

Particulars

About Your Organisation

Organisation NameNORPALM GHANA LIMITED

Corporate Website Address<http://www.norpalm.no>

Primary Activity or Product

- Oil Palm Growers
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Related Company(ies)--

Membership

Membership Number	Membership Category	Membership Sector
1-0162-14-000-00	Ordinary	Oil Palm Growers

Oil Palm Growers**Operational Profile****1.1 Please state your main activities as a palm oil grower**

- Palm oil grower & miller

Operations and Certification Progress**2.1.1 Total landbank licensed / owned (ha)**

4,653.00

2.1.2 Total landbank for oil palm cultivation (ha)

4,293.00

2.1.3 Total land managed for conservation that is set aside (ha)

145.00

2.2.1 Mature area (ha)

3,703.00

2.2.2 Immature area (ha)

403.00

2.2.3 Total area of estate plantations - planted (ha)

4,106

2.3.1 Area certified (ha)

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2.3.2 Number of estates/Management Units

1

2.3.3 Number of estates/Management Units certified

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2.4.1 Indonesia - Please indicate which province(s)

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2.4.2 Malaysia - please indicate which state(s)

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2.4.3 Other - please indicate which country(ies)

Ghana

2.5.1 Do you have smallholders as part of your supply base?

Yes

2.5.2 Schemed

- Schemed

Area of "Schemed" smallholder plantations - planted:
ha

Area of "Schemed" smallholder plantations - certified:
- ha

2.6.1 Area planted in this reporting period

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2.6.2 Have New Planting Procedures notifications been submitted to the RSPO for plantings this year?

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2.7.1 Do you source for FFB from third parties i.e. FFB that is not sourced from your own plantation(s), scheme smallholders or contracted outgrowers?

Yes

Amount of outside FFB purchased from sources that are not company, scheme smallholders or contracted outgrowers
30,284.00 Tonnes

Amount that is RSPO-certified?

-

2.8.1 Number of Palm Oil Mills operated

1

2.8.2 Number of Palm Oil Mills certified

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2.8.3 Number of Palm Kernel crushers and/or Palm Kernel mills operated

1

2.8.4 Number of Palm Kernel crushers and/or Palm Kernel mills certified

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2.9.1 Total annual Crude Palm Oil production capacity (tonnes)

13,600.00

2.9.2 Total annual Palm Kernel production capacity (tonnes)

4,800.00

2.9.3 Total annual Palm Kernel Oil production capacity (tonnes)

1,850.00

2.9.4 Total annual FFB processing capacity (tonnes)

80,000.00

Supply Chain Used

3.1 Which supply chain options do you sell RSPO-certified palm oil products through?

- Mass Balance

Time-Bound Plan**4.1 Date of first RSPO estate certification (planned or achieved)**

2015

4.2 Time-bound plan - Year expected to achieve 100% RSPO certification of estates

2015

Comment:

Estate certification to be done within 3 years of joining the RSPO.

NGL will facilitate the certification of all of its independent smallholders within 5 years of certification of the Nucleus plantation

4.3 What are your interim milestones towards achieving RSPO certification commitment (year and progressive CSPO%) - please state annual targets/strategies

1. We have subjected our plantation to a baseline audit in 2011 and 2 surveillance audits in 2013 and 2015 all aimed at closing all the gaps identified and achieving RSPO certification by end 2015.

4.4 Timebound plan - Year expected to achieve 100% RSPO certification of associated smallholders and outgrowers

2015

4.5 What are your interim milestones towards achieving this RSPO certification commitment (year and progressive CSPO%) - please state annual targets/strategies

1. We have subjected our Associated smallholders to a baseline audit in 2011 and 2 surveillance audits in 2013 and 2015 all aimed at closing all the gaps identified and achieving RSPO certification by end 2015.

4.6 Time-Bound plan - Year expected to achieve 100% RSPO certification of independently sourced FFB

2020

4.7 What are your interim milestones towards achieving this RSPO certification commitment (year and progressive CSPO%) - please state annual targets/strategies

1. We will facilitate the formation of farmers associations by 2017 .

2. After the formation of the associations we will thier certification through the RSPO Group certification for independent smallholders by 2020

4.8 Which countries that your organization operates in do the above commitments cover?

- Ghana

Concession Map

5.1 With regards to the GA resolution 6g that call for map submission by ACOP 2014 deadline. Please upload your estate location concession maps in KML or SHP format here: (RSPO General Assembly resolution 6g calling for map submissions by ACOP 2014 deadline)

Uploaded files:

- [ngl-maps.zip](#)

Map data declaration

I hereby declare that map data submission represents 100% of an oil palm growers' concession sites (both RSPO certified and uncertified)

Please state if any concession sites have been recently acquired or if any concession sites have changed ownership since the previous ACOP submission

This is our maiden ACOP submission and there has not been any change of ownership.

GHG Emissions**6.1 Are you currently assessing your operational GHG emissions?**

No

6.1.1 What GHG assessment tool or method are you currently using?

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6.1.2 When do you plan to start assessing your operational GHG emissions in line with the requirements of C5.6?

2015

6.2 What is your operational GHG emission value (tCO₂e/tCPO)? (refer to P&C C5.6)

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6.3 What is the projected GHG emission associated with your new plantation development(s) (tCO₂e)? (refer to P&C C7.8)

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Actions for Next Reporting Period**7.1 Outline actions that you will take in the coming year to advance your plans for certification**

1. We are currently closing the gaps that was identified in our last surveillance audit and will have a final surveillance audit at the end of July 2015 and go for the certification audit in August 2015.

7.2 Outline actions that you will take to promote CSPO along the supply chain

1. As a first line of action , we will go for the certification together with our schemed smallholders.
2. We will facilitate farmers associations for our independent smallholders which will be certified under the RSPO Group certification for smallholders.

Reasons for Non-Disclosure of Information

8.1 If you have not disclosed any of the above information, please indicate the reasons why

Data Unknown

Conflict and Complaints Mechanism

9.1 Has your Company put in place any mechanism to resolve any conflict?**Uploaded files:****Mechanism details to resolve conflicts.****GRIEVANCE & TRADE DISPUTE PROCEDURES**

It is recognised that there are two (2) disputes, which might develop between the EMPLOYER and the UNION or at the expiration of the AGREEMENT. The kind of possible dispute will be termed herein as "GRIEVANCE" The second kind of possible dispute will be termed. "TRADE DISPUTE" The purpose of this article is to provide procedures whereby the parties can be assured of prompt and fair settlement of all such disputes.

(a) If an employee has a grievance or problem pertaining to the interpretation or administration of his work, the following procedure shall be followed.

(i) He shall first seek a timely redress from his immediate superior or immediate management representative.

(ii) If the Employee is not satisfied with the decision he receives in one (1) above, or if he does not receive a timely answer, he shall refer the matter to the Executive member of the Local Union who will discuss the matter with the said Management Representative for settlement within two (2) days.

(iii) If the matter is not resolved as in two (2) above, the Executive member shall refer the matter to the Local Secretary who will seek redress from the appropriate departmental head of the Company.

(iv) Failure to get settlement as in three (3) above the matter shall be reduced in writing and shall lie before the Regional Industrial Relations Officer of the Union and the Personnel Manager of the Company for SETTLEMENT.

(v) The complainant shall have the right to be present at all levels if he so wishes.

(vi) If the matter is not resolved between the Regional Industrial Relations Officer of the Union and Personnel Manager of the Company attempt shall be made to have matter settled between the Headquarters Secretariat of the Union and the General Manager of the Company before referring it to the STANDING JOINT NEGOTIATING COMMITTEE.

(vii) If the matter is still not resolved, recourse to voluntary Arbitration shall be made, after which the matter shall be dealt with in accordance with provisions of the Labour Act 2003, Act 651 with a view to resolving it.

(b) Trade Dispute Procedure

(i) In the event of a Trade Dispute developing between the Parties, as defined in paragraph (a) of this ARTICLE the Parties shall strive to resolve the dispute in fairness to both sides (purpose and intent of the Parties)

(ii) If the matter is still not resolved, it shall be dealt with in accordance with the provisions of the Labour Act 651, 2003 with a view to resolving it.

(iii) Settlement by Negotiation

The parties to an industrial dispute are under an obligation to negotiate in good faith with a view to reaching a settlement of the dispute in accordance with the dispute settlement procedures established in paragraph (b) of this Article.

(iv) Mediation

1) Subject to the time limited in respect of essential services, if the parties fail to settle a dispute by negotiation within seven days after the occurrence of the dispute, either party or both parties, by agreement, may refer the dispute to the Commission for the appointment of a mediator.

2) Where the Commission is satisfied that the parties have not exhausted the procedures established in the collective agreement or have not agreed to waive those procedures, the Commission shall order the parties to comply with those procedures within

such time as the Commission may determine.

3) When the Commission is satisfied that

- a) The parties have exhausted the procedures established in the collective agreement.
- b) The parties have failed to settle the dispute; and
- c) None of the parties have sought the assistance of the Commission to appoint a mediator.

The Commission shall request the parties to settle the dispute by mediation within three days of the Commission becoming aware of the non-resolution of the dispute.

4) Where the parties agree to mediate and at the end of the mediation proceedings there is settlement of the dispute, the agreement between the parties as regards the terms of the settlement shall be recorded in writing and signed by the mediator and the parties to the dispute.

5) The settlement agreement referred to in subsection (4) shall be binding on all parties unless the agreement states otherwise.

6) When at the end of mediation proceedings, no agreement is reached; the mediator shall immediately declare the dispute as unresolved and refer the dispute to the commission.

9.2 Has your company any ongoing land conflict?

No

Challenges

1 What significant economic, social or environmental obstacles have you encountered in the production, procurement, use and/or promotion of CSPO and what efforts did you make to mitigate or resolve them?

The biggest challenge is the cost of putting the principles and criteria into practice. Eg. It costs so much to get the Social Impact Assessment carried in Ghana.

2 How would you qualify RSPO standards as compared to other parallel standards?

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Cost Effective:

Yes

Robust:

Yes

Simpler to Comply to:

No

3 How has your organization supported the vision of RSPO to transform markets? (e.g. Funding; Engagement with key stakeholders; Business to business education/outreach)

1. We have carried out extensive training on the RSPO Principles and criteria for all staff, workers, contractors , schemed smallholder farmers.

4 Other information on palm oil (sustainability reports, policies, other public information)

Public information from the RSPO has been helpful in bringing us up to speed with trends in the oil palm landscape
