

**RSPO PRINCIPLE AND CRITERIA
1st Annual Surveillance Assessment (ASA1_1)
Public Summary Report**

New Britain Palm Oil Limited
Head Office: PO Kimbe West New Britain Papua New Guinea
Guadalcanal Plains Palm Oil Limited Tetere Palm Oil Mill 2001 P.O. Box Honiara, Guadalcanal Province Solomon Island

TABLE of CONTENTS

Page No

Section 1: Scope of the Certification Assessment.....	4
1. Company Details	4
2. Certification Information	4
3. Location(s) of Mill & Supply Bases	4
4. Description of Supply Base	5
5. Plantings & Cycle	5
6. Certified Tonnage of FFB (Own Certified Scope)	6
7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable	6
8. Certified Tonnage	6
Section 2: Assessment Process	7
Certification Body.....	7
Assessment Methodology, Programme, Site Visits	7
Assessment Program.....	8
BSI Assessment Team.....	9
Section 3: Assessment Findings	10
3.1 Details of audit results.....	10
3.2 Progress against Time Bound Plan.....	10
3.3 Details of findings	12
3.3.1 Status of Nonconformities Previously Identified and Observations	17
3.3.2 Summary of the Nonconformities and Status.....	18
Assessment Conclusion and Recommendation	19
Appendix A: Summary of Findings	20
Appendix B: Approved Time Bound Plan.....	56
Appendix C: Certification Unit RSPO Certificate Details.....	57
Appendix D: Assessment Plan.....	58
Appendix E: Stakeholders Contacted	61
Appendix F: CPO Mill Supply Chain Assessment Report (Module D – CPO Mills : Identity Preserved)	62
Appendix G: Smallholder List.....	65
Appendix H: Location Map of Tetere Palm Oil Mill Certification Unit and Supply bases	79

**RSPO Public Summary Report
Revision 4 (November /2016)**

Appendix I: Mbalisuna Estate Field Map..... 80
Appendix J: Teterere Estate Field Map 81
Appendix K: Location of Smallholders Field Map 82
Appendix L: GHG Reporting Executive Summary 83
Appendix M: List of Abbreviations Used 85

Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0016-04-000-00	Date	Member since: 30 November 2004
Company Name	New Britain Palm Oil Limited - Guadalcanal Plains Palm Oil Limite		
Address	Head office : PO Kimbe West New Btrитай, Papua New Guinea Certification unit : Teterе Palm Oil Mill, P.O. Box 2001, Honiara, Solomon Islands		
Subsidiary of (if applicable)	N/A		
Contact Name	Andrew Kerr		
Website	www.nbpol.com.pg	E-mail	akerr@gppol.com.sb
Telephone	+675 985 2177 +677 21003	Facsimile	+675 985 2178 +677 21009

2. Certification Information			
Certificate Number	RSPO 666858	Certificate Issued Date	18/03/2016
		Expiry Date	17/03/2021
Scope of Certification	Palm Oil and Palm Kernel Production from Teterе Palm Oil Mill and Supply Base (Teterе Estate, Ngalimbiu Estate, Mbalisuna & Scheme Smallholders)		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
KC#170469-1	KOSHER STD	RABBI MORDECHAI GUTNICK	FEB 1ST ,2017

3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		E (Longitude)	S (Latitude)
Teterе Oil Mill	Guadalcanal, Solomon Islands	160°13' 7.32"	9° 26' 33.72"
Teterе	Guadalcanal, Solomon Islands	160°13' 7.68"	9° 26' 56.04"
Ngalimbiu	Guadalcanal, Solomon Islands	160° 8' 48.84"	9° 27' 48.24"
Mbalisuna	Guadalcanal, Solomon Islands	160° 15' 20.52"	9° 26' 50.64"
Outgrowers – West Zone	Guadalcanal, Solomon Islands	160° 08' 24"	9° 27' 01"
Outgrowers – Central Zone	Guadalcanal, Solomon Islands	160° 12' 36"	9° 27' 36"
Outgrowers – MBA East Zone	Guadalcanal, Solomon Islands	160° 15' 14"	9° 28' 05"

RSPO Public Summary Report
Revision 4 (November /2016)

Outgrowers – MBE East Zone	Guadalcanal, Solomon Islands	160° 19' 20'	9° 29' 03"
----------------------------	------------------------------	--------------	------------

4. Description of Supply Base							
Estate	Mature (ha)	Immature (ha)*	Total Planted (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Hectarage	% of Planned
Tetere	1,764.63	283.14	2,047.77	0	900.22	2,947.99	69%
Ngalimbiu	1,849.33	463.51	2,312.84	0	175.01	2,487.85	93%
Mbalisuna	2,116.37	287.40	2,403.77	0	464.70	2,868.47	84%
subtotal	5,730.33	1034.05	6,764.38	0	1,539.93	8,304.31	
Outgrowers – West	132.42	113.08	245.50	0	0	245.50	100%
Outgrowers – Central	155.32	26.39	181.71	0	0	181.71	100%
Outgrowers – MBA East	138.45	42.35	180.80	0	0	180.80	100%
Outgrowers – MBE East	41.97	60.80	102.77	0	0	102.77	100%
Total	6,198.49	1,276.67	7,475.16	0	1,539.93	9,015.09	83%

**the category of the immature is different with 0-3 age (years) in table 5 is due to in NPBOL plantation, the FFB starting harvest in year > 2 can it consider as mature category.*

5. Plantings & Cycle								
Estate	Age (Years)					Tonnage / Year**		
	0 - 3*	4 - 10*	11 - 20	21 - 25	26 - 30	Estimated (Apr 16-Mar 17)	Actual (Jan 16-Dec 16)	Forecast (Jan 17-Dec 17)
Tetere	423.49	581.12	200.09	843.07	0	140,000.00	41,223.07	32,546.00
Ngalimbiu	613.13	1146.31	205.73	163.52	184.15		46,140.63	37,363.00
Mbalisuna	287.40	232.29	1784.59	99.49	0		57,977.95	56,275.00
Outgrowers – West	113.08	110.07	22.35	0	0	11,983.00	2,145.50	1,845.00
Outgrowers – Central	26.39	37.89	11.95	105.48	0		1,218.30	2,024.00
Outgrowers – MBA East	42.35	127.08	11.37	0	0		1,882.15	1,316.00
Outgrowers – MBE East	41.97	35.41	25.39	0	0		806.64	927.00
Total	1,547.81	2,270.17	2,261.47	1,211.56	184.15	151,983.00	151,394.24	132,296.00

**RSPO Public Summary Report
Revision 4 (November /2016)**

*Note: this is replanting after verified the planting history and land title.
 **Previous reporting period (by other CB) from April 16 to March 17 has been adjusted due to Jan to Dec due to no actual data available in Feb and March as audit carried out in Jan.

6. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (Apr 16- Mar 17)	Actual (Jan 16- Dec 16)	Forecast (Jan 17- Dec 17)
Tetere	140,000.00	41,223.07	32,546.00
Ngalimbiu		46,140.63	37,363.00
Mbalisuna		57,977.95	56,275.00
Subtotal		145,341.65	126,184.00
Outgrowers – West	11,983.00	2,145.50	1,845.00
Outgrowers – Central		1,218.30	2,024.00
Outgrowers – MBA East		1,882.15	1,316.00
Outgrowers – MBE East		806.64	927.00
Subtotal		6,052.59	6,112.00
Total	151,983.00	151,394.24	132,296.00
7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
Independent FFB Supplier	Tonnage / year		
	Estimated (Apr 16- Mar 17)	Actual (Jan 16- Dec 16)	Forecast (Jan 17- Dec 17)
Not applicable			

8. Certified Tonnage									
Mill	Estimated (Apr 16- Mar 17)			Actual (Jan 16- Dec 16)			Forecast (Jan 17- Dec 17)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Tetere Palm Oil Mill	151,983.00	35,000.00	7,900.00	151,394.24	36,407.39	8,608.49	132,296.00	30,758.82	7,183.67
OER%		23.05%	5.66%		24.05%	5.69%		~23.25%	~5.43%

Section 2: Assessment Process

Certification Body

BSI Services Malaysia Sdn Bhd,
(ASI Accreditation Number: RSPO-ACC-19)
Unit 3, Level 10, Tower A
The Vertical Business Suites, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
Tel +603 2242 4211 Fax +603 2242 4218
Nicholas Cheong: Nicholas.Cheong@bsigroup.com
www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia. BSI is accredited for RSPO Supply Chain Certification Systems (SCCS) and Principles & Criteria for Sustainable Palm Oil Production (P&C, Single Site & Group) certification Worldwide.

Assessment Methodology, Programme, Site Visits

This on-site 1st Annual Surveillance Assessment was conducted from 16 – 19 January 2017. The audit programme is included as Appendix D. The approach to the audit was to treat the mill, its supply base and scheme smallholder as an RSPO Certification Unit. Mill was audited together with the sampled estates -Tetere Esate & Mbalisuna Estate and 20 smallholders. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

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. RSPO Principles & Criterias Generic 2013 and RSPO Supply Chain Certification Standard 2014 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates and smallholders of its supply base. The estates sample were determined based on formula $N = 0.8\sqrt{y}$ where y is the number of estates while when applicable, the smallholders sample were determined following the RSPO Certification Requirement for Group Certification Standard 2016. The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. The sampled smallholder is listed in Appendix J. Out of in total **232*** smallholders, sampling formula as below:

Category	Samplings	Remark
CERTIFIED Smallholders ($0.8\sqrt{232} \times \text{RF } 1.2$)	~18	Risk Factor 1.2; These members are existing certified members. There is no replanting and or expansion but the Group management has a history of non-conformities.
Total sampled smallholders	20	

*In previous CB report reported 208 smallholder. However, total smallholders is confirmed as 232 smallholders during SA1 onsite visit. There were no new smallholders in 2016, the reason for the discrepancy is due to the requirement to reconcile the numbers through physical checks after a large portion of older smallholder plantation was returned to GPPOL is 2015.

**RSPO Public Summary Report
Revision 4 (November /2016)**

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 Appendix E and the sampled smallholder (when applicable) is listed in Appendix J”

All the previous nonconformities are remains closed. The assessment findings for the 1st Annual Surveillance Assessment are detailed in Section 3.3.

As of 1st January 2017, the certification holder is required to report the GHG emission and it shall be calculated using the GHGpalm version 3.0.1. The data input into the GHGpalm has been verified by the assessment team. The summary of the GHG emitted for year 2016 is summarised in Appendix L.

This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

This report was externally reviewed by RSPO approved Certification Reviewer prior to certification decision by BSI.

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 2_1)	Year 4 (ASA 3_1)	Year 5 (ASA 4_1)
Tetere Palm Oil Mill	√	√	√	√	√
Tetere Estate		√		√	√
Ngalimbiu Estate	√		√	√	
Mbalisuna Estate	√	√	√		√
Smallholders	√	√	√	√	√

*This assessment was conducted by other CB

Tentative Date of Next Visit: January 16, 2018 – January 19, 2018

Total No. of Mandays: 12 mandays

BSI Assessment Team**Hoo Boon Han – Lead Auditor**

He holds Master of Technology (Environmental Management) from the University Malaya and Bachelor of Science Forestry (Hons) Majored in International Tropical Forestry from University Malaysia Sabah. He has more than 3 years working experience in environmental monitoring & audit, carbon accounting & reduction, wastewater treatment, waste management and sustainable development. He has successfully completed the RSPO Lead Auditor and RSPO Supply Chain Training in April 2012. He has been involved in RSPO P&C audit in Indonesia and Malaysia as well as RSPO SC audit across different region including Asia, Europe and North America for the past 4 years. During this assessment, he assessed on the aspect of environment, Safety and Health, Legal, social and community engagements, stakeholders consultation, and workers welfare. He is able to speak and understand Bahasa Malaysia, English and Mandarin.

Nicholas Cheong – Team Member

He holds Master of Environmental Management from the University Putra Malaysia and Bachelor of Science (Food Science) from Charles Sturt University Australia. He has more than 5 years of working experience in sustainability auditing and carbon emissions accounting. He has also 2 years of working experience in wastewater treatment construction and operations. He has completed the ISO9001, ISO14001 and RSPO P&C Lead Auditor course and MSPO Awareness Training. In his previous certification body he is a Assessor for Clean Development Mechanism and ISCC. He had been involved in Sustainable Palm Oil auditing for more than 2 years.

Mohd Hafiz Mat Hussain – Team Member

He holds Bachelor Degree in Plantation Technology and Management, graduated from University Technology Mara (UiTM) on 2009. He has 4 years working experience in oil palm plantation industry. He also has the experiences as an auditor for several standards including ISO 9001, ISO 14001, OHSAS 18001, MSPO and RSPO in his previous certification body. He completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course and OHSAS 18001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2014 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since May 2013 in more than various companies in Malaysia. During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, safety and health, environmental and workers and stakeholders consultation.

Yvonne Hani – Technical & Local Expert

She hold Bachelor Degree in Arts with Honors (BA Honors) in Medical Anthropology and Bachelor Degree in Arts (BA) - Anthropology & Sociology from University of Papua New Guinea. She also has the experiences as Social Impact Assessment surveys within impact areas of the Papua LNG project. She familiar with Papua New Guinea and Solomon social aspect as well as law & regulation. Able to speak in English and local language.

Accompanying Persons: -

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following RSPO normative requirements. The assessment details are provided in Appendix A.

- NBPOL Time Bound Plan
- RSPO Supply Chain Certification Checklist November 2014
- RSPO P&C 2013 Generic Checklist

3.2 Progress against Time Bound Plan

The NBPOL group has 6 operation locations, of which 5 are in Papua New Guinea namely West New Britain (WNB), Higaturu Oil Palm (HOP), Poliamba Limited (POL), Ramu Agri-Industries Limited (RAIL) and Milne Bay Estates (MBE) and 1 in the Solomon Islands namely Guadalcanal Plains Palm Oil Ltd (GPPOL). The first operation West New Britain achieved certification in September 2008, Ramu Agri-Industries Ltd achieved certification in July 2010, Poliamba achieved certification in February 2012, Milne Bay achieved certification December 2012, Higaturu in January 2013 and GPPOL achieved certification in March 2011.

In this aspect, all operating sites within NBPOL plan in both PNG and Solomon Islands have now achieved certification to RSPO P & C.

The village oil palm (VOP) smallholders in GPPOL are included in the time bound plan and all have been certified.

NBPOL, Guadalcanal Plains Palm Oil Ltd (GPPOL) is in collaboration with 208 Village Oil Palm (VOP) smallholders that was developed on customary land. The VOPs were developed independently of the company. The individual VOP manage all aspects of their small holdings of oil palm including harvesting.

The smallholders supply approximately 5.0% of the total tonnage of FFBs processed by the Tetere oil mill. All the smallholders at Guadalcanal Province are included in the RSPO certification process are certified. NBPOL- GPPOL operates a Smallholder Affairs Department (SHA) that is dedicated to support the smallholders who supplies FFBs to the company's mill. GPPOL has a defined list of smallholders and has agreed to collect the smallholder fruits. The smallholders land was mapped and ensured that under the customary process they are eligible to plant.

GPPOL SHA works with the individual smallholders on the survey of their blocks. The survey process involves the physical inspection of all blocks and interview of each smallholder to assess their understanding of sustainable practices and conformance with the relevant RSPO P&Cs. This is ongoing, surveys and inspections continue by GPPOL smallholders' affairs office. GPPOL SHA continued to hold comprehensive discussions with the smallholders on RSPO P&C implementation in maintaining the certification.

All smallholders have been certified within the 3 year time-bound plan from the initial certification. Therefore, the 3 years implementation is not applicable.

RSPO Public Summary Report
Revision 4 (November /2016)

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	The time bound plan includes all the 5 operation units in Papua New Guinea and 1 operation units Solomon Island successfully certified.	Yes
Is the time bound plan challenging? <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	Not applicable as all operation units are certified.	N.A
Have there been any changes since the last audit? Are they justified?	Not applicable as all operation units are certified.	N.A
If there have been changes, what circumstances have occurred?	Not applicable as all operation units are certified.	N.A
Have there been any stakeholder comments?	Up to date, no receive of any stakeholder comments.	Yes
Have there been any newly acquired subsidiaries?	Up to date, no newly acquired subsidiaries.	Yes
Have there been any isolated lapses in implementation of the plan?	Not applicable as all operation units are certified.	N.A
Un-Certified Units or Holdings		
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Not applicable.	N.A
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	Not applicable.	N.A
Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	Not applicable.	N.A
Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	Not applicable.	N.A

**RSPO Public Summary Report
Revision 4 (November /2016)**

Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	Not applicable.	N.A
Any Legal non- compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	Not applicable.	N.A

3.3 Details of findings

The nonconformity is listed below. The summary report of the assessment by criteria is listed in Appendix A.

During the 1st Annual Surveillance Assessment there were one (1) Major & three (3) Minor nonconformities raised and one (1) Observation. The Tetere Palm Oil Mill 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 Major Nonconformity(ies) has been verified for it effectiveness and closed accordingly.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1430457-201701-M1	Requirements Indicator 6.5.1 Documentation of pay and conditions shall be available	Major
	Evidence of Nonconformity The National Provident Fund deduction of 5% of employee salary as per contract clause 15, did not indicate in all the employees' pay-slip. Sampled pay-slip from Oct - December 2016 from estates and mill as below: <ul style="list-style-type: none"> a. Employee No.: TT342 b. Employee No.: TM504 c. Employee No.: TM483 d. Employee No.: MB5525 e. Employee No.: MB5698 f. Employee No.: MB5729 g. Employee No.: MB5698 h. Employee No.: MB5729 	
	Statement of Nonconformity The details and information on the employees' pay-slip is incomplete.	
	Corrective Actions <ul style="list-style-type: none"> a) Cross check IT report with current GPPOL membership listing from NPF to determine employees already with NPF Membership and update PPMS. (Completed 18/01/17) b) For employees who are without NPF membership and/or their application is in process their Company ID number will be used as a temporary NPF number for 	

**RSPO Public Summary Report
Revision 4 (November /2016)**

	<p>the purposes of deductions. (Completed 19/01/17)</p> <p>c) For employees who have not yet applied for NPF membership to do so (ongoing)</p> <p>d) Accounts has confirmed total outstanding contributions for each employee and facilitate payment. Use start date and cross reference against NPF Form A. (Calculation completed).</p>	
	<p>Assessment Conclusion</p> <p>The CAP and evidence submitted confirmed that the issue has been fully addressed hence the Major NC was closed on 17/2/2017. No onsite audit is required as the closure evidence relating to documentation is sufficient for offsite closure.</p>	

Non-Conformity		
NCR #	Description	Category (Major / Minor)
<p>1430457-201701-N1</p>	<p>Requirements Indicator 4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> <p>Evidence of Nonconformity During site visit at Tetere Estate and Mbalasuna Estate, it was found that: 1. The wheelers walk bare foot while evacuating the FFB. 2. The sprayers were not using face mask while spraying.</p> <p>Statement of Nonconformity Inadequate PPE for workers to cover all potentially hazardous operations.</p> <p>Corrective Actions</p> <ol style="list-style-type: none"> 1. Safety talks to continue regularly, outlining the importance of wearing PPE. 2. Safety glasses has been issued to sprayers. 3. Face mask to be issued per PPE improvements to sprayers and as required by the respective MSDS. 4. Footwear to be issued to field workers per PPE improvements. 5. Risk Registry updated per required corrections and audit observations. 6. Summarized 6 months of wheeler injuries report attached. 7. Updated risk registry. <p>Assessment Conclusion The corrective action plan is accepted. Effectiveness of corrective action taken will be verified in the next audit.</p>	<p>Minor</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1430457-201701-N2	Requirements Indicator 4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.	Minor
	Evidence of Nonconformity The emergency procedure did not identify any safety equipment or training need at the housing compound of Tetera and Mbalasuna estate.	
	Statement of Nonconformity The emergency procedure that has been established was not adequate.	
	Corrective Actions Emergency drill for potential emergencies that may occur in the residential areas and will include the non-working residents has been planned accordingly as well as incorporating into the risk registry.	
	Assessment Conclusion The corrective action plan is accepted. Effectiveness of corrective action taken will be verified in the next audit.	

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1430457-201701-N3	Requirements Indicator 5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.	Minor
	Evidence of Nonconformity The GHG calculation using the PalmGHG v3.0.1 is not available.	
	Statement of Nonconformity Starting 1st January 2017, public reporting of GHG emissions is made mandatory through the annual audit summary report, which are published on the RSPO Website. During this onsite assessment the summary report has not been published.	
	Corrective Actions The GHG calculation has been completed using the PalmGHG v3.0.1. The data base generate by the PalmGHG v3.0.1 with all respective records has been forwarded to the auditors. All the data has been verified accordingly.	

**RSPO Public Summary Report
Revision 4 (November /2016)**

	<p>Assessment Conclusion</p> <p>The assessment team had verify the data base against all record provided. The data inputted into the GHGpalm v3.0.1 calculator is consistent with the records. The GHG emission reported is provided in Appendix L. The GHG emission reported by GPPOL is deemed accurate based on the record data provided.</p> <p>Closed on 24/1/2017</p>	
--	--	--

Observation	
OBS #	Description
1	<p>Indicator 2.1.3</p> <p>The latest internal audit for Tetere Oil Mill and Vehicle Work Shop was conducted on 14/09/2016 and 09/12/2016 respectively. The internal audit was conducted but not covering all the section. It was found that there were no internal audit conducted to the Sustainability team with regards to process on tracking changes of the legal compliance.</p>

Positive Findings	
PF #	Description
1	The management shown good commitment towards the RSPO certification as well as towards the Village Oil Palm program.
2	Positve comments from the workers as well as the surrounding villagers.
3	Buffer zones are well maintained.

Issues raised by Stakeholders	
<p>Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Tetere Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.</p> <p>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. These have been incorporated into the assessment findings.</p> <p>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 Appendix E.</p>	
IS #	Description
1	<p>Issues:</p> <p>Tetere and Msubalina Clinic: Interview the doctor and nurse to confirm following:</p> <p style="padding-left: 20px;">a. Clinical Waste- Disposal through incinerator in the mill</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

	<p>b. Breast Feeding- It is common to breast feeding the child up to 2 years old in here; no prohibition from the management. The management also allow the female workers breast-feeding 3 times per day during working hours.</p> <p>c. Sprayer Operator- Health check bi-annually; Female worker chemical handler if detected pregnant, will transfer them to other unit.</p> <p>Management Responses: The management will continue to practice the good management.</p> <p>Audit Team Findings: No further comment.</p>
2	<p>Issues: Workers – They were well understood on the terms stated in the contract of employment. They understood on wages paid. They informed that their house was in good condition.</p> <p>Management Responses: The management will continue to maintain the housing condition.</p> <p>Audit Team Findings: No further issue.</p>
3	<p>Issues: Smallholders – No land dispute issue reported. Trenches and road were constructed to demarcate the boundary. Payment for FFB were made promptly by the management.</p> <p>Management Responses: The management will monitor the smallholders accordingly.</p> <p>Audit Team Findings: No further issue.</p>
4	<p>Issues: Solomon Islands Land officer – The Land officer had confirmed to the assessment team that there were no reported land disputes between GPPOL and land owners. The Land Officer confirms that GPPOL had always compliant with the Land Title regulation.</p> <p>Management Responses: The management will continue to compliant with the Land Title regulation.</p> <p>Audit Team Findings: No further issue.</p>

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-Conformity		
NCR #	Description	Category (Major / Minor)
Non Conformity Number 1	<p>Requirements: Indicator 4.7.2 : All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p>	Minor
	<p>Evidence of Nonconformity: During the field visits at Ngalimbiu and Mbalisuna estates, first aid kits were not made available at chemical spraying and harvesting work locations to handle emergency in the event of an injury and/or accident</p>	
	<p>Corrective Action:</p> <ol style="list-style-type: none"> 1. The mobile first aid kits were distribute to all Section Leaders and Estate Assistant Managers. 2. The management was established forms that indicates the emergency contact numbers, eg: Plantation Manager, Assisstant Plantation Managers, Office and GPPOL emergency. 	
	<p>Assessment Conclusion:</p> <ol style="list-style-type: none"> 1. During the site visit at Tetera Estate and Mbalasuna Estate, the mobile first aid kits were available with Section Leaders and Estate Assistant Managers. 2. The forms that were used by the section leaders indicates the emergency contact numbers, eg: Plantation Manager, Assisstant Plantation Managers, Office and GPPOL emergency. <p>Closed on 19/1/2017</p>	

Non-Conformity		
NCR #	Description	Category (Major / Minor)
Non Conformity Number 2	<p>Requirements: Indicator 4.8.2 : Records of training for each employee shall be maintained.</p>	Minor
	<p>Evidence of Nonconformity: During document review, it was found the training records of some personnel were not traceable.</p> <ol style="list-style-type: none"> 1. Waste oil spill kits at workshop and store 2. Smallholders FFB pricing formula, grievance & complaints procedures at MBA East, Central and West. 3. Cutters, loose fruit pickers, rat bait campaign and wheelers at Mbalisuna Estate 4. Cutters, sprayers, loose fruit pickers and wheelers at Ngalimbiu estate 	

**RSPO Public Summary Report
Revision 4 (November /2016)**

	<p>Statement of Nonconformity: Records of monitoring and any actions taken shall be maintained and available, as appropriate.</p>	
	<p>Corrective Action: The records of training will be kept by the respective units (mill and estates).</p>	
	<p>Assessment Conclusion:</p> <ol style="list-style-type: none"> 1. The record of meeting- waste oil at Mbalisuna and Tetera Estate dated 21/12/2016 was available. 2. The records 3. The records of harvesting training and pesticides training were available at Estate Office: <ol style="list-style-type: none"> a. Harvesting training conducted on 16/1/17 (Tetera Estate) and 24/8/16 (Mbalasuna Estate). b. Spraying training (pesticide operators) on 25/7/16 (Tetera Estate) and 7/1/17 (mbalasuna Estate). <p>Closed on 19/1/2017</p>	

Observation	
OBS #	Description
N.A	



3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
Non Conformity Number 1 – 4.7.2	Minor	21/01/2016	Closed on 19/1/2017
Non Conformity Number 1 – 4.8.2	Minor	21/01/2016	Closed on 19/1/2017
1430457-201701-M1	Major	19/01/2017	Closed on 17/02/2017
1430457-201701-N1	Minor	19/01/2017	"Open"
1430457-201701-N2	Minor	19/01/2017	"Open"
1430457-201701-N3	Minor	19/01/2017	Closed on 24/1/2017

**RSPO Public Summary Report
Revision 4 (November /2016)**

Assessment Conclusion and Recommendation

Based on the findings during the assessment Tetere Palm Oil Mill Certification Unit and supply base complies with RSPO P&C 2013, and the RSPO Supply Chain Certification Standard (Nov 2014) for CPO Mill. It is recommended that the certification of Tetere Palm Oil Mill Certification Unit is approved and continued.

Acknowledgement of Assessment Findings	Report Prepared by
Name: Craig Gibsone for Andrew Kerr	Name: Hoo Boon Han
Company name: New Britain Palm Oil Limited Guadalcanal Plains Tetere Palm Oil Mill	Company name: BSI Services Malaysia Sdn Bhd
Title: General Manager	Title: Lead Auditor
 Date: 15 March 2017	Signature:  Date: 14 March 2017

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Commitment to Transparency		
Criterion 1.1: Growers and millers provide 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	<p>There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> <p>- Minor compliance -</p> <p>Adequate information covering on environmental, social and legal issues which are relevant to RSPO Criteria and relevant to stakeholders is shared for effective participation and decision making. Information on environmental, social and legal issues relevant to RSPO Criteria was made available to relevant stakeholders for effective participation in decision making.</p> <p>In company website (http://www.nbpol.com.pg) publicly available documents such as policy, sustainability handbook and report, EIA, Management Plans & Continuous Improvement Plans. Other sensitive information such as land title and etc will be provided upon request.</p> <p>In addition to the website, the policies and plan were also displayed at various locations at the operating units including the main notice boards of the estates, mill offices and muster ground notice boards for employees and visitors to view.</p>	Complied
1.1.2	<p>Records of requests for information and responses shall be maintained.</p> <p>-Major compliance</p> <p>GPPOL implemented the information request procedure (SOP-SUS-002; issue no 2 dated 09 Jan 2017). Written formal request submitted to various department and estates entered in the registry book. Information request shall be dealt with in 5 working days or less depending on the request and the type of information required.</p> <p>All the information request are well documented. For example, one request for information on research query dated 17th May 2016 sighted during onsite visit.</p>	Complied
Criterion 1.2: 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.		
1.2.1	<p>Publicly available documents shall include, but are not necessary limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); <p>There is a sustainability department under GPPOL. The Sustainability Department will ensure that the following documents are available if requested and they do not impinge on confidentiality and will not cause detrimental sustainability or social outcomes.</p> <p>Among the documents that were made available for viewing are:</p> <ul style="list-style-type: none"> • Land title (held as hard copy by the land department) • Health and safety plan • Plans and impact assessment- environmental & social • Pollution prevention plans 	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
<ul style="list-style-type: none"> • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>- Major compliance -</p>	<ul style="list-style-type: none"> • Details of complaints and grievances • Negotiation procedures • Continuous improvement plan • Social improvement plan <p>In addition to the website, the policies were also displayed at various locations at the operating units including the main notice boards of the estates, mill offices and muster ground notice boards for employees and visitors to view.</p> <p>Records such as information request, complaint and grievances are well documented.</p>		
<p>Criteria 1.3: Growers and millers commit to ethical conduct in all business operations and transactions.</p>			
<p>1.3.1</p>	<p>There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.</p> <p>-Minor compliance</p>	<p>NBPOL has established policy on business ethics policy which covers all operations in the plantation operation dated 25 August 2011. The policy sets out these business values and practices as a matter of Company policy to be followed by all directors and employees. The policy displayed on the notice board and communicated to employees.</p> <p>Policy Training has been incorporated into the employees' induction training.</p> <p>Records for the signed induction training for each employee made available during onsite visit. Interviewed with employees reveal that they are aware of the policy.</p>	<p>Complied</p>
<p>Principle 2: Compliance with applicable laws and regulations</p>			
<p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>Evidence of compliance with relevant legal requirements shall be available.</p> <p>- Major compliance -</p>	<p>The list of legal requirements applicable to the POM and estates operations are kept in the central server. The location of the legal requirements in the server is "Sustainability Management systems\Reference Documents\Legislation".</p> <p>There are no legal requirements available in Solomon on POM operations (e.g. pressure vessel inspection, treating of POME and its legal limits, boiler stake emissions, electricity generation license). The mill is currently practicing best milling practices adopted which was developed by adopting requirements from other countries processing palm oil e.g. Malaysia and PNG. Example – the design of boiler and the pressure vessel are tested and inspected using the Malaysian OHS Act requirements. There is also no local requirements on steam engineer. However the company has implemented best practice to encourage engineer to obtain steam engineer qualification.</p> <p>Others legal requirements (e.g. safety at work, wildlife protection, labor act, minimum wages, environmental act) are kept in the central server. GPPOL had</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	established the Legal Register (Doc - GPPOL Environmental Legislation summary 2015; Issue 2 dated 04/09/2015).	
<p>2.1.2</p> <p>A documented system, which includes written information on legal requirements, shall be maintained. - Minor compliance -</p>	<p>The required documents are maintained using their centralized server system. All employee have access to the shared folder. The updating and document management of the required regulations are done by the Sustainable Department.</p> <p>The person responsible for the managing the documents is the Sustainability Manager.</p> <p>The server was verified to contained the required and update list of legal requirements for all the operations of the mill and estates. However, due to the limitations of local requirements relating to palm oil industries, the company had implemented best milling practice and adopting environmental and safety requirements set up other countries (e.g. Malaysia and PNG).</p>	<p>Complied</p>
<p>2.1.3</p> <p>A mechanism for ensuring compliance shall be implemented. - Minor compliance -</p>	<p>The latest internal audit for Teter Oil Mill and Vehicle Work Shop was conducted on 14/09/2016 and 09/12/2016 respectively.</p> <p>The 2017 internal audit plan was reviewed to ensure that the mechanism is in place.</p> <p>In the GPPOL SMS Environmental Monitoring Management Plan 2017 has identified that Internal audit is required to ensure the system functionality.</p> <p>The internal audit was conducted but not covering all the section. It was verified that internal audit covered the legal compliance for all main operations have been conducted. However, it was found that there were no internal audit conducted to the Sustainability team with regards to process on tracking changes of the legal compliance.</p>	<p>OBS</p>
<p>2.1.4</p> <p>A system for tracking any changes in the law shall be implemented. - Minor compliance -</p>	<p>The tracking any changes in the law is stated in the Identification of Legal Requirements Procedure GPPOL EMS-004; Issue 3 dated 11/01/2017. In the procedure, it stated that the current status of each requirement changes will be monitored every 6 months. The Sustainability Manager and the GM are the people in charge to monitor such changes with the support of Legal Support Consultant.</p>	<p>Complied</p>
<p>Criterion 2.2: The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.</p>		
<p>2.2.1</p> <p>Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. - Major compliance -</p>	<p>The plantation was previously operated by Solomon Island Plantation Limited (SPIL). GPPOL took over the plantation (already planted with oil palm) through the Land office and started its operation in 2008. The land used for this development are lease land. The land leased are mainly belongs to the Tribe and the leasing is registered with Land office Commissioner. The land are</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>classified as Perpetual land (freehold land).</p> <p>The land lease documents are available at the staff share folders in the server and accessible are restricted to management team.</p> <p>The land lease are registered with the Land Office. The Lease Register has stated the rental fee per year.</p> <p>Sample of Land blocks verified:</p> <ol style="list-style-type: none"> 1. Parcel number 192-003-11; leasing date 08/04/2005 2. Parcel number 192-008-88 (mill); leasing date 06/04/2005 3. Parcel number 192-030-4; leasing date 05/03/2007 <p>Smallholders: The land developed by the smallholders are Tribe land (customary Land). The land tenure is based on the local custom. GPPOL had developed the procedure in engaging smallholders (Doc: SOP GPPOL SOP-SHA-01 Smallholder Operation Procedure issue 1 v2 20/12/2016). The procedure includes public notification (within the tribe) and approval/consent from the Tribe Chief prior accepted by GPPOL.</p> <p>Sample of smallholder verified:</p> <ol style="list-style-type: none"> 1. Terry Varakea (Tiwa – MBE East Zone); Block ID 314 2. Micheal Taule (Saranuli – MBE East Zone); Block ID 331 3. Rose Mary Vutiade/Stanley (Ngal Inland West Zone); Block ID 463 4. David Bakani (Okea West Zone); Block ID 336 	
<p>2.2.2</p>	<p>Legal boundaries shall be clearly demarcated and visibly maintained. - Minor compliance -</p> <p><u>Mill/Estate:</u> GPPOL adopted Management Guidelines MG01A New Development Practices for boundaries demarcation with boundary markers. The maps remained in the server shows the boundaries marker. The land were surveyed by GPPOL during the initial taking over of land from Solomon Island Plantation Limited. The maps were verified.</p> <p>The land boundaries are mainly separated with road. During the field assessment, demarcation has been observed. However many of the demarcation has been damage/destroyed by the local villagers. Some of the remaining demarcation observed was GPS: 09°27'15.1"S; 160°12'59.9"E at Binu Plot and the coordinates captured was verified to be consist with the map remained in the server).</p> <p><u>Smallholders:</u> There are not land conflict found. It was made known to the assessment team that the smallholders would not be approved into the GPPOL Smallholder system if conflict</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>are not resolved.</p> <p>According to the GPPOL SOP-SHA-01 Smallholder Operation Procedure issue 1 v2 20/12/2016, after an enquire is put up by the smallholder to GPPOL, a 2 weeks notification within the Tribe is required. If there is no dispute, GPPOL will proceed with land survey and inspection. The land survey and inspection are conducted by GPPOL (e.g. Smallholder Manager, GIS personal), the smallholder and the Chief (or representative). The GPS coordinates are capture and later plotted into the map (GIS system).</p> <p>The maps and GIS has been verified. The GIS mapping clearly shows the boundaries of each smallholder blocks.</p> <p>Sample of smallholder maps verified:</p> <ol style="list-style-type: none"> 1. Terry Varakea (Tiwa – MBE East Zone); Block ID 314 2. Micheal Taule (Saranuli – MBE East Zone); Block ID 331 3. Rose Mary Vutiade/Stanley (Ngal Inland West Zone); Block ID 463 4. David Bakani (Okea West Zone); Block ID 336 <p>In case of any disputes, it will be resolve within the tribe through the tradition tribal process. If the disputes are not resolved, the land would not be accepted by GPPOL.</p>	
<p>2.2.3</p>	<p>Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). - Minor compliance -</p> <p><u>Mill/Estate:</u> All lands developed under GPPOL (except Smallholders) are leased lands and it was previously developed with oil palm by SIPL. Hence there is no acquisition of land. No dispute was recorded on the estate lands leased by GPPOL. An interviewed with the Land Officer at Department of Land conducted on 19/01/2017 had confirmed that no dispute was recorded.</p> <p><u>Smallholders:</u> The lands that the smallholders developed are customary land. During the smallholders’ interview, it was made known to the assessment team that they have the rights to plant whatever they like. Most of the smallholders planted Oil Palm and continued farming crops (e.g. root crops). Hence this shown that the smallholders was not forced to plan oil palm by either the Tribe leader or GPPOL.</p>	<p>Complied</p>
<p>2.2.4</p>	<p>There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. -Major compliance</p> <p><u>Mill/Estate:</u> There were no records of any conflict or dispute over land between GPPOL and the land owners. This was confirmed by interviewing the smallholders, stakeholders and Land Officer.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>The Land and Title Regulations is the Solomon Islands Protectorate Legislation which governs all land matters. Hence if there is any land dispute over the leased land, GPPOL is bounded to follow the regulation for conflict solution.</p> <p>Smallholders:</p> <p>There were no significant land conflict between the smallholders. However there was one case observed where there were disagreement between the land owners (Parcel 192-020-1 &2). As this was the land not belongs to GPPOL, it was required for GPPOL to resolve this. However. GPPOL had taken the initiative to help the smallholder to resolve the conflict.</p> <p>In resolving this conflict. GPPOL had resurveyed the land. The survey was conducted by Mosese & Associates. The maps produced from the survey was sighted. After the land was surveyed and internal approval from the tribal meeting on 19/11/2016, the land was approved by the tribal council to be subdivided. The retained documents was observed.</p> <p>It is concluded by the assessment team that, GPPOL is practicing a fair and proper method in resolving all land conflict or dispute.</p>	
<p>2.2.5</p> <p>For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). -Minor compliance</p>	<p>Mill/Estate:</p> <p>There have no records of any conflict or dispute over land between GPPOL and the land owners. This was confirmed by interviewing the smallholders, stakeholders and Land Officer.</p> <p>Smallholders:</p> <p>There were no significant land conflict between the smallholders. Please refer 2.2.4 above for practice GPPOL had taken to resolve smallholder land conflict.</p>	<p>Complied</p>
<p>2.2.6</p> <p>To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance</p>	<p>Mill/Estate:</p> <p>There is no formal policy in place. However, if there is any conflict occur, the company would submit to the local law and enforcement authority and through the country's legal system to resolve any conflicts.</p> <p>There were no evidence observed and through interview of stakeholders, employees and smallholders it is confirmed that that the company has not used the means of confrontation and intimidation to maintain peace.</p> <p>There were no evidence observed and through interview of stakeholders, employees and smallholders it is confirmed that that the company has not used para-militaries and mercenaries to maintain peace.</p>	<p>Complied</p>
<p>Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, customary or user right of other users without their free, prior and informed consent.</p>		
<p>2.3.1</p>	<p>Maps of an appropriate scale showing the extent of recognized legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be</p> <p>According to the Land and Titles Regulation 1996, prior leasing any land, the owner is required to provide his consent to the Land Office Commissioner. Such consent</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>will be required to be advertised. The owner is required to advertise the interest of disposal of the land.</p> <p>The company by default is required to follow this Law as it is one of the Regulations applicable to the operations. This Law is registered in the GPPOL Legislation Register and it is being tracked for any changes. Hence no formal SOP is required.</p> <p>As the Land and Titles Regulation 1996 requires land owner to provide their consent, GPPOL by law go through the FPIC process Sample of the Binu Parcel was sighted on the letter of intent of the land owner to the Land Office and newspaper advertisement.</p> <p>During the assessment, it was observed that there is no expansion. Therefore there is no FPIC has been conducted by the company.</p> <p>The map for the GPPOL developed lands was sighted. The maps are remained in the GPPOL server. The printed map shown to the assessment team is approx. 1:20,000. However the size of the map could be resized as GPPOL has the GIS.</p> <p>The maps produced by GPPOL were not referencing to the SIA and HCV as GPPOL did not conduct any SIA or HCV. GPPOL took over the leased land (planted with oil palm) from SIPL. During the starting of palm oil development by SIPL, there were not SIA or HCV conducted. During the taking over of the development from SIPL, GPPOL had conducted a Rapid Conservation Assessment report. Up to now, there have no new development by GPPOL. Hence no HCV and SIA was conducted.</p> <p>As there were no reference of the SIA or HCV, GPPOL completed the mapping base on land surveying and document packages available from the land leasing. The maps produced by GPPOL includes title, legend, scale and geographical reference. The detail mapping with boundaries coordinates are remained in the server.</p>	
<p>2.3.2</p>	<p>Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include:</p> <p>a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making;</p> <p>b) Evidence that the company has respected communities' decisions to give or withhold their consent to the</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance												
	operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for 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 company's title, concession or lease on the land. - Minor compliance -	development. Prior the owner could announce their consent to lease the land, there will be internal customary decision. In case if there are dispute within the tribe, the leasing will not be permitted. In case if the any of the tribe members do not want to be part of the lease, the land belongs to them can be separated out from the leasing. The leasing of the land are legally binding as stated in the Lease Register.													
2.3.3	All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. -Minor compliance	Verification of the leasing documents confirmed that all information is available in appropriate languages, understood and accessible. The current leasing land do not have documents on impact assessment and proposed benefit sharing as these lands was already developed prior GPPOL started leasing the lands.	Complied												
2.3.4	Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. -Major compliance	In each land leasing, there will be 5 trustees nominated by the Tribe council. The name of the 5 trustees had appeared in the Lease Register and agreement.	Complied												
Principle 3: Commitment to long-term economic and financial viability															
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.															
3.1.1	A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. - Major compliance -	Tetere POM and supply bases have established and implemented its commitment to long term sustainability and improvements through a capital expenditure programme. Budget and 5 years management plan (projections 2017- 2021) was verified during the audit. Tetere Palm Oil Mill and supply bases have made progress towards achieving their performance production targets for the current financial year. There is some plant and machinery budgeted for FY16/17 such as to replace new turbine, overhaul of boiler no. 1, tube for Geotube that will utilize for continuous desludging of solids and etc.	Complied												
3.1.2	An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. - Minor compliance -	The replanting programme was established. Sighted Replanting Programme 2016-2041: <table border="1" data-bbox="667 1776 1145 1912"> <thead> <tr> <th>Year</th> <th>Estate</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>16/17</td> <td>Tetere Est</td> <td>139.44</td> </tr> <tr> <td>17/18</td> <td></td> <td>193.00</td> </tr> <tr> <td>18/19</td> <td></td> <td>175.00</td> </tr> </tbody> </table>	Year	Estate	Ha	16/17	Tetere Est	139.44	17/18		193.00	18/19		175.00	Complied
Year	Estate	Ha													
16/17	Tetere Est	139.44													
17/18		193.00													
18/19		175.00													
Principle 4: Use of appropriate best practices by growers and millers															
Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.															

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>4.1.1</p> <p>Standard Operating Procedures (SOPs) for estates and mills are documented - Major compliance -</p>	<p>Standard Operating Procedure, Version:2, dated: 20/12/16, was established to cover all the station. Sighted some of the procedure related to laboratory, weighbridge, ramp and ffb conveyors, strelizer, capstan, threshing, press, clarification room, kernel recovery, kernel crushing plant, boiler, FFB grading, oil dispatch, reverse osmosis plant, pollution control devise, POME treatment, oil discharge, diesel discharge, LPG decanting on site, etc.</p> <p>Safe operation Instructions have been derived from SOPs and are posted at work stations at the mill and at certain locations at the estates, such as the Muster Notice Boards.Eg: Entering FFb conveyers, threshing and pressing station, clarification station, kernel recovery station, kernel crushing plant, boiler plant operation, power generation station and etc. Sighted safe permit to work – working at heights permit for cleaning kernel silo #3 on 25/12/16 and safe permit to work-entry confined spaces-clarification tank #2 for cleaning process on 25/12/16.</p> <p>Plantation Management Guidelines was established to cover all the estate operations.Sighted some guidelines; New Deveopment practices (MG-01A), Replanting Practices (MG-01B), Nursery Practices (MG-02), Pesticides Practices (MG-03), Upkeep Practices (MG-04) and Harvesting Practices (MG-05).</p> <p>All the SOPs and guidelines were made available at office.</p>	<p>Complied</p>
<p>4.1.2</p> <p>A mechanism to check consistent implementation of procedures shall be in place. - Minor compliance -</p>	<p>Internal Audit was conducted on quarterly basis by Sustainability department. The latest Internal Audit was conducted on14/12/16 (Tetere Estate), 12/12/16 (Mbalisuna Estate) and 8/12/16-P&C; 19/12/16-Bulk and Supply chain (Tetere Oil Mill).</p> <p>Mill evaluation report consists of all station in the mill, which was conducted on monthly basis by Mill Manager/Assisstant Mill Manager. The latest mill evaluation report was conducted on 30/11/16.</p> <p>The report (Visit No. 1/16:001:LT:fej) of plantation visit by external visiting agent on 7-8 June 2016 was sighted. Report was covered the harvesting, spraying/weeding, pruning, manuring, road and bridges, drains, replanting activities and etc.</p> <p>The workplace inspection plantation was conducted in quarterly basis. The latest was conducted on 11/11/16 (Tetere Estate) and 10/11/16 (Mbalasuna Est), 28/5/16 (Tetere Mill). The inspection covered the harvesting, driver, upkeep, housing compounds, weighbridge, workshop, conveyor, ramp, hopper, sterilizer capstans, overhead cranes, threshing station, press station, digester and etc.</p>	<p>Complied</p>
<p>4.1.3</p> <p>Records of monitoring and any actions taken shall be maintained and available, as appropriate. - Minor compliance -</p>	<p>All records related to Internal Audit and Mill Evaluation Report was maintained and available at Sustainability Office.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
<p>4.1.4</p> <p>The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). - Major compliance -</p>	<p>The mill records the origins of all third-party sourced Fresh Fruit Bunches (FFB). The records are maintained beginning at the weigh bridge tickets and delivery notes. List of third party supplier is available and verified under list of register smallholders. The FFB supplier contract requires the supplier to declare the origin of FFB.</p>	<p>Complied</p>
<p>Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>		
<p>4.2.1</p> <p>There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible. - Minor compliance -</p>	<p>Plantation Management Guidelines was established to cover all the estate operations.Sighted some guidelines; New Develepment practices (MG-01A), Replanting Practices (MG-01B), Nursery Practices (MG-02), Pesticides Practices (MG-03), Upkeep Practices (MG-04) and Harvesting Practices (MG-05).</p> <p>All estates operate in accordance with the Agriculture Manual and standard operating procedures. The practices consistently monitored by visiting agent and sustainability team. The recommendations for improvements are given to maintain the sustainable practices.</p>	<p>Complied</p>
<p>4.2.2</p> <p>Records of fertiliser inputs shall be maintained. - Minor compliance -</p>	<p>Fertilizers are applied as per agronomist recommendation. Record shows application date, filed number, dosage applied per palm, type of fertilizer and number of applicators.</p> <p><u>Tetere Estate(Div 2)</u> fertilizer recommendation FY16/17 was done by agronomist 1. Urea: 229.121 mt 2. MOP: 274.177 mt 3. Triple Super Phosphate (TSP): 74.069 mt 4. Kieserite: 23.062 mt 5. Boron: 4.577mt</p> <p>The latest application was carried out at Divison 2, Tetere Estate on Novemebr 2106 for MOP (1.25 kg/palm).</p> <p><u>Mbalasuna Estate(Div 2)</u> The fertilizer recommendation FY16/17 was done by agronomist : 6. Urea: 435.25 mt 7. MOP: 515.86 mt 8. Triple Super Phosphate (TSP): 50.59 mt 9. Kieserite: 16.36 mt 10. Boron: 5.99 mt</p>	<p>Complied</p>
<p>4.2.3</p> <p>There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. - Minor compliance -</p>	<p>Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf sampling must be conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals.</p> <p><u>Tetere and Mbalasuna Estate</u></p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance												
		Foliar analysis was conducted on March 2016 and the samples were sent R.J Hill Laboratories based in New Zealand for tested. The foliar analysis report dated 15/6/16 was sighted Soil analysis was conducted by R.J Hill Laboratories Ltd based in New Zealand, which the report dated 31/10/2014. The soil analysis reports was sighted.													
4.2.4	A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting. - Minor compliance -	EFB was applied as per Plantation Management Guidelines: 1. Mature: rate 20mt/ha for every 6 mths. 2. Immature: rate 45mt/ha. <table border="1" data-bbox="667 779 1283 871"> <thead> <tr> <th>Date</th> <th>Tonnage</th> <th>Type</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>165.41 mt</td> <td>EFB</td> <td>Tetere</td> </tr> <tr> <td>2016</td> <td>145.61 mt</td> <td>EFB</td> <td>Mbalasuna</td> </tr> </tbody> </table>	Date	Tonnage	Type	Estate	2016	165.41 mt	EFB	Tetere	2016	145.61 mt	EFB	Mbalasuna	Complied
Date	Tonnage	Type	Estate												
2016	165.41 mt	EFB	Tetere												
2016	145.61 mt	EFB	Mbalasuna												
Criterion 4.3: Practices minimise and control erosion and degradation of soils.															
4.3.1	Maps of any fragile soils shall be available. - Major compliance -	Soil series map available for both estates visited. No other soil categorised as problematic or fragile soil. Sighted the type of soil available at Tetere Estate and Mbalasuna. <table border="1" data-bbox="667 1048 1091 1200"> <thead> <tr> <th>No.</th> <th>Type of Soil</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Metapona Grass</td> </tr> <tr> <td>2</td> <td>Metapona Bush</td> </tr> <tr> <td>3</td> <td>Konga Grass</td> </tr> <tr> <td>4</td> <td>Konga Grass</td> </tr> </tbody> </table>	No.	Type of Soil	1	Metapona Grass	2	Metapona Bush	3	Konga Grass	4	Konga Grass	Complied		
No.	Type of Soil														
1	Metapona Grass														
2	Metapona Bush														
3	Konga Grass														
4	Konga Grass														
4.3.2	A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). - Minor compliance -	Recently immature area, the establishment of legume cover crop is well established. Field inspection showed groundcover with soft grass and soft weed. There is no significant erosion risk was noted during the field visit.	Complied												
4.3.3	A road maintenance programme shall be in place. - Minor compliance -	Tetere and Mbalasuna Estates have implemented road maintenance programme FY 16/17. Example of programme checked at both Estate shows the map indicating grawelling program and pot holes programme for the whole estate roads.	Complied												
4.3.4	Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. - Minor compliance -	There is no peat soil or soil categorised as problematic or fragile soil at both estates.	Complied												
4.3.5	Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. - Minor compliance -	There is no peat soil or soil categorised as problematic or fragile soil at both estates.	Complied												
4.3.6	A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). - Minor compliance -	There is no peat soil or soil categorised as problematic or fragile soil at both estates.	Complied												
Criterion 4.4:															

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance						
Practices maintain the quality and availability of surface and ground water.									
4.4.1	An implemented water management plan shall be in place. - Minor compliance -	<p>Tetere Oil Mill continued to establish and maintained the Water Management plan accordingly. Some of the plan that has been implemented is drinking water sampling, wastewater discharge (POME) and etc.</p> <p>The sampling analysis has been conducted for wastewater discharge analysis at final discharge pond on weekly basis, the latest was conducted on 29/12/16. The results shown that all parameters within the limit.</p> <p>Drinking water analysis was conducted on 28/11/2016 by Pacific Environmental. The report (EN-EY 04.11.16) was sighted and found the parameter was within the limit.</p>	Complied						
4.4.2	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. - Major compliance -	<p>During site visit at block 48, the management maintained the buffer zone in accordance with the Solomon Islands, Code of Logging Practices, May 2002.</p> <table border="1"> <thead> <tr> <th>River width</th> <th>Reserve Area on Each Side</th> </tr> </thead> <tbody> <tr> <td>< 10 meter</td> <td>25 meter</td> </tr> <tr> <td>> 10 meter</td> <td>50 meter</td> </tr> </tbody> </table>	River width	Reserve Area on Each Side	< 10 meter	25 meter	> 10 meter	50 meter	Complied
River width	Reserve Area on Each Side								
< 10 meter	25 meter								
> 10 meter	50 meter								
4.4.3	Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). - Minor compliance -	Tetere Oil Mill was establish GeoTube to capture all the solid from Effluent Pond and the water will pump back to the pond. The sampling analysis has been conducted for wastewater discharge analysis at final discharge pond on weekly basis. The latest was conducted on 29/12/16. The results shown that all parameters were within the limit.	Complied						
4.4.4	Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. - Minor compliance -	<p>Tetere Oil Mill monitored its water consumption on monthly basis for the source of water supply for its mill process usage.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Water consumed</th> </tr> </thead> <tbody> <tr> <td>FY15/16</td> <td>1.09 m³</td> </tr> <tr> <td>FY16/17 (Todate Dec 16)</td> <td>1.10 m³</td> </tr> </tbody> </table>	Year	Water consumed	FY15/16	1.09 m ³	FY16/17 (Todate Dec 16)	1.10 m ³	Complied
Year	Water consumed								
FY15/16	1.09 m ³								
FY16/17 (Todate Dec 16)	1.10 m ³								
Criterion 4.5:									
Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.									
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. - Major compliance -	<p>GPPOL Integrated Pest Management (IPM) Plan includes the integrated management plan, methods of reducing pesticide use and justification of agrochemical use. Records of planting of new areas and maintenance of existing areas of beneficial plants, location maps and barn owl census are available.</p> <p>As todate, the management has established 13 barn owl box. However, the occupancy rate was shown low.</p>	Complied						

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance												
4.5.2	Training of those involved in IPM implementation shall be demonstrated. - Minor compliance -	Training records for staff and workers on IPM implementation were available and verified to be satisfactory during on-site assessment. <table border="1"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>25/7/16</td> <td>Spraying</td> <td>Cadet</td> <td>Tetere Est</td> </tr> <tr> <td>7/1/17</td> <td>Spraying</td> <td>Mgr</td> <td>Mbalasuna Est</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Estate	25/7/16	Spraying	Cadet	Tetere Est	7/1/17	Spraying	Mgr	Mbalasuna Est	Complied
Date	Training Topic	Trainer	Estate												
25/7/16	Spraying	Cadet	Tetere Est												
7/1/17	Spraying	Mgr	Mbalasuna Est												
Criterion 4.6: Pesticides are used in ways that do not endanger health or the environment															
4.6.1	Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available. - Major compliance -	Justification of pesticides applied is available in GPPOL Integrated Pest Management (IPM) Plan, Issue:7, Dated:29/12/16 – Section 5.2: Justification of pesticide usage at GPPOL. The use of pesticide is specific to the target pest, weed and disease. Justification takes consideration to minimize effect on non-target species.	Complied												
4.6.2	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. - Major compliance -	Records of pesticides and their active ingredients used, LD50, area treated, amount of a.i. applied per ha, and number of applications was maintained. <table border="1"> <thead> <tr> <th>Estate</th> <th>To date 16/17</th> </tr> </thead> <tbody> <tr> <td>Tetere Est</td> <td>1.59 % a.i/ha</td> </tr> <tr> <td>Mbalusuna</td> <td>0.53 % a.i/ha</td> </tr> </tbody> </table>	Estate	To date 16/17	Tetere Est	1.59 % a.i/ha	Mbalusuna	0.53 % a.i/ha	Complied						
Estate	To date 16/17														
Tetere Est	1.59 % a.i/ha														
Mbalusuna	0.53 % a.i/ha														
4.6.3	Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. - Major compliance -	The quantity of agrochemicals required for various field conditions are documented and justified in GPPOL Integrated Pest Management (IPM) Plan, Issue:7, Dated:29/12/16. The implementation in the field is consistent with the manual. There is no prophylactic use of pesticides.	Complied												
4.6.4	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances. - Minor compliance -	The pesticides that are categorised as Class 1A and 1B was not used in both estates. Alternatives pesticide such as Glyphosate was used. During site visit at Chemical Store, found that there is no stock of Class 1A and 1B pesticides.	Complied												
4.6.5	Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be	Training records for staff and workers on IPM implementation were available and verified to be satisfactory during on-site assessment. <table border="1"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>25/7/16</td> <td>Spraying</td> <td>Cadet</td> <td>Tetere Est</td> </tr> <tr> <td>7/1/17</td> <td>Spraying</td> <td>Mgr</td> <td>Mbalasuna Est</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Estate	25/7/16	Spraying	Cadet	Tetere Est	7/1/17	Spraying	Mgr	Mbalasuna Est	Complied
Date	Training Topic	Trainer	Estate												
25/7/16	Spraying	Cadet	Tetere Est												
7/1/17	Spraying	Mgr	Mbalasuna Est												

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance																						
<p>properly observed, applied, and understood by workers (see Criterion 4.7). - Major compliance -</p>																								
<p>4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). - Major compliance -</p>	<p>The operating units were stored the remaining solution at the store that kept under lock and key. During visit it was noted that all the remaining pesticides are kept in the store and securely locked and comply. The empty containers were recycle back as a mixing container.</p>	<p>Complied</p>																						
<p>4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts. - Minor compliance -</p>	<p>The quantity of agrochemicals required for various field conditions are documented and justified in GPPOL Integrated Pest Management (IPM) Plan, Issue:7, Dated:29/12/16. The implementation in the field is consistent with the Agriculture Manual.</p>	<p>Complied</p>																						
<p>4.6.8 Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. - Major compliance -</p>	<p>No aerial spray was conducted at both estates.</p>	<p>Complied</p>																						
<p>4.6.9 Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). - Minor compliance -</p>	<p>Some of the effort from the management sighted. Eg: 1. Provide training on spraying and the general practices in the oil palm. 2. Provide seedling and fertilizers on credit system.</p>	<p>Complied</p>																						
<p>4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). - Minor compliance -</p>	<p>The waste material especially the empty chemical containers were recycle for spraying activity.</p>	<p>Complied</p>																						
<p>4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. - Major compliance -</p>	<p>The medical surveillance for sprayers and pesticide operators were conducted twice a year.</p> <p>Medical examination programme established for 39 sprayers which conducted by Dr Paul Bosawai Popora.</p> <table border="1" data-bbox="667 1671 1264 2022"> <thead> <tr> <th>Name</th> <th>Date of Medical check up</th> <th>Result</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>Carolyn Meri *</td> <td rowspan="4">20/12/16</td> <td>fail</td> <td rowspan="4">Tetere est</td> </tr> <tr> <td>Judith Ukurai**</td> <td>Fail</td> </tr> <tr> <td>Florence Kole</td> <td>Pass</td> </tr> <tr> <td>Hellen Doro</td> <td>Pass</td> </tr> <tr> <td>Salome Kelivana</td> <td rowspan="3">20/12/16</td> <td>Pass</td> <td rowspan="3">Mbalisuna</td> </tr> <tr> <td>Babra Tesi</td> <td>Pass</td> </tr> <tr> <td>Esther Qila</td> <td>Pass</td> </tr> </tbody> </table>	Name	Date of Medical check up	Result	Estate	Carolyn Meri *	20/12/16	fail	Tetere est	Judith Ukurai**	Fail	Florence Kole	Pass	Hellen Doro	Pass	Salome Kelivana	20/12/16	Pass	Mbalisuna	Babra Tesi	Pass	Esther Qila	Pass	<p>Complied</p>
Name	Date of Medical check up	Result	Estate																					
Carolyn Meri *	20/12/16	fail	Tetere est																					
Judith Ukurai**		Fail																						
Florence Kole		Pass																						
Hellen Doro		Pass																						
Salome Kelivana	20/12/16	Pass	Mbalisuna																					
Babra Tesi		Pass																						
Esther Qila		Pass																						

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings				Compliance								
		Agnes Nango		Pass										
		* Fail due to positive pregnancy test – transferred to upkeep work. ** Fail due to unusual body hotness after work with signs of dermatitis – transferred to l/f collection.												
4.6.12	No work with pesticides shall be undertaken by pregnant or breast-feeding women. - Major compliance -	During site visit at both estates, there is no pregnant or breast-feeding women work as a sprayer.				Complied								
Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented. The health and safety plan shall cover the following:														
4.7.1	A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored. - Major compliance -	Occupational Health and Safety Policy was established which has been signed by General Manager of New Britain Palm Oil Limited on 30/12/15. Operational Safety Management plan for 2017 dated 9/1/2017 has been established. The plan comprises of Induction, Training, Hazard identification, Hazard register, work place safety check, emergency and etc. Sample of OSH management system activities as follows: i) TOM Inspection Checklist Mill evaluation report consists of all station in the mill, which was conducted on monthly basis by Mill Manager/Assistant Mill Manager. The latest mill evaluation report was conducted on 30/11/16. ii) Chemical Assessment (Chemical Inventory) The assessment was conducted annually by Lab Supritendant. The latest assessment was conducted on 12/2/16. All the safety precautions were identified in the assessment.				Complied								
4.7.2	All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers. - Major compliance -	HIRARC for all activities was assessed which was based on Hazard Identification and Risk Assessment Procedure, Issue No:5, Dated:23 rd July 2015. Eg reception area, Steriliser station,press station, boiler station, engine room, clarifier station, laboratory, ETP and etc. For Estate, the risk register was established, dated:28/12/15 by sustainability team. The activity covered in the risk register was admin and office, building and construction, field upkeep, new development, replanting, nursery, manuring, spraying, harvesting and etc.				Complied								
4.7.3	All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation,	Training Scheduled for 2016 was established. Awareness and training programme had been carried out. All workers involved had been adequately trained in safe working practices. Eg: Training on empty chemical container disposal, laboratory safety, training on all process in the mill, boiler water testing, BOD test procedure, training on chemical handling and etc.				Minor nonconformance								
		<table border="1"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>19/12/16</td> <td>Kernel recovery</td> <td>AM</td> <td>Tetera Oil</td> </tr> </tbody> </table>				Date	Training Topic	Trainer	Remarks	19/12/16	Kernel recovery	AM	Tetera Oil	
Date	Training Topic	Trainer	Remarks											
19/12/16	Kernel recovery	AM	Tetera Oil											

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance																																																																												
<p>harvesting and, if it is used, burning. - Minor compliance –</p>	<table border="1"> <tr> <td>17/11/16</td> <td>Boiler Water Testing</td> <td>Consultant</td> <td>Mill</td> </tr> <tr> <td>9/11/16</td> <td>Training on SOP (Press & Oil Room)</td> <td>MM</td> <td></td> </tr> <tr> <td>1/11/16</td> <td>Chemical Handling</td> <td>Exec</td> <td></td> </tr> <tr> <td>28/10/16</td> <td>SOP on sterilizer</td> <td>Exec</td> <td></td> </tr> <tr> <td>7/1/16</td> <td>First Aid Kit and Spill Kit</td> <td>SHO</td> <td></td> </tr> <tr> <td>3/8/16</td> <td>Training on Safety Harness</td> <td>Exec</td> <td></td> </tr> <tr> <td>10/3/16</td> <td>Boiler Operation</td> <td>MM</td> <td></td> </tr> <tr> <td>16/2/16</td> <td>Hydrocarbon Handling</td> <td>SHO</td> <td></td> </tr> <tr> <td>25/7/16</td> <td>Spraying</td> <td>Cadet</td> <td>Tetere Estate</td> </tr> <tr> <td>16/1/17</td> <td>Harvesting</td> <td>Cadet</td> <td></td> </tr> <tr> <td>5/8/16</td> <td>Safety Duties</td> <td>SHO</td> <td></td> </tr> <tr> <td>4/2/16</td> <td>Rotoslashing</td> <td>Est Mgr</td> <td></td> </tr> <tr> <td>9/1/16</td> <td>Driver Training</td> <td>AM</td> <td></td> </tr> <tr> <td>7/1/17</td> <td>Spraying</td> <td>Mgr</td> <td>Mbalasuna</td> </tr> <tr> <td>9/9/16</td> <td>Awareness for all female workers (Sprayer)</td> <td>AM</td> <td></td> </tr> <tr> <td>13/1/17</td> <td>First Aid Kit</td> <td>AM</td> <td></td> </tr> <tr> <td>17/11/16</td> <td>Driver</td> <td>PM</td> <td></td> </tr> <tr> <td>24/8/16</td> <td>Harvesting</td> <td>AM</td> <td></td> </tr> <tr> <td>10/8/16</td> <td>Spillage</td> <td>AM</td> <td></td> </tr> </table>	17/11/16	Boiler Water Testing	Consultant	Mill	9/11/16	Training on SOP (Press & Oil Room)	MM		1/11/16	Chemical Handling	Exec		28/10/16	SOP on sterilizer	Exec		7/1/16	First Aid Kit and Spill Kit	SHO		3/8/16	Training on Safety Harness	Exec		10/3/16	Boiler Operation	MM		16/2/16	Hydrocarbon Handling	SHO		25/7/16	Spraying	Cadet	Tetere Estate	16/1/17	Harvesting	Cadet		5/8/16	Safety Duties	SHO		4/2/16	Rotoslashing	Est Mgr		9/1/16	Driver Training	AM		7/1/17	Spraying	Mgr	Mbalasuna	9/9/16	Awareness for all female workers (Sprayer)	AM		13/1/17	First Aid Kit	AM		17/11/16	Driver	PM		24/8/16	Harvesting	AM		10/8/16	Spillage	AM		
17/11/16	Boiler Water Testing	Consultant	Mill																																																																											
9/11/16	Training on SOP (Press & Oil Room)	MM																																																																												
1/11/16	Chemical Handling	Exec																																																																												
28/10/16	SOP on sterilizer	Exec																																																																												
7/1/16	First Aid Kit and Spill Kit	SHO																																																																												
3/8/16	Training on Safety Harness	Exec																																																																												
10/3/16	Boiler Operation	MM																																																																												
16/2/16	Hydrocarbon Handling	SHO																																																																												
25/7/16	Spraying	Cadet	Tetere Estate																																																																											
16/1/17	Harvesting	Cadet																																																																												
5/8/16	Safety Duties	SHO																																																																												
4/2/16	Rotoslashing	Est Mgr																																																																												
9/1/16	Driver Training	AM																																																																												
7/1/17	Spraying	Mgr	Mbalasuna																																																																											
9/9/16	Awareness for all female workers (Sprayer)	AM																																																																												
13/1/17	First Aid Kit	AM																																																																												
17/11/16	Driver	PM																																																																												
24/8/16	Harvesting	AM																																																																												
10/8/16	Spillage	AM																																																																												
<p>4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded. - Major compliance -</p>	<p>OSH Committees meeting conducted quarterly and meeting minutes includes issues raised and action taken form workplace inspection report etc. The discussion on the accident review, workplace inspection, safety improvement plan, issues from workers, training, complaints has been discussed and action to be taken. There was no major issue.</p> <p>Tetere Oil Mill SHC organization chart for 2016 i) Chairman – Mill Manager ii) Secretary – Safety Officer (#2: 21/9/16, #1: 10/3/16)</p> <p>Tetere Estate SHC organization chart for 2016 i) Chairman – Safety Officer ii) Secretary – Safety & Env Officer (minutes dated:11/1/17, 10/12/16, 21/11/16)</p> <p>Mbalasuna Estate SHC organization chart for 2016 i) Chairman – Safety Officer ii) Secretary – Safety & Env Officer (minutes dated:21/12/17, 10/12/16, 21/11/16)</p>	<p>Complied</p>																																																																												

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance																	
<p>4.7.5</p> <p>Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Incident Reporting procedures (SOP-EMS-025,dated 24/12/15), and emergency drills procedure (SOP-EHS-003, dated 28/12/15) have been established and communicated to employees, contractors and visitors. Fire and evacuation drill was last conducted on 8/8/16 (Mill) and 18/1/17 (Mbalisuna Est) to test the state of readiness during emergency situation. Workers trained in First Aider were present in the mill and field operations.The First aid boxes were found available at each site visited at Tetere Oil Mill and both estates.</p> <p>Records on all accidents kept and summary sent to Head Office. Quarterly review on accident cases carried out during OSH quarterly meeting.</p> <p><u>Tetere Oil Mill</u> The accident happended on Dec 2016 - Accident at Threshing Station (MC 38 days), and Accident report was prepared on 19/4/16 by Ast. Mgr of Sustainability office.</p>	<p>Minor nonconformance</p>																	
<p>4.7.6</p> <p>All workers shall be provided with medical care, and covered by accident insurance.</p> <p>- Minor compliance –</p>	<p>Medical care is provided to all the employees for free. Local workers are covered under group insurance scheme.</p> <table border="1"> <thead> <tr> <th>Insurance</th> <th>Period</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>MARSH</td> <td>31st Dec 2016 – 31st Dec 2017</td> <td>Tetere Oil Mill, Tetere Estate and Mbalasuna Estate</td> </tr> </tbody> </table>	Insurance	Period	Remark	MARSH	31 st Dec 2016 – 31 st Dec 2017	Tetere Oil Mill, Tetere Estate and Mbalasuna Estate	<p>Complied</p>											
Insurance	Period	Remark																	
MARSH	31 st Dec 2016 – 31 st Dec 2017	Tetere Oil Mill, Tetere Estate and Mbalasuna Estate																	
<p>4.7.7</p> <p>Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics</p> <p>- Minor compliance -</p>	<p>Records on Lost Time Accident (LTA) metrics was maintained. Sample of accident statistic as shown below :</p> <table border="1"> <thead> <tr> <th>Year</th> <th>TOM</th> <th>Tetere Est</th> <th>Mbalasuna Est</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>27</td> <td>154</td> <td>148</td> </tr> <tr> <td>2016</td> <td>19</td> <td>96</td> <td>167</td> </tr> </tbody> </table> <p>*LTA is equivalent to lost man days</p>	Year	TOM	Tetere Est	Mbalasuna Est	2015	27	154	148	2016	19	96	167	<p>Complied</p>					
Year	TOM	Tetere Est	Mbalasuna Est																
2015	27	154	148																
2016	19	96	167																
<p>Criterion 4.8: All staff, workers, smallholders and contract workers are appropriately trained.</p>																			
<p>4.8.1</p> <p>A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p> <p>- Major compliance -</p>	<p>Training Scheduled for 2016 was established. Awareness and training programme had been carried out. All workers involved had been adequately trained in safe working practices. Eg: Training on empty chemical container disposal, laboratory safety, training on all process in the mill, boiler water testing, BOD test procedure, training on chemical handling and etc.</p>	<p>Complied</p>																	
<p>4.8.2</p> <p>Records of training for each employee shall be maintained.</p> <p>- Minor compliance –</p>	<p>All records of training were available at mill and estate office.</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Training Topic</th> <th>Trainer</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>19/12/16</td> <td>Kernel recovery</td> <td>AM</td> <td rowspan="4">Tetere Oil Mill</td> </tr> <tr> <td>17/11/16</td> <td>Boiler Water Testing</td> <td>Consultant</td> </tr> <tr> <td>9/11/16</td> <td>Training on SOP (Press & Oil Room)</td> <td>MM</td> </tr> <tr> <td>1/11/16</td> <td>Chemical</td> <td>Exec</td> </tr> </tbody> </table>	Date	Training Topic	Trainer	Remarks	19/12/16	Kernel recovery	AM	Tetere Oil Mill	17/11/16	Boiler Water Testing	Consultant	9/11/16	Training on SOP (Press & Oil Room)	MM	1/11/16	Chemical	Exec	<p>Complied</p>
Date	Training Topic	Trainer	Remarks																
19/12/16	Kernel recovery	AM	Tetere Oil Mill																
17/11/16	Boiler Water Testing	Consultant																	
9/11/16	Training on SOP (Press & Oil Room)	MM																	
1/11/16	Chemical	Exec																	

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings			Compliance
			Handling		
		28/10/16	SOP on sterilizer	Exec	
		22/8/16	BOD Test	Exec	
		3/8/16	Training on Safety Harness	Exec	
		10/3/16	Boiler Operation	MM	
		16/2/16	Hydrocarbon Handling	SHO	
		13/1/16	Empty Chemical Container Disposal	Exec	
		7/1/16	First Aid Kit and Spill Kit	SHO	
		25/7/16	Spraying	Cadet	Tetere Estate
		16/1/17	Harvesting	Cadet	
		5/8/16	Safety Duties	SHO	
		24/3/16	Crop Quality	AM	
		4/2/16	Rotoslashing	Est Mgr	
		9/1/16	Driver Training	AM	Mbalasuna
		7/1/17	Spraying	Mgr	
		9/9/16	Awareness for all female workers (Sprayer)	AM	
		13/1/17	First Aid Kit	AM	
		17/11/16	Driver	PM	
		24/8/16	Harvesting	AM	
		10/8/16	Spillage	AM	

Principle 5: Environmental responsibility and conservation of natural resources and biodiversity

Criterion 5.1:
Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.

5.1.1	An environmental impact assessment (EIA) shall be documented. - Major compliance -	<p>The Environmental Aspect and Impacts has been established by the company covering Administration office, Building & Constructions, Bulk Storage Facility, Field Upkeep, Housing, Mill, Replanting, Resources Management, Chemical Storages, Transports and Waste Disposal (Doc: GPPOL Risk Register 2016).</p> <p>The review of the Risk Register confirmed the following has been covered:</p> <ol style="list-style-type: none"> 1. Earthwork, Building Maintenance, mills and estates 2. The water table of the estate is relatively high. Therefore no irrigation systems is required. 3. New Development / Replanting has been addressed. 4. The management of POME treatment. 5. Currently there are no clearing of vegetation as there is no New Development. GPPOL took over the plantations that was previously managed by Solomon Island Plantation Ltd. Hence GPPOL has not involved in any initial clearing activities. 	Complied
--------------	---	---	----------

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>6. The IPM is used to address the excessive pesticide straying and using of rat bait.</p> <p>The Environmental Aspect Impact assessment has been conducted.</p> <p>As stated above, GPPOL (the parent company of GPPOL is New Britain Palm Oil Limited (NBPOL) took over the plantation (through Land Office Commissioner) that was previously managed by Solomon Island Plantation Ltd. Therefore there were no initial EIA has been conducted prior stated the plantation. However, NBPOL had taken initiatives to produce and Environment Report after taking over the plantation.</p> <p>The Environment Report has reviewed and accepted by the Department of Forests, Environment and Conservation on 07/01/2005.</p>	
<p>5.1.2</p> <p>Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons. - Minor compliance -</p>	<p>The GPPOL SMS Environmental Monitoring Management Plan dated 12/01/2017 was reviewed to confirm a management plan for 2017 is in place covering the item:</p> <ul style="list-style-type: none"> i. Register of Environmental Impacts which provides the potential impacts from the practices and its mitigations. ii. Legal and other requirements iii. Objective and Targets iv. Legal compliance v. Emergency Preparedness and Response vi. Internal Audits vii. Internal Inspections viii. Drinking Water Biological Testing ix. Local Water chemical testings x. PCD Inspections xi. Fire Extinguishers xii. Mill POME BOD Monitoring xiii. Smoke Density Monitoring xiv. KPI Monitoring xv. SMS System Audit <p>The management plan was issued by the Sustainability Manager. The implementation of the management plan in continuous. The management plan is reviewed by the Sustainability Manager on yearly basis.</p> <p>According to the Environmental Procedure EMS-001 Identification of Environmental Aspects Procedures; issue 3 dated 11/1/2017, the aspect/impact will be reviewed yearly or more frequent if required (e.g. change process management).</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
5.1.3	<p>This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.</p> <p>- Minor compliance -</p>	<p>The monitoring of the Management Plan implementation is depended on the Frequency stated in the plan. The effectiveness of the mitigation measures especially those in the Aspect/Impact register will be monitored through internal audit and annual management review. The latest management review was conducted on 16/04/2016.</p> <p>As stated in the Management Plan and Environmental Procedure EMS-001 Identification of Environmental Aspects Procedures; issue 3 dated 11/1/2017, the environmental impact will be changed as required for change process management.</p> <p>The internal audit reports was sighted. Sample of audit report sighted – audit report for Tetere Oil Mill and Vehicle Work Shop conducted on 14/09/2016 and 09/12/2016 respectively.</p> <p>The management plan is reviewed by the Sustainability Manager and the GM annually.</p>	Complied
<p>Criterion 5.2: The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and and operations managed to best ensure that they are maintained and/or enhanced.</p>			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>5.2.1</p> <p>Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). - Major compliance -</p>	<p>There were no HCV assessment conducted by SIPL when the lands were developed. At the time when GPPOL took over the development, a Rapid Conservation Assessment was conducted. The assessment was conducted by A.J.F.M Dekker. The assessment was conducted on 14-25 April 2009 and 26 July-3 August 2009. The report was completed with dated March 2010. The methodology applied for this conservation assessment on developed area follows the 6 HCV indicators.</p> <p>There are no RTE identified within the GPPOL operating areas. The identification is according to the IUCN status.</p> <p>HCV 1, HCV 2, HCV 3 and HCV 6 was not identified by the Conservation assessor.</p> <p>As the Conservation Report conducted by GPPOL is not a full HCV assessment and the purpose was to evaluate the conservation status after taking over the plantation developed by SIPL, only ad hoc consultation with several locals residents. The assessor had recommended that that consultation is required for future expansion areas.</p> <p>The assessor had referenced to available biological references for biological records.</p> <p>The assessment had covered the current operations of GPPOL (includes all estates and mill) as well as area adjacent to the GPPOL estates area. As stated in the report, the adjacent lands are mainly grassland due to longing human interference for cultivation and plantation.</p> <p>The potential present HCV are mapped in the assessment report. As this is only a rapid assessment, not survey was conducted to mapped the potentially present HCV.</p>	<p>Complied</p>
<p>5.2.2</p> <p>Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan. - Major compliance -</p>	<p>There was no HCV 1, HCV 2, HCV 3 and HCV 6 identified in the Rapid Conservation Assessment Report. There is only potential of HCV 4 and HCV 5 present.</p> <p>There is no management plan establish as no RTE was reported in the assessment.</p> <p>GPPOL has established buffer zones along rivers, streams, creeks and springs within estates areas. Signboards put up at respective main tributary locations and identified as buffer zone areas. However due to nuisance of the local communities, the signboards are often removed.</p> <p>Ongoing monitoring are conducted by respective estate management to ensure no illegal or inappropriate hunting and the buffer zones are observed by the employee. The quarterly audit reported was sighted. During the interviewed with the employee, it was confirmed they understood about the no hunting and buffer zone activities.</p>	<p>Complied</p>
<p>5.2.3</p> <p>There shall be a programme to regularly educate the workforce</p>	<p>As stated above there is no RTE species and limited HCV status. However the buffer zone within the estates are</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.</p> <p>- Minor compliance -</p>	
<p>5.2.4</p>	<p>Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>- Minor compliance -</p>	<p>Complied</p>
<p>5.2.5</p>	<p>Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.</p> <p>- Minor compliance -</p>	<p>Complied</p>
<p>Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p>		
<p>5.3.1</p>	<p>All waste products and sources of pollution shall be identified and</p>	<p>The Waste Management Improvement Plan; v6 dated Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>documented. - Major compliance –</p> <p>January 2017 listed the type of waste that will be generated from this operations. The pollution sources are provided in the Waste Management Improvement Plan.</p>	
<p>5.3.2</p> <p>All chemicals and their containers shall be disposed of responsibly. - Major compliance -</p>	<p>The relevant operators are required to record the amount of waste generated and disposed. The inventory records are maintained at each operating site. The records were verified. The sighted record including:</p> <ul style="list-style-type: none"> i. Tetera Mill / Vehicle Workshop – Hydrocarbon Waste Disposal Record ii. Tetera & Mbalisuna Estate - Hydrocarbon Waste Disposal Record, Pesticide Waste Disposal Record. <p>The inventory records for the chemicals are retained by each of the operating sites.</p> <p>Pesticide/herbicide:</p> <p>The Pesticide/herbicide are stored at the main store at Tetera Mill. The store was observed and it was built with appropriate bund. There were no signage of roof leaking and it is well ventilated. The store is properly labelled and secured. Only the Store Keepers has the keys to access. The MSDS/CSDS are available in the store. In case of any spillage, the spill will be treated using the available spill kit.</p> <p>The Tetera main store will distribute the chemicals to the estate upon request. The small quantities of the request chemicals will be stored at each of the estate. During the site assessment at Tetera Estate and Mbalisuna Estate, it was observed that the chemicals are stored in covered storage with bund area, labelled and secured.</p> <p>The canisters are normally reused. After emptying a new pesticide canister, it will be triple rinsed and painted with red paint as an identification that it is only allow to be reused for chemicals. These cleaned canisters will be stored in a secured container store. The training records of the operators working in the chemical area were sighted. The latest refresher training provided for the chemical operator at Tetera Estate is 07/01/2017 while Mbalisuna was 14/12/2016.</p> <p>For those damaged canisters, it will be cut/punctured. These cut/punctured canisters will be landfilled at the Mbalisuna Estate Landfill.</p> <p>There were no disposal of pesticide/herbicide from the smallholders as there do not use such chemical in their planting. This was confirmed during assessment on the smallholders.</p> <p>Hydrocarbon:</p> <p>The main fossil fuel used in this operation is LPG (for domestic use), Petrol and Diesel. The LPG and Petrol are securely stored in the mill store while the diesel are</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>stored in bund diesel tank.</p> <p>There are several type of hydrocarbon waste which includes spillage, used oils, used racks, used part (e.g. oil filter) etc. These wastes are collected and securely stored at the mill.</p> <p>After the waste has built up all of the hydrocarbon waste except used oils/liquids will be landfilled at the Mbalisuna Estate Landfill. The used oils will be sold to waste oil collector located at Honiara.</p> <p>Through interviews, it was found that GPPOL have difficulties in engaging a third party to collect and dispose their chemical waste. The difficulties was due there is unavailable of such service in Solomon Island at the moment. Hence the best practice GPPOL had adopted is to landfill the chemical waste. As GPPOL is required to landfill the chemical waste, they have taken effort to ensure that the landfill are opened at land which has low water table and on soil which has poor permeability. The current landfill is on "Kongga" Land soil.</p> <p>For the used oil, GPPOL had found a third party who will be collecting the waste.</p> <p>Clinical waste:</p> <p>The clinical waste collected at the clinic will be incinerated at the mill boiler. Due to the limitation in disposing facilities available in Solomon Island, it was recommended by the GPPOL doctor to incinerate the waste in the boiler. The waste are delivered by the doctor (Dr Paul) to the mill. Due to possible of contamination of the disposed clinical waste, the boiler ash are not used for land application or road maintenance. The ash are disposed on empty land.</p>	
<p>5.3.3</p> <p>A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. - Minor compliance -</p>	<p>The Waste Management Plan dated January 2017 had identified the source of the waste and pollution.</p> <p>The Risk Register 2017 has identified the method to reduce/avoid for Resources Management which includes fuel usage, water usage, recycling of EFB, recycling of oil, recycling of water, recycling of fibre/shell/EFB and recycling of metal waste.</p> <p>Other onsite sighted practice of recycling including recycling of fertilizer bags, chemical canisters and mulching of EFB.</p> <p>The Risk Register 2017 has identified the method to reduce air pollution and greenhouse gas emitted from diesel consumption for power generation by using steam turbine fuelled by biomass boiler to generate power when the mill is in operation.</p> <p>Periodic maintenance stated in the Risk Register 2017 for the diesel generator will maintain its efficiency and reduces exhaust emission. Hence will reduce the usage of diesel.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
	The waste generated from the operations are mainly landfilled (please 5.3.2). There was no open burning sighted.	
Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimised.		
5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored. - Minor compliance -	<p>All palm oil mills generates electricity from biomass. The renewable energy generated from Tetere Mill will powers the mill operations, offices within the mill vicinity, housing surrounding the mill vicinity and workshop.</p> <p>The Tetere mill have 2 biomass boilers which 1 will be on standby. Only during the non-milling hours, the diesel generator will be used to generate power or sometime to toput the biomass boiler power generation.</p> <p>According to the Risk Register 2017, the diesel generator will be service periodically to ensure its efficiency. According to the Risk Register, the steam turbine shall be prioritized power generation during milling hours.</p> <p>Also as provided in the Risk Register 2017, control measures on resources management (e.g. fuel usage for transport) are in place to maintain the efficiency of the vehicle by regular service.</p> <p>The monthly fossil utilization are being monitored and recorded. The electricity consumed by the facilities are either produced from diesel or biomass. The diesel will be captured in the GHG calculation.</p> <p>The monitoring of energy consumptions are as below:</p> <ul style="list-style-type: none"> i. Renewable energy use/tCPO or palm product = 98.26kWh/tCPO (23.79kWh/tFFB). As compare to 2015 is 13kWh/tFFB. ii. Direct fossil fuel use/tCPO or tFFB = 15.52kWh/tCPO (3.76kWh/tFFB). As compared to 2015 is 4.0kWh/tFFB. <p>GPPOL operations do not rely on external contractors. However all other fossil fuel consumptions (e.g. in estates) is included in the GHG calculations.</p>	Complied
Criterion 5.5: Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.		
5.5.1 There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. - Major compliance -	<p>The Zero Burning Policy issued 1 dated 29/12/2015 was signed by General Manager.</p> <p>The company will use falling method for land preparation in case of replanting.</p> <p>During the field assessment, no mark of burning can be observed for preparing a replanting land.</p> <p>The Zero Burning Policy are posted in notice boards of operating sites. GPPOL has not only implemented throughout their operations, they have extended their</p>	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>effort to educate the nearby villager on zero burning.</p> <p>Zero burning briefing for the smallholders have included during the Approval Inspection visit by GPPOL Smallholders Affairs Department.</p>	
5.5.2	<p>Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>- Minor compliance -</p>	<p>No fired used for preparing of land for replanting.</p> <p>This could be observed at Mbalisuna and Tetere estates and smallholders during field assessments.</p>	Complied
<p>Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>			
5.6.1	<p>An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).</p> <p>- Major compliance -</p>	<p>The polluting activities and its gaseous emissions are documented and registered in the Risk Register 2017.</p>	Complied
5.6.2	<p>Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.</p> <p>- Major compliance</p>	<p>The polluting activities and its gaseous emissions are documented and registered in the Risk Register 2017.</p> <p>The GPPOL Objective and Targets 2017 had identified the potential pollution and its activity for reduction. E.g. GPPOL implemented the usage of Geotube to desludge the open anaerobic pond. This removal of pond sludge would able to reduce concentrated COD and BOD. Hence it is expected to reduce the GHG emissions.</p> <p>The Risk Register 2017 had identified the source of GHG emission from diesel consumed by the diesel electricity generator. The reduction plan of using the diesel generator is provided in the Risk Register 2017.</p> <p>The implementation plans for GHG reductions efforts are implemented by the respective department as per the Risk Register 2017. The implementation is monitored under the GPPOL SMS Environmental Monitoring Management Plan which requires periodic reporting.</p>	Complied
5.6.3	<p>A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.</p> <p>- Minor compliance -</p>	<p>During the assessment the GHG calculation were not available. As according to the announcement by RSPO dated 28/12/2016, for Public Summary report C.5.6, starting from 01/01/2017, public reporting of GHG emissions is made mandatory.</p>	Minor nonconformity
<p>Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers</p>			
<p>Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</p>			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
6.1.1	A social impact assessment (SIA) including records of meetings shall be documented. - Major compliance -	There has been a SIA report completed in November 2012 by independent company Wild Asia. Five key findings of possible social impact were identified. The SIA report also provided recommendations for addressing the social impacts as well as key indicators. The latest social impact assessment for an expansion of oil palm on the Guadalcanal Plains which conducted by SIA & Development Pty Ltd dated 19	Complied
6.1.2	There shall be evidence that the assessment has been done with the participation of affected parties. - Major compliance -	The SIA report included participation of stakeholders involved in the project with equal participation from both male and female groups within impacted communities. A summary of meetings conducted for data collection of the SIA report is provided at the end of the report. These include a meeting with the Manager for Mbalisuna estate, Manager for Ngalimbiu estate, 1 x lands officer, 1 x village liaison and outgrower officer, 2 x women's group, landowners, landowner's association, 8 x male and 6 x female plantation supervisors, and, 2 x health workers.	Complied
6.1.3	Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. - Major compliance -	There is a Social Impact Improvement document maintained by GPPOL that documents programs in place that address major social impacts identified by the 2012 SIA report by Wild Asia. These impacts include cost of living for low wage earners, overcrowding housing, housing design, health, training of employees and smallholders, security improvement, and a sustainability blueprint. Completed and ongoing improvement plans address substance abuse, housing, law and order, education, environment, and infrastructure.	Complied
6.1.4	The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. - Minor compliance -	The Social Impact Improvement Plan is updated every six months by the Sustainability Department of GPPOL.	Complied
6.1.5	Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). - Minor compliance -	GPPOL provides smallholders seedlings, fertilisers, tools, and other necessary items at a cost for proper management and improvement of production of FFB by smallholders. The cost is later deducted by GPPOL upon payment of FFB to smallholders by GPPOL.	Complied
Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
6.2.1 Consultation and communication procedures shall be documented. - Major compliance -	GPPOL has established a communication procedure EMS 011 issue 2 dated 24/12/2015. This procedure describes how to communicate both internally and with external interested parties on issues of management and performance.	Complied
6.2.2 A management official responsible for these issues shall be nominated. - Minor compliance -	The sustainability manager- Regina Pokana has been nominated as stated in communication procedure in assisting effective communication of all issues, coordinates all internal and external communication, communicates internal audit reports to relevant management and reports to Management review.	Complied
6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained. - Minor compliance -	Mill and plantations have generated stakeholder list which included NGO, land owners, business houses and suppliers, government officers, school and internal stakeholders. Stakeholder meeting was conducted on 08/06/16 for the contractors, villagers, local authorities and etc were invited to the meeting. Flood Recovery program and the awareness of social issues such as domestic violence and alcohol being discussed in the meeting.	Complied
Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.		
6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested. - Major compliance -	GPPOL has implemented Grievance & Complaint Procedure (SOP-SUS-003; ISSUE 2) dated 22/1/2016. The dispute resolution mechanisms are established through open and consensual agreements with affected parties. The procedures are designed to ensure that throughout GPPOL there is a transparent process for ensuring stakeholders' grievances and complaints are dealt with fairly, consistently and promptly. Respective office of mill and estate has the grievances procedure. While the sexual harassment complaint will direct to Sustainability Department The time to process the complaints or grievances is 10 working days.	Complied
6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available. - Major compliance -	Mill and estates recorded all the grievances & issues 7 info request in the communication recording form (issue no: 2 dated 3 rd may 2016) through sustainability department. All the complaints were mainly categorized to grievances, complaint, sexual harassment, domestic violence, social issue and information request. For example, domestic violence complaint recorded in Mbalasuna estate dated 12 Nov 2016 and causing the absence of the female workers. Corrective action taken on 15 Nov 2016 by mandatory counselling for the couples. All the issues reported were resolved and no pending issue sighted. Awareness training on conducted through morning	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	muster as well as the induction training. Interview with the stakeholders found that they were aware of complaint procedure.	
Criterion 6.4: 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.		
6.4.1	A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. - Major compliance -	Complied
6.4.2	A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land. - Minor compliance -	Complied
6.4.3	The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available. - Major compliance -	Complied
Criterion 6.5: Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.		

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>6.5.1 Documentation of pay and conditions shall be available. - Major compliance -</p>	<p>Mill and estate have employed only local workers from Solomon. All the mill workers are under direct employment and estates consisted of hourly rate and piece rated employment of workers for non-executive staff. The piece rated worker mainly are cutter, loose fruit collector and also wheeler.</p> <p>The pay-slip has included basic income, type of work, overtime, working days, public holiday, allowance and deduction of NPF. The pay-slip and salary being issue on bi-monthly basics.</p> <p>All the sampled workers for hourly rate and piece rated workers were achieved more than the minimum wage accordance to Labour Act 1996 which is SB\$3.20 per hour. In GPPOL, the minimum hourly rate is SB\$5.00 in the recent revision rate in 2016</p> <p>Union/ Workers Association members were deducted SB\$2.00 for the union subscription.</p> <p>However, the NPF deduction of 5% of employee salary as per contract clause 15, did not indicate in all the employees' pay-slip. Sampled pay-slip from Oct - December 2016 from estates and mill as below:</p> <ul style="list-style-type: none"> a. Employee No.: TT342 b. Employee No.: TM504 c. Employee No.: TM483 d. Employee No.: MB5525 e. Employee No.: MB5698 f. Employee No.: MB5729 g. Employee No.: MB5698 h. Employee No.: MB5729 	<p>Complied</p>
<p>6.5.2 Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official. - Major compliance -</p>	<p>The mill and estates have employed local and foreign workers under hourly rate and piece rated employment of workers. Employment contract are available in their official language- English that understood by workers. The contracts being kept at respective mill and plantations unit.</p> <p>The contract has detailing nature of employment, probation, termination, duties, wages, official hours of work, overtime rates, accommodation, leaves, medical, NPF membership and etc. The contract was signed by the workers and sampled contracts as below:</p> <ul style="list-style-type: none"> a. Employee No.: TM1059 b. Employee No.: TM1072 c. Employee No.: TM1074 d. Employee No.: MB4958 e. Employee No.: MB5773 f. Employee No.: MB5873 g. Employee No.: MB5871 h. Employee No.: TT637 i. Employee No.: TT650 	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>j. Employee No.: TT362</p> <p>All the terms were according to the initial contract of employment signed.</p>	
<p>6.5.3</p> <p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. - Minor compliance –</p>	<p>Mill and estates have provided housing facilities, medical, education and welfare to the workers. Employee and their dependents can access to the rural health center with free.</p> <p>Water and electricity was supplied to the workers with free.</p> <p>Housing was inspected that there are proper and adequate for the workers and staff. For example, tree trimming and waste collection will be carried out on every Monday.</p> <p>Kindergarten and school are nearby to the plantation compound.</p>	<p>Complied</p>
<p>6.5.4</p> <p>Growers and millers shall make demonstrable efforts to monitor and improve workers’ access to adequate, sufficient and affordable food. - Minor compliance –</p>	<p>Accesses to food for the workers are considered adequate and sufficient. Mini market and sundry shop available at every plantation’s housing area, e.g. Tetera and Msubalina.</p>	<p>Complied</p>
<p>Criterion 6.6: The employer 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.</p>		
<p>6.6.1</p> <p>A published statement in local languages recognising freedom of association shall be available. - Major compliance -</p>	<p>Under the Employee Rights & Equal Opportunities Policy dated 30 December 2015, the company respect the right of all personnel to form and join trade unions of their choice and to bargain collectively.</p>	<p>Complied</p>
<p>6.6.2</p> <p>Minutes of meetings with main trade unions or workers representatives shall be documented. - Minor compliance -</p>	<p>Workers committees has been established to discuss any issues related to workers.</p> <p>The workers’ association meeting being organized on quarterly basics. The last meeting was conducted on 8th Nov 2016 and 26 October 2016. Various topic such as appeal procedure, account signatories and GPPOWA Store were discussed. Meeting minutes and attendance list was sighted.</p>	<p>Complied</p>
<p>Criterion 6.7: Children are not employed or exploited.</p>		
<p>6.7.1</p> <p>There shall be documentary evidence that minimum age requirements are met. - Major compliance -</p>	<p>Verification through the employees details list in mill and estate as well as site visit. No employees below the age of 18 being observed.</p>	<p>Complied</p>
<p>Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</p>		

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>6.8.1</p> <p>A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. - Major compliance -</p>	<p>GPPOL implemented Employee Rights & Equal Opportunities Policy dated 30 December 2015.</p> <p>The Policy has been developed and the company committed in not engage in nor support negative discrimination in any form. The company will use positive discrimination to encourage an ethnically diverse workforce across the company in order to protect against social inequality within the limits imposed by the Memorandum of Understanding between the Company and the Solomon Island.</p> <p>The policy displayed on the notice board and communicated to employees as well as it has been incorporated into the employees' induction training.</p>	<p>Complied</p>
<p>6.8.2</p> <p>Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. - Major compliance -</p>	<p>The company only hire local residents as the workers in exception of the management.</p> <p>No any kind of discrimination was noted. Job opportunities and amenities such as free housing, water and electricity supplies, medical care are given to all employees without discrimination.</p> <p>All employees are aware of the grievance procedures through the various committees such as social committee for women which established based on the province, workers association to highlight their concerns and grievances if any.</p> <p>No grievances were highlighted about discrimination to the audit team by internal and external stakeholders.</p>	<p>Complied</p>
<p>6.8.3</p> <p>It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. - Minor compliance -</p>	<p>Recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. It was noted during the audit that there is no discrimination based on nationality, race, gender, age, etc.</p> <p>It was confirmed through interviewed of the workers as well as grievances register.</p>	<p>Complied</p>
<p>Criterion 6.9: There is no harassment or abuse in the work place, and reproductive rights are protected.</p>		
<p>6.9.1</p> <p>Policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. - Major compliance -</p>	<p>Policy Statement on Domestic Violence & Sexual Harrassment Policy has been developed 30 Dec 2015. GPPOL has a policy of zero tolerance of Domestic Violence and sexual harassment. The company has created a code of practice to be implemented in all its operations to address these issues to ensure that adequate procedures are available to deal with the problem.</p> <p>Awareness training on sexual harassment has been conducted on 21/9/2016 to all the workers.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
<p>6.9.2</p> <p>A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.</p> <p>- Major compliance -</p>	<p>Reproductive rights of the female workers are protected under Pregnant and Breast Feeding Women Policy which dated 29 Dec 2015. The safety for the pregnant & breast feeding employee is observed, maintained & respected. Interviewed the nurse in Mbalasuna clinic, the breastfeeding till 2 years old.</p> <p>The company does not allow pregnant and breast feeding to do any task dealing with chemical handling and spraying. The female workers will be relocated to other positions within the Operation away from chemicals & pesticides after confirmation of pregnancy.</p> <p>The bi-annually health check will able to ensure no pregnant women carry out chemical handling works. Records sighted during site visit to the clinics.</p>	<p>Complied</p>
<p>6.9.3</p> <p>A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>GPPOL has implemented Grievance & Complaint Procedure (SOP-SUS-003; ISSUE 2) dated 22/1/2016.</p> <p>The dispute resolution mechanisms are established through open and consensual agreements with affected parties. The procedures are designed to ensure that throughout GPPOL there is a transparent process for ensuring stakeholders' grievances and complaints are dealt with fairly, consistently and promptly.</p> <p>Under Corporate Whistle-blower Policy, it addresses the protection of individuals making those reports. The whistle-blower has been defined as "any employee, director, related officer or contractor of any member of the New Britain Palm Oil Group of companies, who whether anonymously or not makes or attempts to make a disclosure"</p>	<p>Complied</p>
<p>Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>		
<p>6.10.1</p> <p>Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> <p>- Minor compliance -</p>	<p>GPPOL makes current and past prices of FFB publicly available by printing FFB formula price comparison and distributes to smallholders.</p> <p>The formula consists the US\$ price for CPO CIF Rotterdam, US\$ price for PKO Rotterdam, exchange rate US\$ to SBD, freight costs US\$, FFB transport costs, mill-gate price, and the farm-gate price.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>6.10.2</p> <p>Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). - Major compliance -</p>	<p>The Smallholder Department use training and awareness materials, especially posters, and printed copies of updated FFB formula indicating FFB prices to explain to smallholders on a weekly basis.</p> <p>As smallholder blocks are spread out it is divided into four zones and each week one of the four zones is visited. Often between 10 to 25 smallholders attend these training and awareness meetings at designated locations, an attendance register is kept by GPPOL. Within a month all four zones are visited.</p> <p>For smallholders that miss out on updated FFB prices, copies of updated prices are left with other smallholders to pass on or learn of the prices which are indicated on payment slips when payments are done on Wednesdays.</p> <p>The smallholder section also maintains a register of attendants of training and awareness meetings where copies of updated FFB prices are distributed.</p>	<p>Complied</p>
<p>6.10.3</p> <p>Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. - Minor compliance -</p>	<p>Interview with smallholders has shown a good understanding of contracts with GPPOL. As all land on which smallholders plant oil palm are customary land, the overall clan chief and paramount chief are also included as signatories to smallholder contracts with GPPOL hence the lack of clan land disputes. The chiefs and the grower agree in the contract that should any dispute arise within the clan which cannot be settled at the clan level then the matter will be referred to the Tribal Lands Resolution Panel. The contract details the obligations of the company and the grower.</p>	<p>Complied</p>
<p>6.10.4</p> <p>Agreed payments shall be made in a timely manner. - Minor compliance -</p>	<p>All payments are done in a timely manner on Wednesdays. If a load from a smallholder is picked this week then he/she expects payments the following week Wednesday. It was confirmed through interviewed the smallholders and payment receipt.</p>	<p>Complied</p>
<p>Criterion 6.11: Growers and millers contribute to local sustainable development where appropriate.</p>		
<p>6.11.1</p> <p>Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. - Minor compliance -</p>	<p>The management has made contribution to the local communities and internal workers such as:</p> <ul style="list-style-type: none"> a) Lend house to Church activities (5 Dec 16) b) Slasher tractor for school dated (29 Nov 16) c) Transportation for Christ the King Chapel festival (15 Nov 16) <p>All the records and letters were sighted in the request records file.</p> <p>Besides, the clinic also open to all nearby villagers for free treatment.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
6.11.2 Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity. - Minor compliance –	The management assist the smallholder by: a. Zero interest credit for the seedlings, transportation, fertilizer and harvesting tool b. Training: pest & disease, harvesting and manuring technique and etc The assistance will roll up once the smallholder are approved as part of the scheme. It was confirmed during document verification and interview the smallholders.	Complied
Criterion 6.12: No forms of forced or trafficked labour are used.		
6.12.1 There shall be evidence that no forms of forced or trafficked labour are used. - Major compliance -	The company did not hire any foreign workers. Only hire local residents from different provinces in Solomon. All employees are legal as local employees. No evident of trafficked workers were found during the audit.	Complied
6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred. - Minor compliance –	The company did not hire any foreign workers. Only hire local residents from different provinces in Solomon	Complied
6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented. - Major compliance -	The company did not hire any temporary or migrant workers workers. Only hire local residents from different provinces in Solomon	Complied
Criterion 6.13: Growers and millers respect human rights.		
6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). - Major compliance -	The company has implemented the Human rights policy through respect, support and uphold fundamental human rights as expressed in the Universal Declaration for Human Rights and its two covenants. The policy has been incorporated into the employee training records.	Complied
Principle 7: Responsible development of new plantings Tetere Palm Oil Mill Certification unit and supply base did not carry out any new plantings since November 2005. Therefore, Principle 7 is not applicable during this annual surveillance. The immature areas are replanted area. It was confirmed and verified through their planting history and also land title.		
Principle 8: Commitment to continual improvement in key areas of activity		
Criterion 8.1: Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.		
8.1.1 The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:	The establishment of legume cover crop at both estates visited is well established which will prevent soil erosion. The management was utilise its EFB to be mulch at estate especially for immature area. Tetera Oil Mill was establish GeoTube to capture all the solid from Effluent Pond. Engagement and training continuously provide to the smallholder on the best practice, FFB price formula, fertilizer application and etc.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. <p>- Major compliance -</p>	<p>Clinic continuously enhance their facilities & manpower to ensure the workers as well as surrounding villager receive the medical treatment.</p> <p>Sustainability manager also assiting the workers in solving the social issue espeacially the domestic violence and drinking problems.</p>

Appendix B: Approved Time Bound Plan

Time Bound Plan – Certification Units in Papua New Guinea			
No.	Operation	Time Bound	Location
1	West New Britain (WNB)	Certified September 2008	West New Britain Province
2	Ramu Agri- Industries Ltd (RAIL)	Certified July 2010	Morobe Province
3	Poliamba Ltd	Certified February 2012	New Ireland Province
4	Milne Bay Estates	Certified December 2012	Milne Bay Province
5	Higaturu Oil Palm	Certified January 2013	Northern Province
Time Bound Plan – Certification Units Solomon Islands			
1	Guadalcanal Plains Palm Oil Ltd (GPPOL)	Certified March 2011	Guadalcanal Province

Appendix C: Certification Unit RSPO Certificate Details

New Britain Palm Oil Limited
 Guadalcanal Plains Palm Oil Limited
 Tetere Palm Oil Mill
 2001 P.O. Box
 Honiara, Guadalcanal Province
 Solomon Island
 RSPO membership number: 1-0016-04-000-00

BSI RSPO Certificate No. : RSPO 666858
 Date of Initial Certificate Issued: 18/03/2011
 Date of Expiry: 17/03/2021
 Applicable Standards: RSPO P&C Generic 2013; RSPO Supply Chain Certification Standard November 2014 Module D – CPO Mills: Identity Preserved)

Tetere Palm Oil Mill and Supply Base					
Location Address	Honiara, Guadalcanal Province, Solomon Island				
GPS Location	160°13' 7.32"E, 9° 26' 33.72"S				
CPO Tonnage Total	30,758.82 mt				
PK Tonnage Total	7,183.67 mt				
CPO Claimed for Certification*	30,758.82 mt				
PK Claimed for Certification *	7,183.67 mt				
Own estates FFB Tonnage	126,184.00 mt				
Scheme Smallholder FFB Tonnage	6,112.00 mt				
*Other adjacent estates (certified FFB)	-				
Estates	Production Area		Other use (ha)	Certified Area / Total land lease (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)			
Tetere Estate	1,764.63	283.14	900.22	2,947.99	32,546.00
Ngalimbiu	1,849.33	463.51	175.01	2,487.85	37,363.00
Mbalisuna	2,116.37	287.40	464.70	2,868.47	56,275.00
West Zone	132.42	113.08	0.00	245.50	1,845.00
Central Zone	155.32	26.39	0.00	181.71	2,024.00
MBA East	138.45	42.35	0.00	180.80	1,316.00
MBE East	41.97	60.80	0.00	102.77	927.00
Total	6,198.49	1,276.67	1,539.93	9,015.09	132,296.00

Appendix D: Assessment Plan

Date	Time	Description	Nick	Hafiz	Hoo BH
Saturday, 14/01/2017 –	1345–1635	Flight Malaysia– Singapore (MH613)	√	√	√
	2015–0450	Flight Singapore – Port Moresby (PX 393)	√	√	√
Sunday, 15/01/2017	1000–1320	Flight Port Moresby – Honiara (PX 084)	√	√	√
Monday, 16/01/2017	0830–0930	Tetere Mill- Opening Meeting - Presentation by GPPOL - Opening meeting by BSI (Including introduction of team members and assessment agenda). - Previous findings verification	√	√	√
	09.30 – 12.00	Tetere Mill (Mill Visit): Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc.	√	√	√
		Tetere Mill (SCCS): Supply chain for CPO mill, weighbridge officer, production record and etc			√
	12.00 – 13.00	Lunch	√	√	√
	13.00 – 16.30	Tetere Mill Document review P1 – P8: 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, TBP, CIP and implementation etc.	√	√	√
	1430-1530	Meeting with stakeholders (Government, village rep, smallholders, Workers Leader, contractor etc.)	√	√	√
	1630-1700	Interim Closing Briefing	√	√	√
Tuesday, 17/01/2017	08.00 – 12.00	Tetere Estate: Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
		Field visit & interview: spraying activities, fertilizing, legal land use rights, land conflict, boundary pillars, , schedule waste, safety & health, riparian protection & social.- 6 smallholders	√	√	√
		Meeting with stakeholders (Government, village rep, smallholders, Workers Leader, contractor etc.)	√	√	√

RSPO Public Summary Report
Revision 4 (November /2016)

	12.00 – 14.00	Lunch	√	√	√
	14.00 – 16.30	Tetere Estate: Document review P1 – P8: (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).	√	√	√
	1630-1700	Interim Closing Briefing	√	√	√
Wednesday, 18/01/2017	0800-1200	Mbalisuna Estate: Field Visit Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.	√	√	√
		Field visit & interview: spraying activities, fertilizing, legal land use rights, land conflict, boundary pillars, , schedule waste, safety & health, riparian protection & social.- 6 smallholders	√	√	√
		Meeting with stakeholders (Government, village rep, smallholders, Workers Leader, contractor etc.)	√	√	√
	1200-1300	Lunch	√	√	√
	1300-1630	Mbalisuna Estate: Document review P1 – P8: (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).	√	√	√
	1630-1700	Interim Closing Briefing	√	√	√
Thursday, 19/01/2017	0800-1200	Field visit & interview: spraying activities, fertilizing, legal land use rights, land conflict, boundary pillars, , schedule waste, safety & health, riparian protection & social.- 8 smallholders	√	√	√
	1000 – 1200	Meeting with stakeholders (Government, village rep, smallholders, Workers Leader, contractor etc.)	√	√	√
	1200 – 1300	Lunch	√	√	√
	1300 – 1530	Verify any outstanding issues & Preparation for closing meeting	√	√	√
	1530-1700	Closing Meeting	√	√	√
Saturday, 21/02/2015	0900	Travelling to Honiara Airport	√	√	√
	1050-1210	Flight Honiara – Port Moresby (PX085)	√	√	√

**RSPO Public Summary Report
Revision 4 (November /2016)**

	1410-1830	Port Moresby – Singapore (PX392)	√	√	√
	2120-2200	Singapore- Malaysia (MH 610)	√	√	√

Appendix E: Stakeholders Contacted

Internal Stakeholders

<p>Managers and Assistants Male Mill Staff/Workers Foreman Female Mill Staff/Workers Field workers Male and Female Estate workers Hospital Assistant Lab Assistant Effluent Treatment Plant operator Gender Committee Representative</p>	<p>Doctor Store clerk Staff and Workers at workshop Weighbridge Clerk</p>
--	---

EXTERNAL STAKEHOLDERS

<p>Government Departments</p> <p>Ministry of Lands, Housing and Survey.</p>	<p>Smallholders</p> <p>Refer to the Appendix G</p>
--	---

Appendix F: CPO Mill Supply Chain Assessment Report (Module D – CPO Mills : Identity Preserved)

Requirements	Compliance
D.1 Definition	
<p>D.1.1 A mill is deemed to be Identity Preserved (IP) if the FFB used by the mill are sourced from its own supply base certified to the RSPO Principles and Criteria (RSPO P&C). 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. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. If a mill processes certified and uncertified FFB without physically separating the material then only Module E is applicable.</p>	<p>Tetere Palm Oil mill only receives certified FFB from their own certified estate and smallholders. Therefore qualifies for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p>
D.2 Explanation	
<p>D.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>
<p>D.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>During the surveillance audit 1, inspection of the palm trace records and found all the transaction including shipping announcement has been registered. Following transaction ID sampled:</p> <ul style="list-style-type: none"> a. TR7c31d664-3de4 b. TR754D4448-87d0
D.3 Documented procedures	
<p>D.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements in these requirements;</p> <p>b) 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 site’s procedures for the implementation of this standard.</p>	<p>Latest written documented procedures GPPOL SOP MGT-001 for the chain of custody is with Identity Preserved (IP) model covering all the RSPO Supply Chain Certification Standard and Traceability for handling certified FFB.</p> <p>The General Manager, Mill Manager and the Estate Manager plus all plantations Managers, supervisors and all staff employed in all mills are aware of, and follow this guideline. The mill manager has the responsibility to ensure implementation assisted by the on-site compliance executive. The IP model is applied because only certified FFB from own supply base is received and processed at Tetere Oil Mill.</p> <p>The mill manager and assistant manager have awareness of the supply chain system. The manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. RSPO Supply Chain training has been conducted on 28/7/2015 by Sustainability Manager and Mill assistant manager. Assistant Manager, shipping and weighbridge operator have attended the training and</p>

RSPO Public Summary Report
Revision 4 (November /2016)

	attendant list is sighted.
D.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.	Tetere Oil mill has documented procedures GPPOL SOP MGT-001 for the incoming FFB, processing and outgoing palm products (CPO and PK). The procedure covers receiving and processing certified and non-certified FFBs.
D.4 Purchasing and goods in	
D.4.1 The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.	Daily stock & production data are prepared at the entry point at the weighbridge. Daily stock & production data summary documented for all the certified FFB. Records verified by internal and external audit. Tetere oil mill have system to verify at the weighbridge.
D.4.2 The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.	The facilities aware of this procedure.
D.5 Record keeping	
D.5.1 The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.	Daily stock & production data are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all the certified FFB. Records verified by internal and external audit. Tetere mill have system to verify at the weighbridge.
D.6 Processing	
D.6.1 The site shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept segregated from noncertified material including during transport and storage.	During this assessment it was confirmed that only own supply bases of FFB is processed and no receive of outsider crops. This ensures that there is no possibility of mixing during processing.
D.6.2 The objective is for 100 % segregated material to be reached.	Processing and storage records can trace back to only certified segregated FFB and finish product (CPO and PK) through traceability records such as weighbridge records. This ensures that 100% segregated materials are reached.

Actual Tonnage Certified Palm Production – 01 Jan 2016 – 31 Dec 2016 (MA)

Mill	Capacity	CPO	PK
Tetere Oil Mill	45 mt/hr	36407.39	8608.49

Actual Tonnage Sales of Certified Palm Products - 01 Jan 2016 – 31 Dec 2016 (MA)

Mill	Certified CPO Sales	Certified PK Sales	Remarks
Tetere Oil Mill	36436.57	8608.49	PK processed on site

Month	Certified Supply Base (from own certificate scope) (mt)							Total FFB/Month (mt)
	Tetere	Ngalimbiu	Mbalisuna	Outgrowers – West	Outgrowers – Central	Outgrowers – MBA East	Outgrowers – MBA East	
Jan 2016	3,563	4,254	5,098	169	81	125	54	13,344
Feb 2016	3468	4,181	4,591	195	109	116	50	12,710
Mar 16	3,666	3,916	5,093	165	84	142	61	13,127
Apr 16	3,852	4,340	6,008	198	97	249	106	14,850

**RSPO Public Summary Report
Revision 4 (November / 2016)**

May 16	3,129	3,727	5,890	190	129	204	88	13,357
Jun 16	4,648	3,784	6,951	215	110	230	99	16,037
July 16	3,052	3,138	5,106	120	96	108	46	11,666
Aug 16	2,955	2,564	3,813	118	72	118	51	9,691
Sep 16	2,590	3,913	3,504	103	59	134	57	10,360
Oct 16	3,100	3,844	3,578	192	123	127	54	11,018
Nov 16	3,361	3,917	3,750	235	121	138	59	11,581
Dec 16	3,839	4,563	4,595	246	138	190	82	13,653
Total	41,223	46,141	57,978	2,146	1,218	1,882	807	151,394

Appendix G: Smallholder List

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
1	45	45	5	001-0045	JUNE	SAKI	4	4	1	2/1/2007	Sali	Central					
2	55	55	6	004-0001	NATHAN	BOSA	4	2.7	1	2/1/2007	Kolona	Mbalasuna East					
3	84	84	5	001-0083	JENNY	SAKI KAKAI	4	4.15	1	2/1/2007	Sali	Central					
4	105	105	7	011-0006	DAVID	BAKANI	4	17.6	1	2/1/2007	Grasshill	West		x			
5	111	111	8	005-0005	NORMAN	THUGEA	4	0.95	1	2/1/2007	Suagi	Central					
6	116	116	14	012-0003	JAMES	NGELEA	4	4.34	1	2/1/2007	Vutu	West		x			
7	117	117	12	007-0003	EDWARD	PORU	4	2.87	1	2/1/2007	Tetere	Central					
8	118	118	20	018-0001	ALFRED	THUGEA	4	2.96	1	2/1/2007	Papagu	West					
9	121	121	18	016-0001	JACOB	SALE	4	8.09	1	2/1/2007	Navola	West					
10	122	122	18	016-0002	ALLAN MATEA	SIKUA	4	7.43	1	2/1/2007	Kore	West					
11	123	123	8	005-0014	ALFRED	BATA	4	3.2	1	2/1/2007	kekena	Mberande East		x			
12	124	124	15	013-0002	BENEDICT	GARIMANE FAMILY	4	2.32	1	2/1/2007	Foxwood	West					
13	133	133	5	001-0110	KAOUTAVE	CHRISTIAN V SCHOOL	4	1.39	1	2/1/2007	Kaotave	Central					
14	134	134	6	004-0009	KAUTOGA	LPC	4	20.47	1	2/1/2007	Kautoga	Mbalasuna East					
15	135	135	18	016-0003	JOHN	SALE	4	3.32	1	2/1/2007	Navola	West		x			
16	136	136	7	011-0007	ROBERT	CHEDI	4	0.79	1	2/1/2007	Grasshill	West					
17	138	138	15	013-0001	REUBEN	TAWASI	4	1.37	1	2/1/2007	Okea	West					
18	139	139	18	016-0004	JOHN	SELWYN SUBA	4	3.56	1	2/1/2007	Cornfield	West					



**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
19	140	140	18	016-0005	FRANCISE	THUGEA	4	6.03	1	2/1/2007	Papagu	West					
20	141	141	8	005-0016	LEONARD	BETA	4	1.97	1	2/1/2007	Kolona	Mbalasuna East					
21	142	142	8	005-0017	TIMOTHY	TANGITHIA	4	3.84	1	2/1/2007	Sali East	Mbalasuna East					
22	143	143	14	012-0001	JUDAH	POA	4	1.83	1	2/1/2007	Tenavutu	Mberande East					
23	149	149	28	026-0001	HENDRY	VOUTAR	4	1.88	1	2/1/2007	Kaotave	Central		x			
24	150	150	20	018-0002	JOHN	SALO	4	4.07	1	2/1/2007	Papagu	West					
25	151	151	15	013-0003	JACOB	VOO	4	2.82	1	2/1/2007	Papagu	West					
26	152	152	14	012-0005	JOHN	OGOGA	4	1.61	1	2/1/2007	Vutu	West					
27	153	153	22	020-0001	STEPHEN	KUNIA	4	1.98	1	2/1/2007	st Mary	West					
28	154	154	8	005-0018	FR.JOHN	CHRISTIAN MANETHA	4	1.29	1	2/1/2007	Siroa	Mbalasuna East					
29	155	155	20	018-0003	STEPHEN	BOSAMETE	4	1.35	1	2/1/2007	Papagu	West					
30	157	157	20	018-0005	MARY	DOKE	4	1.52	1	2/1/2007	Papagu	West					
31	158	158	27	025-0001	BARNABAS	PAROLE	4	1.8	1	2/1/2007	Suagi	Central					
32	159	159	22	020-0002	SAMUEL	KURI (SR)	4	4.75	1	2/1/2007	st Mary	West					
33	160	160	27	025-0002	LUKE	TAUTO (JR)	4	1.94	1	2/1/2007	Suagi	Central					
34	161	161	27	025-0003	ROBERT	RAMAU	4	2.04	1	2/1/2007	Suagi	Central		x			
35	162	162	27	025-0004	NELSON	TOLE	4	1.42	1	2/1/2007	Suagi	Central					
36	163	163	8	005-0019	AMOS	BULA & PHILIP MAKA	4	2.08	1	2/1/2007	Kolona	Mbalasuna East					
37	164	164	8	005-0020	ALICE	KOKUE	4	1.51	1	2/1/2007	Sali West	Central					

**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
38	165	165	14	012-0006	MICHAEL	SERO	4	2.43	1	2/1/2007	Vutu	West					
39	166	166	8	005-0021	ROBERT	SIKUA	4	3	1	2/1/2007	Sali East	Mbalasuna East					
40	167	167	18	016-0006	NELSON	MATAI	4	10.19	1	2/1/2007	Cornfield	West					
41	168	168	9	002-0001	EDDIE	NICKSON AND BROTHERS	4	2.2	1	2/1/2007	Sali East	Mbalasuna East					
42	170	170	28	026-0002	JOHN	KAKAMO	4	3.67	1	2/1/2007	Kaotave	Central		x			
43	171	171	18	016-0007	BRENEDETA	VAUAUA	4	1.68	1	2/1/2007	Papagu	West					
44	172	172	8	005-0022	MICHAEL	MELU	4	3.36	1	2/1/2007	kekena	Mberande East		x			
45	174	174	24	022-0001	PAUL	TUBARA	4	2.25	1	2/1/2007	Kore	West					
46	175	175	20	018-0006	TITUS	PULOGITA KAMATA	4	3.23	1	2/1/2007	Papagu	West					
47	178	178	14	012-0007	JOHN	ROSS IVAENA	4	2.05	1	2/1/2007	Vutu	West					
48	181	181	8	005-0024	JOHN	UGI	4	2.88	1	2/1/2007	Kolona	Mbalasuna East					
49	185	185	5	001-0115	JACKSON	MEDO	4	3.18	1	2/1/2007	Sali	Central					
50	187	187	8	005-0027	PATTESON	PARA	4	4.15	1	2/1/2007	Sali East	Mbalasuna East					
51	188	188	7	011-0008	JOHN	TITUS	4	2.33	1	2/1/2007	Foxwood	West					
52	189	189	27	025-0005	JULIO	RAVA	4	2.33	1	2/1/2007	Suagi	Central					
53	190	190	8	005-0028	JOB	TANGITHIA	4	5.68	1	2/1/2007	Sali East	Mbalasuna East		x			
54	191	191	8	005-0029	BARNABAS	GIGIA	4	1.78	1	2/1/2007	Kalaubola	Mbalasuna East					
55	192	192	8	005-0030	JOHN	MANENEGELEA	4	3.04	1	2/1/2007	Kalaubola	Mbalasuna East					

**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
56	193	193	8	005-0031	DAVID	VELE	4	2.16	1	2/1/2007	Kalaubola	Mbalasuna East					
57	194	194	8	005-0032	JOHN	KINA	4	1.73	1	2/1/2007	Kalaubola	Mbalasuna East					
58	195	195	8	005-0033	FESTUS	VALE	4	2.18	1	2/1/2007	Kalaubola	Mbalasuna East					
59	196	196	8	005-0034	SAM	TALU	4	1.5	1	2/1/2007	Kalaubola	Mbalasuna East					
60	197	197	8	005-0035	SAMUEL	ONO	4	3.26	1	2/1/2007	Kalaubola	Mbalasuna East		x			
61	198	198	8	005-0036	REGINOLD	KOETHIVOA	4	2.1	1	2/1/2007	Kalaubola	Mbalasuna East					
62	199	199	8	005-0037	BILLY	TALU	4	3.64	1	2/1/2007	Kalaubola	Mbalasuna East					
63	202	202	8	005-0038	MICHAEL	BUBUSA	4	3	1	2/1/2007	Sali East	Mbalasuna East					
64	203	203	8	005-0039	WILSON	EVO	4	3.55	1	2/1/2007	Sali East	Mbalasuna East					
65	204	204	8	005-0040	MICHAEL	BOSA	4	2.36	1	2/1/2007	Sali East	Mbalasuna East					
66	205	205	8	005-0041	JONATHAN	PAUL BOSALI	4	2.15	1	2/1/2007	Kalaubola	Mbalasuna East		x			
67	206	206	6	004-0010	JAMUEL	THUGIA	4	25.39	1	2/1/2007	Tenavutu	Mberande East					
68	212	212	18	016-0008	PHILIP	TAVAKE	3	0.95	1	2/1/2007	Ngalibiu	West		x			
69	214	214	10	003-0002	NATHANIEL	ILUKE	4	2.38	1	2/1/2007	Sali East	Mbalasuna East					
70	215	215	28	026-0004	PETER	LEUA	4	1.83	1	2/1/2007	Kaotave	Central		x			
71	217	217	6	004-0011	JOHN	BLIGHT	4	1.86	1	2/1/2007	kekena	Mberande		x			

**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
												East					
72	218	218	27	025-0006	PETER	TOLA	4	1.31	1	2/1/2007	Tetere	Central					
73	222	222	6	004-0012	JOSEPH	MALINA (JR)	4	4.12	1	2/1/2007	Tumpape	Mberande East					
74	223	223	6	004-0014	PATTERSON	BASOA	4	3	1	2/1/2007	Komukama	Mbalasuna East					
75	229	232	8	005-0043	RICHARD	LEUA	4	1.13	1	22/12/2009	Kolona	Mbalasuna East					
76	230	233	8	005-0044	PHILIP	MAKA	4	1.16	1	22/12/2009	Kolona	Mbalasuna East					
77	233	236	27	025-0007	CHARLES	SAEMANEA	4	1.92	1	22/12/2009	Suagi	Central					
78	234	237	27	025-0008	DANIEL	TOLIA	4	3.54	1	22/12/2009	Suagi	Central					
79	235	238	8	005-0001	ALFRED	RONI	4	1.57	1	7/1/2010	Kolona	Mbalasuna East					
80	236	239	8	005-0002	MEROLYN	NONI	5	5.13	1	7/1/2010	Kolona	Mbalasuna East		x			
81	237	240	8	005-0003	JOHN	RONI	4	2.8	1	15/1/2010	Kolona	Mbalasuna East					
82	238	241	12	007-0002	PAUL	PUPURA	4	1.01	1	22/1/2010	St Mary	West					
83	240	243	20	018-0009	JOHN SELWYN	KUTHA	4	1	1	29/1/2010	Papagu	West					
84	242	244	6	004-0015	ALOISO	MANEGHAUA	4	1.61	1	23/2/2010	Subaniu	Mberande East					
85	241	245	6	004-0016	MANIFEST	SAMU	4	1.43	1	23/2/2010	Kalaubola	Mbalasuna East					
86	245	248	10	003-0003	ELWIN	KOETHIWOA	4	6.78	1	8/3/2010	Sali East	Mbalasuna East					
87	247	250	22	020-0003	PHILIP	SOPAGE	4	2.8	1	11/3/2010	St Mary	West					

RSPO Public Summary Report
Revision 4 (November /2016)

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
88	248	251	7	011-0001	PHILIP	GHETI	4	2.67	1	16/4/2010	Tenavutu	Mberande East					
89	252	255	7	011-0004	JOHN	THUGEA	4	2.7	1	3/5/2010	Tenavutu	Mberande East					
90	255	256	18	016-0009	MARK	SALEPARA	4	2.65	1	6/5/2010	Navola	West					
91	258	258	6	004-0023	SOLOMON	PUPULO	4	3	1	6/5/2010	Vuru	Mberande East					
92	259	259	6	004-0022	JOHN	LAKA	4	3.16	1	6/5/2010	Vuru	Mberande East					
93	260	260	6	004-0021	PATTESON	TABALA	4	3	1	6/5/2010	Vuru	Mbalasuna East					
94	270	266	6	004-0027	JACOB	LIULIU	4	0.99	1	9/6/2010	Tumpape	Mberande East					
95	267	267	6	004-0026	NICKSON	LEUA	4	0.39	1	3/6/2010	Kema	Mberande East					
96	268	268	19	017-0001	NELSON	PEGOA	4	2.98	1	3/6/2010	Cornfield	West					
97	269	269	22	020-0004	STEPHEN	VOTA	4	2.78	1	3/6/2010	St Mary	West					
98	273	270	8	005-0004	RICHARD	BUTO	4	1.87	1	14/6/2010	Kolona	Mbalasuna East					
99	275	272	6	004-0029	KAUTOGA	A	75	5.98	1	27/8/2010	Kautoga	Mbalasuna East		x			
100	276	273	6	004-0030	KAUTOGA	B	10	6.08	1	27/8/2010	Kautoga	Mbalasuna East					
101	278	275	27	025-0009	DAVID	KOGANA	3	0.61	1	1/10/2010	Suagi	Central					
102	283	280	8	005-0049	BARTHOLOMEW	VAVANGA	4	3	1	12/11/2010	Nekama	Mbalasuna East					
103	284	281	7	011-0013	JIMMY	CHEDI	3	2.61	1	28/1/2011	Grasshill	West					

**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
104	305	294	27	025-0011	POLYCARP	MANENGELEA	4	1.85	1	17/2/2011	Suagi	Central					
105	307	296	27	025-0013	FRANCISE	KULAGA	4	1.59	1	17/2/2011	Suagi	Central					
106	308	297	27	025-0014	PAUL	KAONI	4	1.44	1	17/2/2011	Suagi	Central					
107	309	298	27	025-0015	MATILDA	GHAOKA	4	0.46	1	17/2/2011	Suagi	Central					
108	312	303	27	025-0016	ANNIE	SUBUTO	3	0.93	1	23/3/2011	Suagi	Central					
109	316	307	11	006-0002	JOSEPH	ALEX	4	1.9	1	11/7/2011	Tetere	Central					
110	318	309	7	011-0015	JOEL	RAVA	7	1.32	1	20/7/2011	Ngalimera	West					
111	319	310	22	020-0005	FR EDMOND	RUKALE	3	4.87	1	4/8/2011	St Mary	West					
112	320	312	27	025-0017	JOHN	KIRISA	3	3.31	1	5/8/2011	Ghorabau	Central					
113	321	313	6	004-0032	JOHN	TINONILE	3	2.87	1	26/8/2011	Siroa	Mbalasuna East					
114	322	314	6	004-0033	TERRY	VARAKEA	8	5.84	1	29/9/2011	Tiua	Mberande East		x			
115	323	315	27	025-0018	KENNEDY	BROWN	3	0.47	1	29/9/2011	Tetere	Central					
116	325	317	6	004-0034	FRANCIS	SESELE	3	1.46	1	31/10/2011	Kolona	Mbalasuna East					
117	326	318	18	016-0010	ELIZABETH	ITANIA	3	1.13	1	31/10/2011	Kore	West					
118	327	319	6	004-0035	JUNE	RATU	5	1.33	1	19/12/2011	Tumpape	Mberande East					
119	329	321	27	025-0020	NICKSON	GHOABATA	3	1.76	1	25/1/2012	Suagi	Central					
120	330	322	8	005-0050	JOHN	TANGITHIA	3	0.86	1	8/3/2012	Kolona	Mbalasuna East					
121	331	323	8	005-0051	MARK	LEUA	3	1.43	1	8/3/2012	Kolona	Mbalasuna East					
122	332	324	8	005-0052	ERIEL	ASI	3	0.47	1	8/3/2012	Kolona	Mbalasuna					



**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
												East					
123	333	325	8	005-0053	MATHEW	RONI	3	0.45	1	8/3/2012	Kolona	Mbalasuna East					
124	334	326	8	005-0054	LUKE	MITINI	3	1.01	1	8/3/2012	Kolona	Mbalasuna East					
125	335	327	37	075-0007	JANISTANT	VOGHAMANE	3	2.89	1	15/3/2012	Navola	West					
126	339	330	6	004-0037	HENCE	TUTU	6	1.93	1	15/3/2012	Gesa	Mberande East					
127	338	331	6	004-0038	MICHAEL	TAULE	5	3.23	1	15/3/2012	Tumpape	Mberande East		x			
128	341	333	8	005-0056	GEFFERY SAEA	PEGOA	8	1.72	1	2/5/2012	Sali East	Mbalasuna East					
129	343	335	22	020-0007	GABRIEL	BUNIA	3	1.25	1	17/5/2012	St Mary	West					
130	345	337	20	018-0010	EDDIE	KWAUBELI	3	1.87	1	1/6/2012	Papagu	West					
131	347	339	7	011-0018	TIMOTHY	ROSE	3	2.23	1	8/8/2012	Vutu	West					
132	348	340	6	004-0040	JAMUEL	FRED	10	2.79	1	8/8/2012	Tenavutu	Mberande East					
133	349	341	27	025-0021	LUKE	MAE	4	0.89	1	24/8/2012	Suagi	Central					
134	355	347	7	011-0019	MOSES	KARUKU	5	3.7	1	24/8/2012	Okea	West					
135	357	349	40	077-0011	NICHOLAS &	EDLYN	5	3.63	1	24/8/2012	Cornfield	West					
136	358	351	10	003-0005	RACHEL	VELESI	6	4.23	1	24/8/2012	Sali	Central					
137	475	352	20	018-0015	LEONE	THUGEA A	3	1.75	1	7/3/2015	Papagu	West					
138	360	353	20	018-0016	LEOTINA	THUGEA	3	1.34	1	24/8/2012	Papagu	West					
139	361	354	8	005-0046	NESTOR	VAGAA	5	1.52	1	24/8/2012	Kolona	Mbalasuna East					



**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
140	362	355	11	006-0007	GRACE	VURE	3	2.48	1	4/9/2012	Tetere	Central					
141	367	360	27	025-0023	JUDA &	HELLEN	3	1.37	1	11/9/2012	Suagi	Central					
142	369	362	6	004-0041	STEPHEN	PAENI	3	3.17	1	14/9/2012	Kalaubola	Mbalasuna East					
143	370	363	6	004-0042	WILLIAM	TALU	3	2.45	1	14/9/2012	Kalaubola	Mbalasuna East					
144	371	364	6	004-0043	VAUA	FAMILY PROJECT	10	18.38	1	14/9/2012	Siroa	Mbalasuna East					
145	372	365	27	025-0024	DOUGLAS	TAGABASOE	3	1.15	1	17/9/2012	Suagi	Central					
146	373	366	27	025-0025	DONALD	RAMAU	3	1.13	1	17/9/2012	Suagi	Central					
147	374	367	15	013-0006	DANIEL SADE	TARAI	3	0.8	1	26/9/2012	Okea	West					
148	376	369	11	006-0003	HELLEN	MAE	3	0.99	1	7/11/2012	Tetere	Central		x			
149	377	370	40	077-0012	JOHN	PEGOA JUNIOR	12	8	1	7/2/2013	Cornfield	West					
150	378	371	6	004-0044	JOHN	TATAI	3	1.96	1	7/2/2013	Kolona	Mbalasuna East					
151	379	372	6	004-0045	JAMES	POGULA JUNIOR	10	3.54	1	11/2/2013	kekena	Mberande East					
152	381	374	22	020-0009	MATHEW	MALEGE	5	3	1	11/2/2013	St Mary	West					
153	382	375	22	020-0010	SOLOMON	DIKA	3	3	1	11/2/2013	St Mary	West					
154	383	376	14	012-0008	ERICK	ATA	5	1.65	1	12/2/2013	Vutu	West					
155	384	377	40	077-0013	RHODA	MATAI	5	5.08	1	19/2/2013	Cornfield	West					
156	386	379	15	013-0007	PETER	BONAI	3	0.9	1	4/3/2013	Okea	West					
157	389	382	20	018-0017	TIMOTHY (JNR)	UROBO	3	2.4	1	8/3/2013	Papagu	West					
158	390	383	15	013-0009	SAMUEL	TOLOBUA	3	0.8	1	22/3/2013	Okea	West					

**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
159	391	384	6	004-0046	ABEL	LEUA	4	1.72	1	12/4/2013	Kema	Mbalasuna East					
160	392	385	79	027-0001	BETIKAMA	ADVENTIST SCHOOL	10	10.94	1	16/4/2013	Betikama	West					
161	393	386	20	018-0022	ROSEMARY	RAVEA	2	3	1	25/4/2013	Papagu	West					
162	396	389	6	004-0047	JACK	BOLI	3	1.6	1	26/4/2013	Komabulu	Mberande East					
163	397	390	27	025-0026	BARNABASS	HARRY	3	0.75	1	3/5/2013	Suagi	Central					
164	399	392	22	020-0016	NICHOLAS PERESINI &	CHRIS SIKUA	4	1.71	1	3/5/2013	Cornfield	West					
165	401	394	6	004-0048	MARY	JINO	3	2.6	1	14/5/2013	Subaniu	Mberande East					
166	402	395	6	004-0049	CATHERINE	VEKE	3	2.3	1	14/5/2013	Subaniu	Mberande East					
167	403	396	20	018-0018	TIMOTHY	PAGARA	3	2.2	1	14/5/2013	Papagu	West					
168	404	397	22	020-0017	WILLIAM	TARAUVA	4	0.47	1	22/5/2013	Cornfield	West					
169	405	398	8	005-0047	CLAYTON & RICKSON	LUKISI	3	1.02	1	21/6/2013	Kolona	Mbalasuna East					
170	407	400	6	004-0050	ANA	BOSA	4	1.29	1	15/7/2013	Kolona	Mbalasuna East					
171	410	403	57	029-0001	CHANNEL	MANDIKA	3	1.07	1	16/7/2013	Komabulu	Mberande East					
172	411	404	83	032-0001	JAMES	TATAGO	3	2.5	1	17/7/2013	Komabulu	Mberande East					
173	412	405	22	020-0018	SAMUEL	TAKULE	3	1.29	1	12/8/2013	St Mary	West					
174	413	406	20	018-0019	GARNET	MAURI	5	3.4	1	16/8/2013	Okea	West					
175	414	407	82	008-0001	FRANCIS	KAPELI JR	3	1.73	1	27/9/2013	Subaniu	Mberande East					

**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
176	415	408	80	028-0001	ALFRED	SAA	4	2.5	1	30/9/2013	Subaniu	Mberande East					
177	416	409	84	033-0001	ALFRED	LEUA	3	1.86	1	1/10/2013	Komabulu	Mberande East					
178	417	410	62	047-0001	LOA	MANEGHAVA	4	3	1	1/10/2013	Tumpape	Mberande East					
179	419	412	20	018-0020	PRETTY	PIQU	3	1.3	1	3/10/2013	Papagu	West					
180	420	413	85	034-0001	WILSON	SUKULU	7	2.46	1	8/10/2013	Numbu	Mberande East					
181	421	414	10	003-0004	STEWARD	KEMA	3	1.8	1	8/10/2013	Sali	Central					
182	422	415	14	012-0009	JOHN	TILA	3	1.38	1	31/10/2013	Okea	West					
183	423	416	18	016-0011	DORA	MANEBONA	3	1.68	1	31/10/2013	Kore	West					
184	427	420	6	004-0051	ALLAN	KUVIA	18	2.8	1	31/10/2013	Cornfield	West					
185	428	421	28	026-0005	MICHAEL	VOTA	3	3.52	1	11/11/2013	Kaotave	Central					
186	429	422	18	016-0012	CHARLTON	DENVOR	3	1.24	1	21/11/2013	Kaotave	Central					
187	430	423	18	016-0013	DANIEL	WOTO	3	1.64	1	21/11/2013	Cornfield	West					
188	431	424	66	031-0001	FELICITY	NGELEA	3	1.82	1	21/11/2013	Subaniu	Mberande East					
189	432	425	83	032-0002	MAGARET	MAETELIA	10	1.99	1	26/11/2013	Komabulu	Mberande East					
190	434	427	81	030-0001	SOGA	FAMILY	3	3.37	1	14/1/2014	Subaniu	Mberande East					
191	435	428	11	006-0004	SOLOMON	BOKISIA	2	0.77	1	3/3/2014	Tetere	Central					
192	436	430	11	006-0006	JOHN HARRISON	SAVULOKO	2	1.02	1	3/3/2014	Tetere	Central					
193	437	431	37	075-0001	PR.WILSON	TAGADAENA	6	6.14	1	8/3/2014	Navola	West					



**RSPO Public Summary Report
Revision 4 (November /2016)**

NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
194	438	433	22	020-0012	SAMUEL	FAMILY	3	3.76	1	8/3/2014	St Mary	West					
195	440	434	37	075-0002	REGINALD	HOE	5	3.01	1	8/3/2014	Navola	West					
196	442	436	8	005-0048	JDM	SEKO	3	0.91	1	8/3/2014	Teatupa	Mbalasuna East					
197	443	437	32	071-0001	MOSTEIN	PITUA	5	2.99	1	19/3/2014	Cornfield	West					
198	444	438	32	071-0002	ALFRED	WOTO	5	3	1	19/3/2014	Cornfield	West					
199	445	439	32	071-0003	DAVID	SELEI	5	1.47	1	19/3/2014	Cornfield	West					
200	446	440	18	016-0014	MATHEW	BRAIN	5	1.25	1	19/3/2014	Cornfield	West					
201	447	441	32	071-0004	JAMES	POGHULA JNR	5	2.18	1	19/3/2014	Cornfield	West					
202	448	442	40	077-0014	ALLEN	KIBOA	5	1.85	1	28/3/2014	Cornfield	West					
203	449	443	40	077-0015	MANEBONA	TOGHANA	5	1.09	1	28/3/2014	Cornfield	West					
204	450	444	46	054-0001	EMELY	RONI	6	0.88	1	31/3/2014	Kolona	Mbalasuna East					
205	451	445	46	054-0002	LYDIA	PIRO	3	1.14	1	31/3/2014	Kolona	Mbalasuna East					
206	452	446	40	077-0001	GODFREY	LEUA	5	1.32	1	3/4/2014	Cornfield	West					
207	460	454	40	077-0009	ALFRED	MAEKE	5	3.21	1	23/5/2014	Cornfield	West					
208	462	456	57	029-0002	VERONICA	SEKANI	3	1.03	1	26/5/2014	Subaniu	Mberande East					
209	463	457	10	003-0006	ALFRED	POKANA	4	1.38	1	16/10/2014	Sali	Central					
210	467	461	22	020-0013	JOHNSON	VOGITHIA	10	4.97	1	21/1/2015	St Mary	West					
211	468	462	37	075-0004	MARGRET	DAEA	3	0.92	1	21/1/2015	Navola	West					
212	469	463	37	075-0005	ROSEMARY	VUTIANDE	5	3	1	21/1/2015	Navola	West		x			

**RSPO Public Summary Report
Revision 4 (November /2016)**

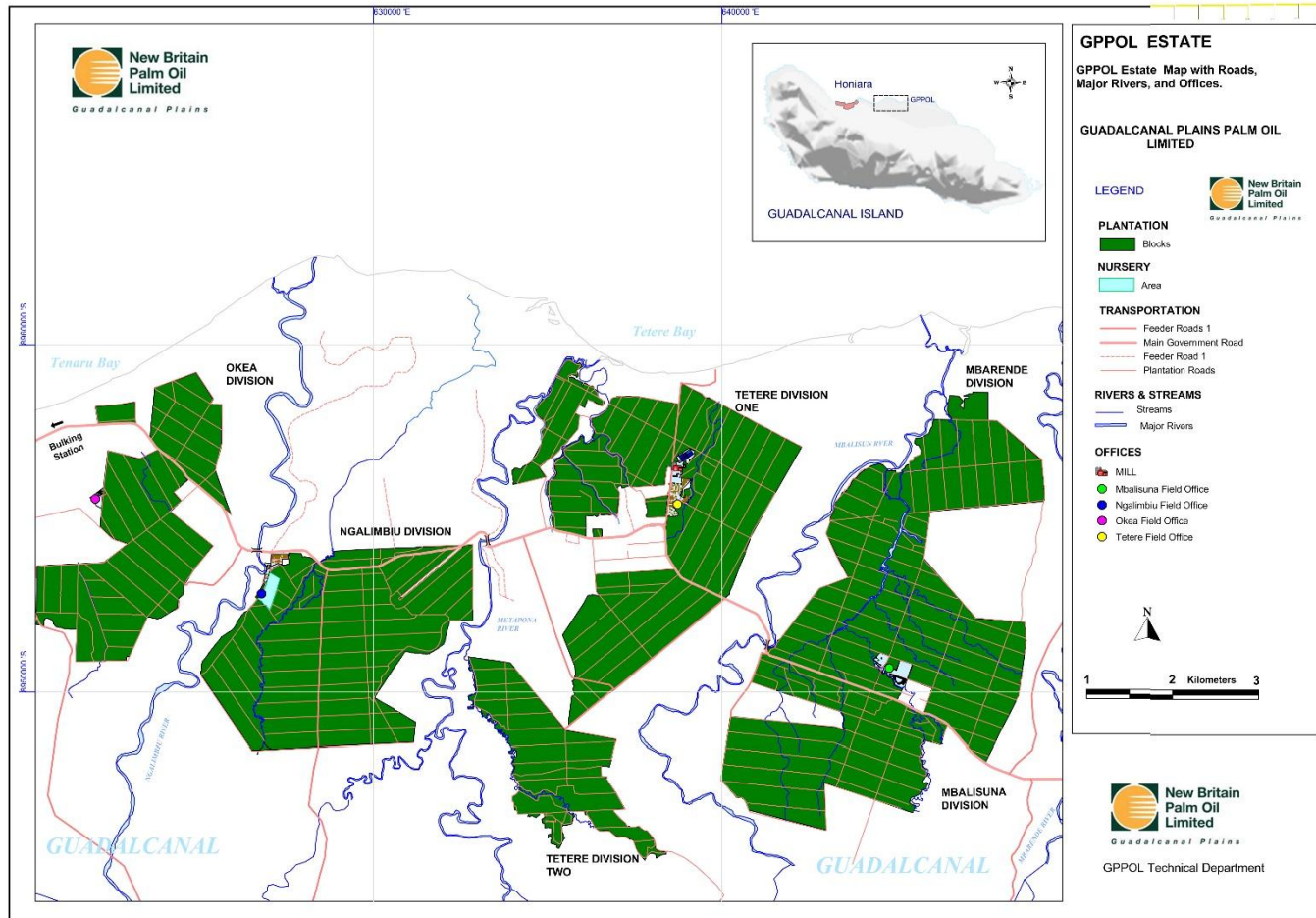
NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4
213	470	464	46	054-0003	GEORGE	KURIA	3	1.14	1	21/1/2015	Komukama	Mbalasuna East					
214	471	465	28	026-0006	MR.GEORGE TOTO /	MARK RUKALE	3	2.37	1	28/1/2015	Ghorabau	Central					
215	472	466	37	075-0006	CHARLES	BUNIA	4	1	1	26/2/2015	Navola	West					
216	473	467	13	010-0003	CHARLES	MAU	5	1.71	1	26/2/2015	Kaotave	Central					
217	474	468	46	054-0004	LORRINA	GUSZIA	3	0.83	1	4/3/2015	Kolona	Mbalasuna East					
218	476	469	27	025-0028	NELSON	MATAI SNR	3	1.21	1	21/3/2015	Ghorabau	Central					
219	477	470	27	025-0029	ALICE	SAGO FAMILY	5	0.97	1	14/4/2015	Ghorabau	Central					
220	479	472	22	020-0019	DIDAN	PARA	3	1.37	1	29/4/2015	St Mary	West					
221	480	473	64	049-0001	DEXTA	ELWIN	3	1.48	1	15/6/2015	Betikuma	Mbalasuna East					
222	481	474	64	049-0002	CHARLES	OHAOHA	4	2.99	1	15/6/2015	Betikuma	Mbalasuna East					
223	482	475	6	004-0052	PHYLISTUS	SUTE	3	1.63	1	27/7/2015	Betikuma	Mbalasuna East					
224	484	477	5	001-0135	DOROTHY	PERESINI	13	13.7	1	4/8/2015	Binu	Central					
225	485	478	5	001-0136	CATHERINE	GNORIA	13	13.57	1	4/8/2015	Binu	Central					
226	487	479	5	001-0137	PHILISTUS	TITILI	13	13.38	1	4/8/2015	Binu	Central					
227	486	480	5	001-0138	REBECCA	SULE	13	13.4	1	4/8/2015	Binu	Central					
228	488	481	5	001-0139	SELINA	SIKUA	13	13.2	1	4/8/2015	Binu	Central					
229	489	482	5	001-0140	GUDI	TOME	13	13.49	1	5/8/2015	Binu	Central					
230	490	483	5	001-0141	ESTHER	PATTY	13	13.41	1	5/8/2015	Binu	Central					
231	492	485	13	010-0004	JOHN	THUGEA	2	2	1	10/8/2015	Tenavutu	West					

**RSPO Public Summary Report
Revision 4 (November /2016)**

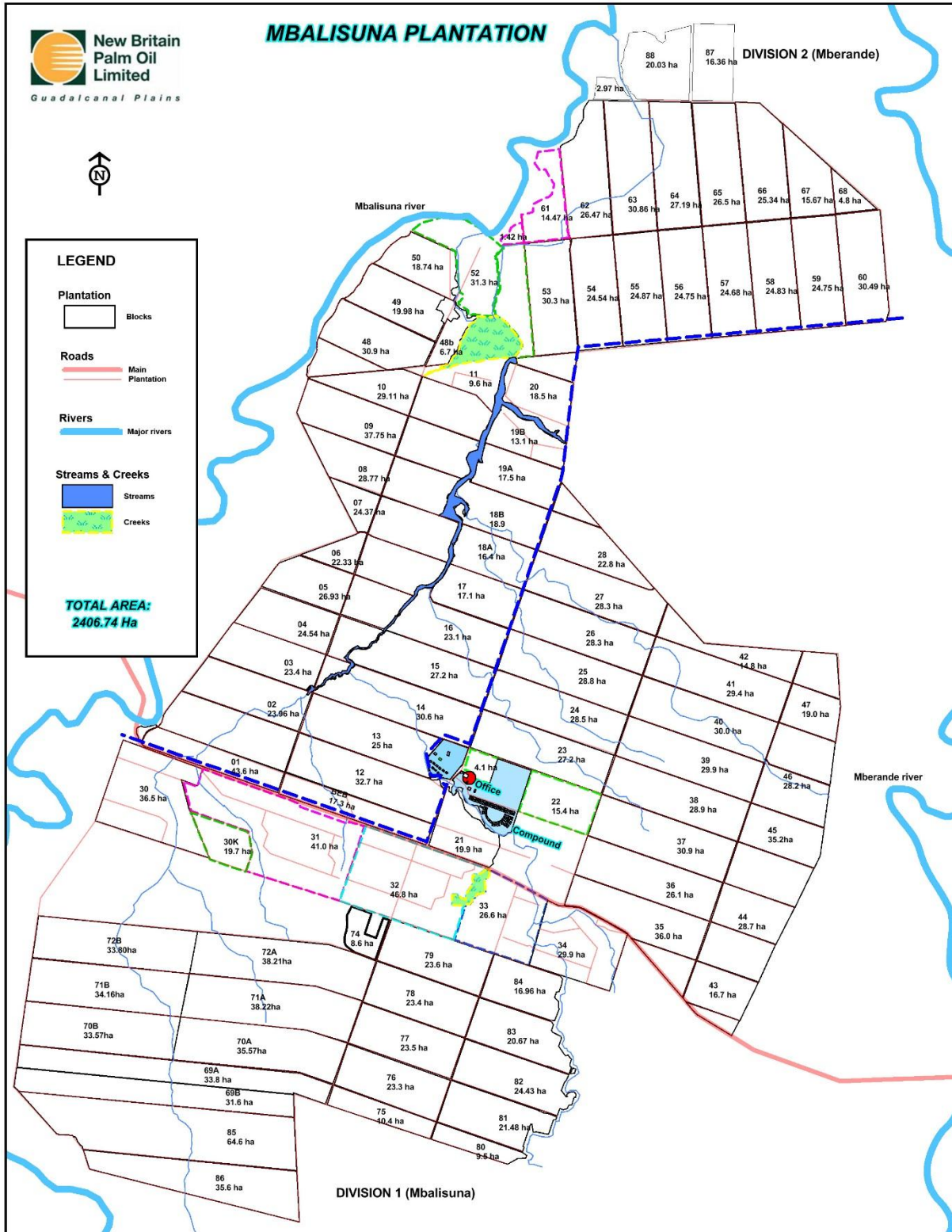
NO	CardID	Block ID	Block Area	Block Name	SH First Name	SH Last Name	Block Size	Area Planted	Card Status ID	Card Issue Date	Location	Zone	MA*	ASA1	ASA2	ASA3	ASA4	
232	493	486	13	010-0005	MARY	GRIFFIN	3	2.53	1	13/8/2015	Ghorabau	Central						
Total Area								710.08	Total Sampled Smallholder during ASA						20			

*Main assessment conducted by other CB, no audited smallholder list available.

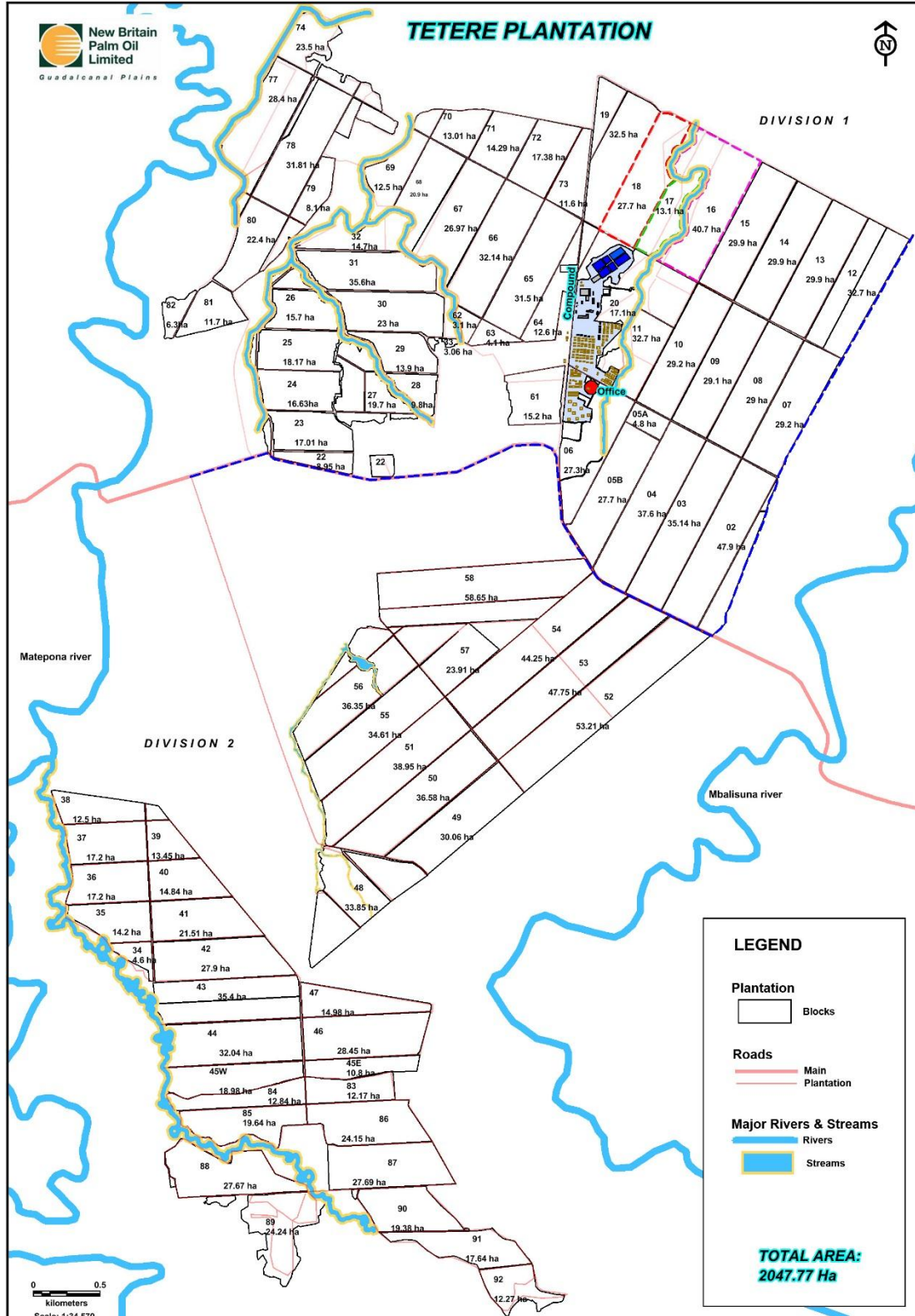
Appendix H: Location Map of Tetera Palm Oil Mill Certification Unit and Supply bases



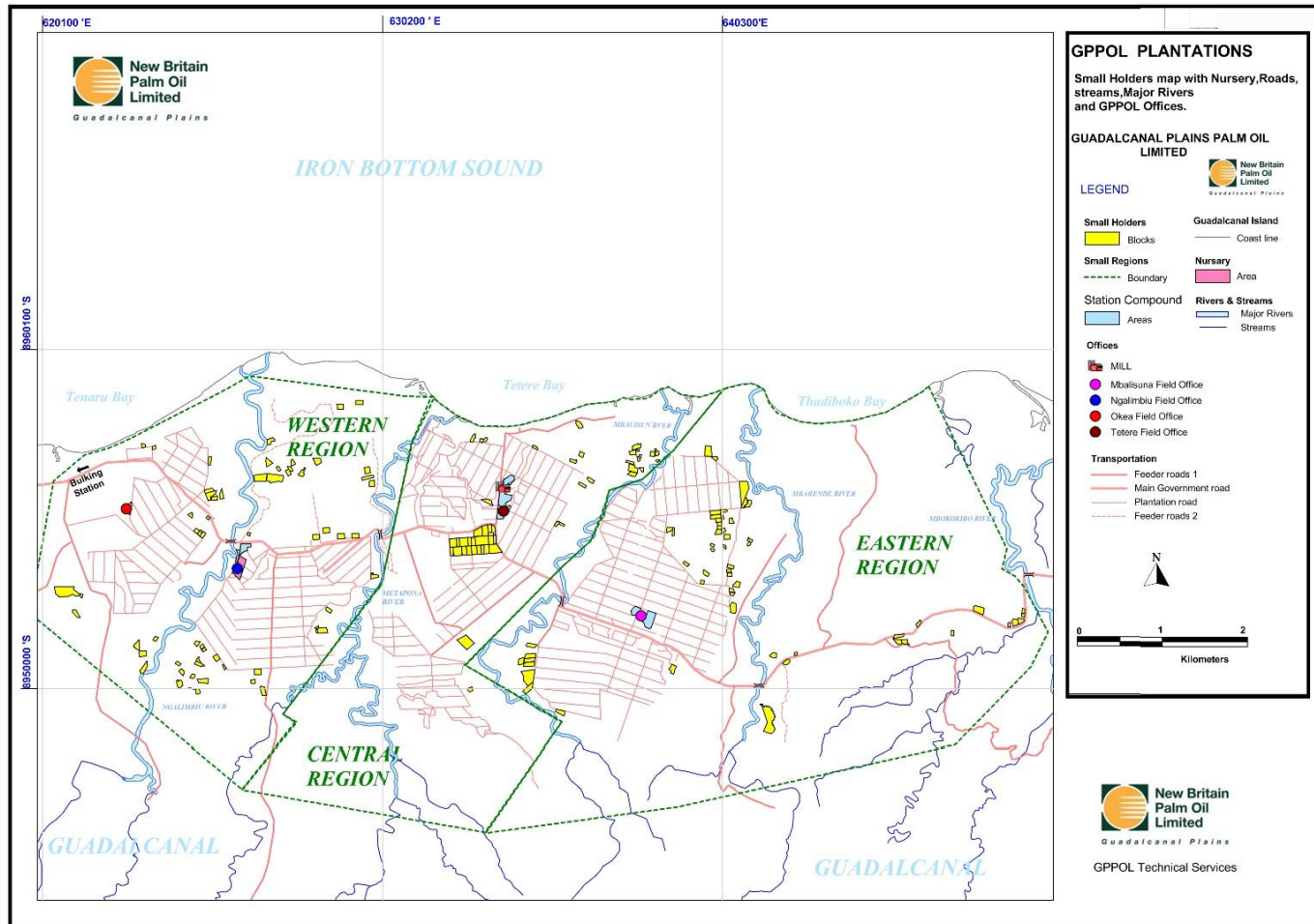
Appendix I: Mbalisuna Estate Field Map



Appendix J: Tetere Estate Field Map



Appendix K: Location of Smallholders Field Map



Appendix L: GHG Reporting Executive Summary

The GHG emissions that were produced in 2016 for GPPOL mill and supply base (both owned estates and smallholders) was calculated using the GHGpalm Calculator version 3.0. The assessment team had verified the data input in the GHGpalm Calculator against operations records. Palm GHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in 2016 for GPPOL mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.96
PKO	1.09

Extraction	%
OER	24.21
KER	5.72

Production	t/yr
FFB Process	150,372
CPO Produced	36,407.39
PKO Produced	8,607.96

Land Use	Ha
OP Planted Area	7475.28
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	790.50
Total	8,265.78

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	67,545.10	0.45	0	0	0	0	67,545.10	0.45
CO ₂ Emission from fertilizer	4,967.83	0.03	0	0	0	0	4,967.83	0.03
NO ₂ Emmission	5,740.20	0.04	0	0	0	0	5,740.20	0.04
Fuel Consumption	2013.00	0.01	0	0	0	0	2013.00	0.01
Peat Oxidation	0	0	0	0	0	0	0	0
Sink								
Crop Sequestration	-67,545.10	-0.45	0	0	0	0	-67,545.10	-0.45
Conservation Sequestration	0	0	0	0	0	0	0	0

**RSPO Public Summary Report
Revision 4 (November /2016)**

Total	12,721.03	0.08	0	0	0	0	12,721.03	0.08
--------------	------------------	-------------	---	---	---	---	------------------	-------------

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	29,475.46	0.2
Fuel Consumption	1,122.26	0.01
Grid Electricity	0	0
Utilisation	0	0
Credit		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	30,597.72	0.2

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	8,283.53
PK from other source	0
Fuel Consumptions	748.18
Total Crusher emissions	9,031.71

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
Divert to methane captured (energy generation) (%)	0

Appendix M: List of Abbreviations Used

ASA	Annual Surveillance Assessment
BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CIP	Continual Improvement Plan
CPO	Crude Palm Oil
DOE	Department of Environment
DOSH	Department of Occupational Safety & Health
EFB	Empty Fruit Bunch
EIA	Environmental Impact Assessment
EMS	Environmental Management System
ERP	Emergency Response Plan
FFB	Fresh Fruit Bunch
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
MSDS	Material Safety Data Sheet
NGO	Non Governmental Organisation
NPF	National Provident Fund
OSH	Occupational Safety & Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
PPE	Personal Protective Equipment
RED	Renewable Energy Directive
RSPO	P&C Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
VOP	Village Oil Palm