

2024

RSPO Principles & Criteria

for

*Sustainable Cultivation of Oil Palms &
Production of Sustainable Palm Oil
and Oil Palm Products*

Version 4-0

Adopted at the 21st RSPO General Assembly on 13 November 2024
(Non-final design)

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Both ENDS	Persatuan Pemangkin Kesedaran Sosial Kuching (PEMANGKIN)
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Bumitama	Procter & Gamble (P&G)
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High Value Conservation Network (HCV Network/HCVN)	VVF Ltd
HSBC	Wild Asia
Humana Child Aid Society	Wilmar International Limited
HUTAN Kinabatangan Orang-utan Conservation Programme	WIRE Consulting
ICADE, Honduras	World Resources Institute (WRI)
Impactt Ltd.	World Wild Fund for Nature (WWF) Cameroon
International Labour Organization (ILO)	World Wild Fund for Nature (WWF) International
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I. Introduction

1.1 Roundtable of Sustainable Palm Oil (RSPO)

The Roundtable on Sustainable Palm Oil (RSPO) was established in 2004 as a non-profit membership association (under Article 60 of the Swiss Civil Code) with the aim of convening the palm oil industry through a multi-stakeholder platform to develop and implement global standards for sustainable palm oil and oil palm products. Our objective is to promote the growth and use of certified sustainable palm oil and oil palm products through cooperation and shared responsibility within the supply chain and the wider palm oil value chain.

1.1.1 The RSPO Vision

RSPO is a global partnership to make palm oil sustainable.

We convene stakeholders across the palm oil value chain to act together as partners for progress and positive impact, facilitating global change through the production, consumption, and awareness of sustainable palm oil. To provide assurance, we set the standards of certification. To inspire change, we communicate environmental, social, and economic/commercial benefits. To make progress, we catalyse collaboration. RSPO, therefore, represents a collective ambition to ensure the palm oil value chain equitably balances the interests of our three Impact Pillars - People, Planet, Prosperity.

The RSPO Principles and Criteria (P&C) is a foundational mechanism within RSPO's wider library of standards, systems, and procedures. While the RSPO P&C is not the only mechanism RSPO has developed as a global partnership to make palm oil sustainable, it is the most critical one around which all RSPO activities are designed and structured.

1.1.2 The RSPO Theory of Change

The first RSPO Theory of Change (ToC) was published in 2017 and revised in September 2024 for relevance, in compliance with the ISEAL Impacts Code of Good Practice Version 2.0. The 2024 RSPO Principles and Criteria has been aligned with the revised RSPO ToC.

The revised ToC is presented in two visual diagrams: the full ToC and a simplified ToC (see [Appendix A](#)). The full ToC is intended for a detailed and more technical understanding of the ToC's causal pathways, while the simplified ToC is intended to show the essence of expected change for general understanding and communication.

While the scope of the ToC is broader than the RSPO P&C, the standard interacts with the ToC in fundamental ways. A clear, implementable, auditable, and relevant standard is integral to achieving the positive impacts and RSPO's vision, from RSPO's direct strategies and activities, to the outputs, expected change, and intended impacts of those strategies and activities.

Progress of the ToC will be monitored and evaluated for continuous improvement. Public reporting of the progress in expected change and intended impacts will be published in the RSPO Impact Report or Impact Update, based on the RSPO Impact Framework.

1.1.3 The RSPO Information System

RSPO has developed a unified digital certification, trade, and traceability Information System, titled prisma (referenced as 'RSPO Information System' in this document). All information concerning compliance and certification under the 2024 RSPO P&C (unless specifically mentioned as an exception) will be reported and stored in prisma, which will provide critical digital traceability pathways to deliver key publicly-available certification data to the wider RSPO palm oil value chain. The development of prisma, and the transmission of data within the system, shall respect the confidentiality and operational/business rights of RSPO members and Units of Certification.

II. Preamble

2.1 The RSPO Principles & Criteria

The RSPO Principles and Criteria (P&C) is applicable to the sustainable cultivation of oil palms, and production of sustainable palm oil and oil palm products worldwide. The RSPO P&C outlines requirements for sustainable cultivation and production practices, supplemented with guidance, recommended practices, and advice to assist RSPO members in reaching shared sustainability objectives. Adherence to the RSPO P&C ensures that oil palms are cultivated, and palm oil/oil palm products are produced, in a way that equitably balances the interests of People, Planet and Prosperity.

Background to 2024 RSPO P&C (Version 4-0)

The first RSPO Principles and Criteria (P&C) was piloted in 2005 and released for general adoption in 2007. The standard was revised in 2013, and again in 2018. A separate RSPO Independent Smallholder (ISH) standard (RISS V1-0) was released for general adoption in 2019. To ensure downstream chain of custody of palm oil and oil palm products produced and sold as RSPO certified, the RSPO Supply Chain Certification (SCC) Standard was adopted in November 2014, and revised in February 2020.

In February 2022, RSPO began a comprehensive Standards Review and Revision process to assess relevance of the 2018 RSPO P&C (Version 3-1) and the 2019 RSPO ISH Standard (IS_V1-0), in line with the 'RSPO Standard Operating Procedure for Standard Setting and Review (2020)', and in compliance with the 'ISEAL Code of Good Practice for Setting Social and Environmental Standards Version 6.0'.

The revised standard - 2024 RSPO P&C (Version 4-0) - is the fourth version of the RSPO Principles and Criteria, adopted by RSPO members at the 21st RSPO General Assembly on 13 November 2024, to replace the previous 2018 RSPO P&C (Version 3-1) standard.

Version*	Description	Date
V1-0* (P&C 2007)	The first RSPO P&C was drafted in November 2005, with trial implementation conducted from November 2005 to November 2007. It was formally endorsed for general adoption by the RSPO Executive Board in October 2007. The 2007 RSPO P&C applied to all oil palm producers.	Oct 2007
V2-0* (P&C 2013)	The first revision of the RSPO P&C was adopted at the RSPO Extraordinary General Assembly on 25 April 2013. Additional indicators were endorsed for inclusion by the RSPO Board of Governors on 15 November 2013. The 2013 RSPO P&C applied to all oil palm producers.	15 Nov 2013
V3-0* (P&C 2018)	The second revision of the RSPO P&C was adopted at the 15th RSPO General Assembly on 15 November 2018. The 2018 RSPO P&C applies to all oil palm producers (with the exception of Independent Smallholders and Independent Palm Oil Mills).	15 Nov 2018
IS_V1-0* (ISH 2019)	The first standalone RSPO Independent Smallholder (ISH) Standard was adopted at the 16th RSPO General Assembly on 6 November 2019. The RSPO ISH Standard applies to independent smallholder groups.	16 Nov 2019
V3-1* (P&C 2018)	A procedural update of the 2018 RSPO P&C to incorporate traceability requirements for palm oil mills, in alignment with the revised 2020 RSPO Supply Chain Certification (SCC) Standard adopted on 1 February 2020.	1 Feb 2020
V4-0 (P&C 2024)	The third revision of the RSPO P&C was adopted at the 21st RSPO General Assembly on 13 November 2024. The 2024 RSPO P&C applies to all oil palm producers (with the exception of Independent Smallholders and Independent Palm Oil Mills).	13 Nov 2024

*RSPO standards without official version numbers, which have been retroactively applied for document control purposes .

2.1.1 Structure

The 2024 RSPO Principles and Criteria is composed of six sections, with normative and informative elements. In reference to the “ISO/IEC Directives, Part 2, Principles and Rules for the Structure and Drafting of ISO and IEC documents”, the definition of normative and informative is:

- **Normative:** Describes the scope of the document or sets out mandatory provisions
- **Informative:** Information intended to assist the understanding or use of the document, or that provides contextual information about its content, background, or relationship with other documents

Section	Title	Applicability
I	Introduction	Informative
II	Preamble	Normative
III	Change Log	Informative
IV	Principles, Criteria, and Indicators	Normative
V	Annexes	
<i>Annex 1</i>	<i>Terms and definitions</i>	<i>Normative</i>
<i>Annex 2</i>	<i>Key international laws and conventions applicable to the production of palm oil</i>	<i>Informative</i>
<i>Annex 3</i>	<i>Interpretation of Indicator 7.7.1 (C)</i>	<i>Normative</i>
<i>Annex 4</i>	<i>List of RSPO-recognised Human Rights Due Diligence methodologies for compliance to Indicator 1.3.1</i>	<i>Normative</i>
<i>Annex 5</i>	<i>Compliance Requirements and Informative Guidance</i>	<i>Informative</i>
<i>Annex 6</i>	<i>Supplementary and derivative documents of the 2024 RSPO P&C</i>	<i>Normative / Informative</i>
VI	Appendices	
<i>Appendix 1</i>	<i>RSPO Theory of Change</i>	<i>Informative</i>
<i>Appendix 2</i>	<i>List of National Interpretations of the 2018 RSPO P&C</i>	<i>Informative</i>

Presentation Format

The presentation of principles, criteria, and indicators in the 2024 RSPO P&C is based on the following format:

Term	Definition	Applicability
Principle	Fundamental statement about an overarching sustainability objective of the standard, encompassing criteria and indicators to achieve that objective. Aligned with Long-term Outcomes in the RSPO Theory of Change	Normative
Criterion/ Criteria	A component condition or outcome that has to be met to comply with the principle. Aligned to Long-term/Intermediate Outcomes in the RSPO Theory of Change.	Normative
Indicator	A measurable state that the Unit of Certification shall demonstrate compliance to, based on objective or subjective assessment, in order to achieve a criterion. Aligned with Intermediate Outcomes in the RSPO Theory of Change.	Normative
Criticality	Critical Indicators are denoted with (C) in the numbering of the indicator. Non-Critical Indicators are denoted by the absence of a (C) in the numbering of the indicator.	Normative
Procedural Note	An instance where an exceptional measure or an interim directive is required due to pending developments. A Procedural Note is used where a procedure or a supplementary/derivative document is still under development at the time of the standard's adoption or effective date, to clarify terms, conditions, and interim measures that shall be in active use until pending development has been completed and endorsed for implementation. Unless explicitly stated to be informative, a Procedural Note is normative.	Normative / Informative

Supplementary and Derivative Documents

Implementation of the 2024 RSPO P&C shall be supported by a library of supplementary and derivative documents, which include guidance documents and/or Best Management Practices (BMPs) for specific indicators, formally-adopted procedures (e.g., the RSPO Remediation and Compensation Procedure/RaCP, the RSPO New Planting Procedure/NPP, the RSPO Prevailing Wage Calculation Procedure, the RSPO Drainability Assessment Procedure), as well as National Interpretations of the 2024 RSPO P&C.

A list of currently effective, to be developed, to be updated, and in development supplementary and derivative documents to support implementation of the 2024 RSPO P&C is available in [Annex 6](#), and can be referenced on the RSPO website.

National Interpretations

The 2024 RSPO Principles and Criteria provides general principles, criteria, indicators, requirements, and guidance for sustainable cultivation of oil palms, and production of sustainable palm oil and oil palm products, that are applicable globally. The National Interpretation (NI) process, as specified in the “RSPO Standard Operating Procedure for Standard Setting and Review (2020)”, allows the general 2024 RSPO P&C to be contextualised at a national level for specific countries.

RSPO encourages all palm oil producing countries to comply with the general 2024 RSPO P&C, but allows for members in a particular country to initiate a National Interpretation process. Until a NI has been developed for a specific country and endorsed by the RSPO Board of Governors, the applicable standard in that country is the general 2024 RSPO P&C.

RSPO respects the right of our members to initiate a National Interpretation process, and the RSPO Secretariat will provide guidance and facilitation support. A NI process may be initiated through a formal request addressed to the RSPO Secretariat (standard.development@rspo.org), and written approval from RSPO shall be required to proceed. A NI process may be initiated within 24 months of the formal adoption of the general 2024 RSPO P&C, and development of any initiated NI should be concluded no later than 36 months from the formal adoption of the general 2024 RSPO P&C 2024.

A National Interpretation shall be confined to the scope of the general 2024 RSPO P&C. Additional criteria shall not be developed. A NI may strengthen criteria, indicators, and guidance, or develop acceptable performance levels to measure indicators that are contextualised for a specific country, as long as such changes do not represent a diminution of the general 2024 RSPO P&C. New indicators and guidance may be developed, as long as such additions do not contradict or weaken any other part of the NI or the general 2024 RSPO P&C.

A list of currently effective National Interpretations of the 2018 RSPO P&C is available in [Appendix B](#).

2.1.2 Scope

The 2024 RSPO Principles and Criteria provides a holistic approach for the sustainable cultivation of oil palms, and production of sustainable palm oil and oil palm products, focusing on significant social, environmental, and economic/commercial aspects associated with the cultivation of oil palms, and production of palm oil and oil palm products. This is defined as:

- A. The *Elaeis* genus of oil palms, including all botanical hybrids, breeds, varieties, and/or forms derived from the African oil palm (*Elaeis guineensis*) or the American oil palm (*Elaeis oleifera*) e.g., variants or forms such as *E.guineensis fo. tenera*, *Elaeis guineensis fo. dura*, *Elaeis guineensis var. Pisifera*.
- B. Planting, replanting, expansion, and cultivation of oil palms (including land, activities, and workers associated with such developments and/or operations)
- C. Harvesting, distribution, and sourcing of Fresh Fruit Bunches (FFB) from oil palms (including land, activities, and workers associated with such developments and/or operations)
- D. Milling, production, and trade of crude palm oil (CPO) (including land, activities, and workers associated with such developments and/or operations)
- E. Associated oil palm products of such operations, including palm kernels, by-products, and waste products

The 2024 RSPO P&C applies to RSPO members involved in activities covered by the above scope regardless of category or sector of RSPO membership, with the exception of Independent Palm Oil Mills (which are covered under the RSPO Supply Chain Certification Standard) and Independent Smallholder groups (which are covered under the RSPO Independent Smallholder Standard). In this document, RSPO members within scope shall be referred to as 'oil palm growers' or 'growers'.

Certification under the 2024 RSPO P&C is granted to a palm oil mill(s) and associated supply base(s), collectively known as a Unit of Certification or UoC, that demonstrates compliance to the standard. The scope of a UoC's certification shall include scheme smallholders (individuals or groups) and/or outgrowers under a formal and legal contractual FFB sourcing agreement with a Unit of Certification, which should be contextualised through a National Interpretation process.

Translation Accuracy Disclaimer

The 2024 RSPO P&C (as well as associated supplementary and derivative documents) is written in English, with translations into Bahasa Malaysia, Bahasa Indonesia, Thai, French, and Spanish. Translation accuracy of these RSPO documents in languages other than English is a priority, but is not guaranteed or implied. Any discrepancies or differences in translations is not binding nor enforceable; in such cases, the official English version of the RSPO document shall prevail.

Legal Precedence

The 2024 RSPO P&C (as well as associated supplementary and derivative documents) may include criteria, indicators, and/or requirements that overlap with prevailing national, regional, or local regulations/laws in countries where oil palm cultivation and palm oil production occurs. In cases where the 2024 RSPO P&C differs from such regulations or laws, the higher or stricter of the two shall always prevail. The National Interpretation (NI) process may adapt the general 2024 RSPO P&C to account for local context, against a reference list of applicable regulations and laws in the specific country. In the absence of an NI, the general 2024 RSPO P&C shall prevail.

2.2 Drafting Guidelines

The 2024 RSPO P&C has been drafted based on a simplified adaptation of the 'ISO/IEC Directives, Part 2, Principles and Rules for the Structure and Drafting of ISO and IEC documents', in particular Section 7 'Verbals Forms for Expression of Provisions'. This is to ensure that the standard is written, and can be read or interpreted, in a consistent manner and style across the entire document. The following drafting rules were generally applied during the revision process for the 2024 RSPO P&C.

2.2.1 Wording and Intention

The compulsory nature of each requirement is expressed using a simplified adaptation of the ISO 'Verbals Forms for Expression of Provisions', to capture the specific intention of provisionary clauses within the standard.

Type of clauses based on intention

- **Requirement:** Indicates instructions or requirements to be followed strictly for compliance to the standard
Example: The Unit of Certification shall develop a policy....
- **Recommendation:** Indicates a recommended option(s) deemed as suitable among several possibilities (without mentioning or excluding others) for compliance to the standard
Example: The plan should prioritise training for smallholders relevant to the 2024 RSPO P&C...
- **Permission:** Indicates a course of action permissible within the limits of the standard
Example: The Unit of Certification may refer to other available methodologies...
- **Possibility/Capability:** Indicates a course of action or scenarios of possibility (whether material, physical, or causal) permissible within the limits of the standard
Example: The Unit of Certification's contractors can demonstrate evidence...
- **External constraints:** Indicates constraints or obligations beyond requirements of the standard
Example: The Unit of Certification must take into account new relevant laws or regulations when developing...

Clause/Intention	Preferred verbal form	Alternate verbal forms
Requirement	Shall	Is required to
		Has to
	Shall not	Is not allowed to
		Do/does not
Recommendation	Should	It is recommended that
	Should not	It is not recommended that
Permission	May	Is permitted/allowed to
	May not	Is not permitted/allowed to
Possibility/Capability	Can	Is able to
	Cannot	Is not able to
External Constraints	Must	-
	Must not	-

2.2.2 Syntax

The following syntax guidelines have been applied in the drafting of criteria and indicators in the 2024 RSPO P&C, aiming to be:

- **Clear:** Plain language and common words should be used so that a criterion or an indicator is straightforward, understandable and relevant. Sentences should be as short and concise as possible.
- **Specific:** For indicators, only a single aspect should be evaluated. An indicator with more than one aspect to be evaluated should be subdivided to reflect each aspect, or expressed as separate components of a single indicator.
- **Measurable:** For indicators that are outcome-based, the indicator should specify the outcome/levels of expected performance, which should be measurable and auditable during an assessment at a reasonable cost. For

indicators that are practice-based, the indicator should specify the minimum requirements necessary, and may also specify recommendations, permissions, and/or possibilities that advance the effectiveness or results of the practice.

- **Achievable:** A criterion or an indicator should not be drafted or defined in terms of design or descriptive characteristics. A criterion or an indicator should not reference or favour any specific or particular technology, patent, or third-party tools/items, unless there is a formal agreement with RSPO that clearly governs terms of usage.
- **Tangible:** A criterion or an indicator should be written in a clear and consistent vocabulary and style. Subjective elements should be avoided, especially the usage of phrases such as ‘not limited to’, ‘wherever possible’, ‘proactive(ly)’, ‘substantial’, ‘adequate(ly)’, ‘satisfactory(ly)’.
- **Current:** A criterion or an indicator should express requirements that should be in place and present during the time of assessment, and not at a future date.

The preferred syntax structure for principles, criteria, and indicators in the 2024 RSPO P&C shall be:

Principle	A principle in the 2024 RSPO P&C should be written in the active form.
Criteria	A criterion in the 2024 RSPO P&C should be written in the active form, using the Unit of Certification/UoC as the subject. A criterion should include a requirement clause (‘shall’) in the first sentence. Subsequent sentences may include alternate clause forms (e.g., ‘should’, ‘may’) based on intention and subject.
Indicators	Critical Indicators - Denoted by (C) A Critical Indicator in the 2024 RSPO P&C should be written in the active form, requiring an affirmative response. A Critical Indicator should include a Requirement clause (‘shall’) in the first sentence. Subsequent sentences may include alternate clause forms (e.g., ‘should’, ‘may’) based on intention and subject. A Critical Indicator shall require an affirmative response or a qualitative response.
	Non-Critical Indicators - Denoted by an absence of (C) A Non-Critical Indicator may be written in an active or passive form, requiring an affirmative response. <i>Example: Key management documents are made available to workers and stakeholders in a language that is understood by them</i> or, In an active or passive form, requiring a qualitative response. <i>Example: Key management documents should be understood by workers and stakeholders</i>

2.2.3 Lists and usage of serial commas

The purpose of a list shall be made clear by its context, with items separated into individual components and numbered. In the 2024 RSPO P&C, the preferred numbering convention within lists should be based on alphabetical bullets i.e., A), B), C), D)...

Where a list is not separated and used within paragraph text, a serial comma shall be used to avoid misinterpretation and ambiguity. A serial comma is a comma placed immediately after the penultimate (second-to-last) term in a list. An example of the usage and intention of a serial comma is:

- “marketing, storing, packing for shipment, or distribution of palm oil”, where it is made clear that ‘packing for shipment (of palm oil)’ and ‘distribution (of palm oil)’ are separate activities.

This guideline has been applied to avoid potential issues of interpretation and/or ambiguity, where

- “marketing, storing, packing for shipment or distribution of palm oil” may be interpreted as
 - separate activities of ‘packing for shipment (of palm oil)’ and ‘distribution (of palm oil)’
 - or interpreted as only the activity of ‘packing for shipment or packing for distribution (of palm oil)’, and excludes the activity of ‘distribution (of palm oil)’.

2.2.4 Terms and definitions

A list of key terms and definitions used in the 2024 RSPO P&C and the 2024 RSPO ISH Standard is provided in [Annex 1](#), aligned for consistency across both standards. The first instance of a key term with a definition in each criterion and each indicator will be underlined, and linked to the relevant section of Annex 1.

Key terminology used in Criteria and Indicators

Based on the 'ISO 9000 Quality Management Systems - Fundamentals and Vocabulary', the following key terminology has been adapted and generally applied in the drafting rules of the 2024 RSPO P&C.

Primary (High-level) Mechanisms			
System	A set of interrelated or interacting elements Management System: A set of interrelated or interacting elements of a Unit of Certification to establish policies (with objectives), and plans to achieve those objectives		
Policy	The intention and direction of a Unit of Certification as formally expressed by its management to achieve a specific objective	Plan/ Action Plan	A strategy with process(es) or procedure(s) to achieve a specific objective of a Unit of Certification
Secondary (Lower-level) Mechanisms			
Process	A set of interrelated or interacting activities to deliver an intended result		
Procedure	A specified way of carrying out an activity or a process		
Activity	An action taken to enhance or improve performance		

2.3 Compliance and Certification

Compliance to the standard is strictly required and must be demonstrated against any normative indicators, requirements, and/or other normative elements identified. Non-compliances are raised by qualified auditors from accredited Certification Bodies under the independent, third-party RSPO Assurance System, overseen by Accreditation Bodies appointed by RSPO. The governing document for compliance and certification against the 2024 RSPO P&C is the 'RSPO Certification System for P&C and ISH Standards'.

Compliance to indicators differs based on criticality. A Critical Indicator is essential to compliance, and non-conformity or lack of evidence of conformity (as assessed by a qualified auditor) is graded as a Major Non-Compliance (NC). A Non-Critical Indicator, denoted by an absence of (C), is graded as a Minor NC if non-fulfilment or a lack of evidence of conformity is assessed by a qualified auditor.

2.4 Adoption, Implementation, Review, and Revision

This section defines the schedule and timeline for the implementation and reporting of compliance to the 2024 RSPO P&C, and subsequent future reviews and/or revisions.

2.4.1 Adoption Date

The 2024 RSPO P&C was formally adopted at the 21st RSPO General Assembly on 13 November 2024.

2.4.2 Effective Date

The 2024 RSPO P&C shall become effective and binding 12 months after the adoption date i.e., 13 November 2025. Prior to this effective date, the 2018 RSPO P&C (Version 3-1) shall continue to apply for all existing or potential Units of Certification. This 12-month transition period is formally adopted to assist RSPO members in the change management activities necessary to implement the 2024 RSPO P&C.

RSPO shall support RSPO members on any initiated National Interpretations (NIs) processes within this 12-month transition period. If a NI update or development for a specific country is not completed within the 12 months, the general 2024 RSPO P&C shall apply until the NI update or development is completed and endorsed by the RSPO Board of Governors.

If a supplementary or derivative document necessary for implementation of the 2024 RSPO P&C is not able to be updated or developed within the 12 months, RSPO shall provide an indicative status or timeline for completion.

2.4.3 Interim Revision I

The 2024 RSPO P&C includes an Interim Revision I mechanism, intended to allow flexibility to urgently adapt or adjust the standard if any unintended consequences or unforeseen challenges are encountered in implementation. Within the formal 12-month transition period following adoption of the 2024 RSPO P&C, RSPO shall assess and review issues of interpretation or content of requirements reported regarding the implementation of the standard, with a transparent oversight structure.

If necessary, Interim Revision I may trigger a minor revision of the standard to ensure auditability, implementability, and clarity, supported by appropriate document/process control procedures (e.g., revising Version 4-0 to Version 4-1). Interim Revision I is in line with Clause 5.8 of the 'ISEAL Code of Good Practice for Setting Social and Environmental Standards Version 6.0' and Clause 6.12 of the 'ISEAL Code of Good Practice for Sustainability Systems Version 1.0'.

2.4.4 Interim Revision II

The 2024 RSPO P&C includes an Interim Revision II mechanism, intended to allow flexibility to urgently adapt or adjust if procedural/process issues or challenges are encountered in the implementation of the standard. Interim Revision II shall be active for the 12 months following the effective date of the 2024 RSPO P&C (i.e., 13 November 2025). During the Interim

Revision II period, RSPO shall assess and review reported issues or challenges in the procedures/processes regarding requirements and implementation of the standard, under a transparent oversight structure.

If necessary, Interim Revision II may trigger a minor revision of the standard to ensure clarity in the auditability and implementability of the standard, supported by appropriate document/process control procedures (e.g., revising Version 4-1 to Version 4-2). Interim Revision II is in line with Clause 5.8 of the 'ISEAL Code of Good Practice for Setting Social and Environmental Standards Version 6.0' and Clause 6.12 of the 'ISEAL Code of Good Practice for Sustainability Systems Version 1.0'.

2.4.5 Formal Review of the 2024 RSPO P&C

Clause 5.8, Item 1 of the 'ISEAL Code of Good Practice for Setting Social and Environmental Standards Version 6.0' and Clause 6.14 of the 'ISEAL (combined) Code of Good Practice for Sustainability Systems Version 1.0' requires that RSPO shall:

- A. Review the standard at least once every five years for continued relevance and for effectiveness in meeting its stated objectives; and
- B. If necessary, revise the standard in a timely manner, in line with the relevant requirements (of the ISEAL Code)

For compliance with the ISEAL Code, a formal review of the 2024 RSPO P&C shall be conducted no later than November 2029 (five years from the date of adoption).

RSPO shall also assess the continued relevance of the 2024 RSPO P&C against evolving market and regulatory trends or risks. If necessary, an urgent formal review of the standard may be initiated before the stipulated five year timeframe elapses.

2.4.6 Revision of the 2024 RSPO P&C

If the formal review of the 2024 RSPO P&C concludes that a major revision is required for continued relevance and to ensure effectiveness, RSPO shall revise the standard in line with the other relevant requirements of the ISEAL Code.

The revision should be completed within a recommended timeframe of 12 months or less, for adoption by RSPO members at an RSPO General Assembly. This is in line with Clause 5.8, Item 1 in the 'ISEAL Code of Good Practice for Setting Social and Environmental Standards Version 6.0' and Clause 6.14 of the 'ISEAL (combined) Code of Good Practice for Sustainability Systems Version 1.0'.

III. Change Log (2024 RSPO P&C from 2018 RSPO P&C)

The following is a summary of the main changes made in the 2024 RSPO P&C (Version 4-0) to the previous version of the standard (the 2018 RSPO P&C, Version 3-1). The revision covers the changes made to the document following recommendations and proposals from the comprehensive formal Standards Review and Revision process that began in 2022. Changes are categorised as an **Addition** or an **Amendment**. Minor changes (e.g., correction of phrasings or spelling mistakes, aligning formatting or content style) are not listed.

Section	Type of Change	Summary of Change	Rationale of Change
e.g., Section X	e.g., Addition	e.g., added definition for the term 'xxx'	e.g., to address lack of clarity
e.g., Criterion X	e.g., Amendment	e.g., amended wording from 'yyy' to 'xxx'	e.g., to assist auditing, as 'yyy' is not auditable
e.g., Indicator X			

This section of the document shall be completed following adoption of the revised standard by RSPO members, with an expected completion by end-March 2025.

Adopted 13 Nov 2024

IV. Principles, Criteria, and Indicators

Adopted 13 Nov 2024

Principle 1 - RSPO Growers act transparently, ethically, and responsibly

Impact Goals

The Criteria and Indicators in Principle 1 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L1

Value and utility is derived by palm oil producers of all sizes (smallholders, medium & large growers) from complying to RSPO Standards, systems and procedures *

L2

Labour and social benefits are enhanced across the palm oil value chain, including in human rights, living wages and non-discrimination *

L3

Stakeholder equity (especially for women and Affected Communities) in palm oil production is increased *



PROSPERITY

L7

Global trade and markets for certified sustainable palm oil products are resilient and growing, with RSPO recognised as a model for inclusive agriculture *

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Criteria		Indicator	
1.1	<p>The Unit of Certification shall demonstrate transparency and responsible conduct with relevant stakeholders on issues related to the RSPO Principles and Criteria standard. Information provided shall be in appropriate language(s) and format(s), through a transparent process, to allow for effective participation in decision-making.</p>	1.1.1 (C)	The Unit of Certification shall make publicly available management documents specified in the RSPO Principles and Criteria standard. This excludes confidential information.
		1.1.2 (C)	The Unit of Certification shall ensure that process(es)/procedure(s) for consultation and communication with relevant stakeholders are documented, implemented, and made available. Explanations of such process(es)/procedure(s) shall be done by a nominated management official(s) in an appropriate language and format.
		1.1.3 (C)	The Unit of Certification shall maintain a list of relevant stakeholders. Records shall be maintained of any requests for information by relevant stakeholders, including the UoC's responses to such requests.
1.2	<p>The Unit of Certification shall commit to ethical behaviour in all business operations, transactions, and conduct.</p>	1.2.1	<p>The Unit of Certification shall develop a policy committing to the UoC to a code of ethical conduct in all business operations and transactions. The policy shall be communicated to all levels of the workforce and operations.</p> <p>The policy shall include, at a minimum: A) Respect for fair conduct of business; and B) Prohibition of all forms of corruption, bribery, and fraudulent use of funds and resources*.</p> <p><i>*National Interpretations should determine relevant national regulations related to anti-corruption.</i></p>
		1.2.2	Process(es) or procedure(s) for managing ethical misconduct shall be developed and implemented.
1.3	<p>The Unit of Certification shall identify, address, and monitor human rights impacts in its operations, through implementation of Human Rights Due Diligence (HRDD).</p>	1.3.1	<p>The Unit of Certification shall identify existing and potential human rights impacts within its operations and its direct suppliers, through implementation of Human Rights Due Diligence (HRDD). Existing and potential human rights impacts identified through the HRDD shall be addressed through an action plan developed by the UoC. The action plan shall be reviewed at least once every 2 years.</p> <p><u>Procedural Note</u> <i>The RSPO Human Rights Working Group (HRWG) shall develop a guidance to assist members and UoCs in their compliance to Indicator 1.3.1 regarding their respective Human Rights Due Diligence obligations.</i> <i>The RSPO Human Rights Working Group (HRWG) shall develop a list of RSPO-recognised HRDD methodologies e.g., the UN Guiding Principles on Business and Human Rights, OECD (Refer to Annex 4).</i></p>

Principle 2 - RSPO Growers operate legally and with accountability

Impact Goals

The Criteria and Indicators in Principle 2 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L2

Labour and social benefits are enhanced across the palm oil value chain, including in human rights, living wages and non-discrimination *

L3

Stakeholder equity (especially for women and Affected Communities) in palm oil production is increased *



PROSPERITY

L7

Global trade and markets for certified sustainable palm oil products are resilient and growing, with RSPO recognised as a model for inclusive agriculture *

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Adopted 13 Nov 2024

Criteria		Indicator	
2.1	The Unit of Certification shall operate legally, in compliance with applicable legal requirements and ratified international laws and regulations.	2.1.1 (C)	The Unit of Certification shall comply with all applicable and relevant legal requirements*. <i>*National Interpretations shall determine all applicable national and local laws/regulations, including any ratified international laws and regulations.</i>
		2.1.2	A documented system to ensure legal compliance shall be developed and implemented, with process(es) in place to track changes to any applicable and relevant laws/regulations. The system shall include evidence of legal due diligence/evaluation of legal compliance of contractors.
		2.1.3 (C)	Evidence* of the Unit of Certification's legality of land operations shall be available. Legal or authorised boundaries shall be clearly demarcated and visibly maintained, and planting is within these legal or authorised boundaries. <i>*National Interpretations shall define the evidence required based on the country's context.</i>
2.2	The Unit of Certification shall engage with contractors that are legally compliant.	2.2.1	The Unit of Certification shall maintain a list of the UoC's contractors*. <i>*Contractors involved in activities within the scope of the RSPO Principles and Criteria, including contractors providing operational services, supplying labour, or supplying FFB.</i>
		2.2.2	All contracts involving the Unit of Certification's contractors shall require the contractor to meet and demonstrate compliance to applicable and relevant national and local laws/regulations.
		2.2.3	All contracts involving the Unit of Certification's contractors shall disallow the use of child labour, forced/trafficked labour, and collection of recruitment fees (and related costs) from workers by the contractor.
2.3	The Unit of Certification shall source Fresh Fruit Bunches (FFB) from legal and traceable suppliers.	2.3.1 (C)	For all directly sourced FFB, the mill(s) within the Unit of Certification shall obtain documentation on the FFB origins and legality. Documentation* shall include: A) Geolocation of the FFB origin; B) Evidence of legal status of the land (including tenure and user rights) of the supply base or smallholder; and C) Where applicable, evidence of a legal business licence for the buying and selling of FFB. <i>*National Interpretations shall determine commonly accepted local practices and customs for FFB legality that are generally accepted to be on a par with legal standing or accepted by authorities (e.g., native courts).</i>

		2.3.2 (C)	<p>For all indirectly sourced FFB, the mill(s) within the Unit of Certification shall engage with such suppliers to ensure the FFB's traceability and legality. The UoC shall provide the annual percentage of its indirectly sourced FFB volume with available documentation during audits to demonstrate progress towards traceability and legality.</p> <p>Documentation* shall include:</p> <p>A) Geolocation of the FFB origin;</p> <p>B) Evidence of legal status of the land (including tenure and user rights) of the supply base and/or smallholder; and</p> <p>C) Where applicable, evidence of a legal business licence for the buying and selling of FFB.</p> <p><i>*National Interpretations shall determine commonly accepted local practices and customs for FFB legality that are generally accepted to be on a par with legal standing or accepted by authorities (e.g., native courts).</i></p>
2.4	The Unit of Certification shall commit to uphold human rights, and to respect rights of workers and stakeholders affected by the UoC's business operations and conduct.	2.4.1 (C)	<p>The Unit of Certification shall develop a policy or policies to respect the human rights of Workers, Contractors, Suppliers, Affected Communities, and Human Rights Defenders. The policy or policies shall prohibit Negative Actions against affected stakeholders including Human Rights Defenders, complainants, whistleblowers, and/or community spokespersons who lodge complaints against the UoC.</p> <p>The policy or policies shall be publicly available.</p>
		2.4.2	<p>The policy or policies shall be implemented by the Unit of Certification and its contracted security services. The policy or policies shall be socialised to affected stakeholders in a language understood by them.</p>
2.5	The Unit of Certification shall, in consultation with relevant stakeholders, develop and implement an accessible system to manage and resolve grievances regarding its business operations and conduct.	2.5.1 (C)	<p>The Unit of Certification shall establish and implement an accessible and impartial grievance system.</p> <p>The system shall:</p> <p>A) Ensure confidentiality or anonymity, if requested;</p> <p>B) Be appropriate for potential complainants, especially workers and affected communities;</p> <p>C) Take into account any specific needs of women and children;</p> <p>D) Maintain independence and impartiality in handling grievance(s);</p> <p>E) Not prevent the use of other judicial or non-judicial processes independent of the UoC on the same issue by either party; and</p> <p>F) Provide safeguards to avoid potential reprisals or intimidation of complainant(s) as the result of lodging grievance(s).</p>
		2.5.2	<p>The Unit of Certification shall ensure availability, access, and socialisation of the grievance system to relevant stakeholders, especially workers and affected communities, in appropriate language(s) and format(s).</p> <p>Assistance shall be provided to relevant stakeholders including illiterate stakeholders or vulnerable groups who may face challenges during socialisation or gaining access to the grievance system.</p>

		2.5.3 (C)	<p>The status of grievance(s) shall be recorded, maintained, and kept up-to-date. All grievance(s) raised shall be responded to, and should be resolved or be in the process of resolution.</p> <p>Records/documentation of grievance(s) shall include:</p> <ul style="list-style-type: none">A) Steps taken to resolve grievance(s);B) Procedures outlining the timeline in addressing the raised grievance(s);C) Outcomes of grievance resolution processes;D) Unresolved grievance(s), including status, issues affecting resolution, and steps taken by UoC for potential resolution; andE) Verification that a complainant (and their representatives, if any) are updated and informed on the progress and status of a case, in a language they understand.
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Adopted 13 Nov 2014

Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts

Impact Goals

The Criteria and Indicators in Principle 3 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L1

Value and utility is derived by palm oil producers of all sizes (smallholders, medium & large growers) from complying to RSPO Standards, systems and procedures *

L2

Labour and social benefits are enhanced across the palm oil value chain, including in human rights, living wages and non-discrimination *



PLANET

L4

Effective climate mitigation actions are implemented, resulting in greenhouse gas emissions reduction and carbon sequestration *

L5

Sustainable environmental practices are demonstrated by RSPO Members and partners, offering a scalable model to other agricultural commodities *

L6

Sustainable ecosystem management is implemented to achieve no deforestation and promote restoration of environmental value *



PROSPERITY

L7

Global trade and markets for certified sustainable palm oil products are resilient and growing, with RSPO recognised as a model for inclusive agriculture *

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Criteria		Indicator	
3.1	The Unit of Certification shall develop and implement business plans to ensure long-term viability of the UoC.	3.1.1 (C)	The Unit of Certification shall develop and implement a long-term business management plan. Where applicable, the plan shall include a jointly-developed business case for scheme smallholders.
		3.1.2	An annual long-term replanting plan shall be developed, and reviewed annually.
		3.1.3	The business management plan shall be reviewed annually by the UoC's management to address risks, allow adaptive business planning, and for continuous improvements.
3.2	The Unit of Certification shall ensure that operating procedures to optimise productivity are consistently documented, implemented, and monitored.	3.2.1 (C)	The Unit of Certification shall develop and implement Standard Operating Procedures (SOPs) for its production operations aimed at optimising productivity.
		3.2.2	The Unit of Certification's SOPs shall be monitored for consistent implementation. Records of monitoring, and any actions taken, shall be maintained and made available.
3.3	The Unit of Certification shall conduct a comprehensive assessment of social and environmental impacts prior to development of any new plantings or operations, with a social and environmental management & monitoring plan developed. <i>*National Interpretations should determine any country-specific legal requirements, together with any other issues not required by law but are nevertheless considered important.</i>	3.3.1 (C)	In any new plantings or operations including mills, the Unit of Certification shall conduct an independent social and environmental impact assessment (SEIA). The SEIA shall be undertaken through participatory methodology involving the affected stakeholders.
		3.3.2 (C)	The Unit of Certification shall ensure SEIA(s) are available, and social and environmental management & monitoring plans have been developed with the participation of affected stakeholders.
		3.3.3 (C)	The Unit of Certification's social and environment management & monitoring plan shall be implemented, reviewed, and updated at least once every two (2) years with the participation of affected communities and relevant stakeholders.
3.4	The Unit of Certification shall manage land responsibly and adopt Good Agriculture Practices (GAPs), towards optimising FFB yields and productivity. <i>*National Interpretations shall determine national legal requirements and Good Agricultural Practices related to nutrition and nutrient management of oil palms.</i>	3.4.1	The Unit of Certification shall conduct annual estimates of its Fresh Fruit Bunch (FFB) yield potential.
		3.4.2	Changes in soil fertility and plant nutrient levels shall be monitored, documented, and managed.
		3.4.3	Good Agriculture Practices (GAPs), as contained in the Unit of Certification's Standard Operating Procedures (SOPs), shall be followed to manage soil fertility, optimise yields, and minimise environmental impacts.
3.5	Supply Chain Requirements for Mills (not applicable to medium growers and scheme smallholders)	3.5.1 (C)	The Unit of Certification shall record and make available the actual annual production tonnage of RSPO certified crude palm oil (CPO) and palm kernel (PK) at the UoC's mill(s) for the previous year or the previous 12-month period.

<p><u>Procedural Note</u> <u>The latest version of the RSPO Supply Chain Certification (SCC) Standard shall be referred to during the auditing of indicators in Criterion 3.5.</u></p>	3.5.2 (C)	The Unit of Certification shall record and make available the estimated annual production tonnage of RSPO certified crude palm oil (CPO) and palm kernel (PK) of the UoC's mill(s), based on the documented and recorded mill-specific Oil Extraction Rate (OER) and Kernel Extraction Rate (KER).
	3.5.3 (C)	Documented Procedures - The Unit of Certification shall have complete and up-to-date documented procedures for the implementation of all elements of the RSPO supply chain model (Mass Balance or Identity Preserved) applicable to the UoC's mill(s).
	3.5.4 (C)	Internal Audit - The Unit of Certification shall have a documented procedure to conduct an annual internal audit to determine whether the UoC's mill(s) conforms to the requirements in the RSPO Supply Chain Requirements for Mills (<i>Criterion 3.5</i>) and the 'RSPO Rules on Market Communications and Claims'.
	3.5.5 (C)	Purchasing and Goods In - The Unit of Certification shall monitor the level of FFB sourcing at its mill(s). Monitoring for the UoC's level of FFB sourcing shall include: A) Verification and documentation of the tonnage and sources of certified and non-certified FFBs received; B) Informing the UoC's Certification Body immediately in cases of projected overproduction of certified volume; and C) Process(es)/procedure(s) for the handling and/or documentation of non-conforming FFB.
	3.5.6 (C)	Sales and Goods Out - The Unit of Certification shall ensure that key information necessary for the UoC's RSPO certified palm oil and oil palm products is complete and available in document form.
	3.5.7 (C)	Outsourcing Activities - The Unit of Certification shall not outsource milling activities at its mill(s). In cases where the UoC's mill(s) outsource any activities to independent third parties (e.g., subcontractors for storage or transport), the UoC shall ensure that the independent third party complies with the relevant requirements of the RSPO Supply Chain Requirements for Mills (<i>Criterion 3.5</i>).
	3.5.8 (C)	Prior to its next audit, the Unit of Certification shall record and make available in advance to its appointed Certification Body the details of all contractors that physically handle the UoC's RSPO certified palm oil and oil palm products.
	3.5.9 (C)	Record Keeping - The Unit of Certification shall maintain accurate, complete, up-to-date, and accessible records/reports covering all relevant aspects of the RSPO Supply Chain Certification (SCC) Standard requirements.
	3.5.10 (C)	Processing - For the Identity Preserved supply chain module, the Unit of Certification shall assure and verify through documented procedures and record keeping that RSPO certified palm oil and oil palm products is kept separated from non-certified palm oil and oil palm products at the UoC's mill(s).
	3.5.11 (C)	The Unit of Certification and its mill(s) shall comply to all registration/reporting requirements for the appropriate RSPO supply chain module (Mass Balance or Identity Preserved) through the RSPO Information System.

		3.5.12 (C)	The Unit of Certification and its mill(s) shall only make sustainability claims regarding the production of RSPO certified palm oil and oil palm products that are in compliance with the 'RSPO Rules on Market Communications & Claims'.
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Adopted 13 Nov 2024

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits

Impact Goals

The Criteria and Indicators in Principle 4 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L2

Labour and social benefits are enhanced across the palm oil value chain, including in human rights, living wages and non-discrimination *

L3

Stakeholder equity (especially for women and Affected Communities) in palm oil production is increased *



PROSPERITY

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Adopted 13 Nov 2024

Criteria	Indicator
4.1 There is a mutually agreed and documented process for dealing with conflict or dispute over land and other resources which is implemented and accepted by all affected parties.	4.1.1 (C) In the event there is a conflict or dispute over land and other resources, the Unit of Certification shall have a mutually agreed process, open to all affected parties, that resolves conflict or dispute over land and other resources in an effective, timely, and appropriate manner. The process shall ensure anonymity of complainants, HRDs, community spokespersons, and whistleblowers, where requested, without risk of reprisal or intimidation, and shall follow the latest RSPO policy on respect for Human Rights Defenders.
	4.1.2 The process includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.
	4.1.3 The process is understood by the affected parties, including by illiterate parties.
	4.1.4 The Unit of Certification shall keep parties to a conflict or dispute informed of its progress, including against agreed timeframes, and the outcome is available and communicated to relevant stakeholders.
4.2 The Unit of Certification contributes to local sustainable development as agreed through consultation with local communities.	4.2.1 Contributions to community development that are based on the results of consultation with local communities shall be demonstrated.
4.3 Use of the land for oil palm does not diminish the legal, customary, or user rights of other users without their Free, Prior and Informed Consent.	4.3.1 (C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.
	4.3.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include: <ul style="list-style-type: none"> A) Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making; B) Evidence that the Unit of Certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken; and C) Evidence that the legal, economic, environmental, and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the Unit of Certification's title, concession, or lease on the land.
	4.3.3 (C) Maps of an appropriate scale showing the extent of recognised legal, customary, or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).

		4.3.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.
		4.3.5 (C)	Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.
		4.3.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.
4.4	No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary, or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.	4.4.1 (C)	Documents showing identification and assessment of demonstrable legal, customary, and user rights are available.
		4.4.2 (C)	FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands, and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.
		4.4.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the Unit of Certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.
		4.4.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA, and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.
		4.4.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice that is independent of the project proponent, concerning the legal, economic, environmental, and social implications of the proposed operations on their lands.
		4.4.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.
		4.4.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.
		4.4.8 (C)	New lands are not acquired in areas inhabited by communities in voluntary isolation.
4.5	Any negotiations concerning compensation for loss of legal, customary, or user rights are dealt with through a documented system that enables indigenous peoples, local communities, and other stakeholders to express	4.5.1 (C)	The Unit of Certification shall develop a mutually agreed procedure for identifying legal, customary, or user rights, and ensure that a procedure for identifying people entitled to compensation is in place.
		4.5.2 (C)	The Unit of Certification shall develop a mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored, and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.

	<p>their views through their own representative institutions.</p>	<p>4.5.3</p>	<p>The Unit of Certification shall provide evidence that equal opportunities are provided to both men and women to hold land titles for small holdings.</p>
		<p>4.5.4</p>	<p>The Unit of Certification shall document the process and outcomes of any negotiated agreements, compensation, and payments, with evidence of the participation of affected parties, and made publicly available to them.</p>
<p>4.6</p>	<p>Where it can be demonstrated that local peoples have legal, customary, or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>	<p>4.6.1 (C)</p>	<p>The Unit of Certification shall ensure that a mutually agreed procedure for identifying people entitled to compensation is in place.</p>
		<p>4.6.2 (C)</p>	<p>The Unit of Certification shall ensure that a mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p>
		<p>4.6.3</p>	<p>The Unit of Certification shall ensure that communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>
<p>4.7</p>	<p>The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>	<p>4.7.1</p>	<p>Where there are or have been disputes, the Unit of Certification shall provide proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition, and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p>
		<p>4.7.2 (C)</p>	<p>The Unit of Certification shall ensure that land conflict is not present in its area. Where land conflict exists, the UoC ensures that acceptable conflict resolution processes (<i>Refer to Criteria 4.1 and 4.5</i>) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the UoC addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>
		<p>4.7.3</p>	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, the Unit of Certification ensures that these claims are settled using the relevant requirements (<i>Refer to Indicators 4.3.2, 4.3.3 and 4.3.4</i>).</p>
		<p>4.7.4</p>	<p>For any conflict or dispute over the land, the Unit of Certification shall ensure that the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities, where applicable).</p>

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion

Impact Goals

The Criteria and Indicators in Principle 5 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L1

Value and utility is derived by palm oil producers of all sizes (smallholders, medium & large growers) from complying to RSPO Standards, systems and procedures *

L3

Stakeholder equity (especially for women and Affected Communities) in palm oil production is increased *



PROSPERITY

L7

Global trade and markets for certified sustainable palm oil products are resilient and growing, with RSPO recognised as a model for inclusive agriculture *

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Adopted 13 Nov 2024

Criteria		Indicator	
5.1	<p>The Unit of Certification shall engage and trade with interested smallholders in a fair and transparent way. Smallholder inclusion in the UoC's RSPO certified supply chain should be strengthened.</p>	5.1.1 (C)	<p>The Unit of Certification shall develop and implement process(es)/procedure(s) to conduct fairly and transparently with all smallholders, including interested RSPO certified independent smallholders.</p> <p>The process(es)/procedure(s) shall include:</p> <p>A) Current and historical prices paid for FFB supplied to the UoC's mill(s), publicly available or upon request;</p> <p>B) Transparent and clear explanation of the UoC's FFB supply pricing mechanism (if requested);</p> <p>C) Fair pricing, including premium FFB pricing (where applicable);</p> <p>D) Mutual agreement of terms, schedule of activities, budget, beneficiaries, characterisation of the producers, and timeframe of payments for FFB supplied; and</p> <p>E) Annual inspection and verification of the UoC's FFB weighing scale by an appropriate independent third party or a government authority.</p>
		5.1.2 (C)	<p>Where there is a contractual agreement(s) between the Unit of Certification and smallholder(s) for FFB supply, the UoC shall provide evidence that such contractual agreement(s) are mutually agreed through a fair and transparent process.</p>
		5.1.3 (C)	<p>Where there is a contractual agreement(s) between the Unit of Certification and smallholder(s) for FFB supply, evidence shall be demonstrated that smallholder(s) understand key terms of such contractual agreement(s), and received payments in accordance with terms stated within.</p> <p>The evidence shall specify, at a minimum:</p> <p>A) Date of receipt/documentation;</p> <p>B) Price per unit of FFB supplied and timeline for payment;</p> <p>C) Weight of FFB supplied;</p> <p>D) Deductions (if any); and</p> <p>E) Total price paid by the UoC for FFB supplied.</p>
		5.1.4 (C)	<p>To support smallholder inclusion and to strengthen downstream traceability, the Unit of Certification shall actively engage, consult, and provide opportunities for all smallholders to access the UoC's RSPO certified supply chain where feasible, including interested RSPO certified independent smallholders.</p> <p>Where potential smallholder partnership or collaboration opportunities is identified and is feasible, the UoC shall develop mutually agreed terms or agreement(s) that specify:</p> <p>For non-RSPO certified independent smallholder groups</p> <p>A) Management of the RSPO certification process;</p> <p>B) Roles and responsibilities of the UoC and smallholders for operating the internal control system (ICS); and</p> <p>C) Certificate ownership.</p> <p>For RSPO certified independent smallholder groups</p> <p>A) Distribution, handling, and marketing of physical certified FFB, where possible.</p>

5.2	The Unit of Certification shall support interested smallholders within its supply base to develop, operate, and improve their livelihoods; in particular interested certified independent smallholders.	5.2.1	In collaboration with interested smallholders within its supply base, the Unit of Certification shall develop, implement, and review annually a smallholder support plan to improve agricultural practices. The plan shall include, at a minimum: A) Training on sustainable agricultural practices; B) Support to enhance legality of smallholder FFB production; and C) Support to identify geolocation of FFB origins.
		5.2.2	The Unit of Certification shall ensure that interested smallholders participating in its smallholder support plan are trained and can show understanding of key sustainable agricultural practices necessary to increase FFB productivity. The development of training in the plan should prioritise training(s) relevant to RSPO, aligned with the requirements/guidance of RSPO Principles and Criteria 2024, as appropriate topics and goals for smallholders.
		5.2.3	The Unit of Certification shall identify potential opportunities and implement additional activities that contribute to livelihood improvement of smallholders within its supply base. Development and implementation of the activities shall take into consideration results of participatory consultations conducted with such smallholders.

Adopted 13 Nov 2024

Principle 6 - RSPO Growers respect workers' rights and working conditions

Impact Goals

The Criteria and Indicators in Principle 6 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L2

Labour and social benefits are enhanced across the palm oil value chain, including in human rights, living wages and non-discrimination *

L3

Stakeholder equity (especially for women and Affected Communities) in palm oil production is increased *



PROSPERITY

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Adopted 13 Nov 2024

Criteria		Indicator	
6.1	All forms of discrimination are prohibited against all Workers.	6.1.1 (C)	The Unit of Certification shall establish and implement a non-discrimination policy which is applicable to recruitment, hiring, work scope, pay, and benefits, and access to training, promotion, facilities, and work equipment. This policy shall be Publicly Available and socialised to the Workforce and Contractors.
		6.1.2 (C)	The Unit of Certification shall provide equal opportunities to all workers.
		6.1.3	The Unit of Certification shall ensure that all workers receive remuneration for work of equal value and evaluation, which is based on both their experience and the quality of their work.
6.2	Working conditions for all Workers shall meet at least legal or industry standards	6.2.1 (C)	The Unit of Certification shall establish and implement procedure(s) for recruitment, selection, hiring, promotion, retirement, suspension, and termination. The procedure(s) shall be documented, and socialised to all workers. The document shall be made available upon request.
		6.2.2 (C)	<p>The Unit of Certification shall ensure that:</p> <p>A) Employment contracts shall set out the terms and conditions of employment in compliance with national legal requirements or any collective bargaining agreement (if applicable). The terms and conditions shall include pay, regular working hours, deductions, overtime, sick leave, leave entitlement, maternity leave, reasons for dismissal, repatriation (if applicable), and termination notice.</p> <p>B) The terms and conditions of the employment contract, or collective bargaining agreement, along with applicable labour laws, shall be made available and explained to workers in a language they understand prior to signing of the contract. The UoC shall acquire acknowledgment from the workers regarding their understanding of the terms and conditions of employment.</p> <p>C) A copy of the employment contract shall be given to the workers.</p> <p>D) There shall be no contract substitution. If national regulations require more than one contract to be signed by workers, the higher standard or provisions will apply.</p> <p>E) Any amendments to the employment contract shall be agreed to by the Worker. This does not include the terms and conditions in the collective bargaining agreement, if applicable.</p>
		6.2.3	The Unit of Certification shall demonstrate that the International Migrant Workers signed the UoC's employment contract in the country where they were hired.
		6.2.4	<p>The Unit of Certification shall maintain a worker register for up to five years from the date of workers' resignation or termination of employment, or as determined by national regulation.</p> <p>Records of remediation for cases of forced labour, trafficking in persons, and repayment of recruitment fees (where applicable) shall</p>

			be kept for up to five years from the date of worker's resignation or termination of employment.
		6.2.5	<p>Permanent, full-time employment is used for all Core Work in the Unit of Certification.</p> <p>Casual and short-term workers who are rehired for more than three successive times shall be provided the opportunity to become permanent full-time workers on the fourth rehiring.</p>
		6.2.6 (C)	<p>The Unit of Certification shall ensure that:</p> <p>A) All Workers are paid and provided with payslips in accordance with the terms of their employment contracts (monthly, weekly, daily, or piece rate, as relevant).</p> <p>B) The details on the payslips, including the calculation of wages and lawful deductions, are clearly explained to the Workers in a language they understand.</p> <p>C) Records are maintained for each and every type of Worker, detailing hours worked (both regular and overtime), the calculation of wages and lawful deductions, and the actual wages paid.</p> <p>D) Where several members of a family are employed by the UoC, each family member shall have separate payslips. The wages earned shall be reflected in their individual payslips.</p>
		6.2.7 (C)	<p>The Unit of Certification shall ensure that:</p> <p>A) Piece-rate wages are not less than the legal piece-rate minimum wage, or the rate specified in the Collective Bargaining Agreement (CBA), as applicable. Where there is no legal minimum or CBA piece-rate wage, wages shall be calculated proportionately and not less than the legal minimum wage or the CBA wage. Work targets shall be achievable within regular working hours.</p> <p>B) Overtime wage rate is not less than the national legal overtime rate or the rate specified in the Collective Bargaining Agreement (CBA), as applicable. Where legal and CBA rates are not available, the overtime wage rate shall not be less than one-and-one-quarter times the regular wage rate.</p> <p>C) Where a work day is curtailed due to workplace injuries, a full day's wage is paid to the affected Worker (regardless of worker type) or as per the legal or Collective Bargaining Agreement (CBA) provision. Workplace injuries refer to injuries caused by work-related accidents.</p>

		<p>6.2.8 (C)</p>	<p>The Unit of Certification shall provide for Workers living within the Unit of Certification housing that ensures:</p> <ul style="list-style-type: none"> A) Structural safety; B) At least minimum space per worker; C) Sewage and garbage disposal; D) Supply of water, including water that is safe to drink; E) Supply of electricity; F) Sanitary, washing, and cooking facilities; and G) Appropriate protection against weather elements <p>The UoC shall ensure workers, and their families (if applicable), have access to healthcare, education (for workers' children), and welfare amenities. The facilities and amenities provided shall comply with applicable national and/or international law requirements.</p> <p>In cases of acquisitions of non-certified supply base by the UoC, a plan shall be developed detailing the upgrade of infrastructure, if necessary. The plan shall be implemented within 5 years from when FFB production starts and the UoC shall review the plan annually. The plan shall meet applicable national and/or international law requirements.</p>
		<p>6.2.9</p>	<p>The Unit of Certification shall ensure workers have access to safe, sufficient, and affordable food.</p>
<p>6.3</p>	<p>Living Wage shall be paid to all workers, progressively</p>	<p>6.3.1 (C)</p>	<p>Aligned with the Revised RSPO Living Wage Strategy 2023, Living Wage shall be paid to all workers.</p> <p>The Unit of Certification shall calculate prevailing wages annually in accordance with 'RSPO Prevailing Wage Calculation Procedure'.</p> <p><u>Procedural Note</u> <u>The Unit of Certification shall use the existing 'RSPO Guidance on Calculating Prevailing Wages' until the 'RSPO Prevailing Wage Calculation Procedure' is available. Revised RSPO Living Wage Strategy 2023 has 3 key steps:</u> <u>Step One: Calculate prevailing wage</u> <u>Step Two: Identify Living Wage gaps.</u> <u>Step Three: Verify and close Living Wage gaps.</u></p>
<p>6.4</p>	<p>The Unit of Certification shall respect the rights of all Workers to form and join trade unions, associations of their choice, or Worker Organisations with their own representatives to bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates a parallel means of independent and free</p>	<p>6.4.1 (C)</p>	<p>The Unit of Certification shall establish and implement a policy recognising freedom of association, the right to collective bargaining, and Collective Bargaining Agreements (CBA), where available. This policy shall be made Publicly Available.</p>
		<p>6.4.2</p>	<p>The Unit of Certification shall allow nomination, formation, functioning, and administration of Workers' Organisations and registered trade unions free from interference. Workers that participate in such organisations shall be protected against discrimination, retaliation, and intimidation or harassment (including threats) such as penalties or repercussion.</p> <p>The UoC shall provide facilities free of charge within its premises for workers to engage with each other and their representatives.</p>

	association and bargaining for all Workers through representatives of their choice.	6.4.3	The Unit of Certification shall document the minutes of meetings between the UoC and trade unions or workers' representatives. These minutes of meetings shall be accessible upon request, and shall be explained in language(s) the workers understand. The actions agreed upon at these meetings shall be implemented and status of actions is updated.
6.5	There is no use of Child Labour	6.5.1 (C)	The Unit of Certification shall establish and implement a policy for the protection of children, and the prohibition and remediation for child labour. The policy shall be made Publicly Available. The UoC shall socialise this policy and the negative effects of child labour to the Workforce, Contractors, Suppliers, and any other relevant stakeholders, in a language that they understand.
		6.5.2 (C)	For non-hazardous work, the Unit of Certification is permitted to employ young workers from the age of 15, following the national minimum age or the company policy's minimum age, whichever is higher. The work shall not interfere with schooling nor be harmful to their health or development. Young workers shall be paid and provided individual payslips.
		6.5.3 (C)	The Unit of Certification shall document and implement an age screening verification procedure. In the event child labour is found, the UoC shall conduct remediation as guided by the latest version of the 'RSPO Guidance on Child Rights for Palm Oil Producers'.
6.6	All forms of intimidation, harassment, abuse, or violence in the workplace are prevented, mitigated, and addressed.	6.6.1 (C)	The Unit of Certification shall establish and implement a policy for prohibiting all forms of intimidation and harassment (including threats), sexual harassment, abuse, and violence. There shall be procedures for investigation, disciplinary actions/sanctions, and remediation. The policy shall be made publicly available and socialised to Workforce, suppliers, and Contractors in a language that they understand.
6.7	Rights of women workers are respected and promoted and where violations are found, women shall be provided access to remediation.	6.7.1 (C)	The Unit of Certification shall establish and implement a policy to protect the rights of women Workers (e.g., reproductive rights, maternal health, women's safety). The policy shall be made publicly available and socialised to the Workforce in a language that they understand.
		6.7.2 (C)	The Unit of Certification shall facilitate the formation of a Womens' Welfare and Empowerment Committee of women workers to discuss matters such as, but not limited to, those related to discrimination, safety, grievances, or workplace issues. The Womens' Welfare and Empowerment Committee shall be permitted to decide the frequency of meetings. Meetings shall be conducted in a language that is understood or spoken by its members. The UoC shall provide a safe and secure meeting place. The Unit of Certification shall respond to any issues presented by the Women's Welfare and Empowerment Committee. Any actions taken shall be documented. Where no action is taken, the UoC shall record its reasons.

		6.7.3 (C)	No work with hazardous chemicals is undertaken by pregnant or breastfeeding women workers. The Unit of Certification shall provide safe alternative work with equivalent pay to the identified women workers. Pregnancy tests shall be provided when legally mandated and with the women workers' consent.
		6.7.4	The Unit of Certification shall assess the medical and maternity needs of expectant and new mothers in consultation with them, and actions shall be taken to address the needs that have been identified.
6.8	<p>Forced Labour and Trafficking in persons is prohibited. Prevention and remediation procedures are in place.</p> <p><i>*National Interpretations shall include information on national regulations governing recruitment fees and related costs, where applicable.</i></p>	6.8.1 (C)	<p>The Unit of Certification shall develop and implement policies and procedures on the prevention and remediation of Forced Labour and trafficking in persons; reference is made to International Labour Organisation (ILO)'s Indicators of Forced Labour. The policies and procedures shall be made Publicly Available and socialised to the Workforce, Suppliers, and Contractors in a language that they understand.</p> <p>Where migrant workers are employed, specific labour procedures shall be established and implemented.</p> <p>Where third party labour recruiters are used, the Unit of Certification shall conduct an evaluation of them against Indicator 6.8.1 (C).</p>
		6.8.2 (C)	<p>The Unit of Certification shall ensure that there is no debt bondage, withholding of wages, or collection of any payments directly or indirectly, including through deductions from wages and/or benefits.</p> <p>This includes, but is not limited to, the following:</p> <ul style="list-style-type: none"> A) Wage deductions due to inability to meet unachievable work targets; B) Allowing wage arrears to accumulate due to delayed payment (beyond the payment date agreed in the employment contracts) or non-payment of wages; C) Deception in the calculation and payment of wages, including unlawful wage deductions; D) Requiring workers to pay deposits to the Unit of Certification; E) Wage advances and loans (and related interest rates) which exceed the limits prescribed by law; and F) Recruitment fees and related costs
		6.8.3 (C)	The Unit of Certification shall repay active workers (as of, and from, the adoption date of the RSPO Principles & Criteria 2024) who have paid recruitment fees or related costs.
		6.8.4 (C)	<p>Workers' government-issued identity documents and other personal documents shall not be kept by the Unit of Certification. These documents may be handed to the UoC, or those acting on its behalf, for mandatory legal or immigration processing purposes with the consent of the Workers, and shall be returned without undue delay.</p> <p>Secure storage for these documents shall be provided for those workers who are accommodated by the UoC and shall be freely accessible to the Workers.</p>
		6.8.5 (C)	Workers shall be able to enter or exit the Unit of Certification's work

			and accommodation premises in accordance with reasonable measures related to health, safety, security, and employment terms.
		6.8.6 (C)	Workers who live on-site shall have access to transport and/or means of communication (e.g., telephones, SIM cards, phone credits). Restriction of transport and/or communication shall not be used as a disciplinary measure.
		6.8.7 (C)	For overtime work, informed consent of the worker shall be obtained. The total working hours shall allow for breaks and rest periods during a working day, as determined by local and/or national laws, including at least 24 consecutive hours of rest in every 7-day period. When work is offered on rest days, informed consent of the worker must be obtained, and they may work for not more than 14 days continuously.
		6.8.8 (C)	Workers shall have the right to enter into, and terminate, their employment. Termination of contract(s) shall be in accordance with their terms of employment. Penalty for termination of employment is prohibited.
6.9	The Unit of Certification shall implement health and safety practices to protect workers from occupational illness, disease, and injury.	6.9.1 (C)	<p>The Unit of Certification shall establish and implement Occupational Health and Safety policies. The policies shall be made publicly available and socialised to the Workforce in a language that they understand.</p> <p>The policies shall include provisions that will:</p> <ul style="list-style-type: none"> A) Assure a safe and healthy working place; B) Prevent work-related illnesses, diseases, and injuries; C) Create a mechanism for Workers to report and raise health and safety issues, including work related accidents, illnesses, diseases, injuries, and emergencies; D) Comply with applicable national laws and Collective Bargaining Agreements (where applicable); E) Provide access to water that is safe to drink at workplace; and F) Establish roles and responsibilities of the Unit of Certification, Health & Safety Committees, and Workers in relation to health and safety.
		6.9.2 (C)	<p>The Unit of Certification shall establish Health and Safety (H&S) Committees at its mill(s) and estate(s). The H&S Committee shall include members from management, worker representatives, Worker Organisations, and registered trade unions (where applicable). The H&S Committee meetings shall be conducted in a language understood by all members. The UoC shall respond to any issues raised by the H&S Committee. The committee shall meet quarterly.</p> <p>The Unit of Certification shall be responsible for the following matters which are managed through its H&S Committee:</p> <ul style="list-style-type: none"> A) Workplace health and safety issues, including regular worksite safety inspections, training, and continuous improvements; B) Review Hazard Identification, Risk Assessment and Risk Control (HIRARC), in consultation with Health and Safety (H&S) Committees; C) Identification of the necessary controls for the elimination of workplace hazards; D) Identification, safe storage, mixing, and usage of chemicals

			<p>including pesticides in the workplace, and establishing a documented procedure for the safe storage, handling, mixing, use, and safe disposal of chemicals;</p> <p>E) Continued improvement of the management system to enhance its H&S performance;</p> <p>F) Concerns raised by workers about health, safety, and welfare; and</p> <p>G) Collaborate with the Women's Welfare and Empowerment Committee to address specific health and safety risks for women Workers.</p>
		6.9.3 (C)	<p>The Unit of Certification shall conduct hazard identification, risk assessment and risk control (HIRARC) at its mill(s) and estate(s) respectively, to identify health and safety issues including gender-specific impacts (e.g., impact of pesticides on reproductive health, pregnant women, young workers), suitable job-specific Personal Protection Equipment (PPE), and persons with disabilities. The HIRARC shall be conducted by competent personnel* who has been trained in HIRARC assessment. The HIRARC shall be reviewed and approved by an authorised health and safety officer.</p> <p><i>*National Interpretations should identify requirements for competent personnel.</i></p>
		6.9.4 (C)	<p>The Unit of Certification shall develop and implement risk mitigation practices and corrective actions (a 'H&S Plan') in consultation with the Health and Safety (H&S) Committees for both its mill(s) and estate(s), based on the UoC's HIRARC. The H&S Plan shall be monitored and reviewed annually.</p>
		6.9.5 (C)	<p>The Unit of Certification shall provide suitable, appropriate, and good conditioned PPE (as determined by the HIRARC assessment) to all workers, free of charge.</p> <p>Workers shall receive training on the importance of proper use and maintenance of essential PPE.</p> <p>Records of the PPE issuance shall be documented and maintained. When there is a need for replacement, it shall be provided free of charge.</p> <p>Sanitation facilities shall be made available for workers applying hazardous chemicals to change out of PPE, wash, and wear their personal clothing. A designated area for washing PPE shall be provided.</p>
		6.9.6 (C)	<p>The Unit of Certification shall provide training on updated job-specific occupational health and safety procedures to relevant Workers (e.g., operational supervisors), taking into account gender-specific needs, in a form and language that they understand. The UoC shall conduct assessment of the training conducted, and records of assessment and training shall be maintained.</p>
		6.9.7	<p>The Unit of Certification shall assign personnel trained in first aid to all operations. Workers shall have access to first aid kits at all times.</p>

		<p>6.9.8</p>	<p>The Unit of Certification shall establish an Emergency Response Procedure (ERP) in accordance with the risk assessment conducted by the UoC. The ERP shall be made available and socialised to the Workforce in a language that they understand.</p> <p>The ERP shall include:</p> <p>A) Establishment of an Emergency Response Team (ERT) trained in first aid to provide emergency response in all operations;</p> <p>B) Contact details of personnel responsible for emergencies;</p> <p>C) Contact details and address of nearest medical facilities (e.g., dispensaries, medical practitioners); and</p> <p>D) Safety drills (e.g., fire evacuation)</p> <p>The ERP shall be reviewed annually, and results of the review shall be documented.</p>
		<p>6.9.9 (C)</p>	<p>The Unit of Certification shall provide annual medical surveillance for Workers handling hazardous chemicals, free of charge. Actions to treat related health conditions shall be documented.</p>
		<p>6.9.10</p>	<p>The Unit of Certification shall record occupational injuries and illnesses using Lost Time Incidents (LTI) metrics. Processes to investigate work-related incidents shall be developed and implemented. Reports of the investigation shall be documented.</p>
		<p>6.9.11</p>	<p>The Unit of Certification shall provide all workers with medical care and be covered by accident insurance. Costs incurred from work-related incidents leading to illness, disease, or injury are covered in accordance with national law or by the UoC where national law does not offer protection.</p>
		<p>6.9.12 (C)</p>	<p>The Unit of Certification shall ensure that only trained workers handle, use, or apply chemicals in accordance with the manufacturers' or suppliers' instructions and precautions. Personnel handling, using, or applying chemicals must demonstrate up-to-date understanding and knowledge related to their assigned tasks.</p>

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards

Impact Goals

The Criteria and Indicators in Principle 7 are linked to the following Long-term Outcomes in the RSPO Theory of Change:



PEOPLE

L1

Value and utility is derived by palm oil producers of all sizes (smallholders, medium & large growers) from complying to RSPO Standards, systems and procedures *

L2

Labour and social benefits are enhanced across the palm oil value chain, including in human rights, living wages and non-discrimination *



PLANET

L4

Effective climate mitigation actions are implemented, resulting in greenhouse gas emissions reduction and carbon sequestration *

L5

Sustainable environmental practices are demonstrated by RSPO Members and partners, offering a scalable model to other agricultural commodities *

L6

Sustainable ecosystem management is implemented to achieve no deforestation and promote restoration of environmental value *



PROSPERITY

L9

Contemporary environmental and social expectations are met by constant progress and innovation in standards, operations and certification, improving prosperity for all *

Criteria	Indicator
<p>7.1 The Unit of Certification shall practise Integrated Pest Management to effectively manage pests, diseases, weeds and invasive introduced species.</p> <p><i>*National Interpretations shall determine any nationally regulated and/or industrial specific controls, measures, best practices, and thresholds. This may include:</i></p> <p>A) Prohibited chemical pesticides; B) Controlled chemical pesticides; C) Use of biological control agents; D) Prophylactic use; E) Aerial spraying; and F) Medical surveillance.</p>	<p>7.1.1 (C) The Unit of Certification shall develop and implement an Integrated Pest Management (IPM) plan to mitigate negative impacts of unsustainable pest management methods on the environment and human health.</p>
	<p>7.1.2 (C) Restricted and hazardous pesticides that endanger the health of workers, families, communities, or the environment shall be not be used, unless in exceptional circumstances as validated by a due diligence process or when authorised by government authorities for pest outbreaks.</p> <p>This shall include pesticides that are: A) Categorised as World Health Organization Class 1A or 1B; B) Meet the criteria for carcinogenicity Categories 1A and 1B, mutagenicity Categories 1A and 1B, or reproductive toxicity Categories 1A and 1B, according to the Globally Harmonized System on Classification and Labeling of Chemicals (GHS); C) Listed by the Stockholm or Rotterdam Conventions; D) Restricted or prohibited under national regulations; and/or E) Paraquat.</p>
	<p>7.1.3 (C) The Unit of Certification shall record all pesticides usage. Records shall include the pesticides trade name, active ingredient, LD50, quantity of active ingredient used, period of usage, location/area of application, and reason for usage.</p>
	<p>7.1.4 (C) There shall be no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p>
	<p>7.1.5 (C) The Unit of Certification shall not launch aerial sprayings of pesticides, unless in exceptional circumstances where no other viable alternatives are available. When aerial spraying is unavoidable, prior approval from government authorities shall be obtained and detailed information of the aerial spraying shall be provided to potentially affected local communities at least 48 hours prior to application of aerial spraying. Targeted spraying with unmanned aerial vehicles (drones) is permitted.</p>
	<p>7.1.6 (C) The introduction of species referenced in the Global Invasive Species Database and/or CABI Digital Library and/or national regulation shall be prohibited.</p>
	<p>7.1.7 (C) Where the use of the invasive or prohibited species was already in place before November 2024, the Unit of Certification shall manage the usage of such species in line with internationally accepted scientific protocols or national regulations.</p>
	<p>7.1.8 The use of fire for pest or disease control shall be prohibited, unless in exceptional circumstances.</p> <p>Where fire must be used for control of pests and diseases, the Unit of Certification shall provide evidence of prior approval from government authorities and implement a plan to prevent, mitigate, and/or repair damages to the environment.</p>

7.2	The Unit of Certification shall reduce, recycle, reuse, and dispose of waste/by-products in an environmentally and socially responsible manner.	7.2.1	The Unit of Certification shall develop and implement a waste management plan to reduce, minimise, recycle, and reuse waste produced from its operations and non-operational activities. The plan shall also include responsible disposal of waste or by-products, where applicable.
		7.2.2	The Unit of Certification shall develop and implement a nutrient recycling plan. The nutrient recycling plan shall include the recycling of biomass (i.e., Empty Fruit Bunches/EFB, Palm Oil Mill Effluent/POME, palm residues) and optimal use of inorganic fertilisers.
		7.2.3 (C)	The Unit of Certification shall demonstrate that workers have job-specific training to implement the waste management plan.
		7.2.4	The use of fire as a measure for waste disposal shall be prohibited, unless in exceptional circumstances. Direct disposal of waste into watercourses or other ecosystems shall be prohibited.
7.3	The Unit of Certification shall not conduct new plantings on steep terrain, marginal soil(s), and fragile soil(s). The UoC shall adopt best soil conservation practices for minimising soil erosion and soil degradation in these areas. <i>*National Interpretations should determine nationally regulated specific controls (best practices) and thresholds, such as slope limits, specifying soil types (marginal and/or fragile) on which planting should be avoided, or the proportion of plantation area that may be allowed. National Interpretation may include expanded definitions of 'extensive planting', 'marginal soil', 'fragile soil', and 'steep slope'.</i>	7.3.1 (C)	Areas of steep terrain, marginal soil(s), and fragile soil(s) shall be identified and mapped. Soil surveys and topographic information shall guide the planning of drainage and irrigation systems, roads, and other infrastructure of the Unit of Certification. To demonstrate the long-term suitability of land for oil palm cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, shall be taken into account in plans and operations.
		7.3.2 (C)	The Unit of Certification shall not conduct new plantings and extensive replanting of oil palm on steep terrain.
		7.3.3 (C)	The Unit of Certification shall not conduct new plantings and/or new development on marginal soil(s) and/or fragile soil(s). <u>Procedural Note</u> <i>The RSPO New Planting Procedure shall be updated to reflect this requirement.</i>
		7.3.4 (C)	In the event there is any replanting on marginal soil(s) and/or fragile soil(s), the Unit of Certification shall manage the area in accordance with the 'RSPO Best Management Practices (BMPs) for Soil'. <u>Procedural Note</u> <i>RSPO shall develop the 'RSPO Best Management Practices (BMPs) for Soil' guidance document.</i>
7.4	The Unit of Certification shall prohibit land clearing on peatland (regardless of depth) after the cut-off date of 15 November 2018. All plantings on peatland before the cut-off date shall be managed responsibly. All unplanted and set-aside peatlands are protected and conserved.	7.4.1 (C)	There shall be no new plantings and/or development on peatlands, regardless of depth, after 15 November 2018.
		7.4.2	The Unit of Certification shall map and have inventories of all areas of peatlands (planted and unplanted) in accordance with RSPO procedures on Peat Inventory. The UoC shall make its map and other inventory information available to the RSPO Secretariat.

		7.4.3 (C)	Any activities by the Unit of Certification that may disrupt peatland ecosystem integrity or hydrology including new construction of drains, roads, dams, bunds, levees, and/or power lines on unplanted and set-aside peatlands shall be prohibited.
		7.4.4 (C)	The Unit of Certification shall protect and manage all unplanted and set-aside peatlands, guided by the latest version of 'RSPO Manual on Best Management Practices (BMPs) for Management and Rehabilitation of Peatlands' and associated audit guidance.
		7.4.5 (C)	All existing plantings on peat are managed according to the latest version of 'RSPO Manual on Best Management Practices (BMPs) for Existing Oil Palm Cultivation on Peat' and associated audit guidance.
		7.4.6 (C)	To determine the suitability of replanting on peat, the Unit of Certification shall conduct a drainability assessment for oil palm planted on peat in accordance with the latest 'RSPO Drainability Assessment Procedure'.
		7.4.7 (C)	Where a RSPO Drainability Assessment report indicates a phasing out of oil palm cultivation of at least 40 years, or two cycles (whichever is greater), before reaching the natural gravity drainability limit for peat, the Unit of Certification shall develop and implement a plan to replace with crops suitable for a higher water table (e.g., paludiculture) or to rehabilitate with natural vegetation.
7.5	The Unit of Certification shall demonstrate efforts to maintain the quality and availability of surface and groundwater, and mitigate/remedy those that occur.	7.5.1 (C)	<p>The Unit of Certification shall develop and implement a water management plan* to promote more efficient use to maintain quality, and continued availability of surface and groundwater, in consultation with affected communities.</p> <p>The plan shall address the following:</p> <p>A) The UoC does not restrict access to clean water or contribute to pollution of water used by communities; and</p> <p>B) Workers shall have adequate access to clean water.</p> <p><i>*National Interpretations should further define the process and developing the water management plan, based on the national context.</i></p>
		7.5.2	The Unit of Certification shall record water consumption (mill water use per metric tonne of product) and water withdrawal (total water volume extracted from surface and groundwater source) at the UoC's mill(s).
		7.5.3 (C)	The Unit of Certification shall protect watercourses and wetlands by maintaining and restoring appropriate riparian reserves and other buffer zones, in line with the latest version of the 'RSPO Manual on Best Management Practices (BMPs) for the Management and Rehabilitation of Riparian Reserves'.
		7.5.4 (C)	The Unit of Certification shall treat and process palm oil mill effluent (POME) in compliance with applicable national regulations. Discharge quantity and quality of the palm oil mill effluent, especially Biochemical Oxygen Demand (BOD), shall be regularly monitored.

<p>7.6 The Unit of Certification shall demonstrate efforts to minimise and reduce greenhouse gas (GHG) emissions, air pollution associated with its existing activities and new developments, and reduce fossil fuel consumption by optimising the use of renewable energy.</p>	7.6.1 (C)	The Unit of Certification shall identify and assess its greenhouse gas emissions (GHG) through the latest version of RSPO PalmGHG calculator to develop and implement an emissions reduction plan. The plan to reduce or minimise GHG emissions shall be implemented and monitored.
	7.6.2 (C)	The Unit of Certification shall publicly report its GHG emissions per product, as estimated through the latest version of RSPO PalmGHG calculator.
	7.6.3 (C)	The Unit of Certification shall estimate the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development since 2014. The Unit of Certification shall prepare and implement a plan to protect the carbon stock, following the 'RSPO GHG Assessment Procedure for New Development'.
	7.6.4 (C)	The Unit of Certification shall develop and implement a plan to reduce or minimise significant air pollutants (apart from greenhouse gases). <i>*National Interpretations should determine any relevant national air pollution standards or thresholds.</i>
	7.6.5 (C)	The Unit of Certification shall prohibit the use of fire for land preparation of new plantings, development, and/or replanting.
	7.6.6	The Unit of Certification shall develop and implement fire prevention process(es)/procedure(s) to reduce fire risk in all areas under the UoC. The process/procedure should be developed in engagement with relevant stakeholders.
	7.6.7	A plan for improving the efficiency of, or minimising, fossil fuel usage shall be developed and implemented. The plan shall consider the role and usage of renewable energy to replace or reduce fossil fuels.

<p>7.7</p>	<p>Land clearing does not cause deforestation or damage any area required to protect and/or enhance High Conservation Values (HCVs) and/or High Carbon Stock (HCS) forests. HCVs and HCS forests in the managed area are identified, protected, and/or enhanced.</p> <p><i>Preamble</i> <i>The RSPO will develop a procedure for development in High Forest Cover Landscapes (HFCLs) within High Forest Cover Countries (HFCCs), to enable certified development by indigenous peoples and local communities with legal or customary rights, to balance sustainable livelihoods and poverty reduction with the need to conserve, protect, and enhance ecosystems.</i></p> <p><i>This procedure will take into consideration regional and national multi-stakeholder processes and will be designed to enable communities to choose their own development path, while providing socio-economic benefits and safeguards. The procedure should aim to provide:</i> <i>A) Demonstrable benefits to the local community;</i> <i>B) Clear recognition of legal and customary lands based on participatory land use planning;</i> <i>C) Development proportional to the needs of the local community; and</i> <i>D) A balance between conservation and development.</i> <i>This procedure will also cover planting on previous or abandoned agricultural land/plantations in such landscapes.</i></p>	<p>7.7.1 (C)</p> <p>7.7.2 (C)</p> <p>7.7.3 (C)</p>	<p>A Unit of Certification shall not damage primary forest and HCVs (from November 2005) and HCS Forests (from 15 November 2018). HCVs, HCS forests, and other conservation areas are identified for protection according to the following scenarios:</p> <p>1) A Unit of Certification (or parts thereof) with existing plantations and no new land clearing (after November 2018) shall provide evidence of a valid HCV assessment.</p> <p>2) A Unit of Certification (or parts thereof) that followed the transitional measures in P&C 2018 (Refer to 'Interpretation of Indicator 7.12.2 and Annex 5 of RSPO P&C 2018') shall provide evidence that a valid HCV, and/or standalone HCSA assessment, and/or Integrated HCV-HCS assessment (as applicable) was conducted before any new land clearing.</p> <p>3) A Unit of Certification (or parts thereof) not covered by Scenario 2 with any new land clearing after 15 November 2018 shall provide evidence that:</p> <p>a) Land clearing is preceded by an Assessor Licensing Scheme (ALS) integrated HCV-HCS assessment, using the Integrated HCV-HCSA Assessment Manual valid at the time of the assessment (either the November 2017 or June 2023 version of the Manual).</p> <p>b) Compliance with the requirements of the New Planting Procedure (NPP) 2015, and subsequent revisions of the NPP.</p> <p><u>Procedural Note</u> <u>For details of the scenarios, refer to Annex 3 (to be developed and approved by the RSPO Standards Standing Committee). Annex 3 will be based on the 'Interpretation of Indicator 7.12.2 and Annex 5 of RSPO P&C 2018'. to be updated for validity.</u></p> <p>For all land clearing since November 2005, the Unit of Certification shall provide evidence of a historic Land Use Change Analysis (LUCA).</p> <p>Where there has been land clearing without prior HCV assessment since November 2005, or without a prior Integrated HCV-HCSA Assessment since 15 November 2018, the 'RSPO Remediation and Compensation Procedure (RaCP)' applies.</p> <p>Where HCVs and/or HCS forests have been identified, the Unit of Certification shall develop and implement a management & monitoring plan to protect and/or enhance HCVs and/or HCS forests. This plan shall make clear the roles of affected communities in implementation; shall be developed in consultation with relevant stakeholders; and shall include the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>This management & monitoring plan shall include, but is not limited to the following (if applicable):</p> <p>A) All RTE species (HCV-1);</p>
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			<p>B) Management of human-wildlife conflict (threats to HCVs);</p> <p>C) Other conservation areas; and</p> <p>D A programme to socialise the status of RTE species to the workforce.</p>
		7.7.4 (C)	<p>The Unit of Certification shall Adapt, where necessary, the management & monitoring plan to protect and/or enhance HCVs and/or HCS forests (Refer to Indicator 7.7.3). The plan shall be reviewed at least once every five years. Outcomes of the monitoring activities shall be used to update the management & monitoring plan.</p> <p><u>Procedural Note</u> <u>RSPO shall develop a guidance on changes in HCV conditions and status to support implementation of the management & monitoring plan.</u></p>
		7.7.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, and other conservation areas, there is no diminishment of these rights without evidence of a negotiated agreement, obtained through FPIC.</p>

Adopted 13 Nov 2014

V. Annexes

Adopted 13 Nov 2024

Annex 1 - Terms and definitions

Term	Definition	Source
Active ingredients	Chemical substances that provide the pesticidal actions.	Guidelines on Highly Hazardous Pesticides (FAO & WHO, 2016)
Adapt	To modify or adjust the previously developed management & monitoring plan in response to changing conditions, outcomes, or new information, ensuring the continuous protection and enhancement of key elements (such as HCVs and HCS forests). This process includes streamlining documentation and findings from other processes, such as accident logs and grievance mechanisms.	RSPO P&C 2024
Aerial spraying	Application of pesticides from an aircraft (plane or helicopter)	Guidelines on Highly Hazardous Pesticides (FAO & WHO, 2016)
Abuse of vulnerability	Taking advantage of any worker of their vulnerabilities for the purposes of exploitation or gain. Abuse of a position of vulnerability refers to any situation in which the worker involved believes he or she has no real and acceptable alternative except to submit to the abuse.	RSPO P&C 2024
Affected Communities	All communities that are likely to be affected directly and significantly by the proposed development, i.e., those with land holdings and usage rights within the affected area who must be included in the assessment and FPIC process. Other communities that are likely to be affected only indirectly, e.g., by possible longer-term changes to the ecosystem services provisions due to the water usage of the operation, also need to be taken into account.	RSPO Free, Prior and Informed Consent (FPIC) Guide (2022)
Agreement	An arrangement or decision by two or more parties to do or not to do something. This can be formal or informal, and depending on the common intention of the parties may be enforceable by law.	RSPO P&C 2024
Alternate Land Development Strategies	Allocation of smallholder plot(s) as conservation or restoration areas with the main objective to improve and maintain peatland ecosystem integrity.	RSPO ISH standard 2024
Annual Surveillance Audit	Annual systematic repetition of conformity assessment activities as a basis for maintaining the validity of RSPO certification.	RSPO Certification Systems for Principles & Criteria and Independent Smallholder Standards (2024)
Associated Development	Developments including establishing mills, kernel crushers, nurseries, housing/camps and offices, roads/tracks, drainage, effluent treatment plants, fruit collection centres, terracing, earthworks, scheme smallholdings/outgrower plots, and any other development relevant to the operations of a new oil palm development.	RSPO New Planting Procedure (2015)
Biochemical Oxygen Demand (BOD)	Biochemical Oxygen Demand is the amount of dissolved oxygen (DO) needed (i.e., demanded) by aerobic biological organisms to break down organic material present in a given water sample at a certain temperature over a specific time period.	RSPO P&C 2024
Biological control agent	Refers to the use of natural or modified organisms, genes, or gene products to reduce the effects of undesirable organisms and to favour desirable organisms such as crops, beneficial insects, and microorganisms	Biological Control Agents: Diversity, Ecological Significances, and Biotechnological Applications' (Singh et al., 2020)

Bribery	The offering, promising, giving, accepting, or soliciting of an advantage as an inducement for an action which is illegal, unethical, or a breach of trust. Inducements can take the form of money, gifts, loans, fees, rewards, or other advantages (taxes, services, donations, favours etc.).	Global Anti Bribery Guidance (Transparency International, 2017)
Child/Children	The term child applies to all persons under the age of 18.	ILO Minimum Age Convention, 1973 (No. 138) ILO Worst Forms of Child Labour Convention, 1999 (No. 182)
Child labour	<p>Child labour is work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. The term applies to:</p> <ul style="list-style-type: none"> - All children under 18 involved in the “worst forms of child labour”, per the ILO Worst Forms of Child Labour Convention, 1999 (No. 182); - All children aged under 12 taking part in economic activity; and - All 12 to 14-year-olds engaged in more than light work. <p>The ILO defines 'light work' as work that is not likely to be harmful to children’s health or development and not likely to be detrimental to their attendance at school or vocational training.</p> <p>Those under 18 years old should not engage in hazardous work that might jeopardise their physical, mental, or moral well-being, either because of its nature or the conditions under which it is carried out.</p> <p>For young workers above the legal minimum age but below 18, there should be restrictions on hours of work and overtime; working at dangerous heights; with dangerous machinery, equipment and tools; transport of heavy loads; exposure to hazardous substances or processes; and difficult conditions such as night work at night.</p>	<p>ILO Minimum Age Convention, 1973 (No. 138)</p> <p>ILO Worst Forms of Child Labour Convention, 1999 (No. 182)</p> <p>International Programme on the Elimination of Child Labour (IPEC), ILO (1992)</p>
Child labour remediation	Child labour remediation refers to the process of removing a child from a child labour situation to ensure safe and adequate alternatives for them, such as reintegrating them into the education system or, if they are above the minimum age for work, creating an opportunity for them to work in a non-hazardous job.	RSPO Guidance on Child Rights for Palm Oil Producers (2020)
Communities	Communities refer to indigenous peoples, tribal peoples, local communities (including women, children, and people with disabilities), displaced persons, migrants, and other land users.	RSPO P&C 2018
Confidential information/ Confidentiality	<p>Examples of commercially confidential information include financial data such as costs and income, and details relating to customers and/or suppliers. Data that affects personal privacy should also be confidential.</p> <p>Ongoing disputes (within or outside of a legal mechanism) can be considered as confidential information where disclosure could result in potential negative outcomes for all parties involved. However, affected stakeholders and those seeking resolution to conflict should have access to relevant information.</p> <p>Examples of information where disclosure could result in potential negative environmental or social outcomes include information on sites of rare species where disclosure could increase the risk of hunting or capture for trade, or sacred sites which a community wishes to maintain as private.</p>	RSPO P&C 2024

Conflict resolution process	A Conflict resolution process is any process that can either prevent, diffuse, or address conflict effectively, whether such conflict occurs between the Unit of Certification and Communities, or between Affected Communities themselves.	Adapted from <u>Designing Conflict Resolution Systems (Mediators Beyond Borders, online; accessed on 3 April 2024 at https://mediatorsbeyondborders.org/what-we-do/conflict-literacy-framework/cr-systems-design)</u>
Contract	An agreement between two or more parties that, by its terms, is legally binding and enforceable in a court of law.	RSPO P&C 2024
Contract substitution	The practice of substituting or changing the terms of employment to which the worker originally agreed, either in writing or verbally, which results in worse conditions or less benefits. Changes to the employment agreement or contract are prohibited unless these changes are made to meet local law and provide equal or better terms.	ILO Report of the Committee examining alleged non-observance by Qatar of the Forced Labour Convention, 1930 (No. 29), (ILO, 2014)
Contributing family members	Family or smallholder household members who do not receive a wage/salary or profit in return for the work performed on the smallholder plot. They may benefit in-kind or receive irregular payments in cash as a result of the outputs of their work. Please refer to other related definitions: 'smallholder household' and 'family members'.	Adapted from the International Classification of Status in Employment (ICSE-18) Manual 2023; and the ILO Private Employment Agencies Convention, 1997 (No. 181)
Contractor	A person, firm, organisation, or company that undertakes a contract with the Unit of Certification to provide materials or services (including labour)	RSPO P&C 2024
Core work	The primary area or activity that a company was founded to do or focuses on in its business operations. Core work pertains to work that is essential and desirable to the growth of the company. All agricultural and milling activities are considered core work, e.g. planting, harvesting, fertilising, maintenance, FFB sorting and grading, machine-technical maintenance; and machine operation.	RSPO P&C 2018
Debt bondage	Debt bondage is work exchanged for a debt. It is also known as bonded labour or debt slavery, which occurs when individuals are compelled to work in exchange for repayment of a debt. Workers are often coerced into labour under the pretext of settling their own debts or those of family members.	ILO Helpdesk: <u>Business and Forced Labour (online; accessed on 3 April 2024 at https://www.ilo.org/resource/other/ilo-helpdesk-business-and-forced-labour)</u>
Deception	Deception pertains to the act of providing false representations and failing to fulfill promises made to workers whether communicated verbally or in writing. Deceptive recruitment practices can include false promises regarding working conditions and wages, but also regarding the type of work, housing and living conditions, acquisition of regular migration status, job location, or the identity of the employer.	Adapted from the ILO '11 Indicators on Forced Labour' (International Labour Organization, 2012)

Deforestation	<p>The conversion of forests - including primary, regenerated (second-growth), and managed natural forests, as well as areas identified through High Conservation Value (HCV) and High Carbon Stock (HCS) assessments required by the RSPO - into non-forest land use. This process involves the removal of trees and the alteration of ecosystems, resulting in the loss of species composition, ecological structure, and function.</p> <p>Forests at risk of deforestation include:</p> <ul style="list-style-type: none"> - Primary forests, which have developed naturally without significant human intervention. - Regenerated forests, which have recovered from past impacts but now function similarly to natural ecosystems. - Managed natural forests, where human activities like timber harvesting or low-intensity agriculture occur without severely impacting the forest's ecological integrity. - Partially degraded forests, where degradation has not resulted in a complete transformation of land use or a sustained reduction in ecological function. <p>HCV and HCS assessments help identify these forests as critical for biodiversity, ecosystem services, and carbon storage. Deforestation of such areas compromises both environmental sustainability and efforts to combat climate change, emphasising the need for strong safeguards and responsible land management practices.</p>	RSPO P&C 2024
Development	<p>Development refers to alteration of landscape in any number of ways: from natural or semi-natural state of the land, to land for the purposes of palm oil production. This includes the carrying out of building (construction, installation or expansion of a building or other structure), engineering, creation of impervious surfaces; or other operations in, on, over, or under land; or making of any material change in the use of any building or other land.</p>	RSPO P&C 2024
Discrimination	<p>Any distinction, exclusion, or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; Such other distinction, exclusion, or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.</p>	United Nations Human Rights Office of the High Commissioner, Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Drainability Assessment Procedure	<p>A methodology for determining how the projected future subsidence would affect the relative level of the fields and the respective drainage outlet from the plantation and the ability of water to drain by gravity in the future. In implementing the DAP, the Unit of Certification shall:</p> <ul style="list-style-type: none"> - Describe the characteristics of the plantation and the proposed replanting area; - Determine drainage zone(s) and identify the final water outlets; - Determine the average ground elevation and calculate elevation of peatland replanting area; - Determine the annual water level at the final water outlets; - Measure the peat thickness and calculate average peat thickness of peatland replanting area; - Calculate average Natural Drainage Limit (NDL) of each peatland replanting area; - Calculate the depth to NDL of each peatland replanting area; - Use the default subsidence rate or calculate the average subsidence rate of each peatland replanting area; <p>and</p> <ul style="list-style-type: none"> - Project the future drainability of peatland replanting area. 	RSPO Drainability Assessment Procedure 2021

Due diligence	A risk management process implemented by a company to identify, prevent, mitigate, and account for how it addresses environmental and social risks and impacts in its operations, supply chains, and investments.	Adapted from the Accountability Framework Initiative (2020)
Engage	The act of participating, becoming involved, entering into, or maintaining an agreement or contract.	RSPO P&C 2024
Expropriation	The act by authorities (governments and/or any other institution exercising governmental functions) to acquire private property or divesting interest in land without obtaining agreement and consent, and which may or may not be with the payment of compensation.	RSPO P&C 2024
Ethical recruitment	Hiring workers lawfully and in a fair and transparent manner that respects and protects their rights	IRIS Standards: Ethical Recruitment, (International Organization for Migration, 2020)
Existing Plantations	Land planted with oil palm and associated development owned and/or directly managed by an RSPO member prior to its RSPO membership. This includes newly acquired oil palm plantations by an RSPO member.	RSPO P&C 2024
Extensive replanting on steep terrain	Any individual, contiguous replanted area on steep terrain (>25 degrees) greater than 25 hectares within the replanting area.	RSPO P&C 2024
Family farm	A farm operated and mostly owned by a family, for the growing of oil palm, sometimes along with subsistence production of other crops, and where the family provides the majority of the labour used. Such farms provide the principal source of income, and the planted area of oil palm is below 50 hectares in size.	Adapted from Free, Prior and Informed Consent Guide for RSPO Members (2015)
Family members	Family members refer specifically to individuals within the nuclear family structure. This includes parents, siblings, and children who are directly related by blood, marriage, or adopted. Excluded from this definition are extended family members such as aunts, uncles, grandparents, and cousins. The focus is on the immediate family unit, emphasising the core relationships that typically reside within the same household. Please refer to other related definitions: 'smallholder household' and 'contributing family members'.	RSPO ISH standard 2024
Forced labour	All work or service which is exacted from any person under the menace of any penalty, and for which said person has not offered him or herself voluntarily.	ILO Forced Labour Convention, 1930 (No. 29)
Forest	Natural ecosystem characterised by a significant tree cover, with species composition, structure, and ecological functions that support biodiversity, carbon storage, and other ecosystem services as identified through High Conservation Value (HCV) and High Carbon Stock (HCS) assessments required by the RSPO. This includes: - Primary forests, untouched by significant human activities and developed through natural processes. - Regenerated forests, which have recovered after past disturbances and now resemble natural ecosystems in terms of structure and function. - Managed natural forests, where human activities like timber extraction or small-scale agriculture occur, but the forest retains its overall ecological integrity. - Partially degraded forests, which have been impacted by natural or anthropogenic factors but still maintain enough tree cover and ecological functions to be classified as forests.	RSPO P&C 2024

Fragile soil	A soil that is susceptible to degradation (i.e., reduction in fertility) when disturbed. A soil is particularly fragile if the degradation rapidly leads to an unacceptably low level of fertility or if it is irreversible using economically feasible management inputs. Please also refer to other related definitions: 'marginal soil'.	RSPO P&C 2018
Gender Sensitive	To understand and give consideration to socio-cultural norms and discriminations in order to acknowledge the different rights, roles, and responsibilities of women, and men, in the community and the relationships between them. Policies and programmes that take into account the particularities pertaining to the lives of both women, and men, while aiming to eliminate inequalities or imbalance between women, and men, and promote gender equality, including an equal distribution of resources.	Adapted from Women Empowerment Development Organisation (WEDO), 2013 (online)
Geolocation	Geographical location of a plot of land described by means of latitude and longitude coordinates corresponding to at least one latitude and one longitude point, and using at least six decimal digits; for plots of land of more than four hectares used for the production of the relevant commodities other than cattle, this shall be provided using polygons with sufficient latitude and longitude points to describe the perimeter of each plot of land.	Article 2 (28), Regulation (EU) 2023/1115 of the European Parliament and of the Council (2023)
Good faith	The principle of good faith implies that the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid unjustified delays in negotiations, respect agreements concluded, and give sufficient time to discuss and settle collective disputes. In the case of multinational enterprises, such companies should not threaten to transfer the whole or part of an operating unit from the country concerned in order to unfairly influence negotiations.	Adapted from ILO Q&As on business and collective bargaining (online; accessed on 3 April 2024 at https://www.ilo.org/resource/qas-business-and-collective-bargaining-0)
Greenhouse gas	Gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and emit radiation at specific wavelengths within the spectrum of infrared radiation emitted by the Earth's surface, the atmosphere and clouds.	Intergovernmental Panel on Climate Change (2021)
Group manager	A person, a group of people or an organisation responsible for running the internal control system and managing the independent smallholder group. This can be a mill, an organisation, or an individual.	RSPO ISH standard 2019
Growers	Growers are beneficial owners, land owners, or businesses with more than 500 hectares (accumulative) of cultivated and harvested oil palms. Please also refer to other related definitions: 'medium grower', 'smallholder'.	RSPO P&C 2024
Health and Safety (H&S) Committee	A Health and Safety Committee is a representative group composed of both management and worker representatives, tasked with the development of safety and health rules, and safe systems of work. It is responsible for identifying hazards, assessing risks, developing and implementing measures to prevent accidents and injuries, and ensuring compliance with relevant health and safety regulations and standards. It reviews the effectiveness of safety and health programmes, conducts investigations on trends of accidents that occur at the place of work, reviews the health and safety policies, and makes recommendations.	RSPO P&C 2024
Hazardous waste	Hazardous waste is a waste with properties that make it dangerous or capable of having a harmful effect on human health or the environment.	United States Environment Protection Agency (EPA). Learn the Basic of Hazardous Waste (online; accessed on 3 April 2024 at at)

		https://www.epa.gov/hw/learn-basics-hazardous-waste)
Hazardous work for children	<p>Hazardous work for children is defined as “any work which is likely to jeopardise children’s physical, mental or moral health, safety or morals” and which “should not be done by anyone under the age of 18.” (https://www.ilo.org/ipecc/facts/ILOconventionsonchildlabour/lang--en/index.htm). This includes:</p> <p>(a) work which exposes children to physical, psychological or sexual abuse;</p> <p>(b) work underground, under water, at dangerous heights or in confined spaces;</p> <p>(c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;</p> <p>(d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;</p> <p>(e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.</p>	<p>Adapted from Article 3 (d) of the ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182)</p> <p>and</p> <p>from Article (II) - Hazardous Work, of the ILO Worst Forms of Child Labour Recommendation, 1999 (No. 190)</p>
High Conservation Value (HCV) areas	<p>The areas necessary to maintain or enhance one or more High Conservation Values (HCVs):</p> <p>HCV 1 – Species diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered (RTE) species, that are significant at global, regional, or national levels.</p> <p>HCV 2 – Landscape-level ecosystems, ecosystem mosaics, and Intact Forest Landscapes (IFL). Large landscape-level ecosystems, ecosystem mosaics, and IFL that are significant at global, regional, or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.</p> <p>HCV 3 – Ecosystems and habitats. RTE ecosystems, habitats, or refugia.</p> <p>HCV 4 – Ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.</p> <p>HCV 5 – Community needs. Sites and resources fundamental for satisfying the basic necessities of local communities or indigenous peoples (for livelihoods, health, nutrition, water, etc.), identified through engagement with these communities or indigenous peoples.</p> <p>HCV 6 – Cultural values. Sites, resources, habitats, and landscapes of global or national cultural, archaeological, or historical significance, and/or of critical cultural, ecological, economic, or religious/sacred importance for the traditional cultures of local communities or indigenous peoples, identified through engagement with these local communities or indigenous peoples.</p>	High Conservation Value Resource Network (HCVRN) Common Guidance for Identification of HCVs (2017)
High Carbon Stock	High Carbon Stock forests are defined as forests with above and below ground carbon stores, where the sequestered carbon losses as a result of land use change are greater than the potential gains in carbon stock within the new development area (including set aside and non-planted areas) over the period of one planting cycle.	RSPO P&C 2024, adapted from RSPO P&C 2013

High Forest Cover Country (HFCC)	Countries assessed as having >60% forest cover (based on recent, trusted REDD+ and/or national data); <1% oil palm cover; a deforestation trajectory that is historically low but is increasing or constant; and a known frontier area for oil palm or where major areas have been allocated for development.	RSPO No Deforestation consultancy: HFCC (Proforest, 2018)
High Forest Cover Landscape (HFCL)	Landscapes having >80% forest cover. Landscape defined as "the size of a landscape may be determined by A) Identifying the watershed or the geographical land unit containing a cluster of interacting ecosystems; B) Selecting a unit size that encompasses the plantation concession and a buffer of the surrounding area (e.g. 50,000 ha or 100,000 ha); or C) Using a radius of 5 km from the area of interest (for instance, the planned concession)."	Adapted from Module 5 of the HCSA Toolkit Version 2.0 (High Carbon Stock Approach, May 2017)
Highly Hazardous Pesticide	Pesticides that are acknowledged to present particularly high levels of acute or chronic hazards to health or the environment according to internationally accepted classification systems such as the World Health Organization (WHO), or the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) or their listing in relevant binding international agreements or conventions. In addition, pesticides that appear to cause severe or irreversible harm to health or the environment under conditions of use in a country may be considered to be, and treated as, highly hazardous.	Guidelines on Highly Hazardous Pesticides (FAO & WHO, 2016)
Human Rights Defenders (HRD)	People who, individually or with others, act to promote and protect human rights in a peaceful way.	Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognised Human Rights and Fundamental Freedoms (United Nations General Assembly, 1998)
Human Rights Due Diligence	Human rights due diligence is a way for businesses to proactively manage potential and actual adverse human rights impacts with which they are involved. It involves requiring businesses to identify, prevent, mitigate, and account for how they address actual and potential impacts on human rights.	United Nations Guiding Principles on Business and Human Rights (Office of the United Nations High Commissioner for Human Rights, 2011)
Identity Preserved	A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill is only sourced from plantations/estates that are certified against the RSPO Principles and Criteria, or against the RSPO Group Certification scheme. Certification for mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (e.g., if physical separation is used), and volume sales of RSPO certified palm oil and oil palm products. If a mill processes certified and uncertified FFB without physically separating them, then only the Mass Balance supply chain module is applicable.	RSPO Supply Chain Certification standard (2020)

Independent Smallholder	<p>An oil palm grower who has the following characteristics:</p> <ul style="list-style-type: none"> - Enforceable decision-making power on the operation of the land and production practices; - Ability and freedom to choose how the land and type of planted crops is organised, managed, and financed; - Meet any further criteria or definition relative to the applicability of the RSPO P&C and ISH standards, provided in the relevant National Interpretation for a specific country; - The total size of their oil palm production area is smaller than or equal to 50 hectares (ha) if no threshold is defined in a National Interpretation; OR smaller than or equal to the maximum size defined in a National Interpretation (e.g., for Indonesia this implies the threshold size is 20 ha or below; for Ecuador 75 ha or below); and - Not a scheme smallholder <p>Please refer to other related definitions: 'smallholder' and 'scheme smallholder'.</p>	Adapted from RSPO P&C 2018 and ISH 2019 standards
Indigenous peoples	<p>Indigenous peoples refer to those who:</p> <ul style="list-style-type: none"> - Self-identify as indigenous peoples at the individual level and accepted by the community as their member - Have historical continuity with pre-colonial and/or pre-settler societies that developed on their territories - Strong link to territories and surrounding natural resources - Consider themselves as having distinct social, economic or political systems from other sector of the societies in the area where they live - Distinct language, culture, and beliefs - Form non-dominant groups of society - Resolve to maintain, develop, and reproduce their ancestral environments and systems to future generations as distinctive peoples and communities. <p>When considering the factors above, no single one shall be determinative. Indigenous peoples are defined as such regardless of the local, national, and regional terms that may be applied to them, such as 'tribal people,' 'first peoples,' 'secluded tribes,' 'hill people,' or others.</p>	<p><u>Adapted from the United Nations Permanent Forum on Indigenous Issues Factsheet (online, accessed on 11 September 2024 at https://www.un.org/esa/socdev/unpfi/documents/5session_factsheet1.pdf)</u></p>
Initial Certification	The beginning stage of the certification cycle where the decision of certification and issuance of certificate is done.	RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard (2020)
Integrated Pest Management (IPM)	A careful consideration of all available plant protection methods and subsequent integration of appropriate measures that discourage the development of populations of harmful organisms and keep the use of plant protection products and other forms of intervention to levels that are economically and ecologically justified, and reduce or minimise risks to human health and the environment. 'Integrated pest management' emphasises the growth of a healthy crop with the least possible disruption to agro-ecosystems and encourages natural pest control mechanisms.	Guidelines on Highly Hazardous Pesticides (FAO & WHO, 2016)
Internal Control System (ICS)	A set of rules, policies, and procedures which an organisation implements to provide direction, increase efficiency, and strengthen adherence to policies to manage a group.	RSPO ISH standard 2019
International accepted scientific protocol	A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature.	FSC Principles and Criteria for Forest Stewardship FSC-STD-01-001 (V5-2, 2018)

Intimidation and harassment (including threats)	<p>Refers to a range of unacceptable behaviour that results in physical, psychological, sexual, or economic harm. Examples include:</p> <p><u>Communities</u></p> <ul style="list-style-type: none"> A) Any threats of dispossession of land, forced removal, or relocation B) Any threat to deny access to resources on land e.g. water, agriculture, sacred grounds etc. C) Any threats against community members during receipt of grievances D) Any threats and abuse of power by military, paramilitaries, or security personnel (contracted by the Unit of Certification) against community members (includes sexual favours) E) Any threats and coercion against community members in signing agreements related to relinquishing of land rights or resources F) Persistent verbal abuse <p><u>Workers</u></p> <ul style="list-style-type: none"> A) Loss of income and/or restricted access to the workplace, housing, and/or land B) Threats of dismissal from employment or against workers who wish to resign C) Threats against workers during receipt of grievances regarding working and living conditions via internal (labour dispute mechanisms) and/or external (eg. embassy, NGO, etc.) grievance channels D) Threats to terminate employment of family members E) Withdrawal of rights such as the rights to leave the workplace F) Verbal abuse <p>It may also include undermining of workers, i.e., psychological coercion, designed to increase the sense of vulnerability.</p> <p><u>Human Rights Defenders</u></p> <ul style="list-style-type: none"> A) Loss of income due to/resulting in organisational restrictions B) Any threats of dismissal from employment, restrictions on travel, and restrictions to the environment in which the HRDs operate C) Any deliberate obstruction to holding of meetings between HRDs D) Any hostility within the community the HRDs lives as claims may be seen to jeopardise the community's honour and culture (this may especially be the case with women HRDs). E) Any character assassination of HRDs in the form of discrediting or defamation campaigns F) Any arbitrary use of security forces surveillance G) Any SLAPP suits (Strategic Lawsuits against Public Participation) due to his or her work and/or in the course of his/her activities, H) Any threats of physical violence and death threats. Special attention is needed to avoid gender-specific violence such as rape or threats of sexual violence used to silence women. 	RSPO P&C 2024
Labour recruiters	Includes all labour recruiters (both public and private employment services/agencies) and all other intermediaries or sub-agents that offer labour recruitment and placement services. This includes labour recruiters in countries of origin that assist, or are sub-contracted to, the labour recruiter that is directly engaged by the Unit of Certification, and any recruiters engaged by the sub-contractor.	RSPO P&C 2024

Legal due diligence	The term 'legal due diligence' is commonly defined as an investigation, review performed, and/or research conducted on a company or business asset or a business, to confirm the facts of a matter under consideration before entering into an agreement with the another party. Once the facts are collected and analysed, an informed decision can be made.	RSPO P&C 2024
Legal registration	Official license and/or permission from the relevant government authorities for an entity to operate as an enterprise, with rights to buy and sell products and/or services commercially. The licence or permissions can apply to an individual, a privately-owned enterprise. or a publicly-owned corporate entity.	RSPO P&C 2024
Livelihood	<p>A person's or a group's way of making a living, from their environment or in the economy, including how they provision their basic needs, and assure themselves and following generations secure access to food, clean water, health, education, housing, and the materials needed for their life and comfort either through their own direct use of natural resources or through exchange, barter, trade, or engagement in the market.</p> <p>A livelihood includes not just access to resources but the knowledge and institutions that make this possible such as time for community participation and integration, personal, local, or traditional ecological knowledge, skills, endowments, and practices, the assets that are intrinsic to that way of making a living (e.g. farms, fields, pastures, crops, stock, natural resources, tools, machinery, and intangible cultural properties) and their position in the legal, political, and social fabric of society.</p> <p>The risk of livelihood failure determines the level of vulnerability of a person or a group to income, food, health, and nutritional insecurity. Therefore, livelihoods are secure when they have secure ownership of, or access to, resources and income earning activities, including reserves and assets, to offset risks, ease shocks, and meet contingencies.</p>	<p>Compiled and adapted from <u>various definitions of livelihoods from the Department for International Development (DfID), the Institute of Development Studies (IDS), the FAO, and academic texts in 'The Household Livelihood Security Concept' (Frankenberger & McCaston, 1998; online, accessed on 3 April 2024 at https://www.fao.org/4/x0051t/x0051t05.htm)</u></p>
Living Wage	The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.	<u>What is a Living Wage? (Global Living Wage Coalition; online, accessed on 3 April 2024 at https://www.globallivingwage.org/about/what-is-a-living-wage/)</u>
Local Community	Refer to a community in a particular place where local people share common concern around local facilities, services and environment, and which may at times depart from traditional or state definitions. Generally, local communities attach particular meaning to land and natural resources as sources of culture, customs, history, and identity, and depend on them to sustain their livelihoods, social organisation, culture and traditions, beliefs, environment, and ecology.	RSPO Free, Prior and Informed Consent (FPIC) Guide (2022)
Managed area	The land containing oil palm and associated land uses such as infrastructure (e.g., roads, buildings), riparian zones, and set-aside conservation areas.	RSPO P&C 2018
Management documents	Management documents are documented information and evidence to interact with the RSPO P&C standard. It shall be in the form of manual, working procedures, reports, and records that subject to be audited and reviewed periodically.	RSPO P&C 2018
Management Review	Management Reviews are an opportunity to evaluate the systems and controls that are in place, to review feedback, make improvements and track corrective action, to assure that changes are monitored, reported and evaluated, and to determine the overall effectiveness of the quality programme (QMS).	ISO 9001: 2015 - Quality Management Systems

Marginal soil	A soil that is unlikely to produce acceptable economic returns for the proposed crop at reasonable projections of crop value and costs of amelioration. Degraded soils are not marginal soils if their amelioration, and resulting productivity, is cost effective. Please also refer to other related definitions: 'fragile soil'.	RSPO P&C 2018
Mass Balance	A mill is deemed to be Mass Balance (MB) if the mill processes FFB from both RSPO certified and uncertified plantations/estates. A mill may take delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base(s). In that scenario, the mill can only claim the volume of palm oil and oil palm products produced from processing of the certified FFB as Mass Balance.	RSPO Supply Chain Certification standard (2020)
Maternal Health	Maternal health refers to the health of women during pregnancy, childbirth and the post-natal period.	<u>Maternal Health (World Health Organisation; online, accessed January 2023 at https://www.who.int/health-topics/maternal-health)</u>
Medium Grower	Medium Growers are beneficial owners, land owners, or businesses with more than 50 hectares (ha) and up to 500 ha (accumulative) of cultivated and harvested oil palms. Please also refer to other related definitions: 'grower', 'smallholder'.	RSPO P&C 2024
Migrant Worker	A person who migrates or who has migrated whether within a country (internal migrant) or from one country to another (international migrant) to work.	RSPO P&C 2024
Migrant Worker Status	Workers who have registered to be regularised under national labour recalibration/regularisation programs.	RSPO P&C 2024
National law	A binding rule or body of rules prescribed by the government of a sovereign state that holds force throughout the regions and territories within the government's dominion. In the context of international law, a State party to an international treaty must ensure that its own domestic law and practice are consistent with what is required by the treaty. National laws includes subsidiary legislations, regulations, by-laws, rules, and orders issued by the government.	<u>National Law (UN Environment Programme; online, accessed January 2023 at https://leap.unep.org/en/knowledge/glossary/national-law)</u>
Negative action	Negative action against affected stakeholders is any act of retaliation; intimidation, harassment and threats; violence (physical, sexual and gender-based) and torture; instigating violence or use of any form of harassment, including the use of mercenaries and paramilitaries in their operations; exploitation; discrimination; and detention, disappearance or killing.	RSPO P&C 2024
New planting/New land clearing	The planned or proposed establishment of oil palm plantations and associated developments on lands not previously cultivated with oil palm, owned and/or directly managed by an RSPO member.	RSPO P&C 2024
Non-judicial process	Non-judicial process refers to mechanisms that do not involve formal national court proceedings or the direct involvement of the judiciary. These processes are often carried out by administrative or executive bodies such as mediations or arbitrations. This may also include dialogue-based or other culturally appropriate compatible processes. It can be used by individuals, workers, communities, and/or civil society organisations e.g., labour tribunals, national human rights institutions, ombudsperson offices, community tribunals, etc.	RSPO P&C 2024

Oil Extraction Rate (OER)	Proportion of crude palm oil extracted from Fresh Fruit Bunches, using either the dry or wet extraction method.	RSPO P&C 2024
Operations	All activities planned and/or undertaken by the Unit of Certification, which includes its contractors, within the boundaries of its palm oil mill and its estates/plantations.	RSPO P&C 2024
Other conservation areas	Areas (in addition to HCVs, HCS forests, and peatland conservation areas) that are required to be conserved by the RSPO P&C standard e.g., riparian areas, steep slopes, other areas allocated by the Unit of Certification.	RSPO P&C 2018
Outgrower	Farmer(s), where the sale of their FFB is exclusively contracted to the Unit of Certification. Outgrowers may be smallholders.	RSPO P&C 2013
Paludiculture	Productive land use on rewetted peatland with crops that are adapted to the high water levels in peatlands. Paludiculture is classified as a peatland rehabilitation strategy. Plant species can be cultivated as part of the paludiculture are swam jelutong (<i>dyera polyphylla</i>), alternative pulp species, tengkawang (<i>shorea spp.</i>), sago (<i>metroxylon spp.</i>), rattan, and medicinal plants.	RSPO Manual on BMPs for Management and Rehabilitation of Peatlands (2019)
Participatory Mapping	Participatory mapping, also known as 'community mapping', is based on the premise that communities have knowledge of their customary tenure and surrounding environments, which can be expressed in simple maps. It allows communities to bring their local knowledge and perspectives to the attention of authorities and the UoC. This is done jointly by the Unit of Certification and the Communities.	Adapted from RSPO Free, Prior and Informed Consent (FPIC) Guide (2022)
Peat	A soil with cumulative organic layer(s) comprising more than half of the upper 80 cm or 100 cm of the soil surface, containing 35% or more of organic matter (35% or more Loss on Ignition) or 18% or more organic carbon. Note for management of existing plantations in Malaysia and Indonesia, a narrower definition has been used, based on national regulations, namely: soil with an organic layer of more than 50% in the top 100 cm, containing more than 65% organic matter.	RSPO Peatland Working Group 2 (PLWG2), July 2018. Derived from FAO and USDA definition for histosols (organic soils) (FAO 1998, 2006/7; USDA 2014)
Pesticide	Substances or a mixture of substances intended for preventing, destroying, repelling, or mitigating any pest, or regulating plant growth. Pesticides are categorised into four main substituent chemicals: herbicides; fungicides; insecticides; and bactericides.	RSPO P&C 2013
Plan	A time-bound and detailed scheme, programme, or method for achieving objective(s) and desired outcome(s). Plans shall have clear targets with timelines for delivery, actions to be taken, and a process for monitoring progress to adapt plans to changing circumstances and reporting. Plans shall also include the identification of named individuals or positions responsible for the delivery of the plan. There shall be evidence that sufficient resources are available to carry out the plan and the plan is implemented in full.	RSPO P&C 2013
Plantation	The land on which oil palm is grown.	RSPO P&C 2018
Precautionary Approach	<p>An approach requiring that when the available information indicates that management activities pose a threat of severe or irreversible damage to the environment or a threat to human welfare, The organisation will take explicit and effective measures to prevent the damage and avoid the risks to welfare, even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of environmental values are uncertain</p> <p>A precautionary approach applies explicit and effective measures when there is a threat of severe or irreversible damage to the environment or a threat to human welfare, to prevent the damage and reduce the risks. These measures are applied even when the scientific information is incomplete or inconclusive, and when the vulnerability and sensitivity of values are uncertain.</p>	Rio Declaration on Environment and Development A/CONF.151/26 (Vol. I) (United Nations General Assembly, 1992)

Prevailing wage	The remuneration earned by a worker during normal working hours. It includes basic wage (cash), certain types of in-kind benefits, allowances, and bonuses .	RSPO Guidance on Calculating Prevailing Wages (2019)
Primary forest	<p>Forest that has never been logged and has developed following natural disturbances and under natural processes, regardless of its age. Also included as primary are forests that are used inconsequentially by indigenous and local communities living traditional lifestyles relevant for the conservation and sustainable use of biological diversity. The present cover is normally relatively close to the natural composition and has arisen (predominantly) through natural regeneration.</p> <p>Applicability: <i>The RSPO standards have evolved in addressing deforestation, shifting from terms like “primary forest” in earlier iterations to more recent concepts such as “High Conservation Values (HCVs)” and “High Carbon Stock Forests (HCS)” in 2018. These updated terms are used within the RSPO system to ensure compliance with the standards relevant at the time of deforestation risk assessment, conducted during membership application. For new members (since November 2005) and existing members planning new planting (since January 2010), the definition of “primary forest” is applied to determine if deforestation occurred within a specified time frame.</i></p>	RSPO P&C 2024
Private Employment Agency	<p>Any natural or legal person, independent of the public authorities, which provides one or more of the following labour market services:</p> <p>A) Services for matching offers of and applications for employment, without the private employment agency becoming a party to the employment relationships which may arise therefrom</p> <p>B) Services consisting of employing workers with a view to making them available to a third party, who may be a natural or legal person (referred to below as a "user enterprise") which assigns their tasks and supervises the execution of these tasks</p> <p>C) Other services relating to jobseeking, determined by the competent authority after consulting the most representative employers and workers organizations, such as the provision of information, that do not set out to match specific offers of and applications for employment.</p>	RSPO P&C 2024
Prophylactic	A treatment or course of action applied as a preventive measure.	RSPO P&C 2013
Publicly available	Refers to information or documents are accessible free of charge to anyone in the general public, without the need for special qualifications, permissions, or privileges.	RSPO P&C 2024

<p>Rare, threatened or endangered (RTE) species</p>	<p>Rare species: Species that are uncommon or scarce, but not classified as threatened. These species are located in geographically restricted areas or specific habitats, or are scantily scattered on a large scale. They are approximately equivalent to the IUCN (2001) category of Near Threatened (NT), including species that are close to qualifying for, or are likely to qualify for, a threatened category in the near future. They are also approximately equivalent to imperiled species.</p> <p>Threatened species: Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high, or extremely high risk of extinction in the wild. These categories may be reinterpreted according to official national classifications (which have legal significance) and to local conditions and population densities (which should affect decisions about appropriate conservation measures).</p> <p>Endangered species: A taxon is Endangered when the best available evidence indicates that it meets any of the criteria A to E for Endangered (see Section V), and it is therefore considered to be facing a very high risk of extinction in the wild.</p>	<p>IUCN Red List Categories and Criteria Version 3.1 (International Union for Conservation of Nature, 2001)</p>
<p>Recruitment fees and related costs</p>	<p>The terms 'recruitment fees' or 'related costs' refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing, or location of their imposition or collection.</p>	<p>ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs (International Labour Organization, 2019)</p>
<p>Remediation</p>	<p>Remediation refers to both the process and the outcome of addressing adverse human rights impacts. Remedies available should be adequate and appropriate, proportional to the gravity of the violation, and adapted to the circumstances of the case. Assistance provided to each aggrieved party will depend on the individual needs of the aggrieved party.</p> <p>Below are some examples of remediation that may be considered by the Unit of Certification:</p> <ul style="list-style-type: none"> A) Shelter and accommodation B) Medical and health-care services and counselling, including mental health and psychosocial support C) Compensation/repayment D) Financial assistance E) Legal assistance F) Return assistance G) Reintegration assistance H) Satisfaction (acknowledgement fault/apology) I) Restitution (restoration of situation) J) Guarantee of non-repetition 	<p>Adapted from the Corporate Responsibility to Respect Human Rights: An Interpretive Guide (United Nations Office of the High Commissioner for Human Rights, 2012)</p>
<p>Replanting</p>	<p>Replanting oil palm with a subsequent oil palm crop.</p>	<p>RSPO New Planting Procedure (NPP) 2021</p>
<p>Restoration</p>	<p>The process of assisting the recovery of an ecosystem, and its associated conservation values, that has been degraded, damaged, or destroyed.</p>	<p>Adapted from the Accountability Framework Initiative (2020)</p>

Rights	<p>Rights are legal, social or ethical principles of freedom or entitlement, in accordance with the International Bill of Rights and other relevant international human rights instruments, including the UN Declaration on the Rights of Indigenous Peoples, UN Guiding Principles on Business and Human Rights, and the Global Compact for Safe, Orderly and Regular Migration.</p> <ul style="list-style-type: none"> - Customary rights: Patterns of long-standing community land and resource usage in accordance with indigenous peoples' customary laws, values, customs, and traditions, including seasonal or cyclical use rather than formal legal title to land and resources issued by the State. - Legal rights: Rights given to individual(s), entities, and others through applicable local, national, or ratified international laws and regulations. - User rights: Rights for the use of land and resources that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. - Demonstrable rights: Indigenous peoples, local communities, and users may have informal or customary rights in land that are not registered or recognised by the government or national laws. Demonstrable rights are distinguished from spurious claims by direct engagement with local communities, so they have adequate opportunities to justify their claims, and are best ascertained through participatory mapping with the involvement of neighbouring communities 	RSPO Free, Prior and Informed Consent (FPIC) Guide (2022)
Riparian	Riparian is used to refer to land located next to natural lakes, as well as streams and rivers, although the latter are more commonly found within oil palm concessions.	RSPO Manual for the Management and Rehabilitation of Riparian Reserves (2018)
Risk assessment	<p>A systematic process of identifying and evaluating the potential risks that may be involved in a projected activity or undertaking.</p> <p>It enables a weighing up of whether enough precautions are in place or whether more should be done to prevent harm to those at risk, including workers and members of the public.</p>	Adapted from ILO 'A 5 step guide for employers, workers and their representatives on conducting workplace risk assessments' (International Labour Organization, 2014)
Safe drinking water	Safe drinking water, also known as 'potable water' or 'improved drinking water', is water that is of sufficient quality to be used for drinking (as well as for cooking and personal/domestic hygiene) without causing risk to health.	Adapted from Module 1: Water in 'WASH@Work: a self-training handbook' (International Labour Office, 2016)
Scheme Smallholder	<p>All smallholder farmers who are not Independent Smallholders, under a formal and legal contractual FFB sourcing agreement with a Unit of Certification.</p> <p>Please also refer to other related definitions: 'smallholder' and 'independent smallholder'.</p>	RSPO P&C 2024
Segregated	<p>The Segregated (SG) supply chain model assures that RSPO certified palm oil and oil palm products delivered to the end user is only from RSPO certified sources (a mixture of Identity Preserved/IP products).</p> <p>Please also refer to other related definitions: 'Identity Preserved'</p>	RSPO Supply Chain Certification standard (2020)

Sexual Harassment	Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected to be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive work environment. While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex. Both males and females can be either the victims or the offenders.	Adapted from the ILO Briefing note ' <u>Sexual harassment in the world of work</u> ' (International Labour Organization; online, accessed on 8 April 2024 at https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@gender/documents/briefingnote/wcms_738115.pdf) and <u>UN Women 'Harassment Policy including sexual harassment'</u> (United Nations Entity for Gender Equality and the Empowerment of Women; online, accessed on 8 April 2024 at https://www.un.org/womenwatch/odg/news/fpsexualharassment.htm)
Sexual violence	Includes rape, threats of sexual violence, and/or abuse. Sexual violence also includes forcing (directly or indirectly) workers/community members to engage in sexual activities.	Adapted from the ILO '11 Indicators on Forced Labour' (International Labour Organization, 2012)
Significant air pollutant	Significant air pollutants are chemical or biological substances that substantially degrade air quality. These may include pollutants from sources such as palm oil mill effluent (POME), sewage, wastewater, sediment, fertilisers, pesticides, fuels, and other palm oil operations, which exceeds the threshold in accordance with national regulations and international standards.	RSPO P&C 2024
Smallholder	An oil palm grower with a total accumulative planted area of oil palm that is smaller than or equal to 50 hectares (ha). The definition of a smallholder farmer and threshold of planted area of oil palm may vary by country, to be determined by the relevant National Interpretation of the RSPO P&C and ISH standards. In the absence of an NI developed for a specific country that has been formally endorsed by the RSPO Board of Governors, the definition of a smallholder farmer in the generic RSPO P&C shall prevail. Please refer to other related definitions: 'independent smallholder' and 'scheme smallholder'.	Adapted from RSPO P&C 2018 and ISH 2019 standards
Smallholder plot	Land where smallholders have Rights, and is planted with oil palm or allocated for new planting with oil palm or replanting.	RSPO ISH standard 2024
Smallholder household	A smallholder household refers to persons or groups that may be related or unrelated that live together and make common provision for food and other essentials for living. Please refer to other related definitions: 'family members' and 'contributing family members'.	RSPO ISH standard 2024

Social and Environmental Impact Assessment (SEIA)	An analysis and planning process to be carried out prior to new plantings or operations. This process incorporates relevant environmental and social data, as well as stakeholder consultations, in order to identify the baseline condition and potential impacts (both direct and indirect) to the site; and to determine whether these impacts can be satisfactorily addressed, in which case the proponent also defines specific actions to minimise and mitigate potential negative impacts in a resulting social and environmental management & monitoring plan.	RSPO P&C 2024
Socialise	A process of sharing knowledge and/or skills through providing information to, and interacting with, stakeholders.	RSPO P&C 2024
Stakeholder(s)	An individual or group with a legitimate and/or demonstrable interest in, or who may or may not be directly affected by, the activities of an organisation and the consequences of those activities. Stakeholders include suppliers, internal staff members, workers, family members living on-site, communities, smallholders, customers, regulators, purchasers, clients, owners, trade unions, and non-governmental organisations (NGOs).	RSPO P&C 2018
Standard Operating Procedure (SOP)	SOP is a set of step-by-step instructions compiled by an organisation to help workers carry out routine operations. SOPs aim to achieve efficiency, quality output, and uniformity of performance, while reducing miscommunication and failure to comply.	RSPO P&C 2024
Steep terrain	Areas with a slope greater than 25 degrees, or otherwise defined through a National Interpretation (NI) process.	RSPO P&C 2013
Supplier(s)	Person(s) or organisation(s) that supply Fresh Fruit Bunches to the Unit of Certification.	RSPO P&C 2024
Supply chain	The series of processes/steps through which agricultural raw materials pass from the primary producer through to the end-product manufacturer (i.e. oil palm cultivation, harvesting, milling, storage, transport, refining, distribution, processing, manufacturing, retailing, etc.)	RSPO Supply Chain Certification standard 2020
Traders	Person(s), business(es), or organisation(s) that buy and sell Fresh Fruit Bunches	RSPO P&C 2024
Trafficking in Persons	The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;	United Nations 'Protocols to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children....' (United Nations General Assembly, 2000)
Tribal peoples	Persons, or groups of persons, that can be identified or characterised as follows: - People who self-identify as tribal people and are accepted as such by their community - Social, cultural, and economic conditions distinguish them from other sections of the national community - Status is regulated wholly or partially by their own customs or traditions, or by special laws or regulations	RSPO P&C 2024
Unit of Certification	The Unit of Certification is the collective area proposed for certification under the RSPO P&C standard, including: A) The mill(s) and its supply base(s), which shall include both directly managed land (and estates) and scheme smallholders, where estates have been legally established with proportions of lands allocated to each; B) Oil palm production areas managed by growers, medium growers, and/or smallholders; and C) Set-aside conservation areas within the concession area under the management control of the UoC.	RSPO P&C 2024

Unlawful wage deductions	Unlawful wage deductions refer to wage deductions that are not stipulated in the national laws or collective bargaining agreement. In circumstances where the national law or collective bargaining agreement is silent on deductions, the Unit of Certification shall obtain approval from the relevant authorities for the said deductions.	RSPO P&C 2024
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Adopted 13 Nov 2024

<p>Violence</p>	<p>Violence may take many forms. It consists of acts that results in, or is likely to result in, physical, sexual, or psychological harm or suffering. This includes threats of such acts, coercion, or withdrawal of rights, occurring within the Unit of Certification, as well as the use of violence as a disciplinary measure and/or as a result of gender-based discrimination.</p> <p>Violence humiliates, degrades or damages a person's well-being, value, or dignity. Violence can be perpetrated either directly or indirectly. It includes:</p> <p>A) Physical violence B) Sexual violence C) Psychological violence</p> <p>Physical Violence The use of physical force against another person or group that results in physical, sexual, or psychological harm.</p> <p>Sexual Violence Any form or attempt of non-consensual sexual activity or coercion perpetrated against an individual. This includes rape, forced or coerced penetration of the vulva, anus, or any other body orifice with a penis, body part, or object. Sexual violence extends beyond physical acts to include psychological coercion, verbal harassment, and any behavior aimed at exploiting or violating an individual's sexual autonomy and dignity</p> <p>Psychological Violence Any intentional conduct that seriously impairs another person's psychological integrity through coercion or threats. Psychological violence can take the form of coercion, defamation, verbal abuse, threats, or harassment. It may also include threat of physical force, against another person or group that result in harm to mental, spiritual, moral, or social development, as well as bullying/mobbing.</p> <p><u>Additional notes and information</u></p> <p>Gender-based violence Gender-based violence is violence directed against a person because of that person's gender or violence that affects persons of a particular gender disproportionately. It is rooted in gender inequality, the abuse of power and harmful norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk of multiple forms of violence. The United Nations Declaration on the Elimination of Violence Against Women defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." While women and girls suffer disproportionately from GBV, men and boys can also be targeted.</p> <p>Violence against Communities</p> <ul style="list-style-type: none"> - Use of physical violence against community members in signing agreements related to relinquishing of land rights or resources - Forced dispossession of land, removal, or relocation through the use of violence - Excessive use of force by military or security personnel (contracted by the Unit of Certification) against community members 	<p><u>Adapted from the ILO Department of Statistics 'Work-related violence and its integration into existing surveys' paper from the 19th International Conference of Labour Statisticians in Geneva (International Labour Organization, October 2013; online, accessed on 3 April 2024 at https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@stat/documents/meetingdocument/wcms_222231.pdf)</u></p> <p>and</p> <p><u>UN Women 'Frequently asked questions: Types of violence against women and girls' (United Nations Entity for Gender Equality and the Empowerment of Women; online, accessed on 8 April 2024 at https://africa.unwomen.org/en/what-we-do/ending-violence-against-women/faqs/types-of-violence-1)</u></p> <p>and</p> <p><u>(for communities) Adapted from United Nations Permanent Forum on Indigenous Issues Mandated Areas - Human Rights (United Nations Department of Economic and Social Affairs; online, accessed on 3 April 2024 at https://social.desa.un.org/issues/indigenous-peoples/unpfii-mandated-areas-human-rights)</u></p>
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Voluntary isolation	Indigenous peoples in voluntary isolation are indigenous peoples or segments of indigenous peoples who do not maintain sustained contacts with the majority non-indigenous population, and who generally reject any type of contact with persons not part of their own people. They may also be peoples or segments of peoples previously contacted and who, after intermittent contact with the non-indigenous societies, have returned to a situation of isolation and broke the relations of contact that they may have had with those societies. In line with the principles of Free, Prior and Informed Consent (FPIC), RSPO prohibits oil palm expansion in these peoples' territories.	IAHCR 'Indigenous Peoples in Voluntary Isolation and Initial Contact in the Americas' (Inter-American Commission on Human Rights & Organization of American States, 2013)
Vulnerable groups	Any group or sector of society that is at higher risk or being subjected to social exclusion, discriminatory practices, violence, natural or environmental disaster, or economic hardship than other groups, such as indigenous peoples, ethnic minorities, migrants, disabled people, the homeless, isolated elderly people, women, and children.	RSPO P&C 2018
Waste	Any substance or object which the holder discards or intends or is required to discard	Article 3 (1), Directive 2008/98/EC of the European Parliament and of the Council (19 November 2008)
Waste management	The collection, transport, recovery, and disposal of waste, including the supervision of such operations and the after-care of disposal sites, and including actions taken as a dealer or broker.	Article 3 (9), Directive 2008/98/EC of the European Parliament and of the Council (19 November 2008)
Watercourse	A watercourse is a natural or artificial channel through which water flows and/or a stream of water (such as a river, a brook, or an underground stream).	RSPO P&C 2024
Water security	The capacity of a population to safeguard sustainable access to adequate quantities of acceptable quality water for sustaining livelihoods, human well-being, and socio-economic development, for ensuring protection against water-borne pollution and water-related disasters, and for preserving ecosystems in a climate of peace and political stability	<u>UN-Water Analytical Brief 'Water Security and the Global Water Agenda' (United Nations Water, 2013; online, accessed on 3 April 2024 at https://www.unwater.org/publications/water-security-and-global-water-agenda)</u>
Whistleblower	Individuals who are employees or former employees who report on illegal, irregular, dangerous, or unethical practices or actions by employers which contravene the RSPO Code of Conduct and related RSPO key documents, and who may potentially be at risk of reprisal. This includes individuals who are outside the traditional employee-employer relationship, such as contract workers, temporary workers, consultants, contractors, trainees/interns, volunteers, student workers, and former employees.	RSPO Policy on the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons (2018)

Worker(s)	<p>Individual(s) that perform work for pay. This includes:</p> <ul style="list-style-type: none"> - Permanent workers: Workers with an ongoing employment relationship with the Unit of Certification and do not have a predetermined end date for their employment. - Fixed-term workers: Workers with an ongoing employment relationship with the Unit of Certification and who have an agreed minimum number of hours of work for a period of 3 months or more. - Short-term workers: Workers with an ongoing employment relationship with the Unit of Certification and who have an agreed minimum number of hours of work for a period of less than 3 months. (Seasonal workers with guaranteed work or number of working hours for a period of less than 3 months can be considered a short-term worker.) - Casual workers: Workers with an ongoing employment relationship with the Unit of Certification and who have no guarantee of employment for a certain number of hours during a specified period but may have arrangements of an ongoing or recurring nature. (Day workers can be considered as a casual worker if they have no guarantee of work or a minimum number of hours during a specified period.) - Third-party contracted workers: Workers employed by private employment agencies and deployed to a Unit of Certification which assigns and supervises the execution of their tasks. <p>Seasonal, contract, day, and temporary workers would fall into one of the above categories depending on the terms of the employment contract (permanency/duration, minimum number of working hours, pay structure, etc.)</p> <p>In the context of smallholders, family members who receive a wage/salary in return for the work performed may fall under one of the above categories of workers depending on the employment permanency/duration, nature of work, and minimum number of working hours.</p>	RSPO P&C 2024
Workforce	The total number of workers employed by the Unit of Certification either directly or indirectly. This includes contract workers and consultants.	RSPO P&C 2013
Worker Organisation	Any organisation or group formed by workers to advocate their rights and interests in the workplace. These organisations may include trade unions, labor unions, workers' associations, or similar entities dedicated to promoting workers' rights, improving working conditions, and fostering engagement between the Unit of Certification and workers.	RSPO P&C 2024
Work Target	An achievable output of work to be delivered by a worker within standard working hours in order to receive a full daily/monthly wage. It can also be referred to as 'quota'.	Adapted from 'Guideline for Indonesian Palm Oil Companies: Fair Target-Setting and Wage Policies in Oil Palm Plantations' (Earthworm Foundation, 2020)

Worst forms of child labour	The worst forms of child labour comprises: A) All forms of slavery, or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, and forced or compulsory labour (including forced or compulsory recruitment of children for use in armed conflict); B) The use, procuring, or offering of a child for prostitution, for the production of pornography, or for pornographic performances; C) The use, procuring, or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; and D) Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety, or morals of children.	ILO Worst Forms of Child Labour Convention, 1999 (No.182)
Yield	Fresh Fruit Bunch (FFB) production in metric tonnes (MT) per hectare of production area.	RSPO P&C 2024
Young workers	Young workers are those who are from the age of 15 (or above the national minimum age, if higher) but under the age of 18.	RSPO P&C 2024

Adopted 13 Nov 2024

Annex 2 - Key international laws and conventions applicable to the production of palm oil

This section of the document shall be completed following adoption of the revised standard by RSPO members, with an expected completion by end-March 2025.

Adopted 13 Nov 2024

Annex 3 - Interpretation of Indicator 7.7.1 (C)

In reference to the Procedural Note in Indicator 7.7.1 (C). Description of conservation requirements and transition mechanisms in the blue text below is based on the chronological applicability of assessments required by the RSPO P&C since November 2005. A separate document for 'Interpretation of Indicator 7.7.1 (C)' shall be developed, based on the existing 'Interpretation of Indicator 7.12.2 and Annex 5 of RSPO P&C 2018' document updated for validity.

This section of the document shall be updated and finalised once the 'Interpretation of Indicator 7.7.1 (C)' has been developed by the RSPO Biodiversity and High Conservation Value Working Group (BHCVWG) and endorsed by the RSPO Standards Standing Committee (SSC).

The Unit of Certification shall conserve HCVs, HCS forests, and other conservation areas based on the following assessments and cut-off dates:

- A) *HCV Assessment, non-ALS (Assessor Licensing Scheme) - November 2005 to November 2014*
+
LURI (Land Use Risk Identification) low risk - 'no further actions required'

- B) *HCV Assessment, ALS (Assessor Licensing Scheme) - November 2014 to November 2018*
+
LURI (Land Use Risk Identification) low risk

- C) *Standalone HCS*
+
HCV Assessment, non-ALS (Assessor Licensing Scheme)
+
LURI (Land Use Risk Identification) high risk
Refer to Annex 5 in 2018 RSPO P&C 'Interpretation of Indicator 7.12.2 and Annex 5 of RSPO P&C 2018'

- D) *Standalone HCS*
+
HCV Assessment, ALS (Assessor Licensing Scheme)
+
LURI (Land Use Risk Identification) high risk
Refer to Annex 5 in 2018 RSPO P&C 'Interpretation of Indicator 7.12.2 and Annex 5 of RSPO P&C 2018'

- E) *Integrated HCV-HCS Assessment with ALS (Assessor Licensing Scheme)*
Refer to Indicator 7.7.1 (C)

Annex 4 - List of RSPO-recognised Human Rights Due Diligence methodologies for compliance to Indicator 1.3.1

This section of the document shall be completed once the list of RSPO-recognised Human Rights Due Diligence (HRDD) methodologies has been developed by the HRDD sub-group of the RSPO Human Rights Working Group (HRWG) and endorsed by the RSPO Standards Standing Committee (SSC).

Adopted 13 Nov 2024

Annex 5 - Compliance Requirements and Informative Guidance

This section of the document shall be completed following endorsement and adoption of the revised standard. Finalisation of Annex 5 is expected by end-March 2025.

Content of this annex shall be finalised in consultation with members and approved by the RSPO Standards Standing Committee (SSC) for inclusion in this document.

Compliance Requirements provide further details and explanation on requirements as an interpretation of an indicator to assist the UoC in implementation and demonstrating compliance. Compliance Requirements will be aligned fully and finalised together with the Audit Checklist in the revised 'RSPO Certification System for P&C and ISH Standards', to reduce interpretation risk and align expectations with the verifications/checks to be performed by auditors when assessing compliance to an indicator.

Informative Guidance provides additional information, advice, guidelines, suggestions, or references to assist the UoC in understanding and implementing an indicator.

Adopted 13 Nov 2024

Annex 6 - Supplementary and derivative documents of 2024 RSPO P&C

The following is a list of currently effective, to be updated*, to be developed*, and in development* supplementary and derivative documents of the 2024 RSPO P&C.

*Status of supplementary or derivative document as of **13 November 2024**

Supplementary or Derivative document	Reference to Criteria / Indicator	Applicability
RSPO Certification System for P&C and ISH Standards - to be updated	All criteria and indicators	Normative
RSPO Human Rights Due Diligence (HRDD) Guidance - to be developed	1.3 / 1.3.1	Informative
RSPO Policy on the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons - to be updated	2.4 / 2.4.1 (C)	Informative
RSPO New Planting Procedure (NPP) - to be updated	3.3 / 3.3.1 (C); 7.3 / 7.3.3 (C); 7.7 / 7.7.1 (C)	Normative
RSPO Supply Chain Certification (SCC) Standard	3.5 / all indicators	Normative
RSPO Rules on Market Communications & Claims	3.5 / 3.5.4 (C), 3.5.12 (C)	Normative
RSPO Free, Prior and Informed Consent (FPIC) Guide	4.3 / all indicators; 4.4 / all indicators	Informative
RSPO Guidance on Calculating Prevailing Wages	6.3 / 6.3.1 (C)	Informative
RSPO Prevailing Wage Calculation Procedure - to be developed	6.3 / 6.3.1 (C)	Normative
RSPO Guidance on Child Rights for Palm Oil Producers	6.5 / 6.5.3 (C)	Informative
RSPO Procedure for the Repayment of Recruitment Fees and Related Costs - in development	6.8 / 6.8.3 (C)	Normative
RSPO Manual on Best Management Practices (BMPs) for Steep Terrain Conservation and Management - in development	7.3 / 7.3.2 (C)	Informative
RSPO Best Management Practices (BMPs) for Soil - to be developed	7.3 / 7.3.4 (C)	Informative
Guidance on Peat Inventory for RSPO reporting	7.4 / 7.4.2	Normative
RSPO Peat Inventory Template	7.4 / 7.4.2	Normative
RSPO Peat Audit Guidance	7.4 / 7.4.2, 7.4.3 (C), 7.4.4 (C), 7.4.5	Informative
RSPO Manual on BMPs for Management and Rehabilitation of Peatlands	7.4 / 7.4.1 (C), 7.4.3 (C), 7.4.4 (C), 7.4.5, 7.4.6 (C), 7.4.7 (C)	Informative
RSPO Manual on BMP's for Existing Oil Palm Cultivation on Peat	7.4 / 7.4.3 (C), 7.4.4 (C),	Informative

	7.4.5	
RSPO Drainability Assessment Procedure	7.4 / 7.4.6 (C), 7.4.7 (C)	Normative
RSPO Manual on BMPs for the Management and Rehabilitation of Riparian Reserves	7.5 / 7.5.3 (C)	Informative
RSPO PalmGHG Calculator Manual - to be updated	7.6 / 7.6.1 (C), 7.6.2 (C)	Normative
RSPO GHG Assessment Procedure for New Development	7.6 / 7.6.3 (C)	Normative
RSPO Guidance for Land Use Change Analysis (LUCA)	7.7 / 7.7.1 (C), 7.7.2 (C)	Normative
Interpretation of Indicator 7.7.1 (C) - to be updated based on Annex 5 of 2018 RSPO P&C (for validity)	7.7 / 7.7.1 (C)	Normative
RSPO Remediation and Compensation Procedure (RaCP) - Version 2 in development	7.7 / 7.7.2 (C)	Normative
RSPO Guidance on Changes in HCV Conditions and Status - to be developed	7.7 / 7.7.4 (C)	Informative

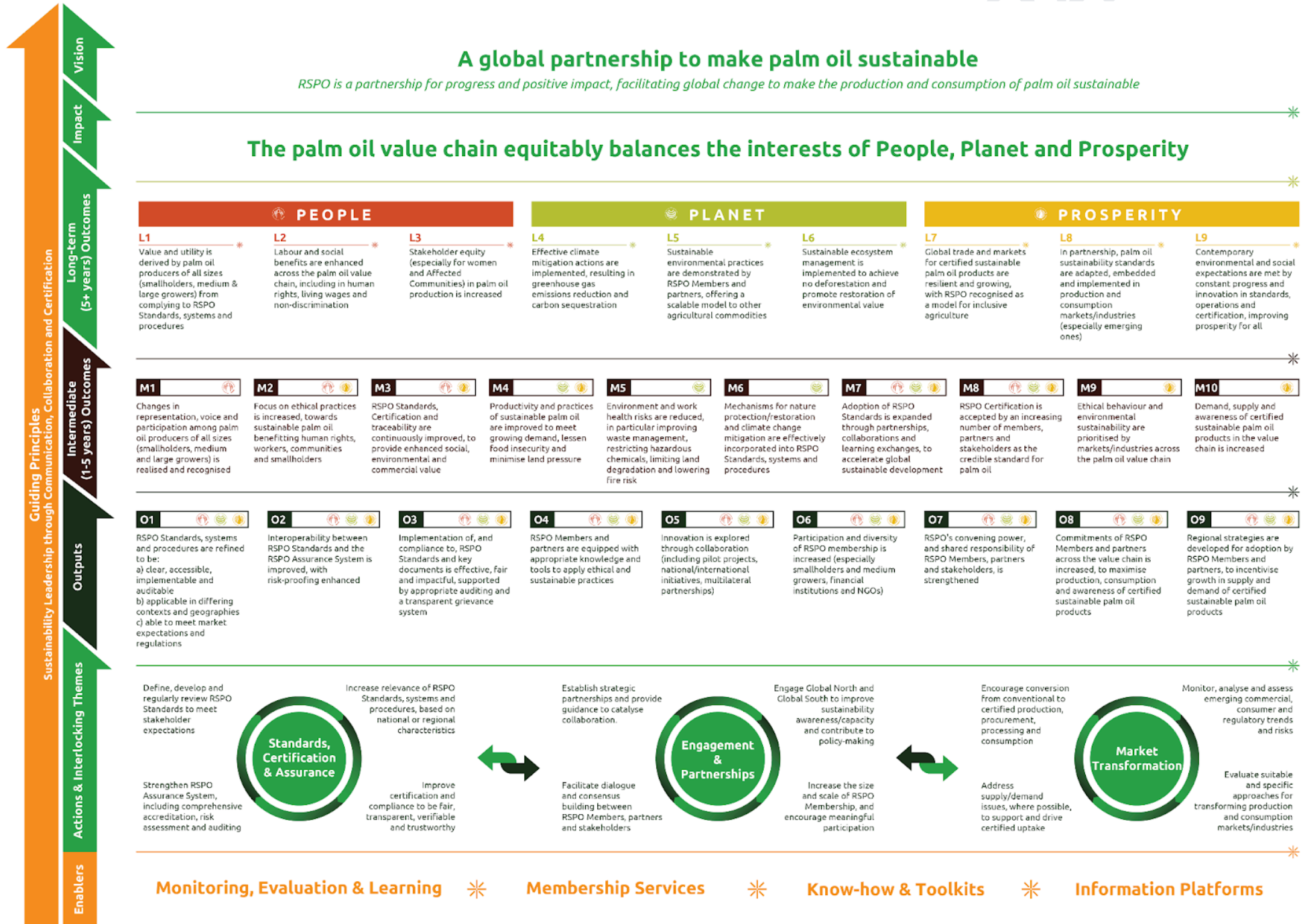
Adopted 13 Nov 2024

VI. Appendices

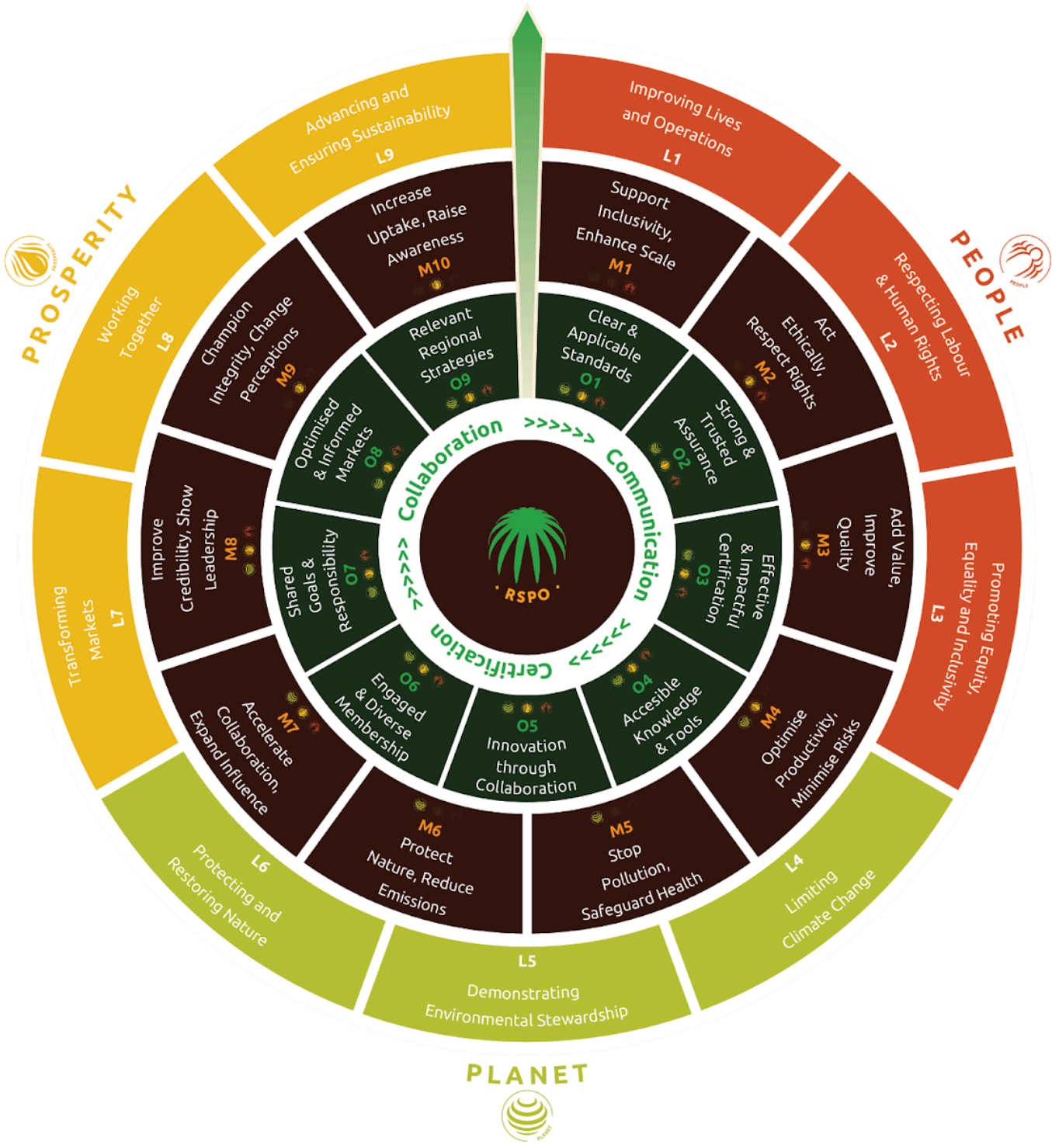
Adopted 13 Nov 2024

Appendix A - RSPO Theory of Change

Theory of Change (Full Diagram)



A Global Partnership to Make Palm Oil Sustainable



LEGEND

Outputs

Intermediate outcomes

Long-term outcomes

Appendix B - National Interpretations of 2018 RSPO P&C

National Interpretations of 2018 RSPO P&C	Date of Endorsement by RSPO Board of Governors
Cameroon National Interpretation	21 November 2021
Colombia National Interpretation	12 November 2020
Côte d'Ivoire National Interpretation	25 June 2020
Ecuador National Interpretation	20 May 2022
Gabon National Interpretation	3 September 2020
Ghana National Interpretation	7 November 2019
Guatemala National Interpretation	20 June 2021
Honduras National Interpretation	20 June 2021
India National Interpretation	7 November 2019
Indonesia National Interpretation	20 April 2020
Liberia National Interpretation	10 June 2021
Malaysia National Interpretation	7 November 2019
Mexico National Interpretation	25 June 2020
Nicaragua National Interpretation	22 November 2021
Nigeria National Interpretation	21 February 2021
Papua New Guinea and Solomon Islands National Interpretation	7 November 2019
Sierra Leone National Interpretation	22 November 2021
Thailand National Interpretation	25 June 2020