

2nd Meeting of RSPO Compensation Task Force (CTF)			
Date	October 3, 2011 (Monday) & October 4, 2011 (Tuesday)		
Venue	Hotel Santika, Jakarta		
	Oliver Tichit (OT)	Sipef Group	Chair
	Henry S. Barlow (HB)	Sime Darby	Member
	Sophie Persey (SP)	ZSL	Member
	Tim Killeen (TK)	Conservation International	Member
	Junaidi Payne (JP)	BORA	Member
	Simon Siburat (SS)	Wilmar	Member
	Peter Heng (PH)	GAR	Member
	Richard Kan (RK)	GAR	Member (representative)
	Norazam Abdul Hameed (NH)	Sime Darby	Member
	Lee Swee Yin (SY)	Sime Darby	Observer
	Mohamed Pirabaharan (MP)	PT. Minamas	Observer
	Ibrahim Abdul Majid (IM)	PT. Minamas	Observer
	Adam Harrison	WWF	Executive Board (EB) member
	Anders Lindhe (AL)	WWF-International	Member
	Devan Subramaniam (DS)	WWF-MY	Member
	Irwan Gunawan (IG)	WWF-ID	Invited
	Mikaail Kavanagh (MK)	ERE Consulting Sdn Bhd	Co-chair
	Randolph Jeremiah	ERE Consulting Sdn Bhd	Consultant
	Chua Li Ying (LY)	ERE Consulting Sdn Bhd	Consultant
	Audrey Lee Mei Fong (ALMF)	RSPO Biodiversity and Conservation Manager	Secretariat
	Stan Rodger (SR)	LPF-Shemsi Sdn Bhd	Observer
Absence with Apology	Gan Lian Tiong	PT Musim Mas	Member
	Reza Azmi	Wild Asia	Member
	Dwi R. Muhtaman	Aksenta	Member
	Marcus Colchester	Forest Peoples Programme	Member
	Catherine Cassagne	IFC	Member
Absence	Purwo Susanto	ISPO Consulting	Member
	Neny Indriyana	ISPO Consulting	Member (alternate)
	Calley Beamish	MPOA	Member (alternate)
	Sheila Rajah	Wild Asia	Member (alternate)
	Maxentius Dionysius	WWF-MY	Member (alternate)
	Laura Darcy	ZSL	Member (alternate)

Agenda	<p>October 3, 2011 (Monday)</p> <p>0900 – 1200</p> <ul style="list-style-type: none">· Welcoming remarks from the chairperson- OT· Main agenda items:-<ul style="list-style-type: none">✓ Update on public consultation in KL and Jakarta – MK✓ Presentation and discussion on principles – MK✓ Presentation and discussion on issues and opportunities - RJ <p>1200-1300 Lunch break</p> <p>1300-1800</p> <ul style="list-style-type: none">✓ discussion on issues and opportunities – MK & RJ <p>October 4, 2011 (Tuesday)</p> <ul style="list-style-type: none">✓ Presentation on principles and issues– MK & RJ✓ Discussion on deal breakers
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1) Welcoming Remarks and Introduction

OT welcomed members of CTF and informed the members on the ToR of CTF, he summarised the tasks of CTF as following:-

- Consultation with members
- Highlight major contentious issues, possible solutions and mediation process
- Other suggestions for EBs and NIWG

AH stressed on the role of CTF to advice EBs on the reasons for HCV compensation and assist EBs in decision making process in relation to the compensation issue.

2) Update on public consultation in KL and Jakarta & presentation on principles

Mike presented on the general project information including the ToR, expected outputs and timeline of this project. Randolph gave a brief introduction on the principles of the HCV compensation. Summary of concerns collected from the public consultation workshops and comments from CTF's members is shown below:-

Principle	Notes from Public Consultation	CTF Recommendations
<p>Principle 1 All land cleared after Nov 2005 without prior HCV assessment enters the compensation/ remediation process</p>		<p>Agreed. 2005 is referred as the baseline for all HCV assessments.</p>
<p>Principle 2: As globally consistent as possible <i>Replaced with</i> Globally consistent compensation mechanism with local adaptation where necessary.</p>	<p>The definition of HCV areas can be applied globally. However compensation actions can be specific for different regions and countries.</p>	<p>Tim informed the group on recent EB's decision for countries produce less than 5% of the total global volume. These countries are not required to develop the national interpretation (NI) and will need to follow the generic P&C. The national initiative will focus on the review of local legal requirement local and interpretation of HCV toolkit.</p> <p>Adam mentioned those developed National Interpretation will be valid and the new rule will be applicable for new frontiers without NI currently.</p> <p>IG sought clarification on the status of the draft compensation guidance that developed by the HCV RIWG.</p>
<p>Principle 3: "Polluter pays" principle - you do it, you compensate</p>	<p>The sentence might imply compensation through monetary disbursements only although it is meant to</p>	<p>See P1 See discussion on conversion by third party below.</p>

<p><i>Replaced with</i></p> <p>Responsibility lies with the holding (holding/ company with rights to the land/ Plantation operators/)</p>	<p>emphasis on the companies' responsibility</p>	<p>SP proposed to include checking on shifting baseline between companies to avoid non-RSPO members intended to convert the area then sell it to RSPO members. OT explained that RSPO has built in with check and balance system and NGOs could leverage on that system i.e. grievance panel.</p> <p>EB will need to relook into P7 and NPP during the P&C review process to provide clarity on the companies responsibility, i.e. New plantings since Nov 2005 has not convert HCV (actions by company) vs. No HCV is converted since Nov 2005? (not necessary by the company)</p>
<p>Principle 4: Precautionary principles</p> <p><i>Replaced with</i></p> <p>Incentivise transparency</p>	<p>This principle is not clear and clearer definition is required.</p> <p>Historical assessment in the past may not reflect the actual conditions when the land was cleared.</p>	<p>Reward voluntary declaration (company will not be suspended). Likewise, suspension will be applicable for cases under grievance process.</p>
<p>Principle 5: Economically viable for responsible growers -bearable time costs -fixed goalposts</p>	<p>What are the actual costs required for compensation?</p> <p>Small companies might have to cover higher cost</p>	

<p>-no ambiguities -clearly communicated</p>	<p>compared with larger companies. What about smallholders?</p>	
<p><i>New principle on clarity</i> -fixed goalposts -no ambiguities -clearly communicated</p>		
<p>Principle 6: Avoid incentive to “clear and pay” <i>Replaced with</i> Compensation escalates over time to discourage clear and pay</p>	<p>Generally agreed to by participants.</p>	<p>AL mentioned the original wording underlies the meaning of future action but compensation should be applicable only for HCV loss in the past from 2005-2007.</p> <p>It was agreed by the CTF to propose the following actions for different timeline:-</p> <p>Nov 2005-Nov 2007: Compensation mechanism based on the retrospective assessment applies globally for all countries. In this case, if the company does not interested to conduct retrospective assessment for small area, the company can choose to compensate the whole area without retrospective assessment.</p> <p>Nov 2007-Jan 2010: No retrospective assessment, total area cleared without HCV assessment must be remediated. Retrospective mapping (landuse analysis) is required to identify the total area cleared within the period.</p>

		<p>Jan 2010 onwards: Multiplier effect for the total area without HCV assessment. EBs will decide on the multiply factor and RSPO will facilitates on development of the national matrix.</p>
<p>Principle 7: Workable within the national legal and social framework</p>	<p>Generally agreed by the participants.</p> <p>In Indonesia, the land given by the government can be taken back if it is not developed. This has serious implication on the long term security of HCVA set aside by the RSPO members.</p>	<p>AH asked if this situation (land taken back) applicable for Malaysia. The group agreed that it is also applicable for Sabah and Sarawak.</p>
<p>Principle 8: The mechanism reviewed and updated interval and regularly</p> <p><i>Replaced with</i></p> <p>The mechanism reviewed and updated in line with the P&C review.</p>		<p>AH highlighted the review is on the mechanism and process after the pilot test and not on the principles.</p>
<p>Principle 9: Must not create conditions for HCV clearance by non-RSPO members</p>		<p>Deleted.</p> <p>It is a general HCV issue. BHCV WG needs to look into it.</p>
<p>Principle 10: Compensation must be applied locally and/or within the same bioregion</p>	<p>Local compensation actions may not always be an option.</p> <p>It should not limit to the same bio-region (for HCV1-3) but</p>	<p>Ex-situ options that comply with like for like requirement will be applicable only if in-situ compensation is not possible.</p>

<p><i>Replaced with</i></p> <p>Obligation to make efforts to solve HCV 4-6 locally</p>	<p>possibly on a wider geographical scope.</p>	
<p><i>New principle</i></p> <p>For HCV1-3, flexibility on in-situ or ex-situ compensation.</p>		<p>AL proposed to include the following indicators for quality conservation actions:</p> <ul style="list-style-type: none"> i) Demonstrably feasible and knowledge based ii) Clearly defined as to goals, time frame and responsibilities iii) Adequate resourced and professionally implemented iv) Implemented in cooperation with local communities v) Adequately monitored and transparently reported. vi) Permanent with additionality
<p>Principle 11: Shared goals</p>	<p>This needs to be further defined.</p>	<p>Deleted.</p>

3) Discussion on principles:-

SR informed that the current principles are not precise, a defined write up needs to be developed. He pointed out some of the principles are very broad while others are relatively narrow. OT explained on the needs to include all those principles and the principles are meant to address concerns from other stakeholders and EBs.

AH asked if the principle of multiplier was discussed during the public consultation for cases after Nov 2007.

OT mentioned about the issue of who has the authority to decide on the multiplier and should the National Initiative makes decision according to case by case basis?

Cutoff date (Nov2005-2007 & after Nov 2007-Jan 2010):

During the consultation, participants brought up complete amnesty period should be granted from Nov 2005-2007.

TK explained that company should do their due diligence before the acquisition. If the land contains any converted HCV after Nov 2005 then compensation mechanism should allow the company to join RSPO.

AL mentioned that CTF needs to focus on the past HCV conversion done by existing RSPO members.

OT and the group proposed Nov 2005-2007 will be normal compensation package and after Nov 2007 more efforts are required for compensation. But he worried that this will allow company to clear and pay and the proposed system seems less rigid compared to the current system which includes suspension of the company after Nov 2007.

For cases after Nov 2007, there was a proposal to bring it to the grievance panel and AL suggested a standard framework for cases after 2007. TK said cases under GP are either through official complaint or non-compliance published on public domain. Besides that, RSPO companies should also initiate the compensation mechanism and it is the responsibility of the company to develop the mechanism. RSPO should provide general guidance.

Final proposal from CTF on cut off dates and HCV compensation

Nov 2005-Nov 2007: Compensation mechanism based on the retrospective assessment applies globally for all countries. In this case, if the company does not interested to conduct retrospective assessment for small area, the company can choose to compensate the whole area without retrospective assessment.

Nov 2007-Jan 2010: No retrospective assessment, total area cleared without HCV assessment must be remediated. Retrospective mapping (landuse analysis) is required to identify the total area cleared within the period.

Jan 2010 onwards:

Multiplier effect for the total area without HCV assessment. EBs will decide on the multiply factor and RSPO will facilitates on development of the national matrix.

In the context of oil palm plantation, clearance defined as change of landuse from forest to non-forest. For HCV 4-6 will require a separate process to identify the social values. A principle might need to be developed on the negotiation with the community and RSPO's mediation is required if conflict arises.

Difference between compensation and remediation must be well defined.

SP brought up the issue of endless time limit for HCV compensation, AH proposed all growers' member to submit a time-bound plan for certification which will include HCV assessment (to avoid future clearance and compensation).

Some stakeholders mentioned during the public consultation that they will only agree on the change of cut off date through GA. TK explained that P&C revision will be approved by the EBs and it is based on consensus and not voting through GA.

HCV cleared by third party:

TK proposed to implement same system i.e. multiplier for cases after Jan 2010 for area acquired from third party. SP agreed to the proposal and she thought it will avoid clear and pay.

SS and other growers did not agree because it is not the responsibility of the company to compensate for HCV loss caused by other parties including smallholders who cleared the area to acquire land and for subsistence farming.

In Indonesia, company might offer lower price for FFB to smallholders who developed land without HCV assessment and it will be the disincentive for smallholders to be part of the certified supply chain.

HB explained that compensation for HCV loss caused by other parties will increase business cost for RSPO members and also limits business options for RSPO members even if the company is qualified for that land (and non-RSPO members will acquire the land). **CTF members decided to postpone the discussion on clearance did by smallholders.**

The submission to EBs needs to clarify on the following questions and EBs needs to prepare for clear communication.

Question: Will the company be suspended if they violate the HCV requirement after Jan 2010? (land area managed by RSPO members)

According to the NPP, the company will be suspended if HCV assessment is not conducted prior to the development.

Question: Will the company be suspended if the conversion is caused by third party?

Companies are required to submit self-declaration and initiate remediation process. According to the proposal above, companies are held responsible for HCV lost since Nov 2005.

4) Presentation on Issues and Opportunities:-

Issues and Opportunities	Notes from Public Consultation	CTF Recommendations
Retrospective assessment	<p>No endorsed methodology</p> <p>Lack of capacity and availability of HCV assessors</p> <p>Not feasible to determine fauna species and habitat quality based on satellite imagery</p>	BHCV WG to provide general guidance on the retrospective assessment.
In situ compensation	<p>HCV areas loss cannot be replaced by HCV areas within the plantation (questions of additionality)</p> <p>Availability of land for in-situ compensation/ lack of expertise to conduct in-situ conservation.</p> <p>Permanence issue of the set aside area.</p> <p>For important habitat, in-situ compensation must be conducted e.g. limestone restoration.</p>	
Ex-situ compensation	<p>KL: Compensation must fulfill principle of “like for like”.</p> <p>Jakarta: It must within the same district or at least within the same country</p>	
Bio-banking	<p>Viewed as viable option but very limited in this region.</p> <p>How to quantify lost HCV with bio-bank credits.</p>	<p>Bio-bank is one of the options and should explore other options for ex-situ compensation.</p> <p>General guidance needs to be</p>

	<p>Jakarta: National strategy need to be developed to establish bio-bank.</p>	<p>developed to describe good quality of compensation, e.g. <i>additionality, like for like, permanence, equitable and multipliers.</i></p> <p>AL proposed the following elements to be included: <i>(See principle)</i></p> <ul style="list-style-type: none"> I) Demonstrably feasible and knowledge based II) Clearly defined as to goals, time frame and responsibilities III) Adequate resourced and professionally implemented IV) Implemented in cooperation with local communities V) Adequately monitored and transparently reported.
<p>Compensation actions for HCV 4</p>	<p>Must be locally based.</p> <p>No element of additionality should be imposed for HCV4.</p>	<p>There is lack of full understanding on HCV 4 i.e. ecosystem services. HCV 4 is not limited to riparian reserve.</p> <p>TK proposed BHCV WG to provide feedback to the HCV Resource Network on HCV 4.</p> <p>There are issues to define compensation actions without a retrospective assessment.</p> <p>AL mentioned for HCV 4-6 probably need a separate approach to identify the social values and ecosystem provided to the community.</p> <p>SP suggested to separate HCV 4 from</p>

		compensation for ecological values by conducting slope analysis etc. In any case, local compensation for HCV4-6 is preferable before ex-situ conservation.
Compensation actions for HCV5-6	Shift in values Compensation must sustain in a long term	See above
Institutional framework	Who will decide on compensation actions?	<p>Proposal of compensation needs to be agreed by all the land owners. Below is the proposed process for compensation mechanism.</p> <p>2 scenarios:</p> <p>i) Company volunteers to look into HCV compensation</p> <p>ii) Or grievance process</p> <p>1. Company identifies the scope & options (compensation/ remediation/ multiply remediation) →</p> <p>2. Company must hires HCV assessors for retrospective assessment or company may conducts self-assessment for compensation of all cleared areas without HCV assessment →</p> <p>3. Company develop proposal which must include full disclosure of land clearance since Nov 2005 without prior HCV assessment and document the necessary corrective actions to prevent future clearance.</p>

		<p>Company will then submits the proposal to RSPO →</p> <p>4. RSPO secretariat to technically review the proposal and may require a peer review (if failure back to step 3) →</p> <p>5. BCHV WGⁱ to further discuss on the findings by RSPO secretariat and make final decision →</p> <p>6. Once it is approve, a summary of the compensation proposal is made publicly available →</p> <p>7. Company is given 6 months to develop the compensation/ remediation proposal otherwise with special consideration from RSPO secretariat. If the company does not deliver within the agreed period, suspension will take place.</p> <p>8. Company to implement the plan →</p> <p>9. An accredited CB to audit on the delivery of the compensation/ remediation plans (presence/ absence) →</p> <p>10. Annual progress reporting to RSPO (part of the annual surveillance)</p>
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		<p>Who to monitor the implementation? CBs</p> <p>Who to manage? Company or third party e.g. bio-bank</p> <p>How long is required for company to implement such actions? It depends on the process outline in the compensation/ remediation proposal. RSPO could comment and advice on the timeline in the proposal submitted by companies.</p>
HCV assessors	Peer review indicates that report of HCV assessment is highly variable. Most HCV assessors do not apply methodology recommended by the HCV Resource Network.	BHCV WG to look into the capacity of the HCV assessors.
Others:- What is the total area of HCVA loss since Nov 2005		<p>RSPO to request all grower members to submit all land development since 2005 and areas with/ without HCV assessment.</p> <p>Proposal for EB to focus on those grower members without any time-bound plan by certain timeline. Submit this proposal as GA resolution.</p>
Permanence issue if the land is sold from a RSPO member to a non-RSPO member. (No net loss of HCV will not be achieved)		<p>Unless there is a strong justification (e.g. bankruptcy), company will not sell off their property.</p> <p>The group discussed about this issue but there is no proposed solution.</p>

How to ensure compensation requirements do not discourage new members to join RSPO.		KIV
How to reflect responsibility of downstream processors and end-users in compensation		KIV

5) Discussion Deal Breakers (Oct 4, 2011):-

Principles:

HB suggested the CTF group to achieve consensus on issues brought up during this meeting rather than pass it to EBs or RT.

MK presented on the agreed principles that was discussed on 3 Oct.

Principle 6: On the issue of multiplier and evaluation of the remediation efforts, PH suggested referring to the ID draft and trying to use the same principles to develop the generic multiplier.

Land use analysis and historical mapping is required for Nov 2007- Jan 2010 as well as Jan 2010 onwards. Statement for principle 6 must be clear and align with the wording for process step #1 (retrospective assessment or company self-assessment).

Process:

PH proposed RSPO secretariat to develop a template for proposal or content of the proposal. ERE presented on the process (see attached presentation), a few amendments are noted by ERE:-

- To include the compensation/ remediation plan in the proposal and also necessary steps to avoid future conversion.
- To streamline the proposal and implementation plan as one document in the process flow chart and the document will be reviewed and approved by RSPO.
- To remove step 6 and incorporate into the whole process.
- To amend step 1 to include all cleared area without HCV assessment within the whole holding.

Responsibility on compensation for HCV loss caused by third party

In order to avoid risk from irresponsible company to get away from compensation through land acquisition converted from other parties after Nov 2005, the group agreed on SS's proposal which is:-

Company will need to compensate if the HCV loss is planted with oil palm and/or commercially cleared for oil palm. But the company is not required to compensate for HCV loss due to smallholders' subsistence farming.

Peter suggested RSPO to evaluate the membership application based on past performance to avoid recruitment of irresponsible company into RSPO.

Total extent if HCV lost since Nov 2005

CTF agreed to submit proposal to EB to investigate extent of this problem at a global level.

How to reflect responsibility of downstream processors and end-users in compensation

It is a general issue and not specific to compensation. AL proposed to leave this mission to the NGOs. EBs raised this issue on performance of the downstream supply chain. RSPO might need to enforce code on conduct on members who do not comply.

Action: AH agreed that NGOs to redraft and tighten the code of conduct to ensure all members prepare and implement a time-bound plan for certification/ uptake of CSPO (growers or downstream processors/ manufacturers/ traders) and propose during GA8.

The meeting closed at 1pm (Oct 4, 2011).

Olivier Tichit
Chairman

ⁱ Since the proposal will not be independently audited by third party/ CBs, thus there is necessary to ensure the BHCV WG has balance representation.

Consultancy for Facilitating the Development of an RSPO Position on Compensation for Land Clearance without HCV Assessment



BRIEF OVERVIEW: OUTPUTS FROM CTF MTG #2

ERE Consulting Group Sdn Bhd

Fundamental Principles

Principle 1: Land cleared after Nov. 2005 without prior HCV assessment is subject to compensation or remediation.

-HCV assessment will use Nov. 2005 as the baseline.



Fundamental Principles

Principle 2: The compensation mechanism will be globally consistent, with local adaptations where necessary.



Fundamental Principles

Principle 3: Incentivise transparency

- Voluntary declarations to be rewarded.



Fundamental Principles

Principle 4: Economically viable for responsible growers

-Time and costs of procedures/actions related to compensation/remediation actions will be bearable.



Fundamental Principles

Principle 5: There will be fixed goalposts, no ambiguities and clear communication.



Fundamental Principles

Principle 6: Compensation cost will escalate over time to discourage 'clear and pay'.

Nov. 2005 – Nov. 2007: Compensation based on retrospective assessments will apply globally.

-Companies may opt to avoid conducting a retrospective assessment and compensate for the total area cleared.

Nov. 2007 – Jan. 2010: Everything cleared without prior HCV assessment must be remediated.

-A land use analysis and HCV historical assessment will be conducted to identify the areas cleared

Jan. 2010 onwards: Everything cleared without prior HCV assessment must be remediated and will be subject to a multiplier

- A land use analysis and HCV historical assessment will be conducted to identify the areas cleared. The EB will decide on the multiplier while RSPO will facilitate the development of a national matrix.

Fundamental Principles

Principle 6: Compensation cost will escalate over time to discourage 'clear and pay'.

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Fundamental Principles

Principle 6: Compensation cost will escalate over time to discourage 'clear and pay'.

Jan. 2010 onwards: Everything cleared without prior HCV assessment must be remediated and will be subject to a multiplier

-A land use analysis and HCV historical assessment will be conducted to identify the areas cleared. The EB will decide on the multiplier while RSPO will facilitate the development of a national matrix.



Fundamental Principles

Principle 7: Reviews and updates of the compensation mechanism to be in line with the P&C review.



Fundamental Principles

Principle 8: The priority is to apply compensation/remediation locally for HCV4 to 6.



Fundamental Principles

Principle 9: There will be flexibility in the application of in-situ or ex-situ compensation for HCVs 1-3.



Fundamental Principles

Note:

Compensation actions for all HCVs will be subject to conservation quality indicators:

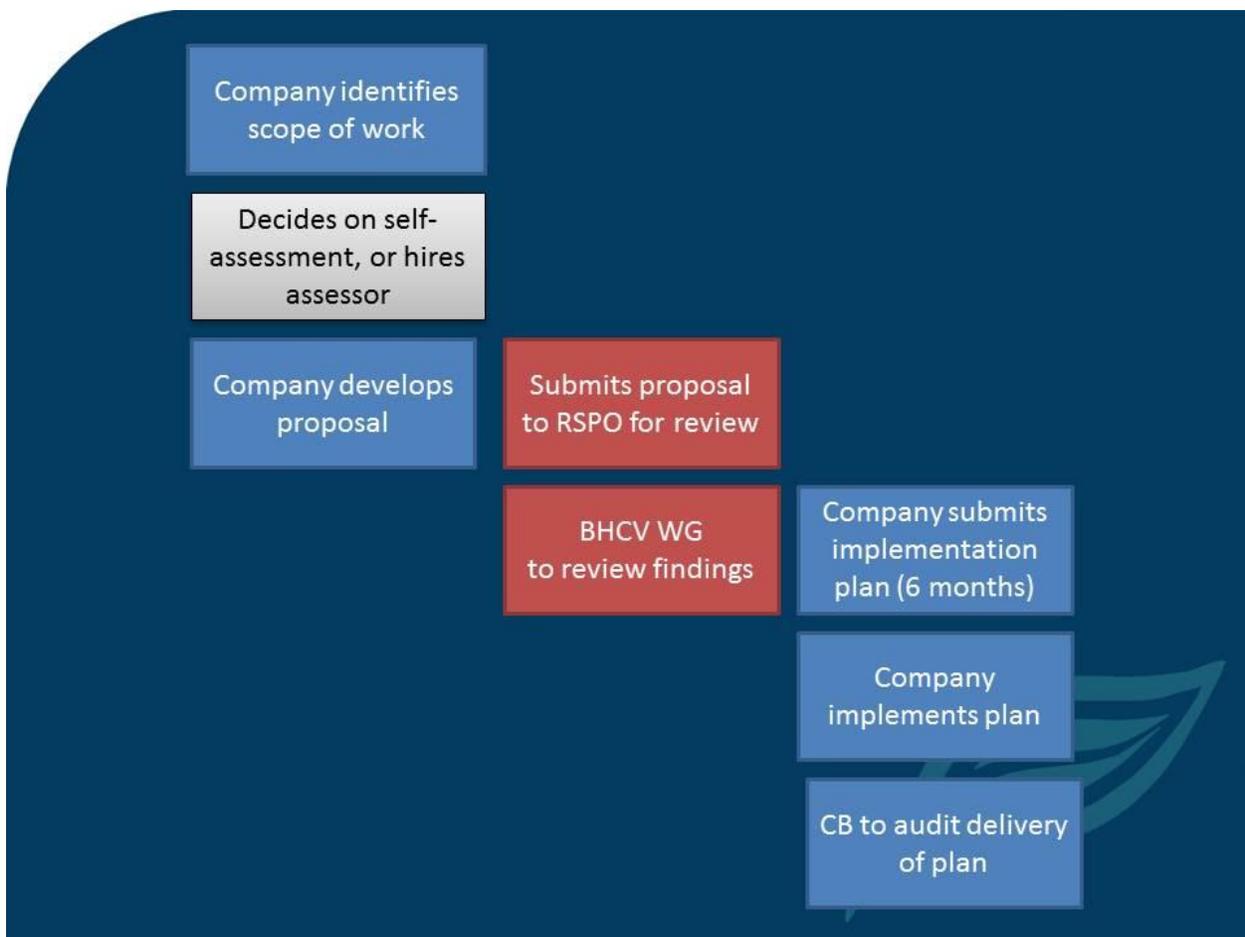
- Demonstrably feasible and knowledge based
- Clearly defined as to goals, time frame and responsibilities
- Adequately resourced and professionally implemented
- Implemented in cooperation with local communities
- Adequately monitored and transparently reported.
- Permanent, with additionality
- Like for like?



HCV ASSESSMENT PROCEDURES: SELF- DECLARATION - PROCESS

**Company realizes that it may have a problem with
clearance since Nov 2005 without HCV assessment**





Process

1 Company sees a problem/identifies scope of work

-Company hires HCV assessor for retrospective assesment
or

-Company may conduct self-assessment for compensation of all
cleared areas without HCV assessment.



Process

2 Company develops compensation proposal

- Assessment confirms that there is a problem
- Company alerts RSPO secretariat with full disclosure of land clearance since Nov. 2005 without prior HCV assessments
- Documents the necessary corrective actions to prevent future clearance of HCV.

3 Company submits proposal to RSPO



Process

4 RSPO secretariat reviews the proposal

- May require a peer-review
- If any failure, sent back to company
- If OK, secretariat submits proposal to BHCV WG

5 BHCV WG considers the secretariat's findings and makes final decision

- If any failure, sent back to company; otherwise approved
 - A summary of the proposal is made available publicly (web-site).
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Process

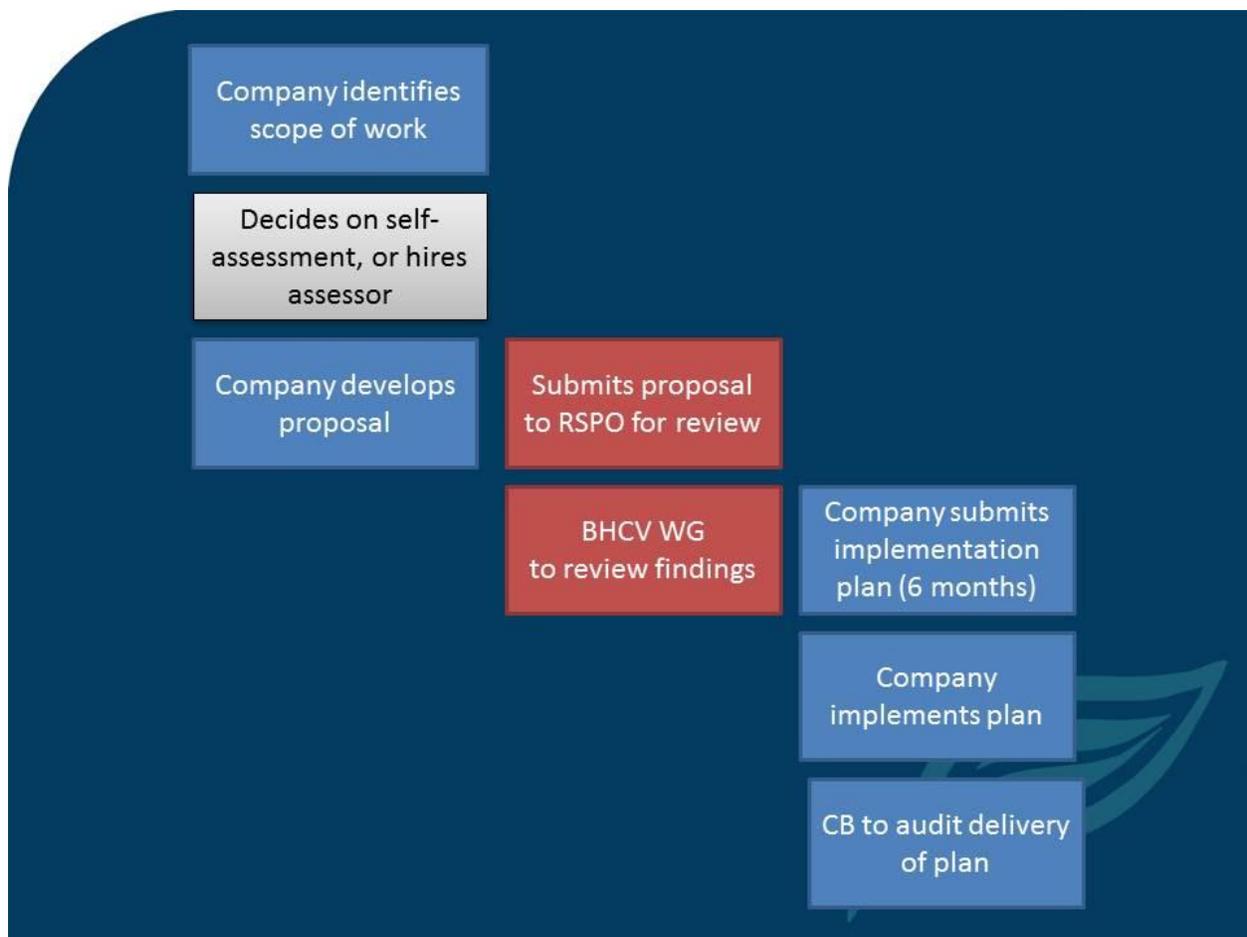
6 Company delivers implementation plan within 6 months (unless negotiated otherwise).

-If the company does not deliver within the agreed period then suspension will take place

7 Company implements the plan

- An accredited CB to audit the delivery of the plan
- Annual progress reporting to RSPO (part of the annual surveillance)





ISSUES

- Who is responsible for clearance (and compensation) that occurred after Nov 2005 and before a company acquires the land?



ISSUES

- P&Cs - new plantings since Nov. 2005 have not converted HCV (actions by company) vs. no HCV is lost since Nov 2005 (not necessary by the company)

EB will need to relook into P7 and NPP during the P&C review process.



ISSUES

- What is the total extent of the HCV areas been converted without HCV assessment since Nov 2005?



ISSUES

How to reflect responsibility of downstream processors
and users to take responsibility on compensation



2nd Meeting of Compensation Task Force (CTF)
 3rd September 2011
 Hotel Santika, Jakarta

No.	Name	Organization	Signature
1.	Tim Killeen	CS / RSPO-EP3	Tim
2.	Muhammad Abdul Majid	Minamas Plant th	Muhammad
3.	Richard Ran	GAR	Richard
4.	Mohamad Pirabaharan	Minamas	Mohamad
5.	S. Devan	WWF Malaysia	S. Devan
6.	John (Jumidi) Payne	Borneo Rhino Alliance	John
7.	Andreas Lindhe	WWF International	Andreas
8.	Adam Harrison	WWF International	Adam
9.	Stan Rogers	FRANSI SDN BHD	Stan
10.	H.S. BARLOW	Sime Darby	H.S. Barlow
11.	CHUA LI YING	ERE	Chua Li Ying
12.	RANDOLPH JEREMIAH	ERE	Randolph
13.	M. Kavanagh	ERE	M. Kavanagh
14.	IRWAN GUNAWAN	WWF (HCVRWG)	Irwan
15.	SOPHIE PERSEY	ZSL	Sophie
16.	NURAZAM ABU HAMZED	Sime Darby	Nurazam
17.	LEE SWEE YIN	SIME DARBY	Lee Swee Yin
18.	SIMON SIBURAT	WILMAR	Simon
19.			
20.			