

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

Client Company Name / Parent Company: Khaotor Oil Palm Grower Community Enterprise Group
Client Company / Parent Company Address: 12 Moo 1 Khaotor subdistrict, Plaipraya District, Krabi Province 81160, Thailand
Certification Unit: Khaotor Oil Palm Grower Community Enterprise Group Location of Certification Unit: 12 Moo 1 Khaotor subdistrict, Plaipraya District, Krabi Province 81160, Thailand
Date of Final Report: 17/11/2023

TABLE of CONTENTS	Page No
Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications.....	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle.....	4
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	5
10. Summary of Certified Tonnage (not applicable for ISS)	6
11. Summary of Actual Volume sold	7
12. Independent Smallholders Certified Tonnage / Volume	8
13. Independent Smallholders Actual Sold Tonnage / Volume	8
Section 2: Assessment Process	10
2.1 Assessment Methodology, Programme, Site Visits.....	10
2.2 BSI Assessment Team	11
2.3 Assessment Plan.....	14
Section 3: Assessment Findings	18
3.1 Multiple Management Units and Time Bound Plan.....	18
3.2 Progress of scheme smallholders and/or outgrowers.....	19
3.3 Details of Nonconformities	21
3.3.1 Status of Nonconformities Previously Identified and Observations.....	26
3.3.2 Summary of the Nonconformities and Status	26
3.4 Stakeholders and previous land owner / user consultation.....	27
3.5 Impartiality and conflict of interest	30
Formal Signing-off of Assessment Conclusion and Recommendation	30
Appendix A: Summary of Findings	31
Appendix B: GHG Reporting Executive Summary	85
Appendix C: Location Map of Certification Unit and Supply bases.....	87
Appendix D: Estate Field Map.....	88
Appendix E: List of Smallholder Registered and/or sampled	90
Appendix F: List of Abbreviations.....	98

Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Khaotor Oil Palm Grower Community Enterprise Group		
RSPO Membership Number	1-0353 -22- 000-00	Membership Approval Date	7 Jan 2022
Address	12 Moo 1 Khaotor Sub-district, Plaipraya District, Krabi Province 81160, Thailand		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Khaotor Oil Palm Grower Community Enterprise Group		
Location / Address	12 Moo 1 Khaotor Sub-district, Plaipraya District, Krabi Province 81160, Thailand		
Website	None		
Management Representative	Parichat Arisa Seangtan	E-mail	khaotor.gm@gmail.com
Telephone	66 927508606	Facsimile	None

2. Certification Information			
Certificate Number	RSPO 790046	Certificate Start Date	17/11/2023
Date of First Certification	17/11/2023	Certificate Expiry Date	16/11/2024
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunch of Independent Smallholder		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	None
ISH certification Phase	<input type="checkbox"/> Eligibility <input checked="" type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Khaotor Oil Palm Grower Community Enterprise Group (77 Members)	12 Moo 1 Khaotor Sub-district, Plaipraya District, Krabi Province 81160, Thailand	8°34'9.53"N	98°44'14.08"E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Khaotor Oil Palm Grower Community Enterprise Group	296.18	0	4.01	300.19	99%
Total	296.18	0	4.01	300.19	99%

Note:
At the audit date, the total area was lesser than the confirmation from RSPO secretariat from 447.41 ha to 300.19 ha., according to the member had changed area.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Khaotor Oil Palm Grower Community Enterprise Group	6	106.81	139.53	43.84	290.18	6
Total (ha)	6	106.81	139.53	43.84	290.18	6

Note: Only Mature area is considered as production area

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (N/A)	Actual (N/A)		Forecast (Nov 2023 – Oct 2024)
		Previous license period (key in period covered)	Current license period (key in period covered)	
Khaotor Oil Palm Grower Community Enterprise Group	NA	NA	NA	4,176.27
Total	NA	NA		4,176.27

Note:

- This is Initial certificate
- This is Certify as MS A = 70%, Therefore the certified volumes claimable are as follows

Product	Volume Projected (MT)		
	MSB (100%)	MSA (70%)	Eligibility (40%)
FFB	5,966.10	4,176.27	1,670.51
CPO	1,193.22	835.25	334.10
CPK	298.31	208.81	83.53
CSPKO	134.24	93.97	37.59
CSPKE	164.07	114.85	45.94

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

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

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

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

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

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

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

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

Note: This table is not applicable for ISH.

10. Summary of Certified Tonnage (MT) (not applicable for ISS)

Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
	Previous license period (key in period covered)	Current license period (key in period covered)	
FFB	FFB		FFB
N/A	N/A		N/A
	TOTAL		
CPO (OER: %)	CPO (OER: %)		CPO (OER: %)
N/A	N/A		N/A
	TOTAL		
PK (KER: %)	PK (KER: %)		PK (KER: %)
N/A	N/A		N/A
	TOTAL		

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

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

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A

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

11. Summary of Actual Volume sold					
Current License period (key in period)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Previous License period (key in period)					
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A

Note: This table is not applicable for ISH

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

Note: This table is not applicable for ISH.

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

Note: This table is not applicable for ISH.

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

Note: This table is not applicable for ISH.

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

Note: This table is not applicable for ISH.

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (N/A)			Actual (N/A)			Forecast (Nov 2023 – Oct 2024)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	835.25	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	93.97	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	114.85	
CSPK	N/A	N/A		N/A	N/A		N/A	208.81	

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

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not applicable for initial certification audit)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not applicable for initial certification audit)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

Section 2: Assessment Process

Certification Body:

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

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Mid Valley City, Lingkaran Syed Putra,

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 3-5 Aug 2023. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on 03 Jul 2023.

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

The Critical NC close out on-site assessment was conducted on 09 Oct 2023. The audit programs are included in Section 2.3.

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

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

Meetings were held with stakeholders to seek their views on the performance of the 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 Supply Bases. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification) 2023	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Khaotor Oil Palm Grower Community Enterprise Group	X	X	X	X	X

Tentative Date of Next Visit: October 2, 2024 - October 4, 2024

Total Number of Mandays: 6.0

2.2 BSI Assessment Team

Name	Role	Competency
Mrs. Chongrak Takard	Team Leader	<p>Education: Bachelor of Science: Plant Protection (Plant Pathology) from Maejo University, Thailand in 1998, and a Master of Arts: Human Resource Development (HRD) from Ramkhamhaeng University, Thailand in 2016.</p> <p>Work experience: More than 10 years of working experience where makes her familiar with local/regional knowledge of local laws, also undergone ISO9001, SA8000, TLS, SMETA, Social Second party audit (social audit), has been working in the agriculture sector for more than 10 years prior to joining BSI group. 5 years working experience as Sustainability Auditor for RSPO P & C, RISH and SCC Scheme.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015, ISO14001:2015 Lead auditor IRCA 14154 EMS, BS OHSAS 18001:2007 standard, CQI-IRCA Certified: PR356: OHSMS ISO 45001:2018 Lead Auditor Conversion Training Course, Thai Labour Standard TLS Lead auditor TLS 8001, SA8000 Basic auditor Course and SA8000 Advances Auditor Course, ESEP Lead auditor course, Endorsed RSPO P&C Lead Auditor Course, Refresher course for Endorsed RSPO P&C Lead Auditor, RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 and Endorsed RSPO SCCS Lead Auditor.</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>Aspect covered in this audit: During this audit, she assessed the aspect of farm legality, OHS, and ICS requirements, supply chain, social and conducted stakeholder consultation.</p>
Mr. Supiwat Nentakong	Team Member	<p>Education: Bachelor of Science (Fisheries) KASETSART University, Thailand in 1998.</p> <p>Work Experience: He is oil palm plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector and more than 5 years working experience as RSPO P & C, RISH and SCC Auditor and 1 years working experience as RSPO Lead Auditor of P &C, RISH and SCC scheme before joining with BSI group.</p> <p>His knowledge in agriculture sector (oil palm) has been evaluated through interview and demonstrated by directly involved in managing oil palm belong to his family.</p> <p>Training attended: Completed ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Refresher Course and RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 on 14 -16 Mar 2022 by RSPO, Endorsed RSPO SCCS Lead Auditor course, ISO 14001 Lead Auditor course and ISO 45001 Lead Auditor course.</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit: During this audit, he assessed the aspect of farm legality, OHS, the aspect of environmental and ICS requirements and conducted stakeholder consultation.</p>
Dr. Suhaili Sahari	Peer Reviewer	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	<ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards : MS 2530 : 2013 part 1, 2 , 3 and 4 7. Problem Solving Technique : 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard : Global GAP, Euro GAP
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Accompanying Persons:

Name	Role
Jutamas Gunthong	Observer
Jettana Insuwan	Observer

2.3 Assessment Plan

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

Date	Time	Subjects	Chongrak (TL)	Supiwat (TM)	Jutamas (OBS)	Jettana (OBS)
Thursday, 03 Aug 2023	09:00-10.30	Opening Meeting: <ul style="list-style-type: none"> Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc. 	√	√	√	√
	10.30 -12.00	Group Manager/Internal Control System <ul style="list-style-type: none"> Review of members' profiles & key management documents Document Audit: Public documents, SOPs, Policies, LUCA & RaCP, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, continual improvement plan, etc. 	√	√	√	√
	13.00-17.30	Field visit at the 8 smallholders' plantations <ul style="list-style-type: none"> Interview with smallholders Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	√ (4 members)	√ (4 members)	√	√
	12.00-13.00	Lunch Break				
	17.30 -18.00	Interim closing briefing of Day 1				

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Date	Time	Subjects	Chongrak (TL)	Supiwat (TM)	Jutamas (OBS)	Jettana (OBS)
Friday, 4 Aug 2023	09:00 – 14:30	<p>Field visit at the 10 smallholders' plantations</p> <ul style="list-style-type: none"> Interview with smallholders <p>Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.</p>	√ (5 members)	√ (5 members)	√	√
	14:30-16:00	<p>Stakeholders' consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.)</p> <ul style="list-style-type: none"> Mr. Somkid Kongyot / Chief Executive of Khao To Subdistrict Administrative Organization Mr. Pitsanuphong Pudsuan/ Chief of Forest Resource Management Office no. KB 5 (Plaipraya). Mr. Suthee Konglong . / Head of village Khaotor Subdistrict, Suratthani province Mr. Wuttisan J. Director of Ban NA Sub-District Health Promoting Hospital Mr. Chatree Sudesri/ Head of village Moo. 7, Khao To Subdistrict , Khao To District and Head of community Moo.7 , KhaoTo Subdistrict. 	√	√	√	√
	16.00-17.30	<p>Group Manager: P1 to P4</p> <p>Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)</p>	√	√	√	√
	12.00-13.00	Lunch break				
	17.30 -18.00	Interim closing briefing of Day 2				

Date	Time	Subjects	Chongrak (TL)	Supiwat (TM)	Jutamas (OBS)	Jettana (OBS)
Saturday 5 Aug 2023	09.00-12.00 and 13.00-14.00	Group Manager: P1 to P4 Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)	√	√	√	√
	14.00-15.00	Prepared closing meeting	√	√	√	√
	15.00-16.00	Closing meeting and end of Initial audit	ALL			
	16.00	Travel to AIRPORT				

NOTES:

List of sampled group Members: *Total actual 18 members of New members*

No.	Member Name	Plot No.	Location			GPS Coordinates		Area Summary (Ha)		Annual FFB Forecast (MT)	Auditor / date
			Sub-district	District	Province	Latitude	Longitude	Total Certified Area	Planted Area		
1	Auwara Phengkit	A	Khaotor	Plaipraya	krabi	474039	956618	3.4712	3.4312	76.815	SN/3Aug 2023
2	Noei Khamkoed	A	Khaotor	Plaipraya	krabi	475422	956897	4.9072	2.1472	0	SN/3Aug 2023
3	Wanni Prakapsin	A	Khaotor	Plaipraya	krabi	475329	954361	0.7912	0.7912	19.25	SN/3Aug 2023
4	Sarawut Thungkhanal	A	Khaotor	Plaipraya	krabi	473023	951422	6.8760	6.876	180.9	SN/3Aug 2023
5	Jatupoom Pongcho	B	Khaotor	Plaipraya	krabi	472614	947461	1.9704	1.9704	8.206	CT /3 Aug 2023
6	Trithip Raknu	A	Khaokhe n	Plaipraya	krabi	477068	948079	5.4900	5.42	76.945	CT /3 Aug 2023
7	Jiraporn Arttasap	C	Khaotor	Plaipraya	krabi	469921	948307	1.6680	1.668	27.955	CT /3 Aug 2023
8	Monsri Lueanloi	A	Khaotor	Plaipraya	krabi	476605	948274	6.2804	6.2304	50.07	CT /3 Aug 2023
9	Jaruek Khongyot	A	Khaotor	Plaipraya	krabi	473315	956843	2.2196	2.2196	33.65	SN/4 Aug 2023
10	Mano Khongrong	A	Khaotor	Plaipraya	krabi	474717	955472	5.9528	4.5448	134.83	SN/4 Aug 2023
11	Sinnawat Sengfan	A	Khaotor	Plaipraya	krabi	473998	958528	5.1228	5.104	242.14	SN/4 Aug 2023

No.	Member Name	Plot No.	Location			GPS Coordinates		Area Summary (Ha)		Annual FFB Forecast (MT)	Auditor/ date
			Sub-district	District	Province	Latitude	Longitude	Total Certified Area	Planted Area		
12	Suriya Chumchit	A	Khaotor	Plaipraya	krabi	473886	956275	2.4468	2.4468	30.565	SN/4 Aug 2023
13	Wirasak Chuenarrom	A	Khaotor	Plaipraya	krabi	475223	947695	11.3600	11.36	140.76	SN/4 Aug 2023
14	Aubonrat Phueakdaeng	A	Khaotor	Plaipraya	krabi	474349	957223	4.1688	3.9988	124.43	CT/4 Aug 2023
15	Charoen Thongthip	A	Khaotor	Plaipraya	krabi	473249	955628	5.9876	5.888	85.07	CT/4 Aug 2023
16	Chrit Kliangklae	A	Khaotor	Plaipraya	krabi	475090	955692	4.6476	4.638	58.601	CT/4 Aug 2023
17	Sanyarak Phumbut	C	Khaotor	Plaipraya	krabi	472200	955433	8.0000	3.99	112.73	CT/4 Aug 2023
18	Kannika Chankiin	B	Khaotor	Plaipraya	krabi	473315	956920	1.1572	1.0768	22.205	CT/4 Aug 2023

NCR close-out on-site visit plan

Date	Time	Subjects	Chongrak (TL)
09 Oct 2023	09.00-09.15	Opening briefing by the audit team leader	√
	09.15 -12.00	Verification of effective implementation of corrective and corrective action for NCR #2376484-202308-M1 NCR #2376484-202308-M2 NCR #2376484-202308-M3 and NCR #2376484-202308-M4 including interview with the relevant stakeholders (if any)	√
	12.00-13.00	Lunch break	
	13.00-17.00	Cont. Verification of effective implementation of corrective and corrective action from morning	√
	17.00-18.00	Closing meeting	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

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

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

3.2 Progress of scheme smallholders and/or outgrowers

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

Approved Time Bound Plan

Not Applicable

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were four (4) Critical; and Three (3) of Opportunity For Improvement raised. The Khaotor Oil Palm Grower Community Enterprise Group Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2376484-202308-M1	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	09 Oct 2023
Indicator & Category (Critical / Minor)	B.1.1 Eligibility/ Critical		
Statement of Nonconformity:	ICS does not cover all members at Eligibility (E) Criteria and Indicators		
Requirement Reference:	B.1.1 Eligibility : A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits.		
Objective Evidence:	In relation to the ICS of Group implemented on 11 Feb 2022 to 30 Mar 2022 for 77 members, the verification based on the ICS checklist founded it was conducted only MS A not conducted as state Eligibility.		
Corrections:	Reviewed and appointed to perform re-ICS for 70% of Members (40 of 77) by using the ICS checklist as stage Eligibility within 28 Aug 2023 to 6 Sep 2023 and Announcement of 4 ICS team. All NCs will be close out within 30 days (23 Sep 2023)		
Root Cause Analysis:	The ICS template was separated in different format and sheet, and Lack of understanding of ICS requirements. The group understood group applied to certify as MS. A, just conducted ICS only criteria MS. A, skipped the criteria for the. Eligibility.		
Corrective Actions:	<p>The group manager determine the ICS practice at group manual issued on Sep 2023 to conducted ICS cover all criteria as ST E., MS. A and MS. B effective date on 1 Jan 2024 in period March to May 2024, UpToDate of the ICS checklist to cover all criteria for all members</p> <ul style="list-style-type: none"> - Reviewed and update the ICS checklist to cover all criteria (ST. E and MS. A) - Brainstorm and update the ICS check list and then Refresh training to all ICS team to ensure understanding the requirement and ICS checklist including refresh training to internal auditor. - Group manual Issued 5 Oct 2023 at page 19-23 to used new ICS checklist cover all criteria (ST.E and MS. A) and will be review the ICS checklist before perform. 		
Assessment Conclusion:	From verified onsite found objective evidence as follows		

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	<ul style="list-style-type: none"> • The group manager made amendment on the ICS checklist issued 22 Aug 2023, by adding detail in checklist of ST. E and MS.A. and refresh training on 25 Aug 2023 • Appointment 2 team ICS to conduct the ICS for 40 members and conduct ICS to cover ST. E and MS. A which was conducted in period 28 Aug 2023 to 6 Sep 2023 by 2 ICS Team • ICS team announcement was made on 24 Aug 2023 follows <ul style="list-style-type: none"> ○ Team 1. Ms. Parichat and Mr. Jutupoom P. ○ Team 2. Mr. Teerayut P. and Mr. Sarayut T. • Conducted 40 members by adding ST.E such as member ID 2023-2029 conducted on 25 Aug 2023 • Found 10 NCs against with clause 1.3 (GAP as waste management) ,4.8 (Riparian Zone with Chemical used at oil palm) all NCs closed out 23 Sep 2023 • The Group manual issued 5 Oct 2023, defined to apply the ICS check list cover all criteria (state Eligibility and MS.A) <p>The correction and corrective action have been implemented and the update group manual was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The Effectiveness will be followed up next assessment.</p>
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NCR Ref #	2376484-202308-M2	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	9 Oct 2023
Indicator & Category (Critical / Minor)	B.1.2 : Eligibility/Critical		
Statement of Nonconformity:	Group manager was not applicable the practical in case members was revised and update the members data to actual.		
Requirement Reference:	B.1.2 : Eligibility : Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		
Objective Evidence:	<p>From onsite assessment and reviewing the data of oil palm planted areas found some members had decreasing oil palm planted areas (On RSPO) but the group databases were not updated in actual data.</p> <p>Examples of cultivated areas that have changed, such as</p> <ol style="list-style-type: none"> 1. Member ID 2023-2015, plot A, was digging a pond instead oil palm plot amounting to 6.25 Ha 2. Member ID 2023-2017: Plot C has been replanted 1.67 Ha, since June 2023. 3. Member ID 2023-2212, Plot A, was planting durian instead of palm trees about 6.25 Ha, since July 2023 <p>This caused the database of the group not to update and inconsistency with actual and updated RSPO certification.</p>		
Corrections:	1. Create a question form for all members and group manager communication such as to inform of any changing changes in the oil palm area.		

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	<ol style="list-style-type: none"> 2. Prepare the steps in the group management manual. Regarding changes in member planting areas 3. Members can report the increase or decrease of planted areas via telephone, LINE, or at the group office on 15 Sep 2023
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Member not inform group manager for any changed 2. Miss communicate between Group manager and all group members 3. No requestion form implement and no training on communication way 4. No monitoring group data
Corrective Actions:	<ul style="list-style-type: none"> • Mention to group manager update data and monitoring every 3 months • Training on communication channel to all member • Established 3 channel for members to inform to group manager • Refresh training on 25 Aug 2023 to group committee, and for all members communicated via Group line application on 15 Sep 2023 • Training to concerning members on 21 Sep 2023
Assessment Conclusion:	<p>From verified on 09 Oct 2023 found objective evidence as follows</p> <p>Group reviewed and adding the practical of communication for all members in the group manual issued 5 Oct 2023 by adding the details of communication at page 27-28 followings;</p> <ol style="list-style-type: none"> 1. Group Line application 2. Requestions form 3. Recording and monitoring by group manager 4. The group had to review and update data from 8 members such as Member ID 2023-2015, plot A, was digging a pond instead oil palm plot amounting 6.25 Ha, Member ID 2023-2017: Plot C has been replanted 1.67 Ha, since June 2023. And Member ID 2023-2212, Plot A, was planting durian instead of palm trees about 6.25 Ha, since July 2023) on 15 Sep 2023. <p>The correction and corrective action have been implemented and the update group manual was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The Effectiveness will be followed up next assessment.</p>

NCR Ref #	2376484-202308-M3	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	9 Oct 2023
Indicator & Category (Critical / Minor)	Criteria 3.5 Milestone A/ Critical		
Statement of Nonconformity:	No evidence of an assessment to identify health and safety risks associated with garden work, including evidence of training. workers and family members		
Requirement Reference:	<p>Criteria 3.5 ;Working conditions and facilities are safe and meet minimum legal requirements.</p> <p>Milestone A : Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them</p>		

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Objective Evidence:	No evidence of specifying measures to manage health and safety risks in the workplace, and found no evidence of training records or raising awareness on the use of pesticides as well as work safety for independent small farmers, workers, and family members, such as new workers in Ms. Uwara Pengkit's contractor team, which do not comply with RSPO ISH standard 3.5 MS A.
Corrections:	<ul style="list-style-type: none"> • Group established risk assessment cover all activity and how to mitigate them in oil palm filed • Create public media about health and safety risks in the workplace. • Training to all members, and family members as risk assessment and how to mitigate them in oil palm filed on Sep 2023 workers, complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them
Root Cause Analysis:	A course that the sponsor, the Department of Promotion (TOPZA), has used to train group members. There is still a lack of occupational health in managing health and safety risks in the workplace and Group Managers have not verified the current RISS requirements.
Corrective Actions:	The group had to review the health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them at least once a year or when members had new practical in oil palm planted filed and appointment to provide training at least once a year.
Assessment Conclusion:	<p>From verified objective evidence on 09 Oct 2023 as follows</p> <ol style="list-style-type: none"> 1. The health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them lasted on 8 Sep 2023 2. The public media about health and safety risks in the workplace. This socialization was attended by 77 members/farmers and workers, attendance lists on 21 Sep 2023 by group manager. 3. Health and Safety training Planning of Y2023 and 2024 established and appointment to conduct on September 2024 <p>The correction and corrective action have been implemented and the update group master plan and training plan was carried out as mechanisms to prevent recurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The continuous implementation will be verified in next surveillance.</p>

NCR Ref #	2376484-202308-M4	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	9 Oct 2023
Indicator & Category (Critical / Minor)	Criteria 4.7 MS A / Critical		
Statement of Nonconformity:	Action plan to maintain and/or enhance riparian buffer zones was insufficiently implemented.		
Requirement Reference:	Criteria 4.7 MS A Requirement Reference: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.		
Objective Evidence:	During visit to a sample farm site of Khaotor Oil Palm Grower Community Group has member ID # 2023-2250, member ID # 2023-2228 in Khaotor subdistrict		

	<p>next to Lao Canal, it was found that no marking established at the buffer zone area. Although it was found that the Khaotor Oil Palm Grower Community Group has given the training to member ID # 2023-2250, member ID # 2023-2228 on 17/May/2022, this finding showed that action plan to maintain and/or enhance riparian buffer zones provided my Group Manager during training dated 25/2/2022 as well as recommendation was insufficiently implemented by the members.</p> <ul style="list-style-type: none"> No evidence that the sample Khaotor Oil Palm Grower Community Group member ID # 2023-2250, member ID # 2023-2228 maintain and/or enhance riparian buffer zone areas.
Corrections:	Group manager reviewed the group manual to cover the action plan to maintain and/or enhance the riparian buffer zones for implementation.
Root Cause Analysis:	The group manual issued 1 Sep 2022 did not mention the action plan to maintain and/or enhance the riparian buffer zones. And group members misunderstanding maintain and/or enhance riparian buffer zones.
Corrective Actions:	<ul style="list-style-type: none"> The group manager reviewed the group manual to cover the action plan to maintain and/or enhance the riparian buffer zones for implementation which was updated on 5 Oct 2023 by mentioning the buffer zone is a distance from the riverbank at least 15 M. Survey all group members, who had oil palm plots planted near the canal, creek, Pus swamp river, etc. and then registered Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones Monitoring and follow-up by group manager. Providing training to all members and casual workers on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones. Create a conservation sign Warning not to use chemical Buffer line along the riverbank by marking at Oil palm tree.
Assessment Conclusion:	<p>From verified objective evidence on 09 Oct 2023 as follows</p> <ul style="list-style-type: none"> The group manager reviewed and updated the group manual to cover the action plan to maintain and/or enhance the riparian buffer zones for implementation lasted update on 5 Oct 2023, The group manager surveys all group members, who had oil palm plots planted near the canal, creek, swamp river, etc., and then registers The group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones lasted on 15 Sep 2023 , 22 oil palm plots nearly river, canal , creek, 8 oil palm plots located mountainside plot area, 9 oil palm plots located step slop area Monitoring and follow-up by group manager at least every 3 months Training to all members and casual workers on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones lasted on 21 Sep 2023 such as member ID 2023-2250, 2023-2228, 2023-2250 and 2023-2228 Create a warning sign on the riverbank to be installed such as member ID 2023-2250, 2023-2228, 2023-2250, and 2023-2228

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	<p>The correction and corrective action have been implemented and the update group manual , including the mitigation and monitoring plan was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The continuous implementation will be verified in next surveillance.</p>
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Opportunity for Improvements	
OFI #	Description
OFI 1	Consideration should be made to determine more procedures related to maintaining annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts and related to the group actual's method. (2376484-202308-I1 ; D2.1 MS A)
OFI 2	Clear hardcopy of documented information related to evidence of communication and transparency to all group members and Premiums disbursed to members at all stages is recorded and the premiums are paid in a timely and convenient manner. (2376484-202308-I2; D3.1 E)
OFI 3	Consideration should determine more procedures related to disputes, including implementing dispute resolution processes and ensuring that all parties involved are involved.(2376484-202308-I3 ; 2.3 MS A)

Positive Findings	
PF #	Description
PF# 1	Good cooperation from the management team in the assessment activity.
PF# 2	Retrieval of relevant documents was efficient.
PF# 3	Group members have a good understanding the intention of sustainability standard.

3.3.1 Status of Nonconformities Previously Identified and Observations

Not applicable, according to this is an initial audit

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2376484-202308-M1	Major	B.1.1 Eligibility	5 Aug 2023	Closed on 09 Oct 2023
2376484-202308-M2	Major	B.1.2 : Eligibility	5 Aug 2023	Closed on 09 Oct 2023
2376484-202308-M3	Major	3.5 Milestone A	5 Aug 2023	Closed on 09 Oct 2023
2376484-202308-M4	Major	Criteria 4.7 MS A	5 Aug 2023	Closed on 09 Oct 2023

3.4 Stakeholders and previous land owner / user consultation

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

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

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Mr. Wuttisan J. Director of Bann NA Sub-District Health Promoting Hospital	Face to face
Governmental Department	Mr. Pitsanuphong Pudsuwan/ Chief of Forest Resource Management Office no. KB 5 (Plaipraya).	Face to face
Communities	Mr. Somkid Kongyot / Chief Executive of Khao To Subdistrict Administrative Organization	Face to face
Communities	Mr. Suthee Konglong . / Head of village Khaotor Subdistrict, Suratthani province	Face to face
Communities	Chatree Sudesri/ Head of village Moo. 7, Khao To Subdistrict , Khao To District and Head of community Moo.7 , KhaoTo Subdistrict.	Face to face

Stakeholders comment	
1	<p>Feedbacks: Director of Bann Na Sub-District Health Promoting Hospital</p> <ul style="list-style-type: none"> • Communication and coordination with the director will always be maintained and improved for further. • The policy on reduction of chemical use and safety working in oil palm plantation are best practices for farmers’ occupational and health. • No serious accident from activities of oil palm cultivation.

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	<ul style="list-style-type: none"> Was contacted to provide an annual health check-up (Chlorine esterase) for sprayer contractor including training to all contractor. Hazardous Waste collection will be implement together with Local government.
	<p>Audit Team verification and response:</p> <ul style="list-style-type: none"> Positive feedback not required to follow-up Verified the result of annual health check up of Sprayer were satisfy No Complaints from local community
<p>2</p>	<p>Feedbacks: Chief of Forest Resource Management Office no. KB 5 (Plaipraya).</p> <ul style="list-style-type: none"> The representative of the group regularly participates the meeting with the community. That is a good chance to receive comments from the local people. No land conflict on oil palm plantation was issued within the sub-district. No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who lived surrounding the plantation. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> Positive feedback not required to follow-up No Complaints from local community and the government.
<p>3, 4 and 5</p>	<p>Feedbacks: Chief Executive of Khao To Subdistrict, Head of Village</p> <ul style="list-style-type: none"> Communication has been done For the last 10 years, there is no land conflict issue. The mechanism of buying and selling or transfer of land ownership should be applied consistently so that problems do not occur in the future. The boundaries of the plantation are clear. And also, no complaint raised by people who lived surrounding the plantation. Some Smallholders of Khaotor Oil Palm Grower Community Group have entered the period of replanting so that it can be prepared well to face the replanting period. For the last 10 years, there is no complaints issue from community. There is no complaints issue from all contractor. <p>Audit Team verification and response:</p> <p>Management Responses:</p> <ul style="list-style-type: none"> Communication and coordination with the Head of Village will always be maintained and improved for further. Farmer who are members of group have 100% of land deed and if there are additional new members, then the membership requirements will be fulfilled. The transfer of land ownership of members, whether between members or not, must comply with the membership procedures set by the ICS Group Manager of Khaotor Oil Palm Grower Community Group. To avoid conflict, the process of transferring land ownership or buying and selling member land will always include the village government and witnesses from the surrounding land in the village concerned. <p>Audit Team Findings:</p> <ul style="list-style-type: none"> Coordination and communication must be maintained properly.

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	<ul style="list-style-type: none"> • Verification has been carried out on the results of the consultation with several related documents, including: • The list of farmers for the proposed of Replanting Group program. • Positive feedback not required to follow-up
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List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Sarawat Thungkhanal/ 2023-2252	Since 1993	6.876	Yes	Yes	Transfer to inheritance with Father about 30 year
Auwara Phengkit/ 2023-2205	Since 1998	3.4312	Yes	Yes	Transfer to inheritance with Father about 25 year
Noei Khamkoed/ 2023-2229	Since 1993	4.9072	Yes	Yes	Transfer to inheritance with Father about 30 year
Wanni Prakapsin/ 2023-2273	Since 1993	0.7912	Yes	Yes	Transfer to inheritance with mother about 30 year
Wirasak Chuenarrom/ 2023-2275	Since 1993	11.36	Yes	Yes	Transfer to inheritance with Father about 30 year
Mano Khongrong/ 2023-2221	Since 1993	5.9528	Yes	Yes	Transfer to inheritance with Father about 30 year
Sinnawat Sengfan/ 2023-2253	Since 1993	5.1228	Yes	Yes	Transfer to inheritance with Father about 30 year
Jaruek Khongyot/ 2023-2215	Since 1993	2.2196	Yes	Yes	Transfer to inheritance with mother about 30+ year
Suriya Chumchit/ 2024-2264	1983	2.4468	Yes	Yes	Transfer to inheritance with Father about 40 year
Assessor Notes: Although the land acquisition is before November 2005 without HCV assessment, the LUCA process has been done by RSPO					


Previous land owner / user comment	
All	<p>Feedbacks: : The land acquisitions were conducted participatory by both seller and buyer, witnessed and signed by surrounding lands-owners and village official. There is no coercion in land acquisition. There is no conflict during acquisition process and after land acquisition.</p> <p>Audit Team verification and response: There were no any negative issue. Land acquisition letters have been verified, also based on consultation with Village Head, it is concluded that the land acquisition processes have been conducted with FPIC manner and comply with the law of Department of Land. Moreover, there were no potency of dispute found in the field.</p>

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Khaotor Oil Palm Grower Community Enterprise Group has complied with the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Khaotor Oil Palm Grower Community Enterprise Group is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Chongrak Takard	Name: Parichat Arisa Seangtan
Company Name: on behalf BSI Malaysia Services Sdn Bhd.	Company Name: Khaotor Oil Palm Grower Community Enterprise Group
Title: Lead Auditor	Title: Group Manager
Signature: 	Signature: 
Date: 10 Oct 2023	Date: 10 Oct 2023

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
<p>Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p>Criteria 1.1 Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
Eligibility	<p>E Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>The documentation available to prove the legal identity of the group is registration to community enterprise in the name of Khaotor Oil Palm Grower Community Enterprise Group had to registered since on 11 May 2021 and lasted registered to the government (Plaipraya District Agricultural Extension Office Krabi Province on 11 Jan 2023 (In period Jan - Dec 2023). As required by Thai law, the group must re-register with the Khaotor District Agricultural Office on an annual basis to update the change, particularly the list of group members. According to the list of group members attached to this license, there are a total of 77 group members (New members), which is in conflict with the group database.</p> <p>The address is no. 12 Moo. 1 Kahotor Subdistrict, Plaipraya District, Krabi province had registered as the Community Enterprise under the Community Enterprise Act B. E. 2648(2005), no. Tor Wor Chor 2 no. 5-81-06-03/1-0022 issues on date 11 May 2021. Lastest approval on the update was done on 26 Jan 2023 whilst due date is Dec 2023.</p> <p>Decision making and governance made fair and transparent via annual meeting with all members. Reference the Memo dated 18 July 2022</p>	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>Subject: Group member dividend conditions Khaotor Oil Palm Grower Community Enterprise Group Inform group members about dividends once a year to all members with the following conditions:</p> <ol style="list-style-type: none"> 1. Become a certified member. 2. Attend training at least 2 times/year. 3. There are complete and continuous records in the activity book. Send a notebook to the group every 3 months. <p>The first round of dividends: When the group has been certified. Dividend payments will be approved by the board of directors and the dividend payment date will be determined. All members receive the same amount.</p> <p>Calculation of regular dividends:</p> <ul style="list-style-type: none"> • Payment conditions: Number of rai x highest average production of the group (2.60) = total production (tons), 20 baht per ton. • If the yield exceeds 4.30 rai/ton/year, it will be adjusted to 3.00 standard average. • Notify members if there is an increase or decrease in the number and size of additional planting plots and there is a plan for replanting next year. Members can report information updates at the group office in order to update the information to be current • Calculate the average productivity of the group—highest productivity of the group friends to use in calculating dividends each year. <p>The period for receiving dividends is 2 months from the date of announcement for members to receive dividends. (If member don't pick up within the specified period will keep that part of the money to use for further operations in the group). However, because this is</p>	
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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>initial audit, the group had only made only the guidance for the members.</p> <p>Sampling the signed declaration letter, acceptance form to be the member of Khaotor Oil Palm Grower Community Enterprise Group Smallholders and agreed for example :</p> <ul style="list-style-type: none"> • Member ID 2023-2203 (Aubonrat Phueakdaeng); Joining date 25 Apr 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2021 • Member ID 2023-2205 (Auwara Phengkit); Joining date 18 Feb 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 28 Oct 2021 • Member ID 2023-2208 (Charoen Thongthip); Joining date 04 Mar 2021, orientation on 1 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2212 (Chrit Kliangklae); Joining date 4 Mar 2021, orientation on 4 Mar 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2215 (Jaruek Khongyot); Joining date 7 Mar 2021, orientation on 7 Mar 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2022 	
<p>Milestone A</p>	<p>Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.</p>	<p>Khaotor Oil Palm Grower Community Enterprise Group Smallholders Group has established an internal audit implementation mechanism and ICS team based on the Sustainable group manual, issued on September 1, 2022 on page no. 11-15. The original resources are managed based on the Organizational Structure of the Independent Oil Palm Farmer KHAOTOR Group based on the Group Manager (Ms. Parichat Arisa Seangtan), dated 25 Mar 2021, reviewed and</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>approved on 17 Dec 2022 by all members. The ICS is implemented, and an annual internal audit of the group is conducted for all group members all audit findings are resolved according to the ICS plan, which meets all the ICS Eligibility and MS A requirements. The ICS manual included criteria for expulsion and sanctions for members who failed to comply with group requirements; resigned, the land changed owner, and the group manager and committee resolved to withdraw from membership due to the violation of the group regulations.</p> <p>The training plan on oil palm pricing mechanisms, financial management, and best practices for all members, lasted completed training via the annual meeting on 17 Dec 2022 for 77 members. Training topics as planned included; RISS standards, Internal control system, legal compliance, Social, environmental, group activities, and others that may affect the group, trained by Mr. Kueakull (External trainer), Mr.Sumeechai (External trainer), Miss Soraya Thepnarong (agricultural expert) and Ms. Parichat Arisa Seangtan (Group Manager). They have the competence to conduct the training as well.</p>	
Milestone B	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> Fair and transparent decision-making and governance Sustainable financial management 	Not Applicable	Not Applicable
<p>Criteria 1.2 Smallholders have the capacity to effectively manage their farm.</p>			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	<p>Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on</p>	<p>Khaotor Oil Palm Grower Community Enterprise Group has held trainings related to palm oil business. The trainings have been</p>	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	record keeping for production, including inputs and yields, transactions, and variety.	<p>conducted in several sessions since preparation of RSPO certification until this:</p> <ul style="list-style-type: none"> • Training on GAP, BMPs, SOPs, and RSPO requirement, SEIA, Health & safety, chemical handling (agrochemical), Prevention and Handling of Forest via Orientation program 18 Feb 2021, on 21 Jan 2022, 21 Sep 2022 and 29 Sep 2022 respectively. • Training and socialization for Palm Oil Replanting for Smallholder, worker welfare, Updating SOP, RSPO Independent Smallholder Standard 2019, Determination of FFB Prices based on FFB quality, financial management, member registration, socialization of RSPO premium sharing credit, appeal for prohibition of burning land and prohibition of using paraquat. Presented by the staff of the Group on 29 Sep 2022 with 77 participants. <p>Dissemination of the material through document file of RSPO Introduction and Implementation given to all smallholders. Awareness training of general RSPO ISH standard has been conducted at Orientation program 18 Feb 2021.</p>	
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	Not Applicable	Not Applicable
Criteria 1.3			
Smallholders implement good agricultural practices (GAP) on their farms.			
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).	There was an annual training plan established for all the group members. According to training registered, they were training of 77 existing member each topic such as Training chemical handling (agrochemical), Prevention and Handling of Forest and Land Fires by the Fertilizer, IPM, GAP, BMP, HCV, IPM and human right, Pesticide Commission team, which was held on 18 Feb 2021, on 21 Jan 2022, 21 Sep 2022 and 29 Sep 2022 respectively with 77 participants by	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>Group manager and RSPO group partners, all trainer has a competence of each topic to training.</p> <p>Smallholders' declaration form states the commitment toward implementing good agricultural practices on their farms and is signed by the members. Currently, there are 77 members joined for Khaotor Oil Palm Grower Community Enterprise Group. Refer to document of, for example member as follow:</p> <ul style="list-style-type: none"> • Member ID 2023-2203 (Aubonrat Phueakdaeng); Joining date 25 Apr 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2021 • Member ID 2023-2205 (Auwara Phengkit); Joining date 18 Feb 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 28 Oct 2021 • Member ID 2023-2208 (Charoen Thongthip); Joining date 04 Mar 2021, orientation on 1 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2212 (Chrit Kliangklaio); Joining date 4 Mar 2021, orientation on 4 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2215 (Jaruek Khongyot); Joining date 7 Mar 2021, orientation on 7 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022. 	
<p>Milestone A</p>	<p>Smallholders complete training on Good Agriculture Practices (GAP).</p>	<p>From verified the training plan of Y2022 and 2023, interviewed members sample found the group provide training as follows: Training on GAP, Integrated Pest Management (IPM), HCV Management, Management of Hazardous and Toxic Materials and Occupational Accident , Health Training and Weed Control conducted at KHAOTOR Group on 18 Feb 2021, on 21 Jan 2022, 21 Sep 2022 and 29 Sep 2022 respectively.</p>	<p>Complied</p>

Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	Not Applicable	Not Applicable
Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities' rights			
Criteria 2.1 Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).	<p>The group has evidenced a document list of the member that shows the name of the members including the coordinate points and the land ownership (land deed). There are 77 members with a total oil palm area of 296.18 Ha. The group also verifies the group's information using a shapefile to compare the land for confirming the consistency. Moreover, the group was developing the application for gathering the data of the member to help collecting and using of the data.</p> <p>The group manager maintains a list of the member, including the coordinates. The group manager obtained the coordinate from the member to prove the land's ownership. Comparing the information between the shapefile and the ownership to use the land document. For example, member no. 2023-2252, the plant owner's name Sarawut Thungkhanal can demonstrate the document to prove their land plot A and plot area 5.31 ha verified the accuracy between onsite assessment and found land right document N.S.4J no. 380 issue by Department of land Thailand.</p> <p>The group manager verifies the group's information using a shapefile to compare the land to find accuracy.</p>	Complied
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	Based on the onsite assessment, most of the members have developed the land earlier before joining RSPO certification under this group. Therefore, there is no FPIC process conducted at this point at that time. All individual members have the full right to use the land for oil	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>palm cultivation under land deeds, licenses from the governmental authorities concerned, such as the Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives.</p> <p>The group can demonstrate the list of members, including the document stating land ownership rights or land. Sampling the group members during the onsite assessment on hold land deeds or land-use rights issued by the Department of Land as following</p> <ul style="list-style-type: none"> • Mr. Mano Khongrong Member no. 2023-2221; land deed no. Title Deed (380). Plot B. area 5.31 ha. • Mr. Jaruek Khongyot; Member no. 2023-2215; land deed no. Sor Phor Kor 4-01. (1181). Plot A area 2.28 ha. 	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	Not Applicable	Not Applicable
<p>Criteria 2.2 Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.</p>			
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>The smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach. Based on the result of the interviews, it was confirmed that there are no problems with other users' legal rights and customer rights. Therefore, the participatory mapping with involved parties is not applicable. Moreover, it is not necessary to have a negotiated agreement between the individual member and affected stakeholders</p> <p>The group member can show the evidence about how long that they are started owned the land. The detail of the time for owned the land was found on the back of land deed and founded another detail such</p>	Complied

		<p>as Landowner name, the started period of holding the land, Grant Number/Land Title Details, Date of Transfer and the previous landowner's name. Moreover, verification of the evidence from the land and from interviewing found mostly land obtained bypassed down from ancestors.</p> <p>The group has 77 members with a total of 126 plot. The land is a private ownership area that has been completed with a title of ownership. Ownership rights are obtained from the Department of Land.</p>	
<p>Milestone A</p>	<p>For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).</p>	<p>The smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach. Based on the result of the interviews, it was confirmed that there are no problems with other users' legal rights and customer rights. Therefore, the participatory mapping with involved parties is not applicable. Moreover, it is not necessary to have a negotiated agreement between the individual member and affected stakeholders</p> <p>The group member can show the evidence about how long that they are started owned the land. The detail of the time for owned the land was found on the back of land deed and founded another detail such as Landowner name, the started period of holding the land, Grant Number/Land Title Details, Date of Transfer and the previous landowner's name. Moreover, Verify the evidence from the land and from interviewing found mostly land obtained bypassed down from ancestors.</p> <p>The group has 77 members with a total of 126 plot. The land is a private ownership area that has been completed with a title of ownership. Ownership rights are obtained from the Department of Land.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	Not Applicable	Not Applicable												
Criteria 2.3															
The right to use the land is not disputed by indigenous peoples, local communities or other users															
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).	<p>Results from interviews with the group representative. He was understanding in Free, Prior, and Informed Consent (FPIC) based on a simplified FPIC approach and mention in the Roundtable on sustainable palm oil for smallholder management manual.</p> <p>So far, the group's record showed no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officers, and local communities.</p> <p>All group members hold land deeds and land utilization certificate for all land used for oil palm cultivation; therefore, the customary right does not apply.</p> <p>Sample of smallholders has been taken as per below:</p> <table border="1" data-bbox="1137 1029 1951 1348"> <thead> <tr> <th>Farmer Id/Name</th> <th>Date of sign agreement</th> <th>Date of sign Declaration</th> </tr> </thead> <tbody> <tr> <td>2023-2205/ Auwara Phengkit</td> <td>28 Oct 2022</td> <td>18 Feb 2021</td> </tr> <tr> <td>2023-2215/Jaruek Khongyot</td> <td>5 Sep 2022</td> <td>7 Mar 2021</td> </tr> <tr> <td>2023-2221/Mano Khongrong</td> <td>5 Sep 2022</td> <td>19 Feb 2021</td> </tr> </tbody> </table>	Farmer Id/Name	Date of sign agreement	Date of sign Declaration	2023-2205/ Auwara Phengkit	28 Oct 2022	18 Feb 2021	2023-2215/Jaruek Khongyot	5 Sep 2022	7 Mar 2021	2023-2221/Mano Khongrong	5 Sep 2022	19 Feb 2021	Complied
Farmer Id/Name	Date of sign agreement	Date of sign Declaration													
2023-2205/ Auwara Phengkit	28 Oct 2022	18 Feb 2021													
2023-2215/Jaruek Khongyot	5 Sep 2022	7 Mar 2021													
2023-2221/Mano Khongrong	5 Sep 2022	19 Feb 2021													

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		2023-2229/Noei Khamkoed	6 Sep 2022	7 Mar 2021	
		2023-2252/Sarawut Thungkhanal	09 May 2022	09 Mar 2021	
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	<p>All group members hold land deeds and land utilization certificate for all land used for oil palm cultivation; therefore, the customary right does not apply.</p> <p>The group's record showed no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officers, and local communities. And from stakeholder consultation not found disputes among indigenous peoples, local communities or other users.</p> <p>However, from verifying the group manager should determine more procedures related to disputes, including implementing dispute resolution processes and ensuring that all parties involved are involved (Reference OFI no. 2376484-202308-I3).</p>			OFI
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Not Applicable			Not Applicable
Criteria 2.4					
Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.					
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	As per coordinates, maps verification and checking on satellite image by Skymap Global (M) Sdn Bhd. Through the Smallholder LUCA, as at 15 Sep 2022, no smallholder plots are located under area classified as national park and protected area.			Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	<p>The result of the document review and interviewing during the audit found all plots of group members are located outside of areas classified as national parks or protected areas as defined by national, regional, or local law or as specified in National Interpretation.</p> <p>The group has maintained the map and the list of member locations and includes plots near a classified protected area or national park or buffer zone. None of members has plot near Nation park and 3 members has plot near Buffer zone (Klong Lao River).</p> <p>Based on the lasted Land Use Change Analysis report on 15 Sep 2022, there is no evidence to suggest that any of the members have been planted in the national parks or protected areas. The group manager has submitted non-compliance land clearance to RSPO as identify on the LUCA.</p>	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Not Applicable	Not Applicable
<p>Criteria 2.5</p> <p>For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.</p>			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).	As per Khaotor Oil Palm Grower Community Group Declaration by members & Smallholder Evaluation Form maintained by group manager in individual members file and copied to all smallholder members. All members have signed the Smallholder Declaration Form on 19 Feb 2022-28 May 2022 which include the commitment not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach requirements as per Appendix 1.	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Milestone A	A Smallholders complete training on how to conduct a simplified FPIC approach.	<p>The group no plans for new oil palm planting / development of new areas. The group member signed Smallholder Declaration committed not to clear or acquire land from indigenous people, local communities, or other users. From sampling Mrs. Auwara Phengkit A member no. 2023-2205 signed declaration on 18 Feb 2021</p> <p>Based on the interview and onsite assessment with the sampled group members, they have developed the land far earlier before joining RSPO certification.</p> <p>The group member trained the simplified FPIC. For example, found training record from member no. 2023-2221 trained the simplified FPIC on 17 May 2022 and trained by Mr. Sumeechai . Furthermore, interviewing during the onsite assessment found that she understood the simplified FPIC.</p>	Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	Not Applicable	Not Applicable
<p>Principle 3: Respect human rights, including workers’ rights and conditions Safeguard human rights and protect workers’ rights, ensuring safe and decent working conditions.</p>			
<p>Criteria 3.1 There is no use of forced labour.</p>			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	<p>Smallholder members have signed the agreement and smallholder declaration statement which stated, “No discrimination, harassment or abuse on the oil palm plantation”.</p> <p>Khaotor Oil Palm Grower Community Enterprise Group has policies related to discrimination, violence, forced labor and abuses at work</p>	Complied

		<p>based including the small holder declaration on Sustainable Group Manual issued 1 Sep 2022 at page no. 8-10.</p> <p>The policy explains: "prohibition of discrimination gender, religion, political affiliation, ethnicity, and others), prohibition against forced labour, prohibition of detention. Worker’s wages if the worker resigns and prohibits trafficking in persons / labour in any form”.</p> <p>This policy has been communicated to members and all casual workers at of KHAOTOR Group at the time with this policy was socialized to all members and workers at the time via annual meeting on 17 Dec 2022. This socialization was attended by 77 members and workers, attendance lists and materials can be shown during the audit. The group member signed a declaration to commit to not use forced labor. The group members provided information of workers as following:</p> <ul style="list-style-type: none"> • The source of labor the group member both of family and hired labor. • Type of worker are Harvesting, trimming, and weeding. • The gender of the worker both of Men and Women. • The type of employment is daily employed, monthly employed, and casual employed. The most of employment was casual work. <p>Verified the declaration form and interviewing the group members and casual worker from on-site assessment not found evidence of forced labor on the plot for example.</p> <ul style="list-style-type: none"> • Member ID 2023-2203 (Aubonrat Phueakdaeng); Joining date 25 Apr 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2021 • Member ID 2023-2205 (Auwara Phengkit); Joining date 18 Feb 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 28 Oct 2021 	
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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<ul style="list-style-type: none"> • Member ID 2023-2208 (Charoen Thongthip); Joining date 04 Mar 2021, orientation on 1 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2212 (Chrit Kliangklaol); Joining date 4 Mar 2021, orientation on 4 Mar 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2215 (Jaruek Khongyot); Joining date 7 Mar 2021, orientation on 7 Mar 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2022 	
<p>Milestone A</p>	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>All 77 members of KHAOTOR group completed training on free and fair labour and implemented measures to ensure that all work is voluntary, and prohibited, since on orientation program on 18 Feb 2021, 21 Jan 2022, 17 Dec 2022, and lasted on 21 Sep 2023 (respectively), by the group manager and Mr. Kuakun Seangtan (Group Advisor), from verifying found the main topic as following practices are prohibited:</p> <ul style="list-style-type: none"> • Prohibition of Discrimination, Forced Labor and Trafficking. • Prohibition of employing minors and prohibition of Using Child Labor as well. • Prohibited Retention of identity documents including but not limited to passports, Payment of recruitment fees by workers, Contract substitution, Involuntary overtime, Lack of freedom of workers to resign, Penalty for termination of employment, Debt bondage, Withholding of wages. • Manpower socialization, including workers' rights, work contracts, standardization of wages, freedom of association, working overtime, and termination of employment in accordance with applicable laws and regulations. Providers of the training materials were Group Managers (if any). 	<p>Complied</p>

Milestone B	Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.	Not Applicable	Not Applicable
Criteria 3.2 Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes: <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers and as defined by local, state, or national law, 2. Not exposing children to hazardous work. 3. Providing adult supervision of young people working on the farm. 4. Ensuring the practice of children’s rights to education is unrestricted and respected. (Refer to appendix 1).	Khaotor Oil Palm Grower Community Enterprise Group has a policy regarding the prohibition of Using Child Labore, For Khaotor Oil Palm Grower Community Enterprise Group members not to employ children under 18 years of age. For children aged 13-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs. This policy refers to the existing laws and regulations in Thailand, concerning the prohibition of using child labor. This policy was socialized to all farmers and workers at the time via Orientation program on date 18 Feb 2021 and Labor Training on date 21 Jan 2022, 17 Dec 2022 and lasted on 21 Sep 2023 this socialization was attended by 77 members via meeting. From result of interview with sampling 18 members found that they were aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility and they were awareness of child labour and commitment to no child labour.	Complied
Milestone A	Group managers and smallholders implement measures to protect children as follows: <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 	Khaotor Oil Palm Grower Community Enterprise Group has a policy regarding the prohibition of Child labor, the policy was state at page no. 8-10 of Sustain manual group issued 1 Sep 2022 <ol style="list-style-type: none"> 1) For Group members not to employ children under 18 years of age. 2) And for children aged 15-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs such as picking the dropped fruit. 	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.	Signed declaration to commit to not use child labour from all members available to verified. Based on sampling members and casual worker to interview such as Member ID 2023-2203 (Aubonrat Phueakdaeng), Member ID 2023-2205 (Auwara Phengkit), Member ID 2023-2208 (Charoen Thongthip), Member ID 2023-2212 (Chrit Kliangklae) and Member ID 2023-2215 (Jaruek Khongyot), they can implement, demonstrate and there are no practices used child labor on workplace. The youngest age on the list is KHAOTOR as harvester; Date of birth 3 Jul 2002 and working on 1 Jan 2020 or at the age of 21 years and 3 months.	
Milestone B	Group managers and smallholders implement measures to protect children as follows: 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.	Not Applicable	Not Applicable
Criteria 3.3 Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.			
Eligibility	Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).	The group member signed a declaration to commit to paying workers according to minimum wage as legal requirements or mandatory	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>industry standards. The Minimum wage effective on date 01 Oct 2022 at Krabi province as 340 Baht/day.</p> <p>Group members are also encouraged and informed on the minimum wage, including all subcontractors employed.</p> <p>Verify the Oil palm record book's wage founded the palm harvested casual worker received the wage over the minimum wage (500 to 1,000 THB/ Ton FFB/day)</p> <ul style="list-style-type: none"> - KHAOTOR Group or members (farmers) are prohibited from withholding worker's wages. - Casual workers were treated under the mechanism for making work agreements between farmers and workers that refer to applicable government regulations and RSPO requirements. Based on verified the logbook and pay slip record between worker, farmer and KHAOTOR Group Manager found that that: <ul style="list-style-type: none"> • Workers are entitled to wages / salaries from members in accordance with the type of work they do: • Harvest work of 400-1000 baht per ton FFB. • Pruning work on average 20-25 baht per tree. • fertilization work of 50 baht per bag. • Spraying work of 150 baht per Litter. • Weed/Grass clearing work using machinery of 500 baht per ha. • FFB transportation of 200-300 per ton. 	
<p>Milestone A</p>	<p>Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.</p>	<p>Document (Record payment / receipt) verification was conducted at the time of this audit. Based on the verification of harvesters' wages/pay record for the period of 2023, it was found that:</p> <ul style="list-style-type: none"> • Record payment of wages on: 28 Jul 2023 • On behalf of: Joke (gang leader) 	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<ul style="list-style-type: none"> Plot owner/Farmer: Ms, Aubonrat P. Type of Work: Harvesting on 28 Jul 2023 Total Weight: 7.445 MT Wages received by workers (gang leader): 3,184 Baht (428 baht/Ton) There are 4 workers in the team from verified found they received 796 baht/day/person (higher than minimum wage 340 baht/day) <p>Harvest wages are paid as agreed in the harvester's verbal employment contract and did not specify that it was discriminatory against both male and female workers. From the record of the harvester's wages paid by the Farmers to workers are above minimum wage and equally between male and female.</p> <p>During the field assessment verified with the payment term record of Casual workers Joke (harvester), that the payment had been made fairly and with no discrimination.</p>	
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	Not Applicable	Not Applicable
<p>Criteria 3.4 Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.</p>			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	The group member signed a declaration to respect workers' rights to file a complaint/grievance. Verified the sampling member who signed a declaration to commit that respect the rights of workers to file a complaint such as members.	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<ul style="list-style-type: none"> • Member ID 2023-2203 (Aubonrat Phueakdaeng); Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2021 • Member ID 2023-2205 (Auwara Phengkit); Signed agreement on 06 Aug 2022 and signed the declaration letter on 28 Oct 2021 • Member ID 2023-2208 (Charoen Thongthip); Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2212 (Chrit Kliangklaio); Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2215 (Jaruek Khongyot); Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 <p>The mechanism of the grievance and complaint is established in the group manual of group (Rev. 1 Sep 2022) on page 25-26. The member could be requested the complaint directly to the group manager number and the KHAOTOR Group office number.</p> <p>The confidentiality of the Reporting Person is guaranteed. The Approval Committee is prohibited from disclosing the identity of the reporter to the public or other parties. Resolution of complaints or suggestions through deliberation to reach a consensus. The subject of the complaint, which is confidential, if it cannot be resolved internally in the KHAOTOR Group management will submit the matter to the competent authority for further action.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on workers’ rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.</p>	<p>All members of KHAOTOR group was complete training on workers’ rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance since on orientation program, annual meeting on 17 Dec 2022 and lasted on 21 Sep 2023 , by group manager and Mr. Kuakun Seangtan (Group Advisor).</p> <p>The main topic provided at the training includes:</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<ol style="list-style-type: none"> 1) Prohibition of Discrimination, Forced Labor and Trafficking 2) Prohibition of employing minors and prohibition of Using Child Labor as well. 3) Manpower socialization, including workers' rights, work contracts, standardization of wages, freedom of association, working overtime, termination of employment in accordance with applicable laws and regulations (if any). 	
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Not Applicable	Not Applicable
Criteria 3.5 Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).	<p>The group member signed a declaration to provide safe working conditions and facilities for the workers. The group established the Occupational health and safety stated on Khaotor Oil Palm Grower Community Enterprise Group manual issued 1 Sep 2022 on page 31-32.</p> <p>Smallholder members have signed the statement to provide PPE for permanent workers. However, all members had only casual workers and they been prepared by themselves for example</p> <ul style="list-style-type: none"> • Harvester: Safety boots • Chemical Sprayer : Apron, Masker, Rubber Hand gloves, Safety Glasses 	Complied
Milestone A	Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them	The group established the Job risk on occupational health and safety for all members and casual workers following the group manual issued 1 Sep 2022 on pages 31 and 39-40, which identified risks on occupational health and safety by separating each group, such as infrastructure & environment, Materials, equipment, tools, working equipment, the working person's behavior, and the health.	Non-compliance

		However, There is no evidence of occupational health and safety risk management measures and no evidence of training records or awareness raising on the health and safety risks associated with horticulture work for contractors. and family members who work in the members' gardens. Reference the details as Major NC no. 2376484-202308-M3	
Milestone B	Workers, including smallholder family members, have access to safe working conditions and amenities that include: <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	Not Applicable	Not Applicable
Criteria 3.6 There is no discrimination, harassment, or abuse on the farm.			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).	<p>Khaotor Oil Palm Grower Community Enterprise Group has policies related to discrimination, violence, forced labor and abuses at work including the small holder declaration based on Sustainable Group Manual issued 1 Sep 2022 page no. 8-10.</p> <p>The policy explains: "prohibition of discrimination gender, religion, political affiliation, ethnicity, and others), prohibition against forced labour, prohibition of detention. Worker's wages if the worker resigns and prohibits trafficking in persons / labour in any form".</p> <p>This policy has been communicated to members and all casual workers of KHAOTOR Group. This policy was socialized to all members and workers at the time via annual meeting lasted on 17 Dec 2022. This</p>	Complied

		socialization was attended by 77 members/farmers and workers, attendance lists and materials can be shown during the audit.	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.	All members of KHAOTOR group was complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace since on orientation program, annual meeting on 17 Dec 2022 and lasted on 21 Sep 2023 , by group manager and Mr. Kuakun Seangtan (Group Advisor).	Complied
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	Not Applicable	Not Applicable

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

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

Preamble

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

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

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

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

Remediation and Compensation Procedure (RaCP)

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

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of

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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.

Criteria 4.1

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

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).	<p>During the Onsite audit, the group could demonstrate the group member’s signature to commit of no new planting or no expansion of existing farm in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slope. From Interviewing, the group representative understood HCV areas and HCS forests' basic concepts. All smallholder members of Khaotor Oil Palm Grower Community Group have signed commitment to protect HCV area as stated in “Khaotor Oil Palm Grower Community Group” which at point D.12 mentioned all smallholder commit to protect HCVs and HCS forests through the precautionary practices approach.</p> <p>Khaotor Oil Palm Grower Community Group in cooperation with Sky Map Global have conducted LUCA report assessment in since 2021 and 2022. Final report of LUCA assessment issued in 15 Sep 2022 (latest update), available at Khaotor Oil Palm Grower Community Group office. According to the report there are no HCV identified inside the smallholder area thus, the total area needs to be remediated is 2.81 ha(total of 5 smallholder area was planted with oil palm within steep slope >25° however on site auditor verify planted with oil palm within steep slope < 25°) and 2 smallholder area was planted with oil palm within riparian zone buffer the policy of Khaotor Oil Palm Grower Community Group and also regulation. HCV management and monitoring for the riparian zone have been developed by Khaotor Oil Palm Grower Community Group. The management of the riparian zone including: - Boundary marking of riparian zone to prohibit spraying and chemical application activity with the distance ± 4 m or one last row</p>	Complied
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**RSPO P&C Public Summary Report
Revision 14 (Aug 2022)**

		<p>of crops from the riverbank. Based on manual Roundtable on sustainable palm oil for smallholder management manual R. 00 Eff.1 Sep 2022 regulated that chemical spraying is prohibited near riverbanks.</p> <ul style="list-style-type: none"> - Installation of riverbank protection information boards. - Enrichment by planting woody plants (Bamboo trees); - Monitoring of riparian area. <p>In detail, all of smallholder have been verified during the registration process, including if there is HCV exist, shown in document "manual Roundtable on sustainable palm oil for smallholder management manual R. 00 Eff.1/09/2022". The checklist contain detail information of smallholder, social, environment, summary of HCV identification, questionnaire of HCV assessment, and result of wildlife monitoring.</p> <p>There are some key species identified but not include in RTE species. Wildlife species identified such as Phyton, Tyto alba, and Lapwings. Based on HCV and HCS identification, there is no identified vegetation cover or areas with high carbon stock values in smallholder members lands, all smallholder areas are in the form of intensively managed oil palm plantations. Sampling the declaration from the group member found the sampling group member has signed the declaration that commits to protecting the HCV areas and HCS forests. For example:</p> <table border="1" data-bbox="1131 1169 1953 1332"> <thead> <tr> <th>Farmer Id/Name</th> <th>Date of sign agreement</th> <th>Date of sign Declaration</th> </tr> </thead> <tbody> <tr> <td>2023-2205/ Auwara Phengkit</td> <td>28/Oct/2022</td> <td>18/Feb/2021</td> </tr> </tbody> </table>	Farmer Id/Name	Date of sign agreement	Date of sign Declaration	2023-2205/ Auwara Phengkit	28/Oct/2022	18/Feb/2021	
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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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2023-2252/Sarawut Thungkhanal	09/May/2022	09/March/2021													
Milestone A	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict; and • Rare, threatened and endangered species and important ecosystems. 	<p>Training on the management and protection of HCV and HCS areas, Rare, Threatened and Endangered (RTE) species and important ecosystems has been carried out since 17 May 2022. The last refreshment was carried out by ICS to all Farmer Groups date on 15/July/2022. HCV training for members of was conducted by Khaotor Oil Palm Grower Community Group. Evidence of training can be shown during audit in the form of photograph, attendance List and training materials delivered by the ICS team”</p> <p>During field visits to smallholder plots and interviews with smallholders, they stated that they had attended HCV training by the ICS and Training teams. They have also understood the importance of protecting HCV, wildlife, RTE species and their protected areas. Evidence of training can be demonstrated during audit such as notulent of online training, screenshot of participant in online training and training materials and trained by Mr.Sumeechai , and Miss Soraya Thepnarong (agricultural expert). From verification of the evidence of the training record,for example, it found the training record below:</p>	Complied												

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		Farmer Id/Name	Date of training	Topic of training	
		2023-2205/ Auwara Phengkit	17/May/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	
		2023-2215/Jaruek Khongyot	17/May/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	
		2023-2221/Mano Khongrong	17/May/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	
		2023-2229/Noei Khamkoed	17/May/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	
		2023-2252/Sarawut Thungkhanal	17/May/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	Not Applicable			Not Applicable

Criteria 4.2

Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

<p>Eligibility</p>	<p>Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).</p>	<p>The group has a coordinate/map of the farm plot. And last assessment by use of the simplified combined HCV-HCS approach for Smallholders on 15 July 2021 refers to the smallholder management manual of Khaotor Oil Palm Grower Community Group on topic 4.4 Social & Environmental and use Social and Environmental Impact Assessment Form. The last result none of the environmental impact on the member's farm plot. Moreover the lasted Smallholder Land Use Change Analysis for Khaotor Oil Palm Grower Community Group, Thailand completed on 15 Sep 2022. In detail, all of smallholder have been verified during the registration process, including if there is HCV exist, shown in document the checklist contains detail information of smallholder, social, environment, summary of HCV identification, questionnaire of HCV assessment, and result of wildlife monitoring.</p>	<p>Complied</p>
<p>Milestone A</p>	<p>Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.</p>	<p>It is verified during the current on-site assessment that the Khaotor Oil Palm Grower Community Group has declared and submitted its Land Use Change details for analysis for those planting area since Nov 2005 until receiving the RSPO LUCA Report date on 15 Sep 2022. The record of the submission made to the RSPO Secretariat for the current year was verified done on 15 Sep 2022 LUCAs been submitted and completed its review. Based on the details provided in the record of submission, it is confirmed that there is no potential liability under the RSPO Remediation and Compensation Procedure at this Khaotor Oil Palm Grower Community Group.</p> <p>Moreover, the group was surveyed and monitored yearly during the internal audit. There are currently no HCV set-asides with existing rights of local communities that have been identified. As such, there are no negotiated agreements with the local communities regarding the protection of HCVs and ownership of local communities. Khaotor</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

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

Criteria 4.4 Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	The group does not have a peat presence on existing plots of smallholder members. The member signed a declaration to commit no new planting on peat and replanting on peat only in areas with a low risk of flooding and saline intrusion. Moreover, commit to using of BMPs (Best management practices). Sampling sign commitment from member to confirm acknowledgments and understanding as the group has no presence of peat on existing plots within the group, and smallholder Water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of KHAOTOR Group and refer KRABI Land Development Station Data such as member <ul style="list-style-type: none"> • Member ID 2023-2203 (Aubonrat Phueakdaeng); Joining date 25 Apr 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2021 • Member ID 2023-2205 (Auwara Phengkit); Joining date 18 Feb 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 28 Oct 2021 • Member ID 2023-2208 (Charoen Thongthip); Joining date 04 Mar 2021, orientation on 1 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2212 (Chrit Kliangklae); Joining date 4 Mar 2021, orientation on 4 Mar 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2215 (Jaruek Khongyot); Joining date 7 Mar 2021, orientation on 7 Mar 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2022. 	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	All members of KHAOTOR group was complete training on best management practices (BMPs) for peat since on orientation program, annual meeting on 17 Dec 2022 following from the training on the lasted on 21 Sep 2023, by group manager and Mr. Kuakun Seangtan (Group Advisor).	Complied
Milestone B	Smallholders implement the group’s action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	Not Applicable	Not Applicable
Criteria 4.5			
Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to appendix 1).	The group has no peat presence at the plots of members within the group, and smallholder water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of KHAOTOR Group.	Complied
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	The group has no peat presence at the plots within the group, and smallholder water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of KHAOTOR Group. However, group provide to all members of KHAOTOR group on best management practices (BMPs) for peat since on orientation program, annual meeting on 17 Dec 2022, and lasted on 21 Sep 2023, by group manager and Mr. Kuakun Seangtan (Group Advisor).	Complied
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	Not Applicable	Not Applicable

Criteria 4.6																					
Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.																					
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	<p>In the policy stated that there should be no uncontrolled, illegal or irresponsible use of fire for the purpose of land preparation for new and replanting and disease control, waste management and sanitation. Verifying the group relevant record found none of burning for land preparation before member joining to the group. Use of fire for waste disposal is also prohibited. Moreover, the zero burning policy was stated in the Khaotor Oil Palm Grower Community Group, manual on page 48/54.</p> <p>The group member signed a declaration to commit that no burning for preparing land or pest control. Sampling sign declaration below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%;">Farmer Id/Name</th> <th style="width: 20%;">Date of sign agreement</th> <th style="width: 20%;">Date of sign Declaration</th> </tr> </thead> <tbody> <tr> <td>2023-2205/ Auwara Phengkit</td> <td>28/Oct/2022</td> <td>18/Feb/2021</td> </tr> <tr> <td>2023-2215/Jaruek Khongyot</td> <td>5/Sep/2022</td> <td>7/March/2021</td> </tr> <tr> <td>2023-2221/Mano Khongrong</td> <td>5/Sep/2022</td> <td>19/Feb/2021</td> </tr> <tr> <td>2023-2229/Noei Khamkoed</td> <td>6/Sep/2022</td> <td>7/March/2021</td> </tr> <tr> <td>2023-2252/Sarawut Thungkhanal</td> <td>09/May/2022</td> <td>09/March/2021</td> </tr> </tbody> </table>	Farmer Id/Name	Date of sign agreement	Date of sign Declaration	2023-2205/ Auwara Phengkit	28/Oct/2022	18/Feb/2021	2023-2215/Jaruek Khongyot	5/Sep/2022	7/March/2021	2023-2221/Mano Khongrong	5/Sep/2022	19/Feb/2021	2023-2229/Noei Khamkoed	6/Sep/2022	7/March/2021	2023-2252/Sarawut Thungkhanal	09/May/2022	09/March/2021	Complied
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2023-2221/Mano Khongrong	5/Sep/2022	19/Feb/2021																			
2023-2229/Noei Khamkoed	6/Sep/2022	7/March/2021																			
2023-2252/Sarawut Thungkhanal	09/May/2022	09/March/2021																			

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

<p>Milestone A</p>	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • Alternatives to fire for land preparation and farm waste management (where appropriate possible). • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their plots. 	<p>Verifying during the audit found the content of training material covered all of the topics as best management practices, Basic Fire including the alternatives to fire for land preparation and farm waste management, alternatives to fire for pest control and Fire prevention, and how to respond to and manage fires in their plots. which trained by Mr.Sumeechai , and Miss Soraya Thepnarong (agricultural expert). Verification of the evidence of the training record on date 29 Sep 2022, for example member ID 2023-2205 (Auwara Phengkit), 2023-2215 (Jaruek Khongyot), 2023-2221 (Mano Khongrong), 2023-2229 (Noei Khamkoed) and 2023-2252 (Sarawut Thungkhanal) trained on GAP, BMPs, basic fire, land preparation, and farm waste management During site verification and interview with sampled smallholders, they have committed of no burning for preparing land or for pest control, nor open fire for waste management. This verified as per site monitoring record by Khaotor Oil Palm Grower Community Group officer and audit verification.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.</p>	<p>Not Applicable</p>	<p>Not Applicable</p>
<p>Criteria 4.7 Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.</p>			
<p>Eligibility</p>	<p>Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).</p>	<p>The best management practice for palm oil was stated in the Khaotor Oil Palm Grower Community Group manual on page 31 for apply distance between the riparian zones at least 4 meters. During interviewing and document review, the group identified riparian buffer zones (nearby the river and the canal) for the current time is total of 6 plots. The group has a strict action plan for 6 plots, such as no new</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>plantings in riparian zones and trimming leaves to minimize and control erosion. Moreover, all members commit to no new planting in riparian zones, and acknowledgment of how to manage riparian buffer zones follows the group manual.</p> <p>Sampling sign declaration to confirm all members commit to no new planting in riparian zones and acknowledgment as follows :</p> <table border="1"> <thead> <tr> <th>Farmer Id/Name</th> <th>Date of sign agreement</th> <th>Date of sign Declaration</th> </tr> </thead> <tbody> <tr> <td>2023-2205/ Auwara Phengkit</td> <td>28 Oct 2022</td> <td>18 Feb 2021</td> </tr> <tr> <td>2023-2215/Jaruek Khongyot</td> <td>5 Sep 2022</td> <td>7 Mar 2021</td> </tr> <tr> <td>2023-2221/Mano Khongrong</td> <td>5 Sep 2022</td> <td>19 Feb 2021</td> </tr> <tr> <td>2023-2229/Noei Khamkoed</td> <td>6 Sep 2022</td> <td>7 Mar 2021</td> </tr> <tr> <td>2023-2252/Sarawut Thungkhanal</td> <td>09 May 2022</td> <td>09 Mar 2021</td> </tr> <tr> <td>2023-2219/ Karuna Na Takuathung A</td> <td>1 Oct 2022</td> <td>1 Oct 2022</td> </tr> <tr> <td>2023-2216/ Jatupoom Pongcho</td> <td>05 Mar 2021</td> <td>5 Mar 2021</td> </tr> </tbody> </table>	Farmer Id/Name	Date of sign agreement	Date of sign Declaration	2023-2205/ Auwara Phengkit	28 Oct 2022	18 Feb 2021	2023-2215/Jaruek Khongyot	5 Sep 2022	7 Mar 2021	2023-2221/Mano Khongrong	5 Sep 2022	19 Feb 2021	2023-2229/Noei Khamkoed	6 Sep 2022	7 Mar 2021	2023-2252/Sarawut Thungkhanal	09 May 2022	09 Mar 2021	2023-2219/ Karuna Na Takuathung A	1 Oct 2022	1 Oct 2022	2023-2216/ Jatupoom Pongcho	05 Mar 2021	5 Mar 2021	
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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

<p>Milestone A</p>	<p>Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.</p>	<p>Training on maintaining and conserving HCVs and HCS forests, Rare, threatened and endangered species and important ecosystems has been conducted on 17 May 2022 by Mr.Sumeechai , and Miss Soraya Thepnarong (agricultural expert) and Consultant to ICS Mr.Kuakul K. No. of participant from ICS Khaotor Oil Palm Grower Community Group are 77 members.</p> <p>Dissemination about HCV and riparian was conducted on 17 May 2022 to all members. Evidence of training can be demonstrated during audit such as</p> <table border="1" data-bbox="1131 715 1951 1353"> <thead> <tr> <th>Farmer Id/Name</th> <th>Date of training</th> <th>Topic of training</th> </tr> </thead> <tbody> <tr> <td>2023-2205/ Auwara Phengkit</td> <td>29/Sep/2022</td> <td>HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species</td> </tr> <tr> <td>2023-2215/Jaruek Khongyot</td> <td>29/Sep/2022</td> <td>HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species</td> </tr> <tr> <td>2023-2221/Mano Khongrong</td> <td>29/Sep/2022</td> <td>HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species</td> </tr> <tr> <td>2023-2229/Noei Khamkoed</td> <td>29/Sep/2022</td> <td>HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species</td> </tr> </tbody> </table>	Farmer Id/Name	Date of training	Topic of training	2023-2205/ Auwara Phengkit	29/Sep/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	2023-2215/Jaruek Khongyot	29/Sep/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	2023-2221/Mano Khongrong	29/Sep/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	2023-2229/Noei Khamkoed	29/Sep/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	<p>Non-compliance</p>
Farmer Id/Name	Date of training	Topic of training																
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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		2023-2252/Sarawut Thungkhanal	29/Sep/2022	HCV&HCS/ human-wildlife conflict and mitigation efforts, and RTE species	
		See NCR NO . 2376484-202308-M4 From the audit of oil palm plantations in the area of 18 samples and the group manual issued on September 1, 2022, the procedures of Oil Palm Plot plant management was not clear on an action plan to maintain and/or enhance riparian buffer zones was insufficiently implemented. Causing some members of the group to lack awareness of managing the area's riparian buffer zone For example, member codes #2023-2250 and #2023-2228, have plots next to the water source that flows into the Lao Canal. and public creek spraying herbicides near water sources, etc.			
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	Not Applicable			Not Applicable
Criteria 4.8					
Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.					
Eligibility	Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by: <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. (Refer to appendix 1)	The group member signed a declaration committing to phasing out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Convention by actions required by this indicator and referred to as the BMPs. Verify the Declaration document during the . The audit found a signature member on the declaration form stating that phase-out paraquat and pesticides are categorized as WHO Class 1A or 1B. During a field visit to smallholder plots and interviews with smallholders, members confirmed that they were aware of stopping purchasing paraquat and no longer using paraquat for weed control. Smallholder members provided a record of pesticide usage and recorded as per "Log Books" on-site found no usage pesticide. ICS			Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		Khaotor Oil Palm Grower Community Group all pesticide/herbicide usage by smallholder members and keep the record in the office.																			
Milestone A	Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).	<p>Training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions has been conducted on 29 Sep 2022 trained by Mr. Sumechai, and Miss Soraya Thepnarong (agricultural expert). Training material and evidence of training are available. Verifying the evidence of the training record.</p> <p>For example, it found the training record below:</p> <table border="1" data-bbox="1133 799 1951 1259"> <thead> <tr> <th>Farmer Id/Name</th> <th>Date of training</th> <th>Topic of training</th> </tr> </thead> <tbody> <tr> <td>2023-2205/ Auwara Phengkit</td> <td>29/Sep/2022</td> <td>GAP, BMPs</td> </tr> <tr> <td>2023-2215/Jaruek Khongyot</td> <td>29/Sep/2022</td> <td>GAPBMPs</td> </tr> <tr> <td>2023-2221/Mano Khongrong</td> <td>29/Sep/2022</td> <td>GAP, BMPs</td> </tr> <tr> <td>2023-2229/Noei Khamkoed</td> <td>29/Sep/2022</td> <td>GAP, BMPs</td> </tr> <tr> <td>2023-2252/Sarawut Thungkhanal</td> <td>29/Sep/2022</td> <td>GAP, BMPs</td> </tr> </tbody> </table>	Farmer Id/Name	Date of training	Topic of training	2023-2205/ Auwara Phengkit	29/Sep/2022	GAP, BMPs	2023-2215/Jaruek Khongyot	29/Sep/2022	GAPBMPs	2023-2221/Mano Khongrong	29/Sep/2022	GAP, BMPs	2023-2229/Noei Khamkoed	29/Sep/2022	GAP, BMPs	2023-2252/Sarawut Thungkhanal	29/Sep/2022	GAP, BMPs	Complied
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Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	Not Applicable	Not Applicable
Criteria 4.9 The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	Not Applicable	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>The group established the training schedule according to the training plan for the years 2021-2022 and 2022 - 2023. The training content covered the topics listed in the indicator as IPM, BMPs, GAPS, record control, costing control task planning and etc.</p> <p>The training course on best management practices (BMPs) including the use of IPM for group members was conducted on 22 Sep 2022, 5 - 8 October 2022 and on 17-18 October 2022 for all members for example</p> <p>Verifying during the onsite audit found the content of training material covered all of the topics in the indicator and trained by Mr.Sumeechai, and Miss Soraya Thepnarong (agricultural expert). The result from verification of the evidence of the training record, for example, member ID 2023-2205 (Auwara Phengkit), 2023-2215 (Jaruek Khongyot), 2023-2221 (Mano Khongrong), 2023-2229 (Noei Khamkoed) and 2023-2252 (Sarawut Thungkhanal) were attended the training.</p>	Complied

Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	Not Applicable	Not Applicable
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	Ms. Parichat A. has been appointed as group manager of KHAOTOR. She be appointed since on 25 Mar 2021, during annual meeting of the year 2021 (25 Mar 2021) with the approval of the group committee members collected between 25 Mar 2021 to 27 Apr 2021. The group manager is the individual and she is one of the group members. The meeting record for the year 2023 (25 Mar 2021) for the appointment of the group manager is made available to the group members. All members were acknowledgement the approved Group manager including Group committee made on 28 Apr 2021.	Complied
Milestone A	The Group has appointed a group manager		Complied
Milestone B	The Group has appointed a group manager	Not Applicable	Not Applicable
A.1.2			
Eligibility	The group manager has evidence of legal identity.	The documentation available to prove the legal identity of group is registration to community enterprise in the name of Khaotor Oil Palm Grower Community Enterprise Group had to registered since on 11 May 2021 and lasted registered to the government (Plaipraya District Agricultural Extension Office Krabi Province) was done on 11 Jan 2023 (In period Jan – Dec 2023). As required by Thai laws, the group has to re-register with Plaipraya District Agricultural Office annually to update the change especially list of the group members. Based on the list of group members as annex in this license, there are a total 77	Complied
Milestone A	The group manager has evidence of legal identity.		Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		group members (New members) which is incompliance with the group database. The address is no. 12 Moo. 1 Kahotor Subdistrict, Plaipraya District, Krabi province had registered as the Community Enterprise under the Community Enterprise Act B. E. 2648(2005), no. Tor Wor Chor 2 no. 5-81-06-03/1-0022 issues on date 11 May 2021. The latest update yearly for another approval was done on 26 Jan 2023 which is within the due date Dec 2023.	
Milestone B	The group manager has evidence of legal identity.	Not Applicable	Not Applicable
A1.3			
Eligibility	The group has membership requirements.	The Group has established documented manual and relevant procedures covered all activities for management of the group members. In particular, the procedure for the participation of individual members to become formal members was also established. The requirement state at manual issued 1 Sep 2022 at page no. 16-18; Module Membership; Qualifications of group members and Membership procedure/Certification of RSPO Independent ISH. These are included as Eligibility, Milestone A and Milestone B. Implement with both existing group members for add new oil palm plot planted and the newcomer of group, here below are requirement the qualifications of group members for joining: 1. Be committed to sustainable oil palm production according to the RSPO framework. 2. Cooperate in participating in training. and group meetings regularly 3. There is land owned in the area controlled by the group manager. and the working group determines the geographic boundaries. 4. Oil palm plantation area not exceeding 50 hectares or 312.5 rai.	Complied
Milestone A	The group has membership requirements.		Complied

		<p>5. Rights documents can be inspected and land ownership information revealed to the group.</p> <p>6. The planting plot area must have correct rights documents, must not encroach on primary forests, reserved forests, or restricted forests, and have no disputes. with nearby areas</p> <p>7. There is the management of oil palm plantations. according to best and appropriate practice guidelines</p> <p>8. Must accept and strictly follow group regulations.</p> <p>All formal members of the group have signed an agreement with the group manager, group chairman and witness are kept at the group administration office. Signed the joint declaration and comply with Khaotor Oil Palm Grower Community Enterprise Group requirement and Registered in membership of Khaotor Oil Palm Grower Community Enterprise Group.</p>	
Milestone B	The group has membership requirements.	Not Applicable	Not Applicable
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	<p>Each of the member of group who joined the Khaotor Oil Palm Grower Community Enterprise Group signed the application Letter of Membership and member Group Declaration. In addition, they also fulfil the membership requirement as described in indicator A1.3. Sampling record signed and acknowledged membership requirements. As follows:</p> <ul style="list-style-type: none"> Member ID 2023-2203 (Aubonrat Phueakdaeng); Joining date 25 Apr 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022and signed the declaration letter on 05 Sep 2021 	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<ul style="list-style-type: none"> • Member ID 2023-2205 (Auwara Phengkit); Joining date 18 Feb 2021, orientation on 18 Feb 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 28 Oct 2021 • Member ID 2023-2208 (Charoen Thongthip); Joining date 04 Mar 2021, orientation on 1 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2212 (Chrit Kliangklaio); Joining date 4 Mar 2021, orientation on 4 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 • Member ID 2023-2215 (Jaruek Khongyot); Joining date 7 Mar 2021, orientation on 7 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022 	
Milestone A	All members can demonstrate understanding of membership requirements.	<p>Based on interview with sample of smallholders, they have shown the understanding of membership requirements, such as to adhere the commitment to implement RSPO standard in the field and also for their workers. For example, Member ID 2023-2203 (Aubonrat Phueakdaeng), Member ID 2023-2205 (Auwara Phengkit), Member ID 2023-2208 (Charoen Thongthip), Member ID 2023-2212 (Chrit Kliangklaio) and Member ID 2023-2215 (Jaruek Khongyot).</p> <p>Moreover, the group had regulation for the one who fail to comply, will be given verbal warning, then warning letter by Group Manager up to withdrawal from the membership.</p>	Complied
Milestone B	All members can demonstrate understanding of membership requirements.	Not Applicable	Not Applicable
A.2 The Group Manager is responsible for managing the Group for certification.			
A.2.1			

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Eligibility	The group manager has planned for the implementation of the ICS.	The Group Manager has arranged the annual ICS program (Y2022 and Y2023), including trainings internal audit, HCV management, land title improvement, OHS management, FFB sales reporting and transparency, external audit, annual member meeting, and annual report. Lasted update training plan of Y2023 and Y2024 on 5 Oct 2023	Complied
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	The group manager has established a plan and implemented the internal audit of all group members (77 members). The plan was reviewed once a year. The latest internal audit was conducted in 18 Feb 2022 to 30 Mar 2022 and lasted on 5-24 Sep 2023. The Group Manager has established a plan for implementing ICS in the form of an ICS action plan in 2022 and 2023 and reviewed and approved Based on the interview with the 18 sample group members found the ICS plan has been implemented such as conducted the group meeting, BMP refresher training, Health & Safety including the risk assessment and internal audit.	Complied
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	Not Applicable	Not Applicable
A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	The Group Manager has attended the Training of Trainer for Smallholder Facilitators on 3 Dec 2021. Several training record that the Group Manager has participated including Group committee are the training on 3 Dec 2021 and refreshing training on 15 Feb 2022 by Kuakun Seangtan/ Group Advisor. The group manager has formed organization structure and has managed sufficient resources to manage the KHAOTOR Group. The original resources are managed based on the Organizational Structure of the Independent Oil Palm Farmer KHAOTOR Group lead by Group Manager (Ms. Parichat Arisa Seangtan), dated 25 Mar 2021, reviewed	Complied

**RSPO P&C Public Summary Report
Revision 14 (Aug 2022)**

		<p>and approved on 17 Dec 2022 by all members, concerning the formation of Work Units in the KHAOTOR ICS Structure, as follows:</p> <ul style="list-style-type: none"> • Mr. Chatree Sudesri /Vice of Committee and approval Committee is the unit responsible for examining and approving candidate members. • 14 committee announcement to responsibility of RSPO RISH of Khaotor Oil Palm Grower Community Enterprise Group reviewed and approved on 17 Dec 2022. • Ms. Parichat Arisa Seangtan announcement to Group Manager representative for management and monitoring all of activity of RSPO RISH of Khaotor Oil Palm Grower Community Enterprise Group reviewed and approved on 17 Dec 2022. <p>The task for 13 committee as follows:</p> <ul style="list-style-type: none"> • Planning production, replanting and the best cultivation techniques for oil palm plantations, planning fertilization and providing production facilities for members. • Extension and Registration Unit is a unit that is responsible for socialization and field extension related to Oil Palm Cultivation and certification regulations and field implementation, this unit is also in charge of implementing new recruits. • Internal Assessment Unit is a unit that is responsible for assessing members in the application of the P&C standard for sustainable palm oil, both documents and plantation application. • Occupational Health and Safety Unit is the unit responsible for identifying risks of work in the garden, office. Conducting outreach on the use of Personal Protective Equipment and waste management • HCV and Field Practices units are units responsible for identifying High Conservation Values in the KHAOTOR Group management 	
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RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>area, carrying out management and monitoring and disseminating the importance of maintaining and protecting HCV.</p> <ul style="list-style-type: none"> • Marketing Unit is a unit that is responsible for marketing FFB members and documenting the amount of production on a regular basis. • Administrations units is a unit that is responsible for data and documents in the institution. 	
Milestone A	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>During the audit, can be concluded that the Group Manager has understood the implementation of RSPO ISH standard and how to manage the group. During interview with Group Chairman of Khaotor Oil Palm Grower Community Enterprise Group and Group Manager, ICS teams, and members, can be concluded that the effectiveness of the ICS system and implementation in the field is because of the result of effective management system conducted by the Group Manager. For instance, monthly and annual ICS meetings have been conducted regularly to monitor the implementation of the standard. Based on interview with sample of smallholders, as well as RSPO standard implementation in the field, can be concluded that the Group Manager have sufficient capacity to manage and implement the RSPO standard in the field. The resources have been mentioned in the report such as organization structure (team), trainings. According to procedure, RSPO sharing will be used Mandatory contribution, Organization, Members, Farmer’s plot, Organization development, Farmers Group and Annual member meeting, all matter were reviewed, informed, acknowledgment and approved by all members via annual meeting lasted on 17 Dec 2022.</p>	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	Not Applicable	Not Applicable
A.2.3			

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>Khaotor Oil Palm Grower Community Enterprise Group has determined the 2023 Training Plan program, it contains: Objectives, activities, achievement indicators, targets, PIC and implementation time targets, as follows:</p> <ul style="list-style-type: none"> • Training for members, including limited pesticide use training, as well as fire prevention and control training. • Training on RSPO Principles and Criteria 2019, SOP. • Oil palm plantation best practice and sustainability • Limited use of pesticides • Hazardous Waste Management • Prevention and Handling of Forest and Forestry • Financial Management Training • Internal Audit Training and etc. 	Complied
Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	The group established the annual training plan(2023) to implement a phased approach to ensure members have progressively attended training on the ISH Standard, group management, and other topics as outlined in the ISH Standard.	Complied
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	Not Applicable	Not Applicable
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

<p>Eligibility</p>	<p>A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits</p>	<p>ICS of Group implement on 11 Feb 2022 to 30 Mar 2022 for 77 members. However from verified the ICS checklist found conducted only MS A not conducted as state Eligibility.</p> <p>Khaotor Oil Palm Grower Community Group has established an internal audit implementation mechanism based on Sustainable group manual , Rev. dated 20 Apr 2020 concerning Risk Assessment.</p> <p>The procedure explains that: "Internal assessment is a systemic and documented process, carried out by an internal assessment without having a relationship with the subject of the assessment (clear of conflicts of interest), to assess the performance of group members and determine the effectiveness of the ICS system implemented by the Group".</p> <p>The sample study should always include interviews of Group members whose locations are being studied.</p> <p>Based on the results of the risk assessment of Khaotor Oil Palm Grower Community Group is the 77 member were low risk level.</p> <p>According group is not yet certified, the group decided to used method for sampling members for ICS is 77% of all members for audit sampling. However ICS of Group was conducted on 11 Feb 2022 to 30 Mar 2022 for 77 members. However, upon verification of the ICS checklist, it was found that only MS A was conducted, and no evidence of state eligibility was found as required by the requirements. See the details as Major NC no. 2376484-202308-M1</p>	<p>Non-compliance</p>
<p>Milestone A</p>	<p>The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed</p>	<p>The ICS is implemented and an annual internal audit of the group is conducted for all group members all audit findings are resolved according to the ICS plan, Internal audit checklist, and CAR log. Auditor verified objective evidence for all internal auditors not to audit his/her their own work.</p>	<p>Complied</p>

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>4 internal auditor announcements on 04 Nov 2021; Ms. Arisa S. , Mr.Sarawut T., Mr. Teerayut P., and Mr.Jatupum P., they were trained in ICS and RISS on 3 Dec 2021, most of the 4 internal auditors teams have competence in Internal audit and RISS standards from interviews during an audit.</p> <p>All members (77 members) was conducted from March to June 2022 by 4 internal auditor, the result ICS found 19 NCs raised by Internal audit, the group Manager conducted an audit on 27- 28 Feb 2023 by Mr. Kuakul K.(Other certified Smallholders Group) the result found 3 NCs. All NCs were closed out on 25 May 2023 by the internal auditor</p>	
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	Not Applicable	Not Applicable
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>The Khaotor Group has kept all plantations information including production data for each group member per month, recorded legality documents (Copy of land title documents), and a copy of the smallholder member declaration. Documents verifications, interviews with the group manager, and group members during field visits it was known all members have signed and acknowledged membership requirements. All members prior to join with the association need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, house registration etc. furthermore the members also need to sign several documents as follows:</p> <ul style="list-style-type: none"> - group member signed letter of acknowledged membership requirements to follow the RSPO certification - Declaration letter of Smallholder for sustainable Palm oil smallholders - The land ownerships evidence such as a land deed. - The FFB production data. 	Non-compliance

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

		<p>The complete document for members has been checked and evaluated before joining and documented of group member data which explains the completeness of member data.</p> <p>However, from onsite assessment and reviewing the data of oil palm planted areas found some members had decreasing oil palm planted areas (On RSPO) but the group databases were not updated in actual data. See the details as Major NC no. 2376484-202308-M2</p>	
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>Khaotor Oil Palm Grower Community Enterprise Group has recorded all plantations information including production data for each farmer per month, recorded legality documents (Copy of Land Deed documents) and a copy of the declaration of farmer membership in Khaotor Oil Palm Grower Community Enterprise Group, which includes: name, Farmer ID, date of birth, address, total area and membership number (attached). The land title of sample of smallholder can be seen in indicator 2.1 MS A. Group manager and their smallholder member bound by contractual agreement as group member.</p> <p>From verified basic information, farm information, copy of the map, coordinates, production data, legal documentation of group members and signed Smallholder declarations are available to the group manager as following such as Member ID 2023-2208 (Charoen Thongthip); Joining date 04 Mar 2021, orientation on 1 Mar 2021, Signed agreement on 06 Aug 2022 and signed the declaration letter on 05 Sep 2022, Plot A, landeed no. SorPorKor. No. 2067 , oil palm planted more than 24 years.</p>	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Not Applicable	Not Applicable
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			

C.1.1			
Eligibility	<p>An annual group business plan is available, which includes</p> <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	<p>This group has an annual group business plan which includes: production and income forecasting based on historical records and plans for expansion. Reference to their business plan for 3 year (2022 – 2025).</p> <p>The group business plan is implemented and reviewed at least annually with lasted reviews on 11 July 2023. The group demonstrates financial stability and growth and it’s able to support itself financially refer to financial plan of year 2023 and lasted annual meeting report on 11 July 2023 of their financial efficiency.</p> <p>This group has an annual group business plan which includes: production and income forecasting based on historical records and plans for expansion. Reference to their business plan for 3 year (2022 – 2025).</p>	Complied
Milestone A	The group business plan is implemented and reviewed at least annually.	The business plan was reviewed on an annual basis by the group committees, they plan to sell as the credit. All committees will discuss the budget during the annual budget meeting. Implementation of the budget is carried out by the group manager, and communication on monitoring the effectiveness of implementation to all group members via annual meeting. The last review was on 11 July 2023. All of the group members are involved in the implementation and review of the business plan when they have the annual meeting.	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	Not Applicable	Not Applicable
C.2 The ICS of the group is integrated with the group’s management plan.			
C.2.1			

<p>Eligibility</p>	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>This Khaotor Oil Palm Grower Community Group has an annual group business plan which includes:</p> <p>continual improvement plan 2022-2025</p> <ul style="list-style-type: none"> • Training for pesticide application • Fertilities management in the oil palm plantation • Harvesting management • Increasing productivity of oil palm • Reduce production cost <p>Social and environment impact plan ;</p> <ul style="list-style-type: none"> • Training • SEIA evaluation • Interested parties survey • Summary result and report <p>Water management ;</p> <ul style="list-style-type: none"> • Training for water use in oil palm plantation and water source management • Member filed visit with 100% of all member. <p>Waste management: training and monitoring of waste management</p> <p>Fuel reducing plan: training, visit and summary data information.</p> <p>Cost reducing plan; training, soil & leave testing, follow up for soil fertility improvement and fertilizer use, fertilizer applied.</p>	<p>Complied</p>
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		According to their business plan, they were implemented as plan and was done annually reviews with lasted done on 11 July 2023	
Milestone A	The group management plan is implemented and reviewed at least annually.	All of management plan has implemented by identified person in charge. When this plan has implemented to the involved person or other related, they have a responsible to report the process and result to group manager and then to report in the meeting again. This plan has reviewed at least once a year with the lasted reviews was done on 11 July 2023 (it included group annual meeting). Group manager has reviewed with all of group committee to consider and to ensure revised agreement and communicated to Khaotor Oil Palm Grower Community Group team and to ensure revised agreement are communicated to all members.	Complied
Milestone B	The group manager demonstrates the group’s compliance with this ISH Standard.	Not Applicable	Not Applicable
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			
D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	Khaotor group established practice to record and tracking annual production state on manual Group Rev. 1 Sep 2022 at page 27 of 57 The RSPO certified FFB tracking and tracing will be based on current KHAOTOR Group on traceability. The Record sheets to track the annual production and sales of FFB volumes, covering traceability of producers will be captured by I Palm system and Excel file System.	Complied
Milestone A	Group manager maintains annual production records and sales of certified volumes.	Khaotor group established practice to record, tracking annual production and maintained at manual Group Rev. 1 Sep 2022 at page 27 of 57	Complied

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	Not Applicable	Not Applicable
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	According to this is initial certification assessment, the group manager informed planned the practice for maintaining annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members. However, the group has not yet determined more procedures (Group Manual) related to maintaining annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts and related to the group actual's method. Reference OFI no. 2376484-202308-I1.	OFI
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	Not Applicable	Not Applicable
D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid	According to this initial audit, there is only evidence that the group manager has set up a model on how the premiums should be used, and the agreement was recorded on 18 Jul 2022. but still not agreed on how the premiums should be used, and communicated to the group members. Moreover, based on interviews with the ISH members, they	OFI

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

	in a timely and convenient manner.	were not acknowledged and aware of how the premiums should be used. Thus, the group manager should have clear procedure information related to evidence of communication and transparency to all group members for the premiums disbursed to members at all stages are recorded and the premiums are paid in correct a timely and consistent. Reference OFI no. 2376484-202308-I2.	
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is the initial certification. The group still has no income from credit sales. Therefore, there is still no evidence of the disbursement of premiums, including the price and timing of the disbursement to the group members to verify.	Complied
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	Not Applicable	Not Applicable

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

Appendix B: GHG Reporting Executive Summary- Not applicable

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

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

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

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

Extraction	%
OER	NA
KER	NA

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

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

Summary of Field Emission and Sink

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

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

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

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

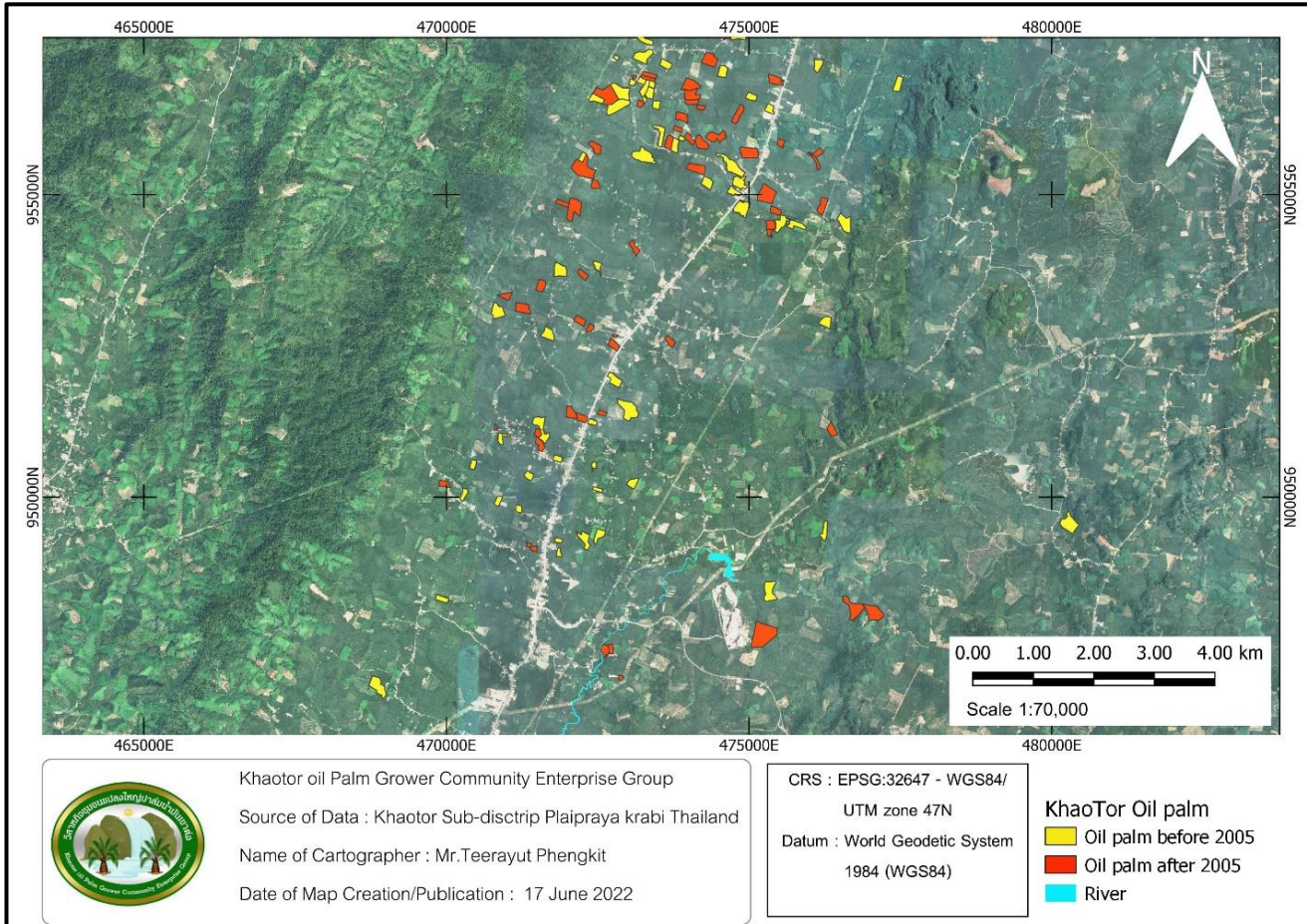
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	NA
Divert to anaerobic diversion (%)	NA

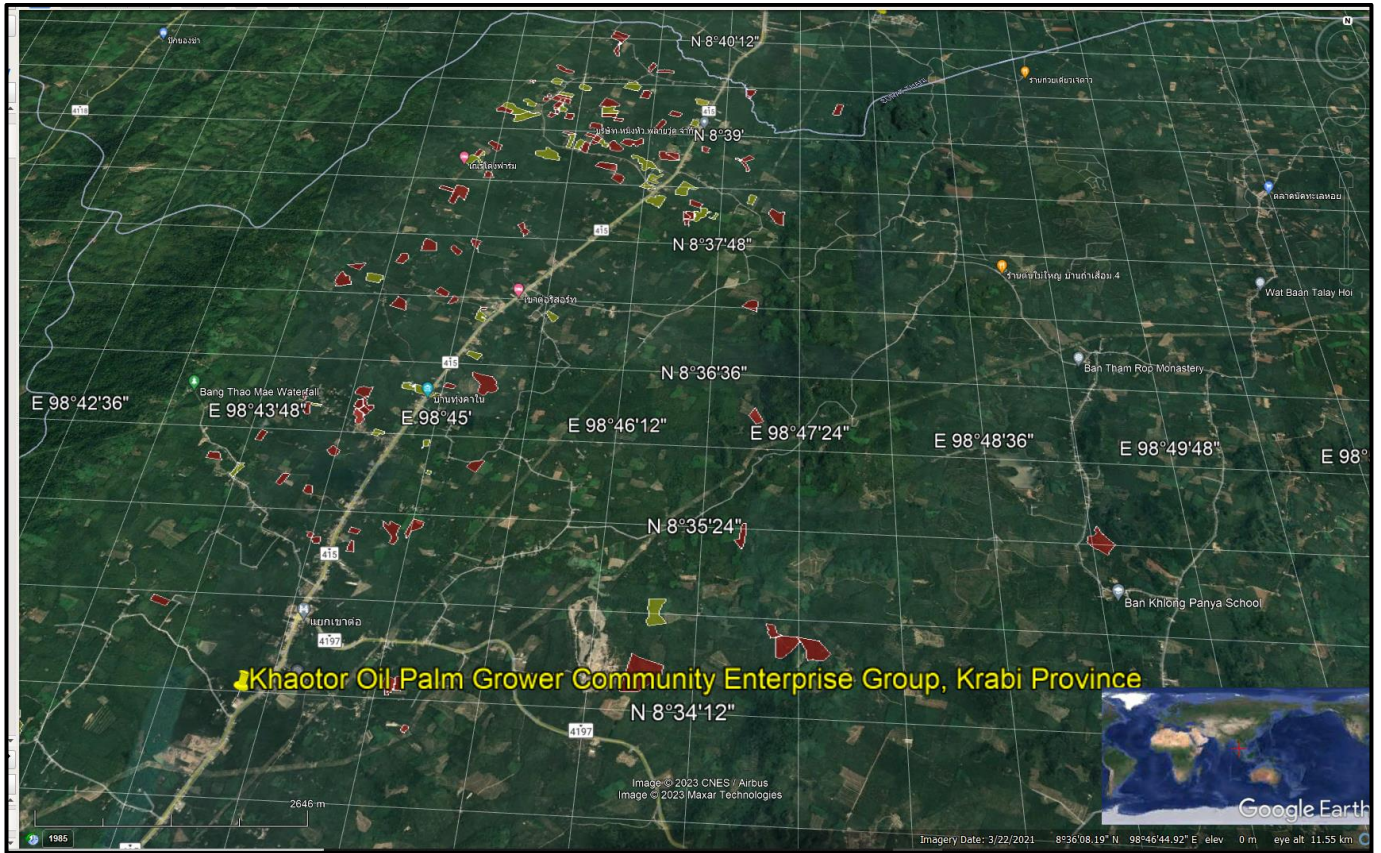
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	NA
Divert to methane captured (flaring) (%)	NA
Divert to methane captured (energy generation) (%)	NA

Appendix C: Location Map of Certification Unit and Supply bases

Not Applicable

Appendix D: Estate Field Map





Appendix E: List of Smallholder Registered and/or sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
1	Amphon Thongdee A	Khaokhen, Plaipraya, Krabi	8°35'24.65"N	98°49'15.68"E	5.65	5.65	116.16	10-Jan-22	2023-2201
	Amphon Thongdee B	Khaotor, Plaipraya, Krabi	8°38'23.69"N	98°46'13.72"E	1.74	1.74	35.77	10-Jan-2022	
2	Anuwat Bangkhram A	Khaotor, Plaipraya, Krabi	8°38'39.92"N	98°46'58.49"E	1.2	1.2	24.67	10-Jan-2022	2023-2202
3	Aubonrat Phueakdaeng A *	Khaotor, Plaipraya, Krabi	8°39'34.48"N	98°46'0.84"E	4	4	82.24	10-Jan-2022	2023-2203
4	Authairat Congrong A	Khaotor, Plaipraya, Krabi	8°39'26.43"N	98°45'27.85"E	1.61	1.61	33.10	10-Jan-2022	2023-2204
	Authairat Congrong B	Khaotor, Plaipraya, Krabi	8°39'23.40"N	98°45'23.74"E	1.16	1.16	23.85	10-Jan-2022	
	Authairat Congrong C	Khaotor, Plaipraya, Krabi	8°39'16.23"N	98°45'13.16"E	2.1	1.51	31.05	10-Jan-2022	
5	Auwara Phengkit A *	Khaotor, Plaipraya, Krabi	8°39'15.39"N	98°45'50.03"E	3.47	3.4	69.90	10-Jan-2022	2023-2205
6	Bamrong Klomsuk A	Khaotor, Plaipraya, Krabi	8°35'56.31"N	98°44'58.30"E	0.78	0.78	16.04	10-Jan-2022	2023-2206
7	Buntham Saengchan A	Khaotor, Plaipraya, Krabi	8°38'6.29"N	98°47'13.79"E	4.5	4.5	92.52	10-Jan-2022	2023-2207
8	Charoen Thongthip A*	Khaotor, Plaipraya, Krabi	8°38'42.73"N	98°45'25.15"E	1.66	1.66	34.13	10-Jan-2022	2023-2208
9	Charoen Prichakan A	Khaotor, Plaipraya, Krabi	8°40'1.81"N	98°45'49.95"E	1.74	1.74	35.77	10-Jan-2022	2023-2209
	Charoen Prichakan B	Khaotor, Plaipraya, Krabi	8°38'13.16"N	98°46'36.36"E	5.83	4.3	88.41	10-Jan-2022	
10	Chatree Shudsri A	Khaotor, Plaipraya, Krabi	8°37'6.94"N	98°44'33.29"E	3	3	61.68	10-Jan-2022	2023-2210
11	Chotikorawit Watthanaananchot A	Khaotor, Plaipraya, Krabi	8°33'13.13"N	98°46'10.24"E	8.42	8.42	173.12	10-Jan-2022	2023-2211
12	Chrit Kliangklaio A *	Khaotor, Plaipraya, Krabi	8°38'44.39"N	98°46'22.07"E	4.65	4.65	95.60	10-Jan-2022	2023-2212

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
13	Fanjai Sutsrl A	Khaotor, Plaipraya, Krabi	8°37'14.29"N	98°44'50.82"E	1.9	1.9	39.06	10-Jan-2022	2023-2213
14	Jare intog A	Khaotor, Plaipraya, Krabi	8°38'28.47"N	98°45'59.43"E	2.55	2.55	52.43	10-Jan-2022	2023-2214
	Jare intog B	Khaotor, Plaipraya, Krabi	8°36'15.08"N	98°47'6.89"E	2.19	2.19	45.03	10-Jan-2022	
15	Jaruek Khongyot A *	Khaotor, Plaipraya, Krabi	8°39'19.24"N	98°45'25.67"E	2.28	1.64	33.72	10-Jan-2022	2023-2215
16	Jatupoom Pongcho A	Khaotor, Plaipraya, Krabi	8°33'5.27"N	98°46'9.11"E	7.44	7.44	152.97	10-Jan-2022	2023-2216
	Jatupoom Pongcho B*	Khaotor, Plaipraya, Krabi	8°34'16.83"N	98°45'4.26"E	1.97	1.97	40.50	10-Jan-2022	
	Jatupoom Pongcho C	Khaotor, Plaipraya, Krabi	8°34'17.31"N	98°45'7.44"E	1.12	1.12	23.03	10-Jan-2022	
	Jatupoom Pongcho D	Khaotor, Plaipraya, Krabi	8°34'1.77"N	98°45'12.71"E	0.47	0.47	9.66	10-Jan-2022	
17	Jiraporn Arttasap A	Khaotor, Plaipraya, Krabi	8°35'11.47"N	98°44'25.89"E	0.79	0.79	16.24	10-Jan-2022	2023-2217
	Jiraporn Arttasap B	Khaotor, Plaipraya, Krabi	8°35'9.30"N	98°44'39.22"E	0.95	0.95	19.53	10-Jan-2022	
	Jiraporn Arttasap C*	Khaotor, Plaipraya, Krabi	8°34'44.25"N	98°43'36.16"E	1.67	1.67	0.00	10-Jan-2022	
	Jiraporn Arttasap D	Khaotor, Plaipraya, Krabi	8°38'14.93"N	98°44'47.29"E	5.98	5.98	122.95	10-Jan-2022	
18	Kannika Chankiin A	Khaotor, Plaipraya, Krabi	8°38'57.26"N	98°45'43.47"E	0.94	0.94	19.33	10-Jan-2022	2023-2218
	Kannika Chankiin B*	Khaotor, Plaipraya, Krabi	8°39'24.49"N	98°45'27.20"E	1.16	1.16	23.85	10-Jan-2022	
	Kannika Chankiin C	Khaotor, Plaipraya, Krabi	8°39'25.30"N	98°45'19.89"E	0.3	0.3	6.17	10-Jan-2022	
	Kannika Chankiin D	Khaotor, Plaipraya, Krabi	8°39'10.70"N	98°45'22.84"E	0.94	0.94	19.33	10-Jan-2022	
19	Karuna Na Takuathung A	Khaotor, Plaipraya, Krabi	8°35'13.39"N	98°44'23.15"E	0.49	0.49	10.07	10-Jan-2022	2023-2219
20	Kodchanipha Sutsrl A	Khaotor, Plaipraya, Krabi	8°36'41.21"N	98°45'10.02"E	1.6	1.6	32.90	10-Jan-2022	2023-2220

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
21	Mano Khongrong A *	Khaotor, Plaipraya, Krabi	8°38'37.41"N	98°46'12.19"E	5.31	5.31	109.17	10-Jan-2022	2023-2221
	Mano Khongrong B	Khaotor, Plaipraya, Krabi	8°39'46.73"N	98°46'16.04"E	1.59	1.59	32.69	10-Jan-2022	
22	Mano Phumbut A	Khaotor, Plaipraya, Krabi	8°36'21.47"N	98°44'51.72"E	1.9	1.74	35.77	10-Jan-2022	2023-2222
	Mano Phumbut B	Khaotor, Plaipraya, Krabi	8°38'42.05"N	98°44'51.78"E	1.12	1.12	23.03	10-Jan-2022	
23	Marisa Aran A	Khaotor, Plaipraya, Krabi	8°39'35.77"N	98°45'24.76"E	2.05	2.05	42.15	10-Jan-2022	2023-2223
	Marisa Aran B	Khaotor, Plaipraya, Krabi	8°39'31.99"N	98°45'36.82"E	2.08	2.08	42.76	10-Jan-2022	
24	Metta samakkit A	Khaotor, Plaipraya, Krabi	8°35'20.39"N	98°47'3.07"E	2.14	2.14	44.00	10-Jan-2022	2023-2224
25	Monsrl Lueanloi A *	Khaotor, Plaipraya, Krabi	8°34'39.51"N	98°47'17.72"E	5.68	5.65	116.16	10-Jan-2022	2023-2225
26	Naphaphak Ruedinalin A	Khaotor, Plaipraya, Krabi	8°38'43.83"N	98°46'54.60"E	0.23	0.23	4.73	10-Jan-2022	2023-2226
	Naphaphak Ruedinalin B	Khaotor, Plaipraya, Krabi	8°38'44.44"N	98°46'55.23"E	0.06	0.06	1.23	10-Jan-2022	
	Naphaphak Ruedinalin C	Khaotor, Plaipraya, Krabi	8°38'44.49"N	98°46'58.97"E	1.4	1.4	28.78	10-Jan-2022	
	Naphaphak Ruedinalin D	Khaotor, Plaipraya, Krabi	8°39'49.40"N	98°46'9.12"E	1.56	1.56	32.07	10-Jan-2022	
27	Niyom Michai A	Khaotor, Plaipraya, Krabi	8°37'2.94"N	98°45'39.32"E	2.55	2.55	52.43	10-Jan-2022	2023-2227
28	Niyom Khlongkan A	Khaotor, Plaipraya, Krabi	8°39'21.48"N	98°47'42.54"E	1.58	1.58	32.48	10-Jan-2022	2023-2228
29	Noei Khamkoed A *	Khaotor, Plaipraya, Krabi	8°39'23.48"N	98°46'35.78"E	2.34	2.34	0.00	10-Jan-2022	2023-2229
30	Noppakhun Khongdee A	Khaotor, Plaipraya, Krabi	8°38'17.35"N	98°44'41.00"E	1.45	1.45	29.81	10-Jan-2022	2023-2230
31	Pagamas Choolap A	Khaotor, Plaipraya, Krabi	8°37'0.73"N	98°45'9.12"E	1.74	1.74	35.77	10-Jan-2022	2023-2231
	Pagamas Choolap B	Khaotor, Plaipraya, Krabi	8°37'9.81"N	98°44'56.24"E	1.1	1.1	22.62	10-Jan-2022	

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
	Pagamas Choolap C	Khaotor, Plaipraya, Krabi	8°37'38.84"N	98°44'52.20"E	1.61	1.61	33.10	10-Jan-2022	
32	Pasata Bunrod A	Khaotor, Plaipraya, Krabi	8°39'22.36"N	98°45'18.81"E	0.64	0.64	13.16	10-Jan-2022	2023-2232
33	Patumwdi Khongdi A	Khaotor, Plaipraya, Krabi	8°35'17.72"N	98°44'59.83"E	2.36	2	41.12	10-Jan-2022	2023-2233
	Patumwdi Khongdi B	Khaotor, Plaipraya, Krabi	8°35'15.68"N	98°44'53.74"E	3.16	3.16	64.97	10-Jan-2022	
34	Phairit Meaungsuk A	Khaotor, Plaipraya, Krabi	8°38'47.28"N	98°44'59.33"E	2.56	2.56	52.63	10-Jan-2022	2023-2234
35	Phayom Phophuet A	Khaotor, Plaipraya, Krabi	8°38'53.04"N	98°46'4.04"E	3.12	3.05	62.71	10-Jan-2022	2023-2235
36	Piphat Bunthoi A	Khaotor, Plaipraya, Krabi	8°39'14.46"N	98°46'23.32"E	1.71	1.71	35.16	10-Jan-2022	2023-2236
	Piphat Bunthoi B	Khaotor, Plaipraya, Krabi	8°39'4.61"N	98°46'15.58"E	2.85	2.85	58.60	10-Jan-2022	
	Piphat Bunthoi C	Khaotor, Plaipraya, Krabi	8°38'5.74"N	98°46'33.66"E	2.09	2.09	42.97	10-Jan-2022	
37	Prakhong Ketkaeo A	Khaotor, Plaipraya, Krabi	8°39'20.56"N	98°45'50.25"E	4.04	4.04	83.06	10-Jan-2022	2023-2237
38	Pranee Chuchaen A	Khaotor, Plaipraya, Krabi	8°39'31.45"N	98°46'59.18"E	2.24	2.24	46.05	10-Jan-2022	2023-2238
	Pranee Chuchaen B	Khaotor, Plaipraya, Krabi	8°39'8.24"N	98°46'32.95"E	1.53	1.53	31.46	10-Jan-2022	
39	Praphan Saengchaisi A	Khaotor, Plaipraya, Krabi	8°39'35.68"N	98°45'10.08"E	0.47	0.47	9.66	10-Jan-2022	2023-2239
	Praphan Saengchaisi B	Khaotor, Plaipraya, Krabi	8°39'45.05"N	98°45'25.33"E	2.46	2.46	50.58	10-Jan-2022	
40	Praphat Thadi A	Khaotor, Plaipraya, Krabi	8°36'13.43"N	98°44'27.98"E	1.2	1.2	24.67	10-Jan-2022	2023-2240
	Praphat Thadi B	Khaotor, Plaipraya, Krabi	8°36'16.57"N	98°44'5.15"E	0.38	0.38	7.81	10-Jan-2022	
	Praphat Thadi C	Khaotor, Plaipraya, Krabi	8°36'12.49"N	98°44'9.72"E	1.7	1.7	34.95	10-Jan-2022	
41	Prarob Chuchern A	Khaotor, Plaipraya, Krabi	8°38'6.25"N	98°46'38.69"E	3.3	3.3	67.85	10-Jan-2022	2023-2241

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
	Prarob Chuchern B	Khaotor, Plaipraya, Krabi	8°38'49.76"N	98°46'38.98"E	1.2	1.2	24.67	10-Jan-2022	
42	Prateep Megon A	Khaotor, Plaipraya, Krabi	8°35'46.66"N	98°45'19.06"E	2.07	2.07	42.56	10-Jan-2022	2023-2242
	Prateep Megon B	Khaotor, Plaipraya, Krabi	8°35'43.08"N	98°45'0.55"E	0.29	0.29	5.96	10-Jan-2022	
43	Putsadee Phrommuad A	Khaotor, Plaipraya, Krabi	8°38'49.60"N	98°45'38.65"E	1.89	1.89	38.86	10-Jan-2022	2023-2243
44	Rattanaphon Chosom A	Khaotor, Plaipraya, Krabi	8°38'57.48"N	98°45'34.70"E	2.88	2.88	59.21	10-Jan-2022	2023-2244
45	Ruai Chanphen A	Khaotor, Plaipraya, Krabi	8°35'15.82"N	98°44'39.07"E	0.83	0.83	17.06	10-Jan-2022	2023-2245
	Ruai Chanphen B	Khaotor, Plaipraya, Krabi	8°35'36.82"N	98°44'6.38"E	1.34	1.34	27.55	10-Jan-2022	
	Ruai Chanphen C	Khaotor, Plaipraya, Krabi	8°37'26.77"N	98°44'10.28"E	1.58	1.58	32.48	10-Jan-2022	
46	Sakonphat Bangkram A	Khaotor, Plaipraya, Krabi	8°38'27.74"N	98°46'16.18"E	2.4	2.4	49.34	10-Jan-2022	2023-2246
47	Samran Chanphen A	Khaotor, Plaipraya, Krabi	8°35'59.51"N	98°44'38.40"E	1.05	1.05	21.59	10-Jan-2022	2023-2247
	Samran Chanphen B	Khaotor, Plaipraya, Krabi	8°37'19.18"N	98°44'6.04"E	3.87	3.87	79.57	10-Jan-2022	
48	Samrit Khongyot A	Khaotor, Plaipraya, Krabi	8°39'17.01"N	98°45'28.39"E	1.3	1.3	26.73	10-Jan-2022	2023-2248
	Samrit Khongyot B	Khaotor, Plaipraya, Krabi	8°39'21.22"N	98°45'29.48"E	0.96	0.96	19.74	10-Jan-2022	
	Samrit Khongyot C	Khaotor, Plaipraya, Krabi	8°39'13.22"N	98°45'25.49"E	0.51	0.51	10.49	10-Jan-2022	
49	Samroeng Chanphen A	Khaotor, Plaipraya, Krabi	8°37'20.78"N	98°44'19.52"E	3.1	3.1	63.74	10-Jan-2022	2023-2249
50	Sanyarak Phumbut A	Khaotor, Plaipraya, Krabi	8°36'19.40"N	98°44'57.54"E	0.87	0.87	17.89	10-Jan-2022	2023-2250
	Sanyarak Phumbut B	Khaotor, Plaipraya, Krabi	8°36'24.23"N	98°45'2.57"E	0.95	0.95	19.53	10-Jan-2022	
	Sanyarak Phumbut C*	Khaotor, Plaipraya, Krabi	8°38'34.86"N	98°44'52.48"E	4	4	82.24	10-Jan-2022	

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
51	Saowalak Phumbut A	Khaotor, Plaipraya, Krabi	8°39'11.76"N	98°45'50.89"E	1.55	1.55	31.87	10-Jan-2022	2024-2251
	Saowalak Phumbut B	Khaotor, Plaipraya, Krabi	8°38'27.43"N	98°44'58.77"E	1.58	1.53	31.46	10-Jan-2022	
52	Sarawat Thungkhanal A *	Khaotor, Plaipraya, Krabi	8°36'25.92"N	98°45'17.83"E	5.12	4.97	102.18	10-Jan-2022	2023-2252
	Sarawat Thungkhanal B	Khaotor, Plaipraya, Krabi	8°35'56.46"N	98°43'52.82"E	1.28	1.28	26.32	10-Jan-2022	
53	Sinnawat Sengfan A *	Khaotor, Plaipraya, Krabi	8°40'13.14"N	98°45'50.64"E	5.12	5.12	105.27	10-Jan-2022	2023-2253
54	Sirikon Phlaichana A	Khaotor, Plaipraya, Krabi	8°36'14.99"N	98°44'29.83"E	4.95	4.95	101.77	10-Jan-2022	2023-2254
55	Sittichai Thatkaew A	Khaotor, Plaipraya, Krabi	8°37'43.09"N	98°45'0.16"E	1.51	1.51	31.05	10-Jan-2022	2023-2255
	Sittichai Thatkaew B	Khaotor, Plaipraya, Krabi	8°37'5.97"N	98°45'9.56"E	0.32	0.32	6.58	10-Jan-2022	
56	Somchai Ketkaeo A	Khaotor, Plaipraya, Krabi	8°38'36.17"N	98°45'53.24"E	3.74	3.74	76.89	10-Jan-2022	2023-2256
	Somchai Ketkaeo B	Khaotor, Plaipraya, Krabi	8°38'52.17"N	98°45'45.51"E	0.63	0.63	12.95	10-Jan-2022	
57	Somsook Pugkpun A	Khaotor, Plaipraya, Krabi	8°35'46.22"N	98°43'36.90"E	1.57	1.57	32.28	10-Jan-2022	2024-2257
58	Sui Samorphak A	Khaotor, Plaipraya, Krabi	8°33'56.31"N	98°43'1.91"E	4.12	4.12	84.71	10-Jan-2022	2024-2258
59	Sukanya Saret A	Khaotor, Plaipraya, Krabi	8°38'15.47"N	98°47'1.58"E	1.86	1.82	37.42	10-Jan-2022	2024-2259
60	Sunet Phommud A	Khaotor, Plaipraya, Krabi	8°38'14.37"N	98°46'18.09"E	4.34	4.32	88.82	10-Jan-2022	2024-2260
61	Sunthon Bunchuea A	Khaotor, Plaipraya, Krabi	8°35'50.42"N	98°44'23.08"E	1.5	1.5	30.84	10-Jan-2022	2024-2261
62	Suphin Koedsap A	Khaotor, Plaipraya, Krabi	8°37'40.99"N	98°44'39.98"E	3.8	3.8	78.13	10-Jan-2022	2024-2262
	Suphin Koedsap B	Khaotor, Plaipraya, Krabi	8°37'32.09"N	98°44'29.26"E	2.24	2.24	46.05	10-Jan-2022	
63	Surasak Nuannun A	Khaotor, Plaipraya, Krabi	8°39'28.21"N	98°46'7.76"E	2.36	2.36	48.52	10-Jan-2022	2024-2263

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Planted Area			
64	Suriya Chumchit A *	Khaotor, Plaipraya, Krabi	8°39'3.66"N	98°45'45.59"E	2.63	2.51	51.61	10-Jan-2022	2024-2264
65	Suriyong Klomsuk A	Khaotor, Plaipraya, Krabi	8°38'50.85"N	98°45'52.06"E	5.24	5.24	107.73	10-Jan-2022	2024-2265
66	Suwan Tokeaw A	Khaotor, Plaipraya, Krabi	8°35'32.88"N	98°44'17.56"E	1.13	1.13	23.23	10-Jan-2022	2024-2266
67	Tanong Detkla A	Khaotor, Plaipraya, Krabi	8°37'53.15"N	98°45'19.96"E	1.83	1.83	37.62	10-Jan-2022	2024-2267
	Tanong Detkla B	Khaotor, Plaipraya, Krabi	8°39'8.94"N	98°45'55.82"E	0.92	0.92	18.92	10-Jan-2022	
	Tanong Detkla C	Khaotor, Plaipraya, Krabi	8°38'6.40"N	98°46'46.24"E	0.65	0.65	13.36	10-Jan-2022	
68	Thammanun Prommuad A	Khaotor, Plaipraya, Krabi	8°38'48.12"N	98°45'41.93"E	2.23	2.14	44.00	10-Jan-2022	2023-2268
69	Thinnakon Khongrong A	Khaotor, Plaipraya, Krabi	8°39'9.20"N	98°45'10.16"E	4.9	4.9	100.74	10-Jan-2022	2023-2269
	Thinnakon Khongrong B	Khaotor, Plaipraya, Krabi	8°39'13.35"N	98°44'59.61"E	2.33	2.33	47.90	10-Jan-2022	
70	Trithip Raknu A *	Khaotor, Plaipraya, Krabi	8°34'36.74"N	98°47'29.90"E	5.49	5.4	111.02	10-Jan-2022	2023-2270
	Trithip Raknu B	Khaotor, Plaipraya, Krabi	8°37'13.35"N	98°47'3.87"E	2.64	2.64	54.28	10-Jan-2022	
71	Venit Congrong A	Khaotor, Plaipraya, Krabi	8°39'15.18"N	98°45'5.09"E	4.85	4.85	99.72	10-Jan-2022	2023-2271
72	Wanna Khongyot A	Khaotor, Plaipraya, Krabi	8°36'24.69"N	98°44'45.43"E	1.42	1.42	29.20	10-Jan-2022	2023-2272
	Wanna Khongyot B	Khaotor, Plaipraya, Krabi	8°34'47.43"N	98°46'33.04"E	4.96	4.96	101.98	10-Jan-2022	
73	Wanni Prakapsin A *	Khaotor, Plaipraya, Krabi	8°38'1.31"N	98°46'32.96"E	0.79	0.79	16.24	10-Jan-2022	2023-2273
	Wanni Prakapsin B	Khaotor, Plaipraya, Krabi	8°38'21.70"N	98°46'31.69"E	4.77	4.77	98.07	10-Jan-2022	
74	Wattana Srinak A	Khaotor, Plaipraya, Krabi	8°39'10.19"N	98°45'31.74"E	1.53	1.53	31.46	10-Jan-2022	2023-2274
75	Wirasak Chuenarrom A *	Khaotor, Plaipraya, Krabi	8°34'24.21"N	98°46'29.50"E	10.3	10.3	211.77	10-Jan-2022	2023-2275

RSPO P&C Public Summary Report
Revision 14 (Aug 2022)

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total	Plant ed Area			
76	Wondee Thongsog A	Khaotor, Plaipraya, Krabi	8°36'7.16"N	98°44'29.39"E	1.99	1.99	0.00	10-Jan-2022	2023-2276
77	Yindee Thairak A	Khaotor, Plaipraya, Krabi	8°35'40.03"N	98°43'47.82"E	1.36	1.36	27.96	10-Jan-2022	2023-2277
Total					300.19	296.18	5,966.10		
Note: * are smallholders sampled in this audit. This is Certify MS A =70%, Therefore the certificate is 4,176.27 MT of FFB, CSPO = 835.25 MT and CSPK = 208.81 MT									

Appendix F: List of Abbreviations

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