article 67: In case termination cause from retirement or end contract, the employer shall pay for annual leave right to termination employee in partial as employee's right.)</p> <p>(3) The working hours of mill is 8hrs in a day with 1 hrs break, the Mill has calculate overtime rate without deduction 1 hrs break period. This calculation had used 8hrs for total work in a day including 1 hour break instead 7hrs of actual working hours in a day which leading employee who work overtime had got less overtime rate. (Refer to Thai labour Protection Act B.E. 2562 Article 61: In case an employer requires an employee to work overtime on working days, he shall pay the overtime pay to the employee at the rate not less than one and a half time, calculated on an hourly paid wage of working day according to hours of work, or not less than one and a half time of wage per price on a working day according to the piece of work done by the employee who receives wages on piece-work basis.)</p>	
6.2.4	<p>(C) Where no such public facilities are available or accessible, the unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, including the ILO Guidance on Workers' Housing Recommendation No. 115, is used. In the case of acquisitions of non-</p>	<p>Crude Palm Mill and Estate:</p> <p>The Univanich Palm Oil PCL has provided housing to workers in separate room for marital status as single and family type. All employees are voluntary to stay in company accommodation at each Palm estate area</p>	Complied

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	<p>certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>and Mill area. The housing is concrete room type, lockable, good ventilation and safe enough for protection worker against hot, cold rain including poisonous animal. It also has basic facility as cleaned water supplying, electricity, bed, in-room toilet, basic medicine and living space enough with good disposal garbage system as mention by ILO Guidance on Workers' Housing Recommendation No. 115.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p><u>Crude Palm Mill as TOPI Mill Site, SIAM Mill Site and Lamthap Mill site:</u></p> <p>All mill had provided canteen with at least 1 food merchant shop selling for all employees in cheaper price, comparing to market. The mill have provided 1 hours break for lunch time, all employees have their choice to buy and eat the meal at canteen or their working site. In case working site, all food storage had kept in employee locker or in line process pantry resting area. However, the recommendation for hygiene should be concerned.</p> <p><u>Palm Estate as TOPI Palm Estate, SIAM Palm Estate, Klong tom Division Palm Estate and Chean Vanich Palm Estate:</u></p> <p>As almost employees stay in estate housing provided by each estate, the employee have a choice to eat their meal at housing or township with easy access to sundry shops and affordable food.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>- Minor compliance -</p>	<p><u>Crude Palm Mill and Estate:</u></p> <p>DLW survey by Human Resource Department annually with result 8,530 Baht/family with 2 children while National Minimum Wage is 8,840 Baht/family (340 Bahtx26 working days).Univanich provided a decent living wage for both local and foreign workers based on prevailing wages assessment. It includes wage, service bonus, meals, housing, health, facilities, sports and recreation, education, creche, welfare, etc. DLW is a bit lower than the minimum wage. Review of payslips found that the salary received complied with the minimum wage order 2023 and the</p>	Complied

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		prevailing wage calculated including in kind benefits. However The company shall comply with the minimum wage.	
PROCEDURAL NOTE:			
Refer to the RSPO Guidance for Implementing a Decent Living Wage, June 2019			
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p><u>Crude Palm Mill and Estate:</u></p> <p>The Univanich Palm Oil PCL identified core work of estate and milling activities. The employee payment on core work is split between the monthly workers and daily workers, all of them are considered full-time or permanent employees of the company. The wage for those employed workers (permanent; daily wage and monthly wage) follows the minimum wage as defined by law.</p> <p>Based on document review, field observation, and interviews with workers who work at the Crude Palm Mills, all know their core work such as Operator at the mill, electrician maintenance field, boiler operators. The core workers who worked at Palm Estate as plantation, weeding, and fertilizing was employed by full-time (Minimum wage/daily wage type). Some limited jobs such as harvesting, and pruning were employed by casual workers (pieces rate) and guaranteed as Thailand National Minimum Wage. Currently the minimum wage for Krabi province area is 347 Baht/day which company paid correctly to law.</p> <p>The Univanich Palm Oil PCL did not used Casual or Temporary or Day-by-day labour force for temporary job or seasonal.</p>	Complied
Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			

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6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in Thai languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>The top management of Univanich Palm Oil PCL had intension and respect for employees' Freedom of Association to form and joint their association without company interrupted.</p> <p>The workers right to collective bargaining with company by negotiation also welcome from management team. This Freedom of Association and right to collective bargaining has announced in policy with communication to all Crude Palm Mill and Palm estate. The policy was publicly available on the notice board at all mills and estates in both Thai and English. The policy had been reviewed periodic with last reviewed by Mr. Harry Brock /CEO with effective date on January 25, 2024.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers' representatives, who are freely elected, are documented in Thai languages and made available upon request.</p> <p>- Minor compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>All mill and estate did not have trade union establishment, the company has established channel for this as (1) Welfare Committee to support worker freedom of association and right to collective bargaining of each mill and estate which total employee excess than 50 employees by election among themselves, (2) Lady Committee for all site as clause 6.5.1 and (3) Suggestion box for mill and estate which total employee less than 50 employees.</p> <p>All employees could speak freely in above channels without punishment form manager of each site.</p> <p>TOPI Crude Palm Mill:</p> <p>There has implemented for 5 Welfare committee members, election on August 28, 2023 and meeting with Mill manager every three months. The last meeting had organized on December 21, 2023.</p> <p>SIAM Crude Palm Mill:</p>	Complied

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		<p>Reviewing last 5 Welfare Committee meeting record, suggestion box and issue of Lady Committee meeting with Mill manager on January 2024.</p> <p>SIAM Palm Estate:</p> <p>There has 7 Welfare Committee, suggestion box and Lady Committee implemented as meeting with Estate manager as last on December 2023.</p> <p>TOPI Palm Estate:</p> <p>Currently, the total employees less than 50 with implemented for suggestion box and Lady Committee meeting implement as last on mid of January 2024.</p> <p>Lamthap Crude palm Mill:</p> <p>There has implemented for 5 Welfare committee members, election on September 21, 2023 and meeting with Mill manager every three months. The last meeting had organized on November 1, 2023.</p> <p>Klongtom Division Palm Estate:</p> <p>The total employees less than 50 with implemented for suggestion box and Lady Committee meeting implement as last on January 2024.</p> <p>Chean Vanich Palm Estate:</p> <p>The total employees less than 50 with implemented for suggestion box and Lady Committee meeting implement as last on February 2024.</p>	
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p><u>Crude Palm Mill and Estate:</u></p> <p>From the result of interviewing with the workers, they informed that there is no labour union establishment although they aware the right to form the union, but they elected their own worker representatives through a nomination and voting process which is done during the</p>	Complied

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		<p>election.</p> <p>Worker representatives attend welfare committee meetings quarterly at each site. Workers interviewed are satisfied with their elected representatives and confirmed that management does not interfere with the formation and operations of the committee.</p>	
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>Top management of Univanich Palm Oil PCL – Chief Executive Officer (CEO) had announced Human Right Policy covering hiring children age above 16 years old for children protection and remediation action for child labour case had been discovered, last revised on January 25, 2024. This policy had applied to all and both Mill including Palm Estate for direct worker and service contractor and supplier agreement.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Crude Palm Mill and Estate:</p> <p>Based on a review of master list of the workers and sampled employment records, it showed that minimum age requirements are met or no workers with age below 18 years old. The Univanich Palm Oil PCL was verified all workers' original ID cards at the time of recruitment and keep the photo copies of workers' ID cards in the personnel files.</p> <p>Verified the age of randomly selected workers was through a copy of the ID card kept in each worker's file. The On-site visit also confirmed that no child labour work in any workplaces of Univanich Palm Oil PCL as:</p> <p>TOPI Crude Palm Mill:</p>	Complied

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		<p>Sampling minimum worker age is currently 22 years old as birth on September 13, 2002 working at Mechanical Maintenance operator position.</p> <p>SIAM Crude Palm Mill:</p> <p>Sampling minimum worker age is currently 24 years old as birth on August 3, 2000 working at Mechanical Maintenance operator position.</p> <p>SIAM Palm Estate:</p> <p>No new staff hiring due to rental palm estate end period term.</p> <p>TOPI Palm Estate:</p> <p>No new staff hiring due to rental palm estate end period term.</p> <p>Lamthap Crude palm Mill:</p> <p>Sampling minimum worker age is currently 22.6 years old as birth on September 28, 2001 working at PKO Process operator position.</p> <p>Klongtom Division Palm Estate:</p> <p>No new staff hiring During January 2024 to present.</p> <p>Chean Vanich Palm Estate:</p> <p>No new staff hiring due to rental palm estate end period term.</p>	
6.4.3	<p>(C) Young workers may be employed only for non-hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p><u>Crude Palm Mill and Estate:</u></p> <p>According to interview with sample of workers at Mill and Estates, only those workers with age higher than 18 years old were employed. So there is no young workers.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p><u>Crude Palm Mill and Estate:</u></p> <p>The Univanich Palm Oil PCL Human Right Policy covering hiring children age above 16 years old had communication to key staff as mill manager and estate manager, worker who work for company mill and company estate and FFB middle man collection supplier.</p>	Complied

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Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	Crude Palm Mill and Estate: Chief Executive Officer of the Univanich Palm Oil PCL had demonstrated prevent sexual harassment by establishing and communicating Sexual Harassment Policy to all level of the workers as last revised on January 25, 2024. The policy had planned to organize refreshment training to all level workers within end of March 2024. The Gender committee has implemented as Lady Committee establishment and consist of female operator organized to each site for managed female right, committee record had review for evidence.	Complied
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	Crude Palm Mill and Estate: The Univanich Palm Oil PCL had reviewed reproductive rights policy to protect women announced by Chief Executive Officer/CEO concerning to employees' health and well-being of women as last revised on January 25, 2024. A intention policy had focused on nursing mothers who have new born babies, reduce sexually transmitted diseases, including HIV, and other reproductive related diseases, and that the company respects women's reproductive rights following national legislation. Policy documented, implemented and communicated to all workforces by verbal orientation. TOPI Crude Palm Mill: Sampling 4 Lady Committee members had been announced on July 14, 2023 for promote relation and protect women right between company and female employees. Last meeting was done on February 1, 2024. SIAM Crude Palm Mill:	Complied

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		<p>Sampling 3 Lady Committee members had been announced on November 10, 2023 for promote relation and protect women right between company and female employees.</p> <p>SIAM Palm Estate:</p> <p>Sampling 2 Lady Committee members had been announced on November 15, 2023 for promote relation and protect women right between company and female employees.</p> <p>TOPI Palm Estate:</p> <p>Sampling 5 Lady Committee members had been announced on August 28, 2023 for promote relation and protect women right between company and female employees.</p> <p>Lamthap Crude palm Mill:</p> <p>Sampling refreshment training planed on March 6, 2024. 10 Lady committee had combine with Klongtom Estate and Lamthap Mill and Lamthap Estate – see the last meeting record on February 220, 2023.</p> <p>Klongtom Division Palm Estate:</p> <p>Sampling Lady committee had combined Klongtom Estate and Lamthap Mill and Lamthap Estate, the last meeting record on July 20, 2023 had covered for lady request with corrective action such need female toilet at FFB loading lamp area with corrective action completed on December 21, 2023.</p> <p>Chean Vanich Palm Estate:</p> <p>Sampling 3 Lady Committee members had been announced on November 7, 2023 for promote relation and protect women right between company and female employees.</p>	
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.	<p>Crude Palm Mill and Estate:</p> <p>The Univanich Palm Oil PCL had established work instruction for safety of feeding new mother to control female worker who pregnant and new</p>	Complied

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	- Minor compliance -	<p>mother. The procedure covered for new mother needed as leaving their job for collect mother milk for new baby, job rotation suit for pregnant worker and</p> <p>Lamthap Crude palm Mill:</p> <p>Sampling 1 new mother – laboratory analyst who come back to work on August 28, 2023 (4 months after born her baby). She had confirmed for freely leave her job for collection her milk for new baby.</p> <p>Palm Estate as TOPI Palm Estate, SIAM Palm Estate, Klong tom Division Palm Estate and Chean Vanich Palm Estate:</p> <p>No new mother and prospect pregnancy employee present at site.</p>	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>The Univanich Palm Oil PCL had established internal grievance management procedure (PM-FD-05-UVAN, effective January 27, 2021) and complaints mechanism communicated and allowed for the complainant to agree on the process of the compliant/grievance mechanism. The system allows complaints to be made anonymously by using the mail, telephone, verbal and suggestion box and the website of Univanich (https://univanich.com/whistleblowing/) for complaints.</p>	Complied
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages. 	<p>Univanich PCL does not have forced labour case for retention of personal identity document, involuntary overtime request, debt, delay or withholding worker wages.</p> <p>The mill and estates continued to follow the guidelines that were adopted the principles embedded in the Univanich PCL Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is nontransferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall</p>	Complied

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	- Critical (Major) compliance -	bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.	
6.6.2	(C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented. - Critical (Major) compliance -	The Univanich Palm Oil PCL did not have migrant workers or temporary employees as refer to company policy and procedure for foreign workers were released on 7 October 2020. The policy states a commitment to non-discrimination, no contract substitution, a post arrival orientation program (including a briefing on language, safety, labour laws, cultural practices, etc) and decent living conditions for foreign workers. All workers are provided with a house, water and other facilities. During the onsite audit, the migrant worker and temporary worker were not found on-site.	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded. - Critical (Major) compliance -	Available appointment letter of Occupational Safety and Health (OSH) Committee as an announcement in each Mill and Estate, for example, SIAM Estate: 7 safety Committee announcement was made on 20 Jan 2023. They are applicable to work during the period 20 Jan 2023 to 19 Jan 2025, resulting from the election on 15 Jan 2023. TOPI estate : 7 safety Committee announcement was made on 16 Jul 2022. They are applicable to work during the period 16 Jul 2022 to 17 Jul 2024, resulting from the election on 15 Jul 2022. Lamthap Mill ; 1 safety officer at professional level registered no.	Complied

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		<p>KorSorRor JorBor Wor 281000036, 3 safety officer at Management level announcement on KorSorRor JorBor Bor 281000726 and 281-000727, 13 Safety officer at Supervisor level and Safety officer report has made the latest submission on 25 Jan 2024 for the period of July 2023 to December 2023 Latest meeting among them was carried out on 31 Jan 2024 (1/2024) while the main topic of that meeting was related to road safety.</p> <p>Among agendas or items discussed in the OSH Committee meeting, it was included emergency plan practice, workplace inspection results, OSH Training Progress, Accident investigation report, Chemicals accident report, First aider report, Fire Report, Security Issue and others. There were recommendations made and indicated in the minutes of the meeting. The committee has also highlighted issues from the previous meeting and recorded them in the meeting minutes. The status of each action highlighted has been followed up accordingly and updated in each meeting. Measure to reduce accidents such as monitoring the workers, especially at the field by their superior. In addition, training-related SOP has been provided to ensure workers to increase their awareness if they did not comply, accidents may happen with severe injuries.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The accident and emergency procedure was established available in the appropriate language of the workforce. Company has demonstrated on fire preventing and firefighting. Each building installs emergency equipment such as fire extinguisher, Fire alarm, emergency light, heat/smoke detector, fire alarm system, etc. The emergency equipment was monitored and checked as frequency as define by local law and</p>	Complied

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		<p>complied with local law</p> <p>SIAM Mill : Safety yearly plan of Y2024 was established and was effective on 5-Jan-2024. Training was done for those emergency cases e.g. fire preparedness and evacuation., This action is part of the accident record of Y2023 to Jan 2024 if any</p> <p>TOPI Mill : Fire Extinguisher testing and inspection was done every month. Thes latest one was conducted on date 20 Jan 2024 which is part of the accident record of Y2023 to Jan 2024.</p> <p>LAMTHAP Mill : Safety yearly plan of Y2024 was established and effective on 09-Jan 2024.</p> <p>Emergency case procedure was established. Case of the emergency situation and their procedures</p> <p>composes of boiler, waste water leakage to canal, chemical leakage boiler explosion, and fire. For the training, the latest training on chemical leakage was done on 24 Sep 2023.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>From worker interview, it was found that all PPE are provided with free of-charge. For example, those PPE are safety shoe, earplug, ear muff, rubber boot. The workers confirmed that they those PPE can be requested in case current one was damaged with free of charge also. Clean rest room and sanitation facilities at the POM and each estate are provided especially for those workers who applying pesticides/chemical and are required to wash their hand, PPE and cloths before re-entring to their home.</p> <p>From the inspection in the high risk workplaces at the Mill and Estate, the workers are provided the proper PPE in accordance with the SDS.</p>	Complied

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		<p>For instance:</p> <ul style="list-style-type: none"> - Chemical storage operator: worker has been provided rubber gloves, mask, apron, boots. - Engine room and boiler operator: they has been provided mask and ear muff/ear plug. <p>Estate: worker has been provided boots, safety helmet, and sanitation facilities for washing after the spraying activities. Therefore, the PPE and working tools are washed and stored in the specific place and prohibited to be placed in worker's houses.</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with the Social Security Act B.E. 2533 (1990) and its amendments, and Workmen's Compensation Act B.E. 2537 (1994) and its amendments, respectively, or by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Mill/ estates have the first aid room prepare before all worker is provides medical care for workers and staffs for minor injuries and sickness free of charge. Major injuries or sickness are referred to the Hospital where the cost is borne by the management. Local workers and foreign workers were covered under Social Security Act B.E. 2533, and Workmen's Compensation Act B.E. 2537. Such as in year 2023 have accident</p> <p>SIAM mill : 1 case in 19/2/23 Slipper at sterilization</p> <p>Lamthap Mill : 1 case of seriously on date 14 /3/23 Vehicle accident . This all case was following investigation Kor-tor 16 and Kor-tor 44 and where the cost is borne by the management following the Workmen's Compensation Act B.E. 2537</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Auditor verified accident recorded in Y2023 and found that there was an accident incurred and the accident investigation was required. Here below are the details of verification on these records from sampling Mill and Sampling estate as follows ;</p> <ul style="list-style-type: none"> • Siam mill ; 1 case of seriously on date 19/2/23 slipper on sterilization and 0 case of non-seriously accident 	Complied

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		<ul style="list-style-type: none"> • Topi Mill ; 0 case of seriously and 2 case of non-seriously accident • Lamthap Mill : 1 case of seriously on date 14/3/23 Vehicle accident. All seriously case was following investigation no Kor-tor 16 and Kor-tor 44. All documents were prepared and submitted to the government. The auditor verified the payment slip and working time record. All benefits that practice comply with local law defined. • Siam Palm estate ; 0 case of seriously and non-seriously • Topi estate ; 0 case of seriously and non-seriously • Chean Vanich Estate; 0 case of seriously and non-seriously • Klongtom Division; 0 case of seriously and non-seriously 	
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.			
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	<p>The procedure has formulated an Integrated Pest Management (IPM) plan, as outlined in the Agricultural Best Practice for the estate (SOP for IPM Document number No. 4.6 Rev 04 Eff.1/11/2020), which also includes action plans for IPM improvement. This IPM plan was established for all estates of The Univanich Palm Oil Public Company Limited.</p> <p>During the on-site audit, the audit team verified records of IPM implementation, including details such as the number and location of planted beneficial host plants and the number of barn owl houses. The production unit has set up a target of one barn owl house for every 10 hectares (101 barns for NN Estate and 45 barns for Siam Estate). There have been no major outbreaks reported since the last audit. The only major pest reported is damage caused by rodents or rats. The production unit has conducted a census to monitor the rate of pests, as evident in the Rat Baiting Record. IPM training was provided for the staff at the plantation and representatives. While the training was required to</p>	Complied

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		<p>be conducted on IPM once a year, the latest training conducted on 26/11/2023 was given by Mr. Priwan T., Senior Plantation Manager, along with Mr. Patchara and Mr. Ekachai. Previously, the training was conducted on-site, as detailed below:</p> <p>Siam Estate</p> <ul style="list-style-type: none"> • IPM SOP and plan no. 4.6 • Monitoring record (Jan 24). • Training IPM on 14/11/23 <p>TOPI Estate</p> <ul style="list-style-type: none"> • IPM SOP and plan no. 4.6 • Monitoring record (Jan 24). • Training IPM on 14/11/23 <p>Chean Vanich Estate</p> <ul style="list-style-type: none"> • IPM SOP and plan no. 4.6 • Monitoring record (Jan 24). • Training IPM on 3/8/23. <p>The program includes a monitoring and management plan for bags caterpillars, fire caterpillars, rats, termites, Ganoderma, horn beetle, and wild boar. The IPM include census and monitoring pest and disease, conducting biological control by planting beneficial plant such as Cassia cobanensis, Turnera surbulata, and also with owl (Tyto alba). The company not use pesticide to control pests and diseases.</p>	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>The production unit has established a Justification on Agrochemicals Used (SOP: 4.6) targeting specific species. The justification for pesticide use considers opting for less harmful pesticides. The estates conducted an assessment on the invasiveness of species used for biological control. No invasive species were listed in the CABI.org introduced to the estate.</p>	Complied

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		Flora species utilized for IPM include Tunera subulata and Cassia. As for fauna species used for IPM, Tyto alba was employed	
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	The production unit has established a Justification on Pest Control (SOP: 4.3.5). There is no evidence of fire being used to control pests and diseases. During visits to all estates, no evidence or records of fire usage for pest control were found.	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	<p>The company has established and promoted safe working procedures inclusive of the following:</p> <p>Protective Equipment (PPE) Method of Applications Chemical Handling</p> <p>The production unit has a policy on the safe use of chemicals, as announced by Mr. Harry Brock on January 25, 2024, regarding the justification for all pesticides available in the Manual and documented under SOP no. 4.5 dated March 2020. Justification for the use of all chemicals such as pesticides, herbicides, and fungicides is available.</p> <p>Here is the information from each estate on the use of chemicals and pesticides:</p> <p>Siam Estate</p> <p>-SOP documented no. 4.5 -Chemical list</p>	Complied

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		<p>-Chemical usage records (Glyphosate 140 L, Gluphosinate 205 L, Briton 6 L, and Cypermethrin 2 L)</p> <p>-LD 50 available as per document no. 8.1</p> <p>-Sprayers: Mr. Arom, Mrs. Jiraphorn, Mrs. Ranu, and Mrs. Kesorn</p> <p>-Cholinesterase check by Krabi Hospital.</p> <p>TOPI Estate</p> <p>SOP documented no. 4.5</p> <p>-Chemical list</p> <p>-Chemical usage records (Glyphosate 440 L, Gluphosinate 305 L, Briton 8 L, and Cypermethrin 25 L)</p> <p>-LD 50 available as per document no. 8.1</p> <p>-Sprayers: Mr. Arom, Mrs. Jiraphorn, Mrs. Ranu, Mrs. Kesorn, and Kanjana</p> <p>-Cholinesterase check by Krabi Hospital.</p> <p>Chean Estate</p> <p>Chemical list (7.2.1)</p> <p>Chemical usage records (Dinovan 2.62 liters, Cypermethrin 3.88 L, Bomadiolon 1.16 kg, and Glyphosate 18.13</p>	
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The certification unit has established a pesticides application program for each estate, following the Univanich program. The program is tabulated according to Field No. F11, 15, and 07 for Siam Estate, Chianvanich Estate, and TOPI Estate, including the chemical type and date and month of application. Records of pesticides used and active</p>	Complied

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		ingredients per hectare are monitored monthly in the 5-Year Pesticide Records. The records for the year ending 2023 were available (See 7.2.1)	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have implemented an Integrated Pest Management (IPM) Plan and a Continuous Improvement Plan, aiming to reduce chemical usage. During site visits at the estates, the following practices were observed:</p> <ul style="list-style-type: none"> - Establishment of beneficial plants along estate roads and immature areas. - Placement of barn owl boxes at strategic locations. <p>Additionally, the use of Paraquat has been eliminated, with alternatives such as Glyphosate being used instead.</p> <p>Sampled in the estates (Siam estates 5, 6, 17 and 18 Estates) established a Continuous Improvement Plan 2023-2024 which among others stated plan to reduce the usage of chemical through implementation of Integrated Pest Management Plan. During audit and visit at mentioned estates use of pesticide is lower than or minimize than the last year, the implementation and planting off beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>In all estates visited, there is no prophylactic use of pesticides. While the usage of banned paraquat in Thailand is permitted under the guidance of the Department of Agriculture, it's important to note that no estates of Univanich utilize paraquat.</p>	Complied

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7.2.5	Use of pesticides registered under The Hazardous Substances Act B.E. 2535 and its amendments. In addition, pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. - Minor compliance -	The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly, as well as when new chemicals are introduced for application and operations in the future. The register indicated that only class III & IV pesticides were used at the mill and estates. Notably, Paraquat and Monocrotophos were not used by the estates, despite the current situation where the use of banned Paraquat in Thailand is permitted under the guidance of the Department of Agriculture. It's important to highlight that all estates have transitioned to using alternative pesticides with lower hazardous levels, such as Glyphosate and Acephate	Complied
	The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.	A comprehensive procedure has been established and implemented for chemical management (SOP No. 4.5). The register indicated that only class III & IV pesticides were used at the mill and estates	
	7.2.5b Why there is no other alternative which can be used.	The register indicated that only class III & IV pesticides were used at the mill and estates. Notably, Paraquat and Monocrotophos were not used by the estates, despite the current situation where the use of banned Paraquat in Thailand is permitted under the guidance of the Department of Agriculture.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative	All estates have now used alternatives pesticide with less hazardous level such as Glyphosate and Acephate. The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly, as well as when new chemicals are introduced for application and operations in the future	
	7.2.5d What is the process to limit the negative impacts of the application.	The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly refer; A comprehensive procedure has been established and implemented for chemical management (SOP No. 4.5).	
	7.2.5e Estimation of the timescale of the ap	A comprehensive procedure has been established and implemented for chemical management (SOP No. 4.5). Records indicate that pesticides	

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		were handled, used, and applied by trained individuals in accordance with the Safety Data Sheets (SDS).	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>A comprehensive procedure has been established and implemented for chemical management (SOP No. 4.5). Records indicate that pesticides were handled, used, and applied by trained individuals in accordance with the Safety Data Sheets (SDS) and Material Safety Data Sheets (MSDS) of the products. Here are the key points observed:</p> <ul style="list-style-type: none"> - Staff and workers, including storekeepers, sprayers, fertilizer and rat bait workers, underwent training to understand the hazards associated with chemical handling and how to handle them safely. - Trade and generic names of the chemicals were communicated to workers through SDS and MSDS training. These documents were also displayed at all storage areas. - Training included safety aspects and the proper usage of Personal Protective Equipment (PPE) when handling pesticides. All workers involved in pesticide application were equipped with appropriate PPE, which was replaced when worn out. Records of PPE issuance and replacement were verified by auditors. - Training covered various aspects related to pesticide and chemical handling, including spraying SOP/PPE, fertilizer application, chemical handling, and safety SOP. Training was conducted on Dec 28, 2023, by Mr. Maythavee Makwaree, Miss Jiranan Panyajareangnon (Agricultural Extensionist from the Department of Agriculture Extension), and Miss Thidarat Sea Lim (Safety Officer) at Siam Mill, overseen by Miss Pawinsuda 	Complied

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7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The chemical stores in all estates were found to be compliant with Occupational Safety and Health regulations. Pesticide inspections conducted at agrochemical storage rooms in all sampled estates revealed adherence to security, spill containment, ventilation, and labeling requirements. Running water is provided to workers handling chemical pesticides. Storage rooms are secured with locks, and access is restricted to designated personnel responsible for agrochemical inventory and storage.</p> <p>Key conditions verified during the audit include:</p> <ul style="list-style-type: none"> -Maintenance of records of purchase, storage, and use. -Installation of exhaust fans in all store buildings, with secured doors. -Authorization of only designated personnel to handle chemicals. -Segregation of chemicals in storage according to regulations. <p>Empty pesticide containers are triple rinsed, punctured, and stored separately in scheduled waste storage areas to prevent leachate into the environment. Signage requiring the use of Personal Protective Equipment (PPE) is visibly posted at entrance doors, along with Chemical Store signage displaying required hazard symbols. Facility ventilation systems are operational, providing adequate ventilation. Up-to-date chemical registers, trade and generic names, and Safety Data Sheets are available for reference.</p>	Complied
7.2.8	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Empty pesticide containers are meticulously managed following established procedures outlined in the Sustainability Manual procedure ref DCC 3.3.1 Rev .01 Eff 21/Nov/20. After triple rinsing and puncturing, they are stored separately in designated areas and stores. Subsequently, disposal arrangements are made in accordance with the procedure.</p>	Complied

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		<p>Waste management practices entail clear segregation, identification, collection, and storage of wastes in the waste warehouse. The waste warehouse undergoes regular inspections weekly to ensure proper housekeeping. Additionally, the waste log/balance is updated monthly, encompassing all generated wastes and pesticide containers.</p> <p>All wastes, including pesticide containers, are transported and disposed of by authorized waste processors. The organization holds a valid waste disposal permit, covering the offsite disposal of all generated wastes and pesticide containers. Prior to utilizing waste processing services, liability contracts are established between the organization and the waste processors.</p>	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	Aerial application of agrochemicals is not practiced in the estates of Univanich Industry Public Company. This confirmation is based on observations made during site visits, assessments of estate complexes, and interviews with employees. It is evident that such a method is no longer in use in the estate's practices.	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	Both initial and annual health surveillance programs were implemented for new and existing employees engaged in risk-factor-related work. Check-up results were consistently analyzed to evaluate the work environment's status and individual employees' health conditions. Immediate appropriate actions were taken for workers with abnormal results, and individual health report books were provided to each employee. A summary report was submitted to the Department of Labor Protection and Welfare.	Complied

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		<p>During site visits, evidence was verified, including records of initial and annual health check-ups for new and existing employees, medical surveillance data analysis, submission evidence for workers with abnormal results, submission evidence of health check-up reports to authorities, and individual health report books.</p> <p>The latest medical surveillance was conducted for 120 workers on April 30, 2023, in accordance with Occupational Safety and Health Administration (OSHA) requirements. The surveillance was carried out by Karbi Hospital, and the Medical Surveillance Report (Report Number: OHS16102023) confirmed that all 120 workers passed the medical program and were deemed fit to work.</p>	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>It's noted that pesticide handlers and sprayers in the estates have been verified through records, field inspections, and interviews to ensure that no pregnant or breastfeeding women have been offered work as pesticide operators. A policy is in place stipulating that pregnant and breastfeeding women must not be involved in chemical applications, with a specific code SC 08 (Ages 21) outlining this regulation.</p> <p>Furthermore, pregnant and breastfeeding women are monitored and listed in a document for registration to ensure compliance with the policy. Verification of the list of women workers and those who are pregnant confirms that no workers are on the pregnancy list at the time of the audit. Additionally, it was confirmed that none of the workers are below 18 years of age, as evidenced by sampling of their ID cards. The results of ground inspections further confirmed that all workers hired by the company are now above 18 years old.</p>	Complied
Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			

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7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>A procedure, SOP 5.3 , has been established, implemented, and maintained for waste management. Sufficient and suitable bins are provided at waste generation points. Estates of Univanich Industry Public Company had identified all wastes and sources of pollution. The Waste Management Action Plan 2022 was established to mitigate and control the identified wastes and sources of breakdown. The typical significant environmental receptors for the estates and mill operations, among others, as summarized below :</p> <p>Source : Waste & Pollution</p> <p>Chemical Store :Chemical Spillage, Empty Chemical Containers & Used Rags</p> <p>Line site : Domestic Waste, Sewage, Garden Residue, Recycle Items, Motor Lube Containers, Motor Lube Spillage</p> <p>All wastes are transported and then disposed of by authorized waste processors. The valid waste disposal permit covered the offsite disposal of all generated wastes. Liability contracts between the organization and the waste processors have been made before using the service. They demonstrate the evaluation of the capability of the waste processors. The Municipality disposes of domestic waste. Waste manifests always are provided for each transported waste. They all are reported to the Department of Industrial Work (DIW) via an electronic medium (internet). During auditing, it was ensured that there is not any waste disposed of without legal permission</p>	Complied
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Proper disposal of waste material is carried out as per the company procedures. The procedures are fully understood by workers and</p>	Complied

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		<p>managers established, implemented, and maintained for resource management and training process by verifying the relevant record as mentioned above. The Univanich Industry Public Company and all the estates had established SOP for chemical handling. The SOP of handling of chemicals/waste is available and made in place. The Waste Management Plan 2024 has been established prepared by The Proper disposal of waste material is carried out as per the company procedures. The procedures are fully understood by workers and managers established, implemented, and maintained for resource management and training process by verifying the relevant record as mentioned above. The Univanich Industry Public Company and all the estates had established SOP for chemical handling. The SOP of handling of chemicals/waste is available and made in place. The Waste Management Plan 2024 has been established prepared by The Univanich Industry Public Company and verified by the Assistant Engineer/Assistants/Manager.</p> <p>Interview with staff and workers, i.e., storekeepers and chemical mixers was trained refresh training on 26/10/23, and they had understood the hazards involved and how the chemicals should be used and disposed of in a safe manner. Among the identified wastes include empty chemical containers, including pesticides containers. Empty pesticides containers were washed at the washing station before disposal. Disposals were carried out in compliance with relevant regulations of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal. The area is sufficiently distant from habitation and water contamination. The site</p>	
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		disposal area (landfill area) is shown and marked on the estate map	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	The Univanich Industry Public Company practices of "Zero open burnings" are enforced and elaborated in the Group Sustainability Policy by Mr. Henry Brook, Chief Executive Officer, on 5 Sep 2023. Compliance is also included in the following guidelines, the operating units adhered to the burning policy of "Zero open burnings." for any replanting. From field visits and interviews with the workers, no open burning is practiced in the estates. All the Estates had a replanting program spanned over the forthcoming years. There was no evidence that fire had been used to prepare land for replanting in the estates especially at the Siam estate	Complied
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	The mill and estates have documented procedures for operating. These procedures cover vital processes such as GAP, planting, fertilizing, harvesting, pest control & IPM, machine and equipment maintenance, FFB transportation, FFB receiving, CPO and production, Environmental and Social impact assessment, risk assessment, corrective and preventive action. Fundamental processes of the plantation were established as SOP. A list of relevant SOP for plantations is shown in the indicator as mentioned above. The estates continued to use and implement SOP for each of the processes. The brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that implemented activities involving safety, health, environmental, quality, employees, etc., had followed the established SOP. Site inspection and interview with workers confirmed that the SOP had been implemented, and they understood the requirements of the SOP, the bottom-line of	Complied

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		which is Good Agricultural Practices and the care for their safety and health and the environment.	
7.4.2	<p>Periodic frond and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The Internal Oil Palm Research Center (PORC) of Univanich Industry Public Company visited the estates to perform foliar sampling before making the fertilizer recommendation for the forthcoming year.</p> <ul style="list-style-type: none"> • Leaf and soil nutrient analysis are a standard methodology used to diagnose fertilizer requirements in oil palms. • Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning. <p>For the Estate, an Agronomic assessment and fertilizer recommendation was conducted to formulate the FY2023-2024 manuring program and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been carried out in all estates. The latest of this operation was done on 10 - 28/Feb/2024 for all estate.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The Univanich Industry Public Company has a nutrient recycling strategy in place; the following practices are applied in the estates concerning the nutrient recycling strategy;</p> <ul style="list-style-type: none"> • EFB application is minimal as the mill has the facility of incinerator • Cut fronds are stacked in between the palms rows left to discompose. <p>EFB application records for all estates in the certification unit are available in EFB Application Monitoring. Last EFB 85,476 MT was applied at Siam Estate and TOPI Estate. The audit team found that EFB mulching is used in fields to enrich the soil fertility and mineral soils.</p>	Complied

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7.4.4	<p>(C) Records of fertiliser inputs are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>The fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc.</p> <ul style="list-style-type: none"> Records of programs and applications of fertilizers were reviewed by the auditors Review of the records revealed that the actual fertilizers applied in 2023/2024 was in line with the program. the following fertilizers were applied in the estates on recommendation by The Internal Oil Palm Research Center (PORC) of Univanich Industry Public Company, among others <p>Several fertilizer formulas were applied, such as 18-46-0, 21-0-0, and 0-0-60 at an average of 3.30 kilograms/palm oil tree. The period of the application is in March and October. The management of soil fertility is guided by The Internal Oil Palm Research Center (PORC) of Univanich Industry Public Company</p>	Complied
Criteria 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>All estates have committed to controlling and minimizing soil degradation by using the topography map (GPS/GIS) with contour lines from Royal Thai Survey Department to delineate sensitive erosion areas. Description of the soil characteristics such as texture, depth, drainage, parent material, and critical management aspects was available. Estate have established soil maps identifying the soil series available in the estate classified total area and percentage. The estate also has established maps identifying steep terrains in the respective estates available for verification. The estates had no problematic soils (e.g., peat soils and acid sulfate soils).</p>	Complied

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7.5.2	<p>There is no extensive replanting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>According to the topography maps produced by the company, there is no hilly slope available in the certification unit. Visited continued to have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes were guided in the Sustainability Policy under item. The content of the Policy, among others, includes the following:</p> <p>Compliance with all related guidelines and regulatory laws.</p> <ul style="list-style-type: none"> • Implementation of GAP • Implement suitable remedial to reduce impact to the environment. • To avoid pollution / To adopt a policy to others. • Other guidelines were also shown in the following documents among others; • Slope & River Protection Policy in Sustainability Manual page 30 • Buffer Zone & 25-degree slope in Sustainability Manual page 43 • Land Preparation for Terracing in Sustainability Manual page 53 • It was observed that practices to minimize and control erosion and degradation of soils was in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance, and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. <p>During the site visit it was verified that slope of more than 25 degrees are avoided in the planting areas due to the Policy of the Company forecasting several issues during the crop recovery on maturity. No replanting has taken place on steep slopes sighted</p>	Complied
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7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Based on the observation during the field visit, no new planting of oil palm on steep terrain although the replanting was found at Siam estate	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Management strategy for fragile soil, inadequate soil fertility palm oil plantation was established. Soil surveys are made and available in a soil map for all the visited estates. Topographic contour maps are also available, which are used to manage the drainage and road works in the estate. The estate had no new planting for the current year and the forthcoming five years of operations. This manual included planting density, land clearing and preparation, Leguminous cover plant, Manuring, weeding, Pest and disease, and, no planting on steep terrain and others. Soil map was available for all estates as mentioned in indicator 7.5.1. Reference made to the map did not find any marginal or fragile soils within the estate area.	Complied
7.6.2	Extensive planting on marginal and fragile soils is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	No fragile soil was identified in the audited estates.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys have been conducted, and the results are available in a soil map at the estates. Additionally, topographic contour maps are also available, which are utilized to manage drainage and road works within the estates. Further details can be found in sections 7.5.1 and 7.5.2	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			

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7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in all the estates.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to the RSPO Secretariat. - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates visited. There was also no new planting in all the estates.	Complied
PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance.			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	In all the estates visited, there is no presence of peat soil or soil categorized as marginal or fragile soil. Additionally, there has been no new planting observed in any of the estates	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	In all the estates visited, there is no presence of peat soil or soil categorized as marginal or fragile soil. Additionally, there has been no new planting observed in any of the estates	Complied
7.7.5	(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -	In all the estates visited, there is no presence of peat soil or soil categorized as marginal or fragile soil. Additionally, there has been no new planting observed in any of the estates	Complied
PROCEDURAL NOTE:			

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This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure. Within the initial 12 month implementation period, the company could submit other alternative methodologies to be considered by RSPO for recognition.

7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for Existing Oil Palm Cultivation on Peat', Volume 1 (July 2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	In all the estates visited, there is no presence of peat soil or soil categorized as marginal or fragile soil. Additionally, there has been no new planting observed in any of the estates	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO Manual on Best Management Practices (BMPs) for Management and Rehabilitation of Peatlands', Volume 2 (June 2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	In all the estates visited, there is no presence of peat soil or soil categorized as marginal or fragile soil. Additionally, there has been no new planting observed in any of the estates	Complied

Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.

7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p>	<p>The Univanich Palm Oil Public Company Limited have established a Water Management Plan for the year 2024 available for verification. The purpose of the plan is to maintain the quality and availability of the natural water resources. Verified the water management plan and its implementations as below:</p> <p>a) rainwater harvesting for cleaning purposes, b) water from the reservoir/catchment for the mill operations c) continual training for workers on water efficiency consumption d) desilting of water reservoir to retain the reservoir optimal capacity.</p>	Complied
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		<p>e) The action plan in the event of draught/water pollution and the estates</p> <p>Water usage is monitored on a monthly basis by the mill and the data has been provided under indicator 7.8.4.</p> <p>Water for consumption is treated by the mill at the Water treatment Plant. The mill monitors the water quality on a quarterly basis. Sighted the water sampling results as below:</p> <p>Certificate for Analysis ;Water quality monitoring was conducted on 20/2/2024 and results (Report Number: R6603010080 Date 20/2/24). The results indicated that all parameters were within the permitted range for Drinking Water Quality.</p> <p>TOPI Estate and TOPI Mill</p> <ul style="list-style-type: none">• Monitoring of incoming and outgoing water course at the 3 sampling points was done twice a year by the PCL Laboratory CO ,LTD. The recent water sampling was done on 10/11/24. The analysis was done by PCL Laboratory CO,LTD. and the report results (Report Number: Lab-W-971/2024) was available for verification. The results indicated that the incoming water had pH, BOD and COD which comply with the national Water Quality Standards law.• Riparian zones were maintained along the streams that run through the estate. The management have erected signages stating prohibition of chemical and fertiliser application along the riparian zone. Awareness trainings have been conducted for the staffs and workers to ensure the riparian zone is protected. <p>Siam estate and Siam Mill</p> <ul style="list-style-type: none">• Not restrict access to clean water or contribute to pollution of water	
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		<p>used by communities and workers have adequate access to clean water.</p> <ul style="list-style-type: none"> • The company is contribute to local communities programmes to protect, maintain and improve water sources. • The estate was provided clean drinking water all year round for workers. The drinking water quality test as same the Topi mill. <p>Lamthap Division</p> <p>Visit to the river and streams at the estates indicated that a clear buffer has been established. There were no signs of any manuring or spraying being done at the area. Signboards have been erected preventing any activities to be conducted at the area.</p>	
	7.8.1b Workers have adequate access to clean water.	<p>The water management plan established also focuses on ensuring local communities, workers, and their families have access to adequate and clean water for drinking, cleaning, and other purposes. Monitoring of water quality especially was done monthly and its result is in according to national regulation. Refer Report no. R6603010080 date 20/2/2024 By Department of Medical Science MOPH Ministry of Public Health No. 61 and 135.</p>	
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with the 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>- Critical (Major) compliance -</p>	<p>UNIVANICH has protected water course and wetlands, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>Waste water from SIAM MILL, TOPI MILL and LAMTHAP MILL were not discharge into the environment and the stream/river. Based on field observation, the wastewater are treated at effluent treatment ponds</p>	Complied

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		<p>before using as the material for the biogas production and supply as POME in the estates e.g.</p> <p>TOPI estate.</p> <p>The effluent treatment plant was made in accordance, and an interview with an operator in charge revealed that the operation was following standard operating procedures and legal requirements.</p> <ul style="list-style-type: none"> • No overflow was observed, and flow meter reading was recorded daily. The mill monitors the affluent and submits it to Pollution Control Department refer Enhancement and Conservation of Nation Environment Quality ACT, B.E. 1992 • All Mills need to treat and analyse the effluent water quality of which is BOD less than 100mg/l in order to comply with Ministry of Natural Resources and Environment. • The results from final discharge were compliance within the parameter limit BOD= 15 mg/l , COD = 128 mg/l, Oil & grease= 3, pH= 8.41 	
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>The effluent treatment plant at the Univanich Industry Public Company was constructed in accordance with standard operating procedures and legal requirements:</p> <p>No overflow was observed, and flow meter readings were recorded daily. The mill monitors the effluent and submits reports to the Pollution Control Department in accordance with the Enhancement and Conservation of National Environment Quality Act, B.E. 2020.</p> <p>All mills of the Univanich Industry Public Company hold licenses for water discharge, with a requirement for BOD (Biochemical Oxygen</p>	Complied

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		<p>Demand) to be less than 100mg/l, as per the Ministry of Natural Resources and Environment regulations.</p> <p>The results from the final discharge were compliant with parameter limits, with BOD at 15 mg/l, COD (Chemical Oxygen Demand) at 128 mg/l, Oil & grease at 3 mg/l, and pH level at 8.41</p>	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill processing water is obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made every month with the latest recording (water usage per mt in 2023 – present of fresh fruit bunches (FFB). There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance, etc. The baseline is 5.24 water(m3)/ton FFB.</p>	Complied
Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised.			
7.9.1	<p>A plan for improving efficiency of the use of fuels and to optimise renewable energy is in place, monitored and reported.</p> <p>.- Minor compliance -</p>	<p>A plan to improve the efficiency of fossil fuel usage has been implemented and incorporated into the Environmental Aspect and Impact Activities report for 2023, which was reviewed and updated in June 2023. The Environmental Management Plan for the efficiency of fossil fuel usage includes the following:</p> <p>Backhoe Tractor/Machines: Objective to reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel-using mobile equipment. Action plan: Ensure vehicle engines are turned off during idle time and record vehicle activity to identify energy-consuming operations.</p>	Complied

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		<p>Van Supervisory Vehicle: Objective to reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel-using mobile equipment. Action plan: Record vehicle activity to eliminate wasteful energy consumption and turn off vehicle engines during idle time.</p> <p>Electrical Supply: Objective to reduce reliance on gen-sets for power supply. Action plan: Utilize TNB sources.</p> <p>The utilization of fossil fuel in 2023 and 2024 is monitored with records shown below:</p> <ul style="list-style-type: none"> -Siam Mill: 1.21 liters/MT FFB --TOPI Mill: 1.72 liters/MT FFB -Lamthaps Mill: 1.21 liters/MT FFB -Chianvanich Estate: 1.02 liters/Ton/FFB -Cha-Uat Division: 1.34 liters/Ton/FFB -Siam Estate: 2.24 liters/Ton/FFB -TOPI Estate: 1.73 liters/Ton/FFB <p>The estates and mill record and monitor diesel utilization over the running hours of gen-sets and other vehicles. Performance variation is influenced by factors such as estate infrastructure, community size/number of gen-sets, number of vehicles/machine age, and weather interference/crop production volume.</p> <p>Due to current technology limitations, the estate has no opportunity to capitalize on utilizing fiber/shell produced from the Mill as part of their energy production to replace fossil fuel. However, the estates adopt the following practices to reduce diesel consumption in daily operations:</p>	
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		<p>-Monitoring diesel usage in FFB transportation -Turning off engines when not in operation Similarly, the mill has a reduction plan for fuel through the following initiatives:</p> <p>-Monitoring diesel usage in internal transportation -Turning off engines when not in operation -Maintenance of boiler & machinery to ensure optimal performance and monitor diesel usage Providing training to workers regarding reducing fuel and diesel usage for the boiler. The plan for improving fossil fuel efficiency is identified in the following reports:</p> <p>-Environmental Aspect Identification Summary FY 2023 -Environmental Impact Evaluation Summary FY 2023 Renewable energy usage & diesel consumption 2023 was established and monitored on a monthly basis."</p>	
Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>The Univanich Industry Public Company has identified greenhouse gas (GHG) emissions from its operations, including emissions from farm tractors and gen-set operations.</p>	Complied

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		<p>a) Management from both estates and mills have planned to reduce emissions by conducting daily inspections and monitoring of farm tractors and gen-sets to prevent any leakage or problems that could adversely impact the environment.</p> <p>b) Fuel consumption, peat oxidation, and POME (Palm Oil Mill Effluent) emissions are reported in the Palm GHG Summary Report. Emission values are recorded and calculated using RSPO's Palm GHG Calculator version 4</p>	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The Univanich Industry Public Company has calculated greenhouse gas (GHG) emissions using the RSPO Palm GHG calculator, with the chosen calculation option being Option</p> <p>The company records IL's (land use changes) new development within the certified area. There is no new planting in any of the estates. However, replanting activities were observed at Siam Estate during the audit</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>All polluting activities were assessed through the aspect and impact method and were documented. The activities are inclusive of green gas emissions, chemicals, fertilizer, scheduled waste, solid waste, and household waste. Data relating to such activities were collected, analyzed and presented during the environmental meetings held by the mill. Univanich has continued to maintain its environmental aspects/impacts register associated with its activities. Environmental aspect and impact (EIA) assessment record, i.e., which covers the and mill activities/operation. "Pollution Identification Environmental Improvement Action Plan" is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others, the significant environmental receptors for the estates and mill operations were:</p>	Complied

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		<p>Environmental Receptors</p> <p>1) Air ; Source; Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</p> <p>2) Water ; Source; Water discharges–Cleaning water/runoff/ process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water & blowdown</p> <p>3) Land ; Source; Land – Scheduled waste, domestic waste and industrial / process waste.</p> <p>An assessment; identified polluting activities are being conducted and monitored, including gaseous emissions particulate/soot emissions, and effluent. "Pollution Prevention Plan and Waste Management Action Plan 2023" – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among other actions taken by the Univanich were</p> <ul style="list-style-type: none"> • Scheduled wastes • Domestic wastes are disposed to local Municipal/landfill • Full compliance to zero burning practices. <p>The environmental issues are discussed together in the quarterly ESH meetings. The agenda discussed, among others, as follows;</p> <ul style="list-style-type: none"> • matters arising • performance of environment compliance • report on environmental pollution • self-compliance checklist performance • effluent treatment /clean air / scheduled waste • audit report on RSPO • Domestic waste issues 	
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		In addition, environmental issues were also discussed direct or indirect during the management meeting the weekly muster.	
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	There was no land preparation or new planting in all estates by burning over decades for the first planting of the palm oil tree in estates. As advocated, the estates practiced zero burning. For the visit at the estate where is having replanting activities, it was found that all palms were felled, shredded, windrow-ed, and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. No fire was used for waste disposal as well. Siam estate replanting in this year. There is no use the fire for land preparation. Therefore the zero burning policy has been well adopted and implemented accordingly.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	The Group enforces a 'Zero Open Burnings' policy as described in the Group Sustainability Policy, which was signed by Mr. Henry Brook, Chief Executive Officer, on September 5, 2020. Operating units adhere to this policy for any replanting activities. Field visits and worker interviews confirm that no open burning is practiced in the estate. The estate has recorded a replanting program for the next five years (refer to details in section 4.6.2.2). Additionally, both estates and mills have established a fire QSE team. Signage to prevent the use of fire is prominently displayed at the entrance to the certification unit and is being installed in high-risk areas such as housing and areas with adjacent stakeholders. Furthermore, all contractors and workers receive training from The Forest Protection and Forest Fire	Complied

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		Control Office on implementing Zero Burning and are reminded during morning briefing.	
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	The certification unit has implemented and maintained for communication, participation, and consultation. Internal and external communication among the various levels and functions of the organization and stakeholders on fire prevention and control measures. Information and methodologies of contact for each audience have been determined. For example, policy, significant environmental aspects, high risks, objectives & targets, compliance evaluation, measurement & monitoring results are communicated to its staffs via boards, e-mail, newsletters, reports, training, meetings, etc. engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meetings recorded on 20/Sep/2023	Complied
Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	Auditors verified through checks on www.globalforestwatch.com , Google Maps, Estate Maps, and on-site visits to all estates. Based on the audit findings, it was confirmed that no land clearing has occurred at CU since November 2005. The audit findings also confirmed no new planting (refer to sections 7.3.1 to 7.4.2), which would affect present High Conservation Value (HCV) areas and primary forests. No land clearing activities were undertaken if they would damage any forests, in order to protect or enhance the HCV.	Complied
7.12.2	(C) HCVs, HCS forests and other conservation areas are identified as follows: - Critical (Major) compliance -	There are no evidence land clearance and planting of oil palm conducted after 2019 to 2022 within the certification unit. The HCV assessment was conducted with details as follows;	Complied

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	7.12.2a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.	<p>"The appointed consultant is Forest Industry Organization (FIO), Ministry of Natural Resource and Environment of Thailand. Respectively, in summary, there was no HCV present in the CU except for the buffer zone for TOPI Estate, Siam Estate and Lamthap estate. The reports detailed the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV with some following information;</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and artificial d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long-term effect 	
	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE for 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCSA assessments.</p>	<p>Regular monitoring of incoming and outgoing water quality was monitored at rivers that pass through the estates. Slopes declared as steep terrains (>25°) were left abandoned. Regular patrolling by the estates Ranger were done at HCV areas to monitor on trespassing and RTE species with the patrolling records available for verification will include stakeholder consultation date on 31 Dec 2023</p>	
7.12.3	<p>(C) Indicator is not applicable in Thailand.</p> <p>- Critical (Major) compliance -</p>	This indicator is not applicable in Thailand	Not Applicable

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7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements.</p> <p>The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). The integrated management plan is reviewed at least once every five years.</p> <p>- Critical (Major) compliance -</p>	<p>HCV and Biodiversity assessment have been conducted and the HCV Reports were available for verification. Based on the identified HCVs, the management have implemented the HCV Management Plan where they have identified the possible threats that could arise at the HCVs and the Management and Monitoring of the areas. Among the observations recorded were possible encroachment or sign of trespassing, wildlife issues or sightings, pollution or erosion issues. Based on the verification of the provided photographs, it was sighted that the signages on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the area. All the signages were noted to be well maintained. Buffer zones were demarcated along the rivers and catchment area banks and no indication of chemical or fertilizer application were sighted. Regular monitoring of incoming and outgoing water quality was monitored at rivers that pass through the estates. Slopes declared as steep terrains (>25°) were left abandoned. Regular patrolling by the estates Ranger were done at HCV areas to monitor on trespassing and RTE species with the patrolling records available for verification. The estates continue to train the workers and staffs on HCV and RTE Species. Verified the training on HCVs and biodiversity awareness records available for the estates.</p> <p>However During the audit process, we sampled and verified the High Conservation Value (HCV) monitoring plan and its corresponding outcomes as reported by the Forest Industry Organization (FIO), under the Ministry of Natural Resources and Environment of Thailand.</p>	Non-compliance
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		<p>However, our examination revealed inefficiencies in the HCV monitoring results, as outlined below:</p> <p>At TOPI Mill, it was identified a sewage leak in the FFB ramp area. However, no data was available regarding the water monitoring results in the vicinity of the E-pan River.</p> <p>At Siam Estate, No results from High Conservation Value (HCV) area F2,F10 monitoring were found..</p> <p>At Khlongtom Estate, the results of the water analysis, which were supposed to be conducted annually according to the HCV monitoring plan for FY2022-23, were not found</p> <p>Refer Major NC no. 2466782-202402-M1</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>It was verified that there were no HCVs, HCS forests identified after 15 November 2018 where rights of local communities had been identified. The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law [Wild Animal Reservation and Protection Act, B.E. 2562 (2019)] if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>	<p>The Certification Unit estates have conducted a Rare, Threatened and Endangered Species (RTE) assessment for their respective estates. The assessment states the mechanism for RTE monitoring and reporting, wildlife monitoring records and awareness on RTE wildlife species. The implementations of the RTE measures are as below:</p> <p>1. RTE Species Training</p> <p>-Siam Estate – 10/01/2023</p>	Complied

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	- Minor compliance -	-TOPI Estate Wildlife Training - 16/01/2023 - Cha Uat Division Training - 26/01/2023 2. Estate's management have displayed posters on RTE species and briefed all workers on the importance to protect the wildlife. Estates have implemented a Wildlife Monitoring Record book for recording of any sightings of wildlife in the estates	
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	Monitoring of these areas are made through the daily field supervision by the field staff and executives. There were also visits by the Senior Managers and Plantation Controllers and personnel from the Sustainability unit. Sighting of RTE are made and recorded during the in the estates if any.	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -	The audit findings have confirmed that there are no new planting affecting present HCV and primary forest. There were no land clearing activities made nor were there damage to any forest to protect or enhance the HCV.	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for **UNIVANICH 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:

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

The summary of the Net GHG emitted in **2023** for **TOPI MILL** and supply base (<https://ghg.rspo.org/dashboard/mills/648/assessments/3468/input/summary>) are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.26
PKO	0.57

Extraction	%
OER	17.73
KER	5.32

Production	t/yr
FFB Process	448,170.26
CPO Produced	79455.25
PKO Produced	25945.42

Land Use	Ha
OP Planted Area	4,205.03
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	0
Total	4,205.03

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	21884.31	0.43	0.00	0.00	0.00	0.00	0.00	21884.31
CO ₂ Emission from fertilizer	1261.00	0.02	0.00	0.00	0.00	0.00	0.00	1261.00
NO ₂ Emission	949.34	0.02	0.00	0.00	0.00	0.00	0.00	949.34
Fuel Consumption	724.25	0.01	0.00	0.00	0.00	0.00	0.00	724.25
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-18103.17	-0.36	0.00	0.00	0.00	0.00	0.00	-18103.17
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	6715.73	0.13	0.00	0.00	59657.97	0.00	0.00	66373.70

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	8,037.46	0.02
Fuel Consumption	220.58	0.00
Grid Electricity Utilization	5,114.43	0.01
Credit		
Export of Grid Electricity	-1,906.02	-0.01
Sales of PKS	-35,926.00	-0.10
Sales of EFB	-10,683.73	-0.03
Total	-35,143.27	-0.10

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	13784.72
PK from other source	0.00
Fuel Consumptions	125.73
Total Crusher emissions	13910.44

*This mill has no kernel crusher operation.

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

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	24.84
Divert to methane captured (energy generation) (%)	75.16

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The summary of the Net GHG emitted in **2023** for **SIAM MILL** and supply base (<https://ghg.rspo.org/dashboard/mills/649/assessments/3559/input/summary>) are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.21
PKO	0.00

Extraction	%
OER	17.42
KER	5.6

Production	t/yr
FFB Process	317,774.47
CPO Produced	55369.45
PKO Produced	

Land Use	Ha
OP Planted Area	1,365.20
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
Total	1,365.20

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	4571.22	0.53	0.00	0.00	0.00	0.00	0.00	4571.22
CO ₂ Emission from fertilizer	229.71	0.03	0.00	0.00	0.00	0.00	0.00	229.71
NO ₂ Emission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fuel Consumption	104.76	0.01	0.00	0.00	0.00	0.00	0.00	104.76
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-4332.54	-0.50	0.00	0.00	0.00	0.00	0.00	-0.50
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	772.20	0.09	0.00	0.00	46366.26	0.00	0.00	47138.46

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	6694.62	0.02
Fuel Consumption	285.16	0.00
Grid Electricity Utilization	6960.44	0.00
Credit		
Export of Grid Electricity	-603.40	0.00
Sales of PKS	-29985.34	-0.09
Sales of EFB	-7508.15	-0.02
Total	-24156.67	-0.09

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

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

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	4.09
Divert to methane captured (energy generation) (%)	95.91

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The summary of the Net GHG emitted in **2023** for **LAMTHAP MILL** and supply base (<https://ghg.rspo.org/dashboard/mills/647/assessments/3565/input/summary>) are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.18
PKO	0.18

Extraction	%
OER	17.77
KER	5.23

Production	t/yr
FFB Process	321,658.05
CPO Produced	57,156.30
PKO Produced	16,810.91

Land Use	Ha
OP Planted Area	466.30
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	0
Total	466.30

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	4605.47	0.65	0.00	0.00	0.00	0.00	0.00	4,605.47
CO ₂ Emission from fertilizer	580.24	0.08	0.00	0.00	0.00	0.00	0.00	580.24
NO ₂ Emission	349.90	0.05	0.00	0.00	0.00	0.00	0.00	349.90
Fuel Consumption	181.70	0.03	0.00	0.00	0.00	0.00	0.00	181.70
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-4365.23	-0.62	0.00	0.00	0.00	0.00	0.00	-4365.23
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1352.08	0.19	0.00	0.00	47185.88	0.00	0.00	48537.95

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	6607.62	0.02
Fuel Consumption	382.57	0.00
Grid Electricity Utilization	4289.42	0.01
Credit		
Export of Grid Electricity	-1645.98	-0.01
Sales of PKS	-32367.74	-0.10
Sales of EFB	-12718.21	-0.04
Total	-35452.33	-0.11

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	6427.70
PK from other source	0.00
Fuel Consumptions	163.96
Total Crusher emissions	6591.66

*This mill has no kernel crusher operation.

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

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	0.94
Divert to methane captured (energy generation) (%)	99.06

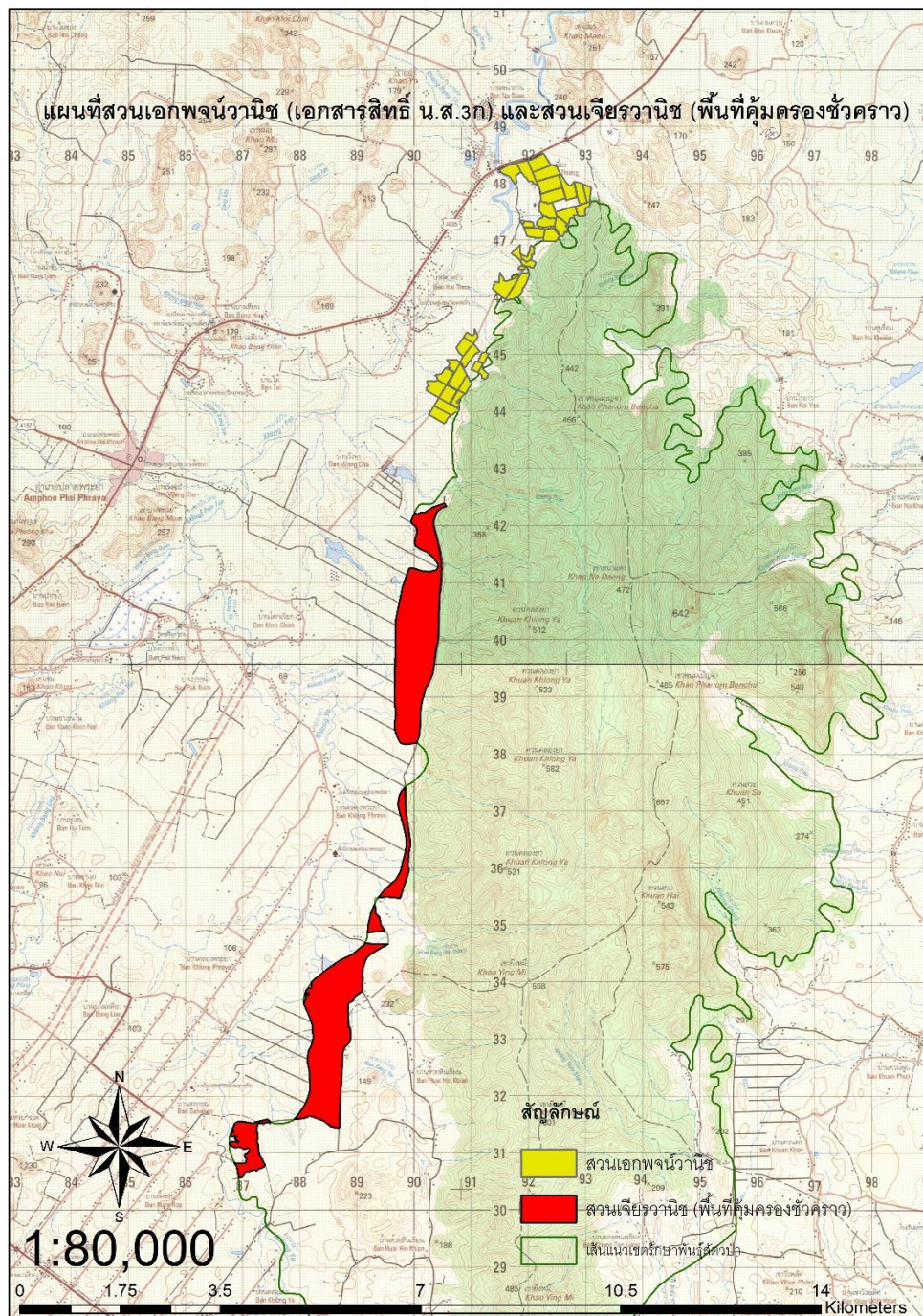
Appendix C: Location Map of Certification Unit and Supply bases



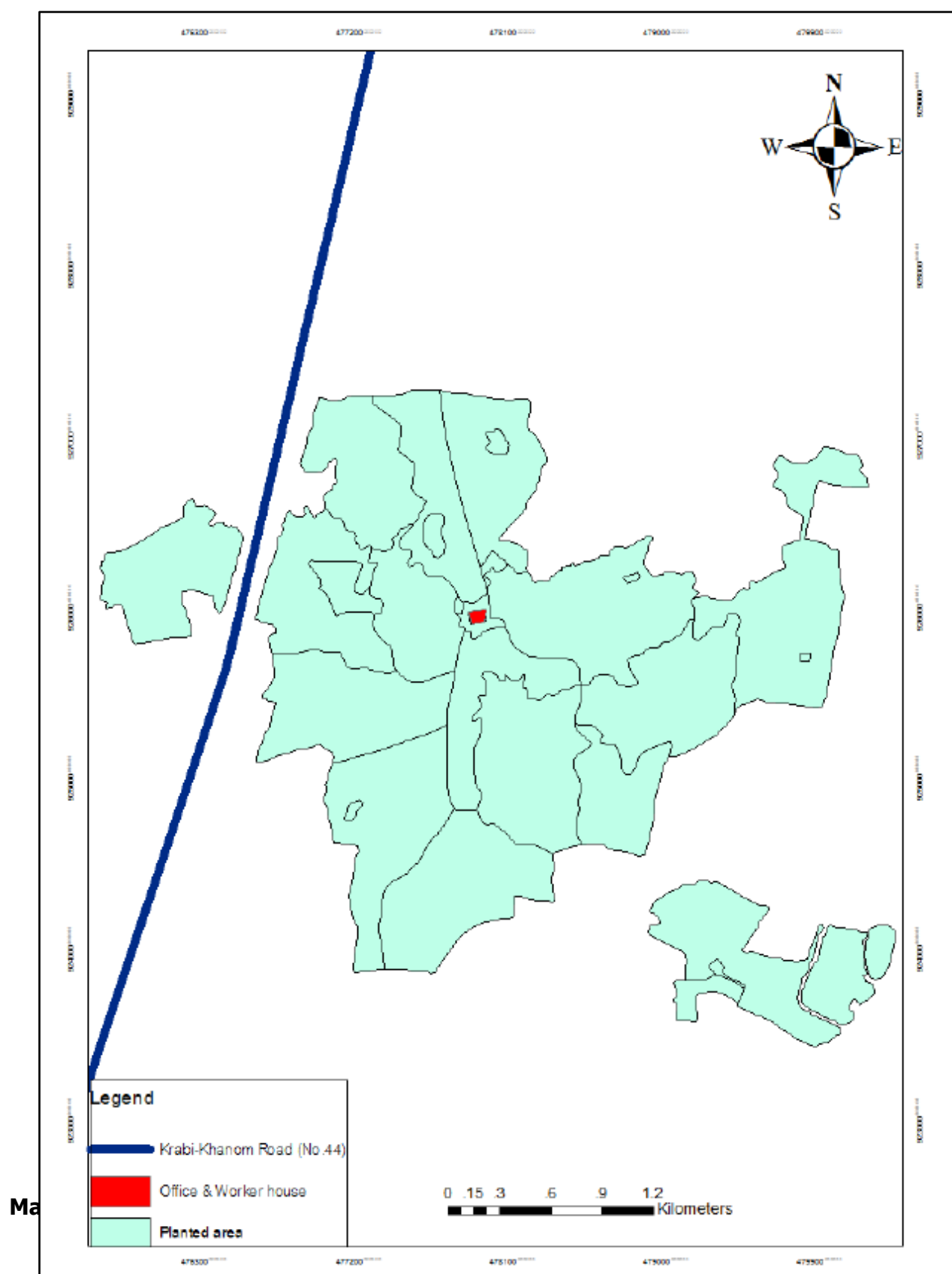
Figure 1 Overall location of mills and estates of Univanich including TOPI mill and its supply base

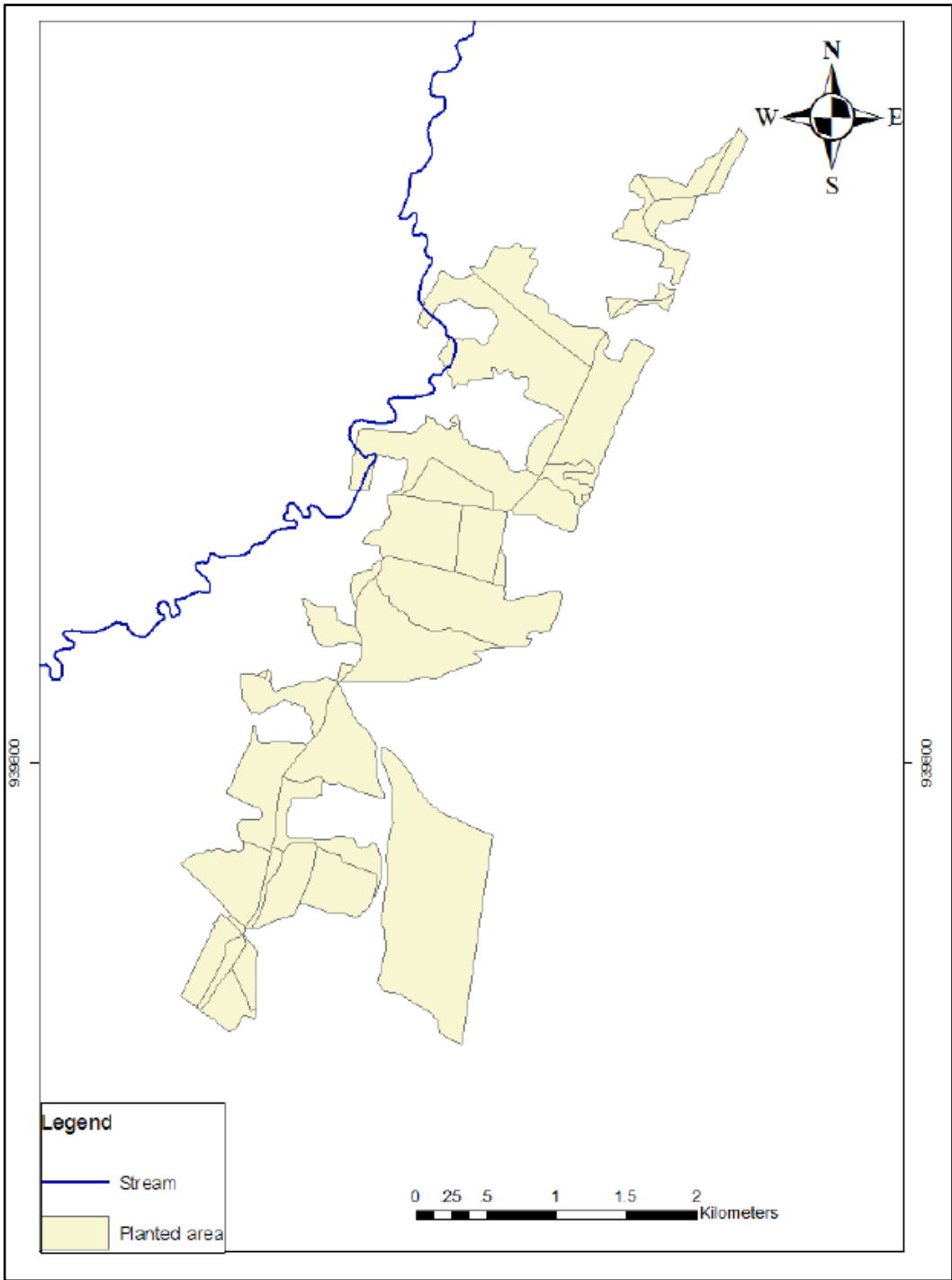
Appendix D: Estate Field Map

Map of Eakapot estate and Chean Vanich Estate map showing different land ownership type (plot with red shape is referred to as areas with land deed, while plot with white shape is referred to as areas where concession expired)

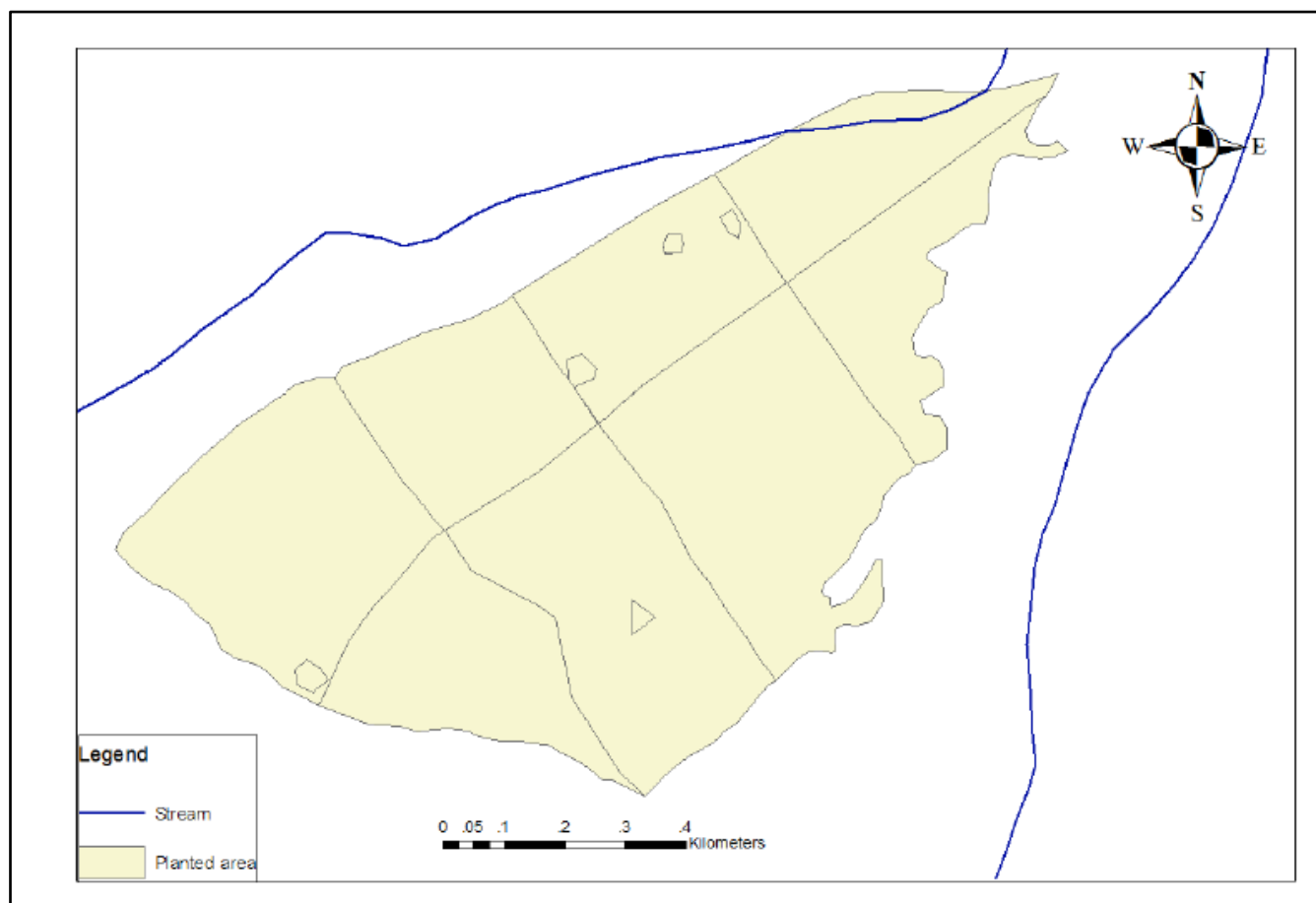


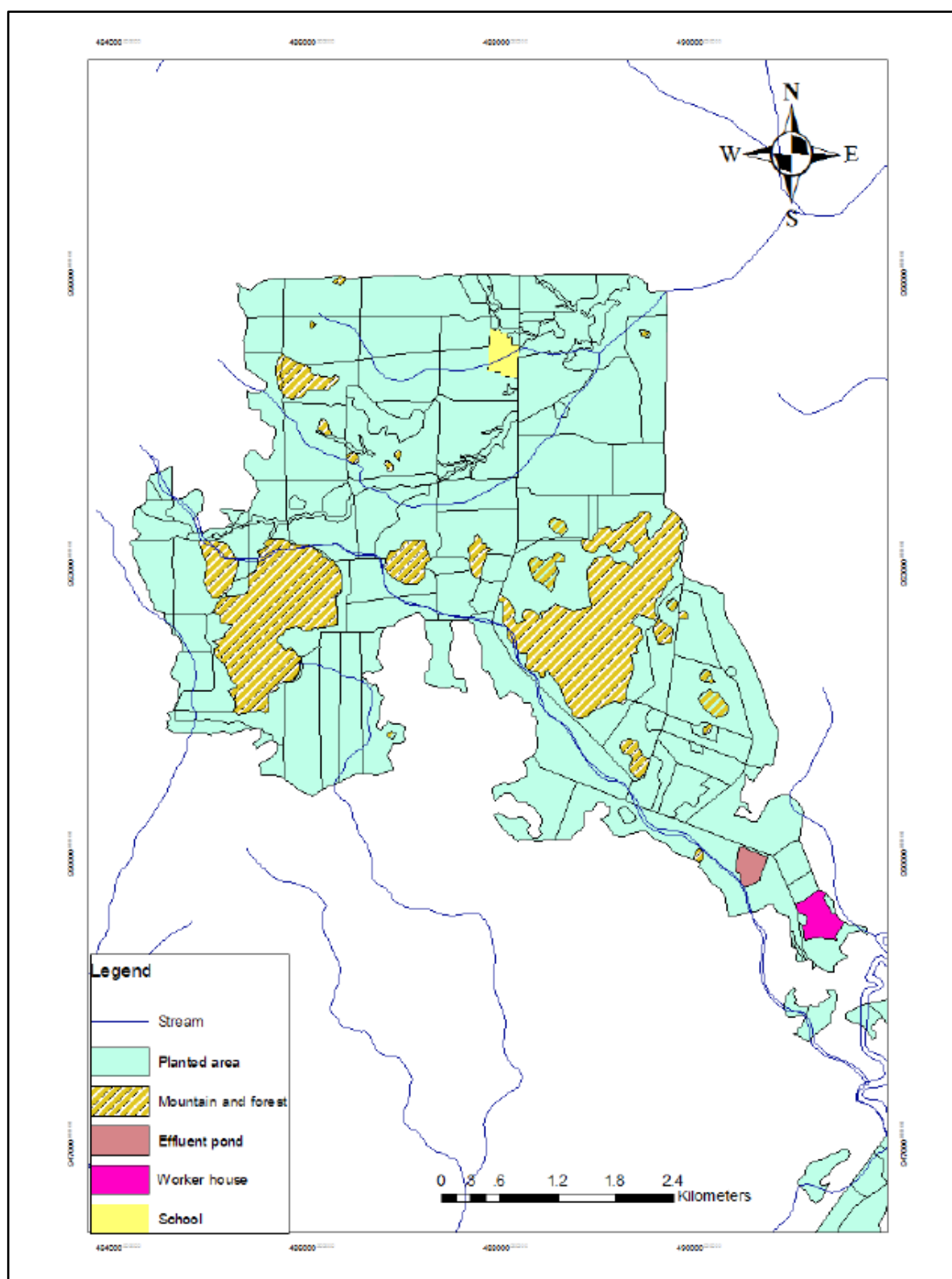
Map of Siam Palm Division



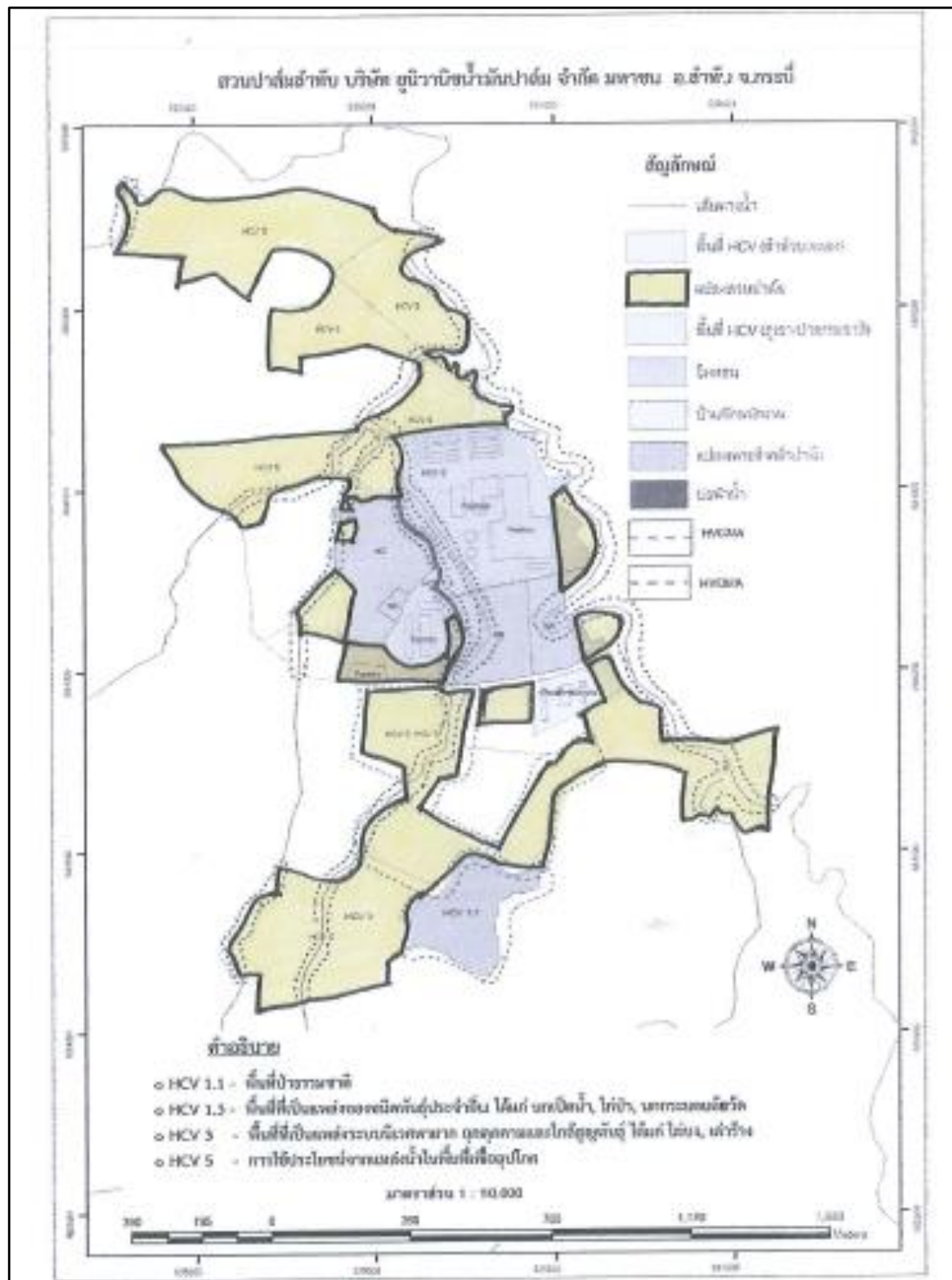


Map of Wanee Division

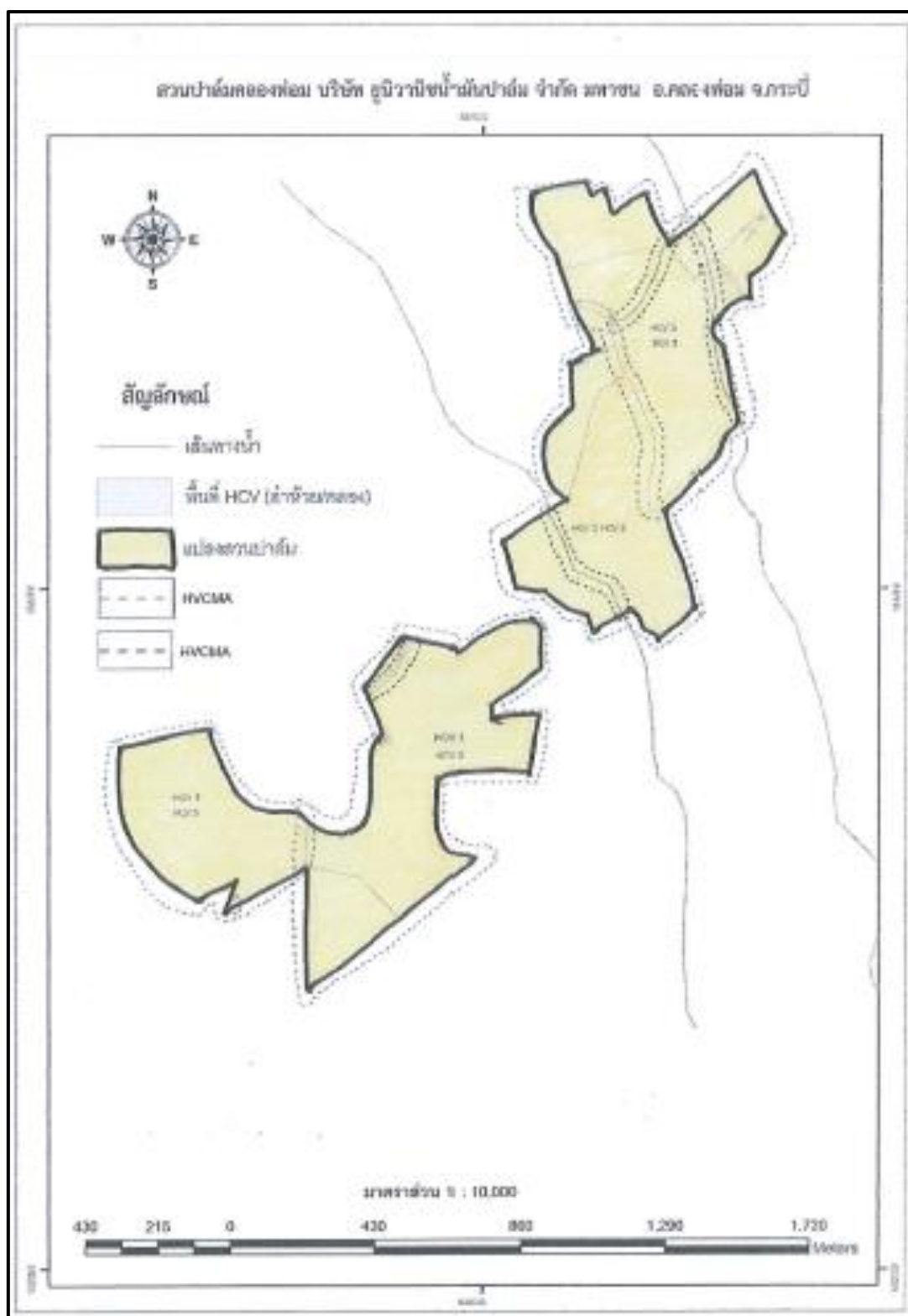


Map of TOPI Estate**Lamthap Estate**

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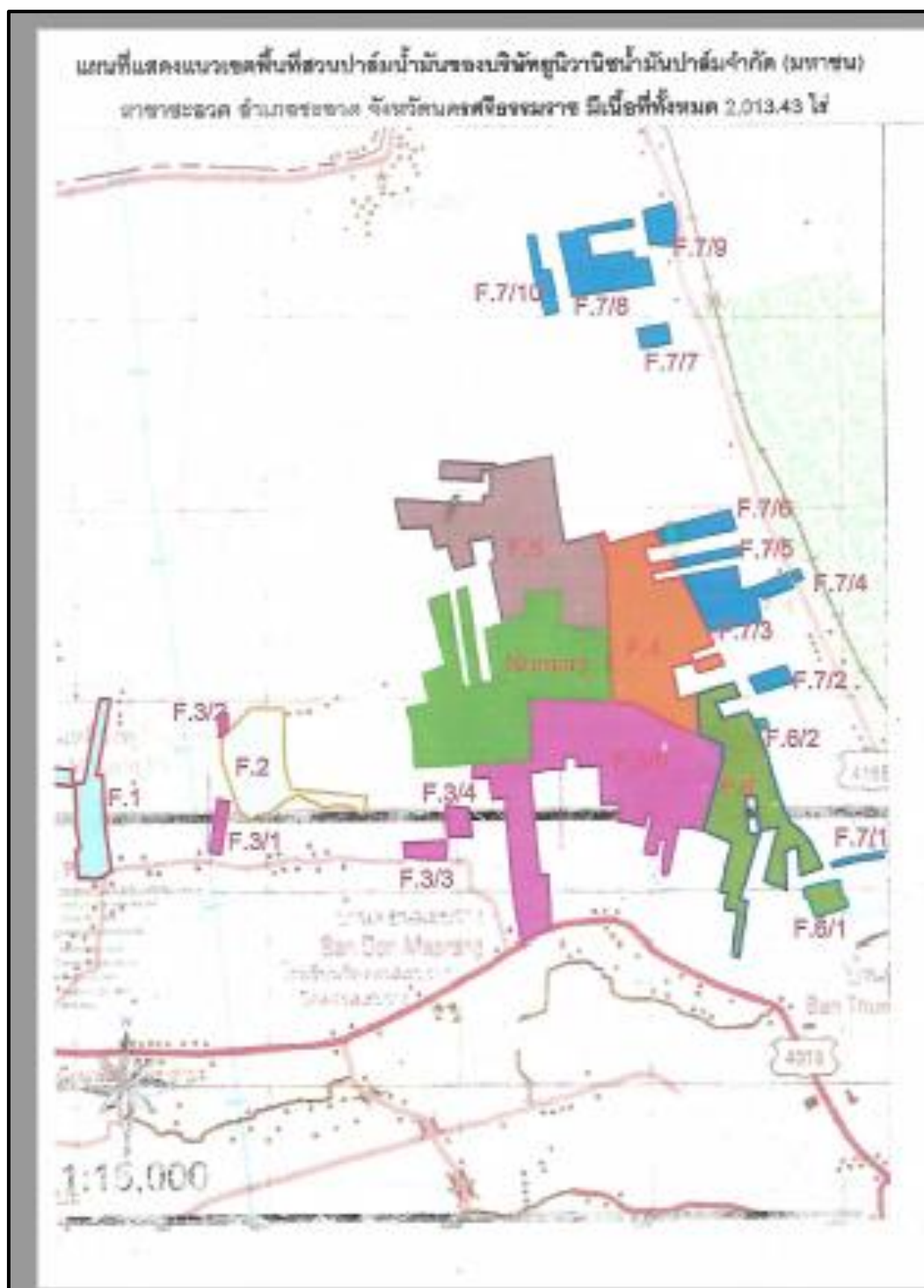


Klongtom Division



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Cha-uat Esatate



Appendix E: List of Smallholder Registered and/or sampled

Not applicable.

Appendix F: List of Abbreviations

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