

National Interpretation Revision Summary (P&C)

NI TFs are required to fill this up prior to submission

Country:	Papua New Guinea (PNG) & Solomon Islands (SI)
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Section	Criteria revised	No of Criterias revised	Indicators revised	No of Indicator revised	Proposal approved by RSPO	Date and person approving
<i>Example: Principle 1</i>	<i>1.1</i>	<i>1</i>	<i>1.1.1</i>	<i>1</i>	<i>Yes</i>	<i>xx on 1st Dec 2024</i>
Principle 1	Nil	0	1.1.2 (C), 1.2.1	2		
Principle 2	2.5	1	2.1.1 (C), 2.1.3 (C), 2.2.1 , 2.3.1 (C), 2.3.2 (C), 2.5.1 (C)	6		
Principle 3	3.3, 3.4	2	3.1.1 (C), 3.1.2, 3.3.1 (C), 3.4.2, 3.5.2 (C), 3.5.5 (C)	6		
Principle 4	Nil	0	4.3.1 (C), 4.3.4, 4.3.6, 4.4.2 (C), 4.4.6, 4.5.2 (C), 4.5.3, 4.5.4, 4.6.1 (C), 4.6.2 (C), 4.6.3, 4.7.1	12		
Principle 5	Nil	0	5.1.2 (C), 5.1.3 (C), 5.2.1, 5.2.2	4		
Principle 6	6.4	1	6.1.3, 6.2.1 (C), 6.2.2 (C), 6.2.3, 6.2.6 (C), 6.2.7 (C), 6.2.8 (C), 6.4.3, 6.5.2 (C), 6.7.2 (C), 6.8.2 (C), 6.8.4 (C), 6.8.6 (C), 6.8.8 (C), 6.9.3 (C), 6.9.12 (C)	15		
Principle 7	7.1, 7.7	2	7.1.4 (C), 7.2.4, 7.3.3 (C), 7.5.1 (C), 7.6.1 (C), 7.6.3 (C)	6		

Section	Definitions Revised	No of Definitions Revised	Proposal approved by RSPO	Date and person approving
<i>Example: Annex 1 Terms and Definitions</i>	<i>Child labour, Bribery</i>	<i>2</i>	<i>Yes</i>	<i>xx on 1st Dec 2024</i>
Annex 1 Terms and Definitions	Worker(s)	1		
Annex 1 - New Terms and Definitions	Associated Smallholders (NEW)	1		

. The following changes are:

6 procedural updates (based on the Decision Paper approved by the SSC in May 2025)

Addition of Guidance: Annex 5 of P&C 2024 and Annex 3 of ISH Standard (based on the structure agreed by the SSC in March 2025)

Addition of Annex 2 of P&C 2024 - Relevant International Laws and Conventions

[Updated Change Log of P&C 2024 and ISH 2024, with explanatory notes on the above changes](#)

Editorial corrections (spelling, grammar, US-> UK English)

National Interpretation

These are criterias and indicators where National Interpretation is specifically mentioned. They are highlighted in green in this template.

Principle	Criteria & Indicators
Principle 1	1.2.1
Principle 2	2.1.1 (C)
	2.1.3 (C)
	2.3.1 (C)
	2.3.2 (C)
Principle 3	3.3
	3.4
Principle 4	N/A
Principle 5	N/A
Principle 6	6.8
	6.9.3 (C)
Principle 7	7.1
	7.3
	7.5.1 (C)
	7.6.4 (C)

Principle 1 - RSPO Growers act transparently, ethically, and responsibly		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
1.1	The Unit of Certification shall demonstrate transparency and responsible conduct with relevant <u>stakeholders</u> 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.	Agree to adopt.	
1.1.1 (C)	The Unit of Certification shall make <u>publicly available management documents</u> specified in the RSPO Principles and Criteria standard. This excludes <u>confidential information</u> .	Agree to adopt.	
1.1.2 (C)	The Unit of Certification shall ensure that process(es)/procedure(s) for consultation and communication with relevant <u>stakeholders</u> 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.	The Unit of Certification shall ensure that process(es)/procedure(s) for consultation and communication with relevant stakeholders are documented in English , implemented, and made available. Explanations of such process(es)/procedure(s) may be provided in Tok Pisin in PNG or Solomon Pijin in the Solomon Islands and verbal presentation may be made in those languages.	The revision requires processes to be documented in English for consistency, while allowing explanations in Tok Pisin (PNG) or Solomon Pijin (Solomon Islands) to ensure stakeholders fully understand them. This balances formal documentation with local accessibility and supports effective engagement.
1.1.3 (C)	The Unit of Certification shall maintain a list of relevant <u>stakeholders</u> . Records shall be maintained of any requests for information by relevant <u>stakeholders</u> , including the UoC's responses to such requests.	Agree to adopt.	
1.2	The Unit of Certification shall commit to ethical behaviour in all business <u>operations</u>, transactions, and conduct.	Agree to adopt.	

Principle 1 - RSPO Growers act transparently, ethically, and responsibly		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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 <u>operations</u> and transactions. The policy shall be communicated to all levels of the <u>workforce</u> and <u>operations</u>.</p> <p>The policy shall include, at a minimum: A) Respect for fair conduct of business; and B) Prohibition of all forms of corruption, <u>bribery</u>, and fraudulent use of funds and resources*.</p> <p><i>*National Interpretations should determine relevant national regulations related to anti-corruption.</i></p>	<p>The Unit of Certification shall develop a policy committing 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 is extended to smallholders through extension services provided by the Company and Government. Smallholders are expected to apply the policy in their own dealings with others.</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>PNG:</p> <ul style="list-style-type: none"> • The National Anti-Corruption Strategy (2010-2030) and Plans of Action, • United Nations Convention against Corruption (UNAC) Implementation Review Mechanism, • Independent Commission Against Corruption (ICAC) 2020, • Whistleblower Protection Act 2020, • National Right to Information Policy 2020-2030, • National Anti-Corruption Plan of Action (NACPA) 2020-2025 <p>SI:</p> <ul style="list-style-type: none"> • Anti-Corruption No.2 Act 2018 • Companies Act 2009 • Whistleblowers Protection Act 2018 • Leadership Code (Further Provisions) Act • Penal Code [Cap26] 	Inclusion of the relevant national regulations.
1.2.2	Process(es) or procedure(s) for managing ethical misconduct shall be developed and implemented.	Agree to Adopt.	
1.3	The Unit of Certification shall identify, address, and monitor human rights impacts in its <u>operations</u>, through implementation of <u>Human Rights Due Diligence (HRDD)</u>.	Agree to Adopt.	

Principle 1 - RSPO Growers act transparently, ethically, and responsibly		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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 <u>Human Rights Due Diligence</u> (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>Procedural Note <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>	Agree to Adopt.	

Principle 2 - RSPO Growers operate legally and with accountability		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
2.1	The Unit of Certification shall operate legally, in compliance with applicable legal requirements and ratified international laws and regulations.	Agree to adopt.	
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>	Agree to adopt. Reference : Applicable national and local laws/regulations available in Annex 2B	Applicable and National Laws are included in the Annex 2B
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 <u>legal due diligence</u> /evaluation of legal compliance of <u>contractors</u> .	Agree to adopt.	
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>	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.	Specific types of evidence and guidance for verification are detailed in Annex 5 Guidance.
2.2	The Unit of Certification shall <u>engage with contractors</u> that are legally compliant.	Agree to adopt.	
2.2.1	The Unit of Certification shall maintain a list of the UoC's <u>contractors</u> *. <i>*Contractors involved in activities within the scope of the RSPO Principles and Criteria, including <u>contractors</u> providing operational services, supplying labour, or supplying FFB.</i>	A list of contracted parties is maintained. Contracted parties include parties with whom a formal documented contract is in place and Smallholders where the contract is implied through the Smallholder offering fruit for sale by placing it at the pick-up point and the Company accepting the Smallholders offer by collecting it. The price to be paid and other conditions of the transaction are communicated by the Company. Each Smallholder pick-up is a separate transaction. Guidance: The Company docket issued when small-holder fruit is collected is evidence of the contract for that transaction.	Adopted 2019 PNGSI NI

2.2.2	All contracts involving the Unit of Certification's <u>contractors</u> shall require the <u>contractor</u> to meet and demonstrate compliance to applicable and relevant national and local laws/regulations.	Agree to adopt.	
2.2.3	All contracts involving the Unit of Certification's <u>contractors</u> shall disallow the use of <u>child labour</u> , <u>forced/trafficked labour</u> , and collection of <u>recruitment fees (and related costs)</u> from <u>workers</u> by the <u>contractor</u> .	Agree to adopt.	
2.3	The Unit of Certification shall source Fresh Fruit Bunches (FFB) from legal and traceable suppliers.	Agree to adopt.	
2.3.1 (C)	<p>For all directly sourced FFB, the mill(s) within the Unit of Certification shall obtain documentation on the FFB origins and legality.</p> <p>Documentation* shall include: A) <u>Geolocation</u> of the FFB origin; B) Evidence of legal status of the land (including tenure and user rights) of the supply base or <u>smallholder</u>; and 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>	<p>For all directly sourced FFB, the mill(s) within the Unit of Certification shall obtain documentation on the FFB origins and legality.</p> <p>Documentation shall include: A) Evidence of Geo Location of the FFB origin: Information on location of FFB origins; For fruit from Company plantations, this will be Name of the Division or Sub-division and accompanying a map. For Smallholder fruit, this will be Smallholder name, Division or Sub-division and accompanying a map. B) Evidence of legal status of the land (including tenure and user rights) of the supply base or smallholder: Proof of the ownership status or the right/claim to the land by the grower/smallholder; and C) Where applicable, evidence of a legal business licence for the buying and selling of FFB.</p>	Evidence of documentations adopted from 2019 PNGSI NI.

2.3.2 (C)	<p>For all indirectly sourced FFB, the mill(s) within the Unit of Certification shall <u>engage</u> with such <u>suppliers</u> 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: A) <u>Geolocation</u> of the FFB origin; B) Evidence of legal status of the land (including tenure and user rights) of the supply base and/or <u>smallholder</u>; and 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>	<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: A) Evidence of Geo Location of the FFB origin: Information on location of FFB origins; For fruit from Company plantations, this will be Name of the Division or Sub-division and accompanying a map. For Smallholder fruit, this will be Smallholder name, Division or Sub-division and accompanying a map. B) Evidence of legal status of the land (including tenure and user rights) of the supply base or smallholder: Proof of the ownership status or the right/claim to the land by the grower/smallholder; and C) Where applicable, evidence of a legal business licence for the buying and selling of FFB.</p>	Evidence of documentations adopted from 2019 PNGSI NI.
2.4	The Unit of Certification shall commit to uphold human rights, and to respect rights of <u>workers</u> and <u>stakeholders</u> affected by the UoC's business <u>operations</u> and conduct.	Agree to adopt.	
2.4.1 (C)	<p>The Unit of Certification shall develop a policy or policies to respect the human rights of <u>workers</u>, <u>contractors</u>, <u>suppliers</u>, <u>affected communities</u>, and <u>Human Rights Defenders</u>. The policy or policies shall prohibit <u>negative actions</u> against affected <u>stakeholders</u> including <u>Human Rights Defenders</u>, complainants, <u>whistleblowers</u>, and/or <u>community</u> spokespersons who lodge complaints against the UoC.</p> <p>The policy or policies shall be <u>publicly available</u>.</p>	Agree to adopt.	
2.4.2	The policy or policies shall be implemented by the Unit of Certification and its contracted security services. The policy or policies shall be <u>socialised</u> to affected <u>stakeholders</u> in a language understood by them.	Agree to adopt.	

2.5	<p>The Unit of Certification shall, in consultation with relevant <u>stakeholders</u>, develop and implement an accessible system to manage and resolve grievances regarding its business <u>operations</u> and conduct.</p>	<p>The Unit of Certification shall, in consultation with relevant stakeholders but not limited to, develop and implement an accessible system to manage and resolve grievances regarding its business operations and conduct.</p> <p>For PNG, relevant Stakeholders may includes DLIR, CEPA, DLPP, Provincial Government, OPIC, Ministry of Oil Palm, DAL. For SI; Department of Environment Conservation, Department of Labour , MWYCA.</p>	<p>Inclusion of the relevant stakeholders to be consulted in the development phase of the grievance mechanism.</p>
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 <u>confidentiality</u> or anonymity, if requested; B) Be appropriate for potential complainants, especially <u>workers</u> and <u>affected communities</u>; C) Take into account any specific needs of women and <u>children</u>; D) Maintain independence and impartiality in handling grievance(s); E) Not prevent the use of other judicial or <u>non-judicial processes</u> independent of the UoC on the same issue by either party; and F) Provide safeguards to avoid potential reprisals or intimidation of complainant(s) as the result of lodging grievance(s).</p>	<p>The Unit of Certification shall establish and implement an accessible and impartial grievance system open to all stakeholders including Smallholders.</p> <p>The system shall:</p> <p>A) Ensure confidentiality or anonymity, if requested; B) Be appropriate for potential complainants, especially workers and affected communities; C) Take into account any specific needs of women and children; D) Maintain independence and impartiality in handling grievance(s); E) Not prevent the use of other judicial or non-judicial processes independent of the UoC on the same issue by either party; and F) Provide safeguards to avoid potential reprisals or intimidation of complainant(s) as the result of lodging grievance(s).</p>	<p>Addition of " open to all stakeholder including Smallholders" to show that the grievance system must be accessible to everyone, especially smallholders and the relevant stakeholders who may be overlooked.</p>
2.5.2	<p>The Unit of Certification shall ensure availability, access, and <u>socialisation</u> of the grievance system to relevant <u>stakeholders</u>, especially <u>workers</u> and <u>affected communities</u>, in appropriate language(s) and format(s).</p> <p>Assistance shall be provided to relevant <u>stakeholders</u> including illiterate <u>stakeholders</u> or <u>vulnerable groups</u> who may face challenges during <u>socialisation</u> or gaining access to the grievance system.</p>	<p>Agree to Adopt.</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.	Agree to Adopt.	
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Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
3.1	The Unit of Certification shall develop and implement business plans to ensure long-term viability of the UoC.	Agree to Adopt.	
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 <u>scheme smallholders</u> .	The Unit of Certification shall develop and implement a long-term (minimum three years) business management plan. Where applicable, the plan shall include a jointly-developed business case for the projected contribution of fruit supplied by Smallholders that are within the Unit of Certification.	The addition minimum three years defines long-term. It also acknowledges Smallholders' contributions under the UoC promoting responsible management and inclusive growth, where applicable.
3.1.2	An annual long-term <u>replanting</u> plan shall be developed, and reviewed annually.	An annual long-term replanting plan shall be developed, and reviewed annually, including the needs of the entire supply base.	Deletion:Repetition of the term annual.
3.1.3	The business management plan shall be <u>reviewed annually by the UoC's management</u> to address risks, allow adaptive business planning, and for continuous improvements.	Agree to Adopt.	
3.2	The Unit of Certification shall ensure that operating procedures to optimise productivity are consistently documented, implemented, and monitored.	Agree to Adopt	
3.2.1 (C)	The Unit of Certification shall develop and implement <u>Standard Operating Procedures (SOPs)</u> for its production <u>operations</u> aimed at optimising productivity.	Agree to Adopt.	
3.2.2	The Unit of Certification's <u>SOPs</u> shall be monitored for consistent implementation. Records of monitoring, and any actions taken, shall be maintained and made available.	Agree to Adopt.	

Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
3.3	<p>The Unit of Certification shall conduct a comprehensive assessment of social and environmental impacts prior to <u>development of any new plantings or operations</u>, with a social and environmental management & monitoring plan developed.</p> <p><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></p>	<p>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.</p> <p>PNG Regulations: OPIC Act 1992, Environment Act 2014 (Amended)</p> <p>SI Regulations: Environment Act 1998, Environment Regulations 2008, Protected Areas Act and Solomon Islands EIA Guidelines</p>	Inclusion of national regulations.

Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
3.3.1 (C)	In any <u>new plantings</u> or <u>operations</u> including mills, the Unit of Certification shall conduct an independent <u>Social and Environmental Impact Assessment (SEIA)</u> . The <u>SEIA</u> shall be undertaken through <u>participatory methodology</u> involving the affected <u>stakeholders</u> .	<p>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.</p> <p>Guidance: Independent SEIA will be undertaken where: a) It is required by law; or b) The certified operation meets any of these thresholds: 1. Land conversion exceeding 500 hectares; 2. Additional water withdrawal exceeding 500,000 cubic meters per year for irrigation or processing; or 3. Additional industrial wastewater discharge exceeding 10,000 cubic meters per year.</p> <p>In all other cases, the SEIA can be conducted internally.</p> <p>The SEIA may be comprised of separate documents being a Social Impact Assessment and an Environmental Impact Assessment provided there is collaboration in the production of the documents to ensure coordination.</p>	Additional guidance is included in the indicator to ensure clarity on the SEIA requirements.
3.3.2 (C)	The Unit of Certification shall ensure <u>SEIA(s)</u> are available, and social and environmental management & monitoring plans have been developed with the participation of affected <u>stakeholders</u> .	Agree to Adopt.	
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 <u>affected communities</u> and relevant <u>stakeholders</u> .	Agree to Adopt.	

Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
3.4	<p>The Unit of Certification shall manage land responsibly and adopt Good Agriculture Practices (GAPs), towards optimising FFB yields and productivity.</p> <p><i>*National Interpretations shall determine national legal requirements and Good Agricultural Practices related to nutrition and nutrient management of oil palms.</i></p>	<p>The Unit of Certification shall manage land responsibly and adopt Good Agriculture Practices (GAPs), towards optimising FFB yields and productivity.</p> <p>There is no legal requirements. PNG & SI uses the OPRA OPERATIVE Notes as guidance.</p>	Inclusion of OPERATIVE Notes as part of the national guidance.
3.4.1	The Unit of Certification shall conduct annual estimates of its Fresh Fruit Bunch (FFB) yield potential.	Agree to Adopt.	
3.4.2	Changes in soil fertility and plant nutrient levels shall be monitored, documented, and managed.	<p>Changes in soil fertility and plant nutrient levels shall be monitored, documented, and managed.</p> <p>Guidance: Smallholders are provided with access to test results applicable to the Company Management Unit closest to their block.</p>	Adopted guidance from the previous NI.
3.4.3	Good Agriculture Practices (GAPs), as contained in the Unit of Certification's <u>Standard Operating Procedures (SOPs)</u> , shall be followed to manage soil fertility, optimise yields, and minimise environmental impacts.	Agree to Adopt.	
3.5	<p>Supply Chain Requirements for Mills (not applicable to <u>medium growers</u> and <u>scheme smallholders</u>)</p> <p>Procedural Note The latest version of the RSPO Supply Chain Certification (SCC) Standard shall be referred to during the auditing of indicators in Criterion 3.5.</p>	Agree to Adopt.	
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.	Agree to Adopt.	

Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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 <u>Oil Extraction Rate (OER)</u> and Kernel Extraction Rate (KER).	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) for the next license period.	The addition improves clarity and ensures the intent is clearly communicated.
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 (<u>Mass Balance</u> or <u>Identity Preserved</u>) applicable to the UoC's mill(s).	Agree to Adopt.	
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'.	Agree to Adopt.	
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 FFB 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.	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) Records and/or documentation of non-conforming FFB.	Process(es)/procedure(s) was removed to avoid redundancy, as these are already covered within existing mill SOPs. The intent of the requirement is focused on ensuring records and documentation of non-conforming FFB, which serve as the key evidence for compliance.
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.	Agree to Adopt	

Principle 3 - RSPO Growers optimise productivity, demonstrate traceability, and create positive impacts		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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>).	Agree to Adopt.	
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 <u>contractors</u> that physically handle the UoC's RSPO certified palm oil and oil palm products.	Agree to Adopt.	
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.	Agree to Adopt.	
3.5.10 (C)	Processing - For the <u>Identity Preserved</u> 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).	Agree to Adopt.	
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 (<u>Mass Balance</u> or <u>Identity Preserved</u>) through the RSPO Information System.	Agree to Adopt.	
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'.	Agree to Adopt.	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
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.	Agree to Adopt.	
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, <u>HRDs</u> , <u>community</u> spokespersons, and <u>whistleblowers</u> , where requested, without risk of reprisal or intimidation, and shall follow the latest RSPO policy on respect for <u>Human Rights Defenders</u> .	Agree to Adopt.	
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.	Agree to Adopt.	
4.1.3	The process is understood by the affected parties, including by illiterate parties.	Agree to Adopt.	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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 <u>stakeholders</u> .	Agree to Adopt.	
4.2	The Unit of Certification contributes to local sustainable development as agreed through consultation with <u>local communities</u>.	Agree to Adopt.	
4.2.1	Contributions to community development that are based on the results of consultation with <u>local communities</u> shall be demonstrated.	Agree to Adopt.	
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.	Agree to Adopt.	
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.	Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.	Addition of the missing word <i>Consent</i> , for the acronym FPIC

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.3.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>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;</p> <p>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</p> <p>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.</p>	Agree to Adopt	
4.3.3 (C)	Maps of an appropriate scale showing the extent of recognised legal, customary, or user rights are developed through <u>participatory mapping</u> involving affected parties (including neighbouring <u>communities</u> where applicable, and relevant authorities).	Agree to Adopt	
4.3.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. Explanatory documentation may be provided in Tok Pisin in PNG or Solomon Pijin is the Solomon Islands and verbal presentation may be made in those languages.	Added clarity on languages in line with comments from 1.1.2 for the languages mainly spoken in these countries. Addition adopted from the previous NI.
4.3.5 (C)	Evidence is available to show that <u>communities</u> are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	Agree to Adopt	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.3.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	<p>There is evidence that implementation of agreements negotiated through FPIC is reviewed in consultation with affected parties every 10 years through the term of the agreement however, regular communication between the parties is encouraged through the duration of the agreement.</p> <p>Annual review of customary land agreements is not feasible. 10 years as a compromise between annual and 'midway' which would vary by the length of the agreement (could be 20 years) and is approximately half of the lifespan of the oil palms</p>	Annual reviews of customary land agreements are not practical due to their long-term nature. A 10-year review is a balanced approach.
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 <u>stakeholders</u> to express their views through their own representative institutions.	Agree to Adopt	
4.4.1 (C)	Documents showing identification and assessment of demonstrable legal, customary, and user rights are available.	Agree to Adopt	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.4.2 (C)	FPIC is obtained for all <u>oil palm development</u> through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands, and resources via <u>local communities'</u> 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.	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.	Deletion of the term territories ensures the standard is locally relevant, understandable, and aligns with national governance structures in PNG and SI.
4.4.3	Evidence is available that affected <u>local peoples</u> understand they have the right to say 'no' to <u>operations</u> 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 <u>local peoples</u> . Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new <u>operations</u> .	Agree to Adopt	
4.4.4	To ensure local food and <u>water security</u> , as part of the FPIC process, participatory <u>SEIA</u> , and participatory land-use planning with <u>local peoples</u> , the full range of food and water provisioning options are considered. There is transparency of the land allocation process.	Agree to Adopt	
4.4.5	Evidence is available that the <u>affected communities</u> and <u>rights</u> 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 <u>operations</u> on their lands.	Agree to Adopt	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.4.6	Evidence is available that the <u>communities</u> (or their representatives) gave consent to the initial planning phases of the <u>operations</u> prior to the issuance of a new concession or land title to the operator.	Evidence is available that the communities or their appointed representatives gave consent to the initial planning phases of the operations/ development prior to the issuance of a new concession or land title lease to the operator.	Inclusion of “appointed representatives” recognises legitimate community leadership structures, while expanding to “operations/development” ensures consent is required before any project activity begins. The addition of “land title lease” broadens coverage to all land allocation mechanisms.
4.4.7	New lands will not be acquired for <u>plantations</u> and mills after 15 November 2018 as a result of recent (2005 or later) <u>expropriations</u> in the national interest without consent (eminent domain), except in cases of <u>smallholders</u> benefitting from agrarian reform or anti-drug programmes.	Agree to Adopt	
4.4.8 (C)	New lands are not acquired in areas inhabited by <u>communities</u> in <u>voluntary isolation</u> .	Agree to Adopt	
4.5	Any negotiations concerning compensation for loss of legal, customary, or user rights are dealt with through a documented system that enables <u>indigenous peoples, local communities, and other stakeholders</u> to express their views through their own representative institutions.	Agree to Adopt	
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.	Agree to Adopt.	
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.	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. Distribution of monies within families is determined by the families.	The term 'gender equal' is removed, with the addition of distribution of monies within families is determined by the families, because the customary land payments are made to clan members. This could be the husband or the wife within a family depending on the local matrilineal or patrilineal traditions. This reflects both national and customary laws.

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.5.3	The Unit of Certification shall provide evidence that equal opportunities are provided to both men and women to hold land titles for small holdings.	The Unit of Certification shall provide evidence that equal opportunities are provided to both men and women to hold land titles for small holdings in accordance with National and Customary Law and practice.	Addition to ensure the indicator respects local legal systems and cultural norms. Land ownership is often governed by both formal laws and traditional practices, so this addition allows equal opportunities for men and women to be promoted in a way that aligns with each country's specific legal and customary context.
4.5.4	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 <u>publicly available</u> to them.	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 provided that the right to privacy and confidentiality is respected.	Addition to ensure that disclosures do not lead to conflict within clans.
4.6	Where it can be demonstrated that <u>local peoples</u> 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.	Agree to adopt.	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.6.1 (C)	The Unit of Certification shall ensure that a mutually agreed procedure for identifying people entitled to compensation is in place.	<p>The Unit of Certification shall ensure that a mutually agreed procedure for identifying people entitled to compensation or benefits is in place.</p> <p>Guidance: For PNG mutually agreed process is the Land Investigation Report, or SI is the Land Acquisition Act</p> <p>For SI, there is in place an Acquisition Procedure to identify landowners and rights holders. (Acquisition Procedure). For registered perpetual estates or fixed term estates, they can obtain a certified copy of the registered title.</p>	Addition of the guidance to clarify on processes added as existing legal processes meet the requirements of the Indicator
4.6.2 (C)	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>The Unit of Certification shall ensure that a mutually agreed procedure for calculating and distributing fair compensation or benefits (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>Guidance: For PNG - Valuation Act and Lease Agreement, and SI mutually agreed process.</p>	Addition on guidance to clarify on process added as existing legal processes meet the requirements of the Indicator
4.6.3	The Unit of Certification shall ensure that <u>communities</u> that have lost access and rights to land for <u>plantation</u> expansion are given opportunities to benefit from <u>plantation</u> <u>development</u> .	The Unit of Certification shall ensure that communities that have lost foregone access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	the term 'lost' was contentious and replaced with foregone that would reflect voluntary processes to relinquish land rights through the FPIC process described through this criteria

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.7	The right to use the land is demonstrated and is not legitimately contested by <u>local people</u> who can demonstrate that they have legal, customary, or user rights.	Agree to Adopt	
4.7.1	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>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>Guidance: In some circumstances where FPIC and/or land acquisition was conducted many years ago, documented evidence of the process may not be available. In these cases, evidence of continuing agreement of all parties shall be regarded as evidence of resolution.</p>	Guidance added to reflect the potential for older disputes that are explored during audit
4.7.2 (C)	The Unit of Certification shall ensure that land conflict is not present in its area. Where land conflict exists, the UoC ensures that acceptable <u>conflict resolution processes</u> (<i>Refer to Criteria 4.1 and 4.5</i>) are implemented and accepted by the parties involved. In the case of newly acquired <u>plantations</u> , the UoC addresses any unresolved conflict through appropriate <u>conflict resolution mechanisms</u> .	Agree to Adopt	
4.7.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current <u>operations</u> 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>).	Agree to Adopt	

Principle 4 - RSPO Growers respect community and human rights, and deliver benefits		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
4.7.4	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 <u>communities</u> , where applicable).	Agree to Adopt	

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
5.1	<p>The Unit of Certification shall engage and trade with interested <u>smallholders</u> in a fair and transparent way. Smallholder inclusion in the UoC's RSPO certified <u>supply chain</u> should be strengthened.</p>	Agree to Adopt.	
5.1.1 (C)	<p>The Unit of Certification shall develop and implement process(es)/procedure(s) to conduct fairly and transparently with all <u>smallholders</u>, including interested RSPO certified <u>independent smallholders</u>.</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), <u>publicly available</u> 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>	Agree to Adopt.	

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
5.1.2 (C)	Where there is a contractual agreement(s) between the Unit of Certification and <u>smallholder(s)</u> for FFB supply, the UoC shall provide evidence that such contractual agreement(s) are mutually agreed through a fair and transparent process.	<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> <p>Guidance: The Company docket issued when small-holder fruit is collected is evidence of the contract for that transaction.</p>	The company docket acts as proof of agreement between the smallholder and the company for each FFB transaction. It shows that both parties accepted the terms (e.g. weight and price) at the point of collection, making the process fair and transparent even without a formal written contract.

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
5.1.3 (C)	<p>Where there is a contractual agreement(s) between the Unit of Certification and <u>smallholder(s)</u> for FFB supply, evidence shall be demonstrated that <u>smallholder(s)</u> 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> <ul style="list-style-type: none"> A) Date of receipt/documentation; B) Price per unit of FFB supplied and timeline for payment; C) Weight of FFB supplied; D) Deductions (if any); and E) Total price paid by the UoC for FFB supplied. 	<p>Where there is a contractual agreement(s) between the Unit of Certification and <u>smallholder(s)</u> for FFB supply, evidence shall be demonstrated that <u>smallholder(s)</u> 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> <ul style="list-style-type: none"> A) Date of receipt/documentation; B) Price per unit of FFB supplied and timeline for payment; C) Weight of FFB supplied; D) Deductions (if any); and E) Total price paid by the UoC for FFB supplied. <p>Guidance: Smallholders where the contract is implied through the Smallholder offering fruit for sale by placing it at the pick-up point and the Company accepting the Smallholders offer by collecting it. The price to be paid and other conditions of the transaction are communicated by the Company. Each Smallholder pick-up is a separate transaction.</p>	<p>The addition of the guidance in the indicator to show that each FFB collection is an agreed transaction, even without a written contract. The company tells the smallholders the price and terms in advance, so they understand the agreement and are paid correctly.</p> <p><i>Guidance description adopted from previous NI indicator 2.2.1</i></p>

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
5.1.4 (C)	<p>To support <u>smallholder</u> inclusion and to strengthen downstream traceability, the Unit of Certification shall actively <u>engage</u>, consult, and provide opportunities for all <u>smallholders</u> to access the UoC's RSPO certified <u>supply chain</u> where feasible, including interested RSPO certified <u>independent smallholders</u>.</p> <p>Where potential <u>smallholder</u> 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 <u>independent smallholder</u> groups A) Management of the RSPO certification process; B) Roles and responsibilities of the UoC and <u>smallholders</u> for operating the <u>internal control system (ICS)</u>; and C) Certificate ownership.</p> <p>For RSPO certified <u>independent smallholder</u> groups A) Distribution, handling, and marketing of physical certified FFB, where possible.</p>	Agree to Adopt.	
5.2	<p>The Unit of Certification shall support interested <u>smallholders</u> within its supply base to develop, operate, and improve their <u>livelihoods</u>; in particular interested certified <u>independent smallholders</u>.</p>	Agree to Adopt.	

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
5.2.1	<p>In collaboration with interested <u>smallholders</u> within its supply base, the Unit of Certification shall develop, implement, and review annually a <u>smallholder</u> support plan to improve agricultural practices.</p> <p>The plan shall include, at a minimum:</p> <p>A) Training on sustainable agricultural practices; B) Support to enhance legality of <u>smallholder</u> FFB production; and C) Support to identify <u>geolocation</u> of FFB origins.</p>	<p>In collaboration with interested smallholders within its supply base, the Unit of Certification shall develop with PNG OPIC and other stakeholders, implement, and review annually a smallholder support plan to improve agricultural practices.</p> <p>The plan shall include, at a minimum:</p> <p>A) Training on sustainable agricultural practices; B) Support to enhance legality of smallholder FFB production; and C) Support to identify geolocation of FFB origins.</p>	<p>To recognize the involvement of PNG OPIC and other relevant stakeholders in the development, implementation, and annual review of the smallholder support plan.</p>

Principle 5 - RSPO Growers support and provide opportunities for smallholder inclusion		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
5.2.2	<p>The Unit of Certification shall ensure that interested <u>smallholders</u> participating in its <u>smallholder</u> support plan are trained and can show understanding of key sustainable agricultural practices necessary to increase FFB productivity.</p> <p>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 <u>smallholders</u>.</p>	<p>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.</p> <p>The development of training in the plan (5.2.1) 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.</p>	Deletion to avoid repetition of what's already mentioned in Indicator 5.2.1. Removing it avoids duplication and keeps the message clear.
5.2.3	<p>The Unit of Certification shall identify potential opportunities and implement additional activities that contribute to <u>livelihood</u> improvement of <u>smallholders</u> within its supply base. Development and implementation of the activities shall take into consideration results of participatory consultations conducted with such <u>smallholders</u>.</p>	Agree to Adopt.	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.1	All forms of <u>discrimination</u> are prohibited against all <u>workers</u> .	Agree to Adopt.	
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, access to training, promotion, facilities, and work equipment. This policy shall be <u>publicly available</u> and <u>socialised</u> to the <u>workforce</u> and <u>contractors</u> .	Agree to Adopt.	
6.1.2 (C)	The Unit of Certification shall provide equal opportunities to all <u>workers</u> .	Agree to Adopt.	
6.1.3	The Unit of Certification shall ensure that all <u>workers</u> receive remuneration for work of equal value and evaluation, which is based on both their experience and the quality of their work.	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 performance of their work.	Deletion of quality and replacing with performance makes evaluation clearer and more objective.
6.2	Working conditions for all <u>workers</u> shall meet at least legal or industry standards	Agree to Adopt.	
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 <u>socialised</u> to all <u>workers</u> . The document shall be made available upon request.	The Unit of Certification shall establish and implement procedure(s) for recruitment, selection, hiring, promotion, retirement and disciplinary actions suspension, and termination . The procedure(s) shall be documented, and socialised to all workers. The document (s) shall be made available upon request.	Disciplinary actions" was added to cover all forms of corrective measures, including suspension and termination. Deletion of terms to avoid repetition and simplify the procedure wording.

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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 <u>workers</u> in a language they understand prior to signing of the contract. The UoC shall acquire acknowledgment from the <u>workers</u> regarding their understanding of the terms and conditions of employment.</p> <p>C) A copy of the employment contract shall be given to the <u>workers</u>.</p> <p>D) There shall be no <u>contract substitution</u>. If national regulations require more than one contract to be signed by <u>workers</u>, the higher standard or provisions will apply.</p> <p>E) Any amendments to the employment contract shall be agreed to by the <u>worker</u>. This does not include the terms and conditions in the collective bargaining agreement, if applicable.</p>	<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>	<p>Deletion: There is no national regulations that require more than one contract to be signed by workers.</p>
6.2.3	<p>The Unit of Certification shall demonstrate that the international <u>migrant workers</u> signed the UoC's employment contract in the country where they were hired.</p>	<p>Agree to adopt</p>	
6.2.4	<p>The Unit of Certification shall maintain a worker register for up to five years from the date of <u>workers'</u> resignation or termination of employment, or as determined by national regulation.</p> <p>Records of <u>remediation</u> for cases of <u>forced labour</u>, <u>trafficking in persons</u>, and repayment of <u>recruitment fees</u> (where applicable) shall be kept for up to five years from the date of <u>worker's</u> resignation or termination of employment.</p>	<p>Agree to Adopt.</p>	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.2.5	<p>Permanent, full-time employment is used for all <u>core work</u> in the Unit of Certification.</p> <p>Casual and short-term <u>workers</u> who are rehired for more than three successive times shall be provided the opportunity to become permanent full-time <u>workers</u> on the fourth rehiring.</p>	Agree to adopt	
6.2.6 (C)	<p>The Unit of Certification shall ensure that:</p> <p>A) All <u>workers</u> 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 <u>workers</u> in a language they understand.</p> <p>C) Records are maintained for each and every type of <u>worker</u>, 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 <u>family member</u> shall have separate payslips. The wages earned shall be reflected in their individual payslips.</p>	<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> <p>Notes: Smallholders: Helpers or family members assisting in family blocks should not be classified as workers.</p> <p>Reference: PNG Superannuation Act, Company Act, Employment Act, Small Medium Enterprise, IRC, DLIR, Others - to determine the employee/worker threshold</p>	<p>The notes clarify that only formal employees are covered, excluding smallholders' helpers or family members on family blocks. Referencing PNG labour and company laws ensures legal compliance while supporting RSPO requirements for fair, transparent wage management.</p>

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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. <u>Work targets</u> 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 <u>worker</u> (regardless of <u>worker</u> type) or as per the legal or Collective Bargaining Agreement (CBA) provision. Workplace injuries refer to injuries caused by work-related accidents.</p>	<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>Deletion: Legal definition in place.</p>

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.2.8 (C)	<p>The Unit of Certification shall provide for <u>workers</u> living within the Unit of Certification housing that ensures:</p> <p>A) Structural safety; B) At least minimum space per <u>worker</u>; C) Sewage and garbage disposal; D) Supply of water, including <u>water that is safe to drink</u>; E) Supply of electricity; F) Sanitary, washing, and cooking facilities; and G) Appropriate protection against weather elements</p> <p>The UoC shall ensure <u>workers</u>, and their families (if applicable), have access to healthcare, education (for <u>workers' children</u>), 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>The Unit of Certification shall provide for Workers living within the Unit of Certification housing that ensures:</p> <p>A) Structural safety; B) At least minimum space per worker; Solomon Islands; National Building Code 2022</p> <p>C) Sewage and garbage disposal;</p> <p>D) Access to Supply of water, including water that is safe to drink;</p> <p>E) Supply of or access to electricity;</p> <p>F) Sanitary, washing, and cooking facilities; and</p> <p>G) Appropriate protection against weather elements</p> <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>	Referencing the Solomon Islands National Building Code 2022 for minimum space, and specifying "access to" water and electricity to ensure practical usability.
6.2.9	The Unit of Certification shall ensure <u>workers</u> have access to safe, sufficient, and affordable food.	Agree to Adopt	
6.3	<u>Living Wage shall be paid to all workers, progressively</u>	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.3.1 (C)	<p>Aligned with the Revised RSPO Living Wage Strategy 2023, <u>Living Wage</u> shall be paid to all <u>workers</u>.</p> <p>The Unit of Certification shall calculate <u>prevailing wages</u> annually in accordance with 'RSPO Prevailing Wage Calculation Procedure'.</p> <p>Procedural Note <i>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:</i> <i>Step One: Calculate <u>prevailing wage</u></i> <i>Step Two: Identify <u>Living Wage</u> gaps.</i> <i>Step Three: Verify and close <u>Living Wage</u> gaps.</i></p>	Agree to Adopt	
6.4	<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 association and bargaining for all workers through representatives of their choice.</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 association and bargaining for all Workers through representatives of their choice.</p>	<p>There is no legal restriction on freedom of association or collective bargaining in PNG or SI. Sentence removed to reflect this and ensure clarity for national requirements</p>
6.4.1 (C)	<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 <u>publicly available</u>.</p>	Agree to Adopt	
6.4.2	<p>The Unit of Certification shall allow nomination, formation, functioning, and administration of Workers' Organisations and registered trade unions free from interference. <u>Workers</u> that participate in such organisations shall be protected against <u>discrimination</u>, retaliation, and <u>intimidation or harassment (including threats)</u> such as penalties or repercussion.</p> <p>The UoC shall provide facilities free of charge within its premises for <u>workers</u> to engage with each other and their representatives.</p>	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.4.3	The Unit of Certification shall document the minutes of meetings between the UoC and trade unions or <u>workers'</u> representatives. These minutes of meetings shall be accessible upon request, and shall be explained in language(s) the <u>workers</u> understand. The actions agreed upon at these meetings shall be implemented and status of actions is updated.	The Unit of Certification shall document the minutes of the scheduled meetings between the UoC and trade unions or workers' representatives. These minutes of meetings shall be accessible upon request by members , 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.	"The Scheduled" was added to ensure meetings happen regularly and are planned. "By members" was added to make sure workers' representatives can request and access the meeting records, supporting transparency and follow-up.
6.5	There is no use of <u>child labour</u>	Agree to Adopt	
6.5.1 (C)	The Unit of Certification shall establish and implement a policy for the protection of <u>children</u> , and the prohibition and <u>remediation</u> for <u>child labour</u> . The policy shall be made <u>publicly available</u> . The UoC shall <u>socialise</u> this policy and the negative effects of <u>child labour</u> to the <u>workforce</u> , <u>contractors</u> , <u>suppliers</u> , and any other relevant <u>stakeholders</u> , in a language that they understand.	Agree to Adopt	
6.5.2 (C)	For non-hazardous work, the Unit of Certification is permitted to employ <u>young workers</u> 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. <u>Young workers</u> shall be paid and provided individual payslips.	For non-hazardous work, the Unit of Certification is permitted to employ young workers from the age of 15 (SI) but the Labour Act allows for exceptions where children under 12 can work under specific conditions (section 46 Labour Act) and 16 for PNG under the PNG Employment Act 1978, following per 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.	The age rule was added to follow the national law.
6.5.3 (C)	The Unit of Certification shall document and implement an age screening verification procedure. In the event <u>child labour</u> is found, the UoC shall conduct <u>remediation</u> as guided by the latest version of the 'RSPO Guidance on Child Rights for Palm Oil Producers'.	Agree to Adopt	
6.6	All forms of <u>intimidation</u>, <u>harassment</u>, <u>abuse</u>, or <u>violence</u> in the workplace are prevented, mitigated, and addressed.	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.6.1 (C)	The Unit of Certification shall establish and implement a policy for prohibiting all forms of <u>intimidation and harassment (including threats)</u> , <u>sexual harassment</u> , abuse, and <u>violence</u> . There shall be procedures for investigation, disciplinary actions/sanctions, and <u>remediation</u> . The policy shall be made <u>publicly available</u> and <u>socialised</u> to <u>workforce</u> , <u>suppliers</u> , and <u>contractors</u> in a language that they understand.	Agree to Adopt	
6.7	Rights of women workers are respected and promoted and where violations are found, women shall be provided access to remediation.	Agree to Adopt	
6.7.1 (C)	The Unit of Certification shall establish and implement a policy to protect the rights of women <u>workers</u> (e.g., reproductive rights, <u>maternal health</u> , women's safety). The policy shall be made <u>publicly available</u> and <u>socialised</u> to the workforce in a language that they understand.	Agree to Adopt	
6.7.2 (C)	The Unit of Certification shall facilitate the formation of a Women's Welfare and Empowerment Committee of women <u>workers</u> to discuss matters such as, but not limited to, those related to <u>discrimination</u> , safety, grievances, or workplace issues. The Women's 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.	The Unit of Certification shall facilitate the function of a Women's 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 Women's 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 Committee. Any actions taken shall be documented. Where no action is taken, the UoC shall record its reasons.	The revision to "facilitate the function" clarifies that the UoC's responsibility is to actively support the ongoing operation of the Women's Welfare and Empowerment Committee, not just establish it.
6.7.3 (C)	No work with hazardous chemicals is undertaken by pregnant or breastfeeding women <u>workers</u> . The Unit of Certification shall provide safe alternative work with equivalent pay to the identified women <u>workers</u> . Pregnancy tests shall be provided when legally mandated and with the women <u>workers'</u> consent.	Agree to Adopt	
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.	Agree to Adopt	
6.8	Forced Labour and Trafficking in persons is prohibited. Prevention and remediation procedures are in place. <i>*National Interpretations shall include information on national regulations governing recruitment fees and related costs, where applicable.</i>	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.8.1 (C)	<p>The Unit of Certification shall develop and implement policies and procedures on the prevention and <u>remediation of forced labour and trafficking in persons</u>; reference is made to International Labour Organisation (ILO)'s Indicators of Forced Labour. The policies and procedures shall be made <u>publicly available and socialised</u> to the <u>workforce, suppliers, and contractors</u> in a language that they understand.</p> <p>Where <u>migrant workers</u> are employed, specific labour procedures shall be established and implemented.</p> <p>Where third party <u>labour recruiters</u> are used, the Unit of Certification shall conduct an evaluation of them against Indicator 6.8.1 (C).</p>	Agree to Adopt	
6.8.2 (C)	<p>The Unit of Certification shall ensure that there is no <u>debt bondage</u>, 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: A) Wage deductions due to inability to meet unachievable <u>work targets</u>; 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 <u>unlawful wage deductions</u>; D) Requiring <u>workers</u> 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) <u>Recruitment fees and related costs</u></p>	<p>The Unit of Certification shall ensure that there is no debt bondage, withholding of wages, or involuntary 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: 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</p> <p>Note: where a Company has advanced money to an employee as a loan, this is to be regarded as a debt to the Company by the employee and a documented arrangement for repayment is to be established that is acceptable to both parties.</p>	<p>Addition of " or involuntary" for clarity.</p> <p>Inclusion of the note adopted from the previous NI.</p>
6.8.3 (C)	<p>The Unit of Certification shall repay active <u>workers</u> (as of, and from, the adoption date of the RSPO Principles & Criteria 2024) who have paid <u>recruitment fees or related costs</u>.</p>	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.8.4 (C)	<p><u>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.</u></p> <p><u>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.</u></p>	<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 available provided upon request for those workers who are accommodated by the UoC and shall be freely accessible to the Workers.</p>	<p>Available "upon request" was added to show that secure storage is optional and based on the worker's need, not automatic provided.</p> <p>"Provided" was removed to avoid implying that storage is always given, keeping the wording more accurate and flexible.</p>
6.8.5 (C)	<p><u>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.</u></p>	Agree to Adopt	
6.8.6 (C)	<p><u>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.</u></p>	Workers who live on-site shall have no restriction on 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.	"No restriction on" was added to make it clear that workers living on-site must have full access to transport and communication, supporting their freedom and well-being.
6.8.7 (C)	<p>For overtime work, informed consent of the <u>worker</u> 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 <u>worker</u> must be obtained, and they may work for not more than 14 days continuously.</p>	Agree to Adopt	
6.8.8 (C)	<p><u>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.</u></p>	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.	Deletion due to repetition.
6.9	<p>The Unit of Certification shall implement health and safety practices to protect <u>workers</u> from occupational illness, disease, and injury.</p>	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.9.1 (C)	<p>The Unit of Certification shall establish and implement Occupational Health and Safety policies. The policies shall be made <u>publicly available</u> and <u>socialised</u> to the <u>workforce</u> in a language that they understand.</p> <p>The policies shall include provisions that will:</p> <p>A) Assure a safe and healthy working place; B) Prevent work-related illnesses, diseases, and injuries; C) Create a mechanism for <u>workers</u> 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 <u>water that is safe to drink</u> at workplace; and F) Establish roles and responsibilities of the Unit of Certification, <u>Health & Safety Committees</u>, and <u>workers</u> in relation to health and safety.</p>	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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> <p>A) Workplace health and safety issues, including regular worksite safety inspections, training, and continuous improvements;</p> <p>B) Review Hazard Identification, Risk Assessment and Risk Control (HIRARC), in consultation with <u>Health and Safety (H&S) Committees</u>;</p> <p>C) Identification of the necessary controls for the elimination of workplace hazards;</p> <p>D) Identification, safe storage, mixing, and usage of chemicals including <u>pesticides</u> 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 <u>workers</u> 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>	Agree to Adopt	
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 <u>pesticides</u> on reproductive health, pregnant women, <u>young workers</u>), 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>	<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 worker(s), suitable job-specific Personal Protection Equipment (PPE), and persons with disabilities.</p> <p>The HIRARC shall be conducted by competent personnel who has been trained in HIRARC assessment, and has at minimum Safety Officer Level 2 Certificate.</p> <p>The HIRARC shall be reviewed and approved by UoC an authorised health and safety officer.</p>	Addition of minimum requirement for competent personnel. Deletion to focus on authorization and competency

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.9.4 (C)	The Unit of Certification shall develop and implement risk mitigation practices and corrective actions (a 'H&S Plan') in consultation with the <u>Health and Safety (H&S) Committees</u> for both its mill(s) and estate(s), based on the UoC's HIRARC. The H&S Plan shall be monitored and reviewed annually.	Agree to Adopt	
6.9.5 (C)	The Unit of Certification shall provide suitable, appropriate, and good conditioned PPE (as determined by the HIRARC assessment) to all <u>workers</u> , free of charge. <u>Workers</u> shall receive training on the importance of proper use and maintenance of essential PPE. Records of the PPE issuance shall be documented and maintained. When there is a need for replacement, it shall be provided free of charge. Sanitation facilities shall be made available for <u>workers</u> applying hazardous chemicals to change out of PPE, wash, and wear their personal clothing. A designated area for washing PPE shall be provided.	Agree to Adopt	
6.9.6 (C)	The Unit of Certification shall provide training on updated job-specific occupational health and safety procedures to relevant <u>workers</u> (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.	Agree to Adopt	
6.9.7	The Unit of Certification shall assign personnel trained in first aid to all <u>operations</u> . <u>Workers</u> shall have access to first aid kits at all times.	Agree to Adopt	
6.9.8	The Unit of Certification shall establish an Emergency Response Procedure (ERP) in accordance with the <u>risk assessment</u> conducted by the UoC. The ERP shall be made available and socialised to the workforce in a language that they understand. The ERP shall include: A) Establishment of an Emergency Response Team (ERT) trained in first aid to provide emergency response in all <u>operations</u> ; B) Contact details of personnel responsible for emergencies; C) Contact details and address of nearest medical facilities (e.g., dispensaries, medical practitioners); and D) Safety drills (e.g., fire evacuation). The ERP shall be reviewed annually, and results of the review shall be documented.	Agree to Adopt	

Principle 6 - RSPO Growers respect workers' rights and working conditions		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
6.9.9 (C)	The Unit of Certification shall provide annual medical surveillance for <u>workers</u> handling hazardous chemicals, free of charge. Actions to treat related health conditions shall be documented.	Agree to adopt	
6.9.10	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.	Agree to Adopt	
6.9.11	The Unit of Certification shall provide all <u>workers</u> 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.	Agree to Adopt	
6.9.12 (C)	The Unit of Certification shall ensure that only trained <u>workers</u> 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.	The Unit of Certification shall ensure that only trained workers handle, use, or apply hazardous 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.	The word "hazardous" was added to focus the requirement on chemicals that pose health or safety risks, ensuring proper handling and protection for workers.

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
7.1	<p>The Unit of Certification shall practise <u>Integrated Pest Management</u> 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 <u>pesticides</u>; B) Controlled chemical <u>pesticides</u>; C) Use of <u>biological control agents</u>; D) <u>Prophylactic use</u>; E) <u>Aerial spraying</u>; and F) <u>Medical surveillance</u>.</p>	<p>The Unit of Certification shall practise Integrated Pest Management to effectively manage pests, diseases, weeds and invasive introduced species.</p> <p>National regulation or industrial specific controls, measures, best practices, and thresholds are not available for the following:</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>	No national regulation or industrial specific control for PNG & SI.
7.1.1 (C)	The Unit of Certification shall develop and implement an <u>Integrated Pest Management (IPM)</u> plan to mitigate negative impacts of unsustainable pest management methods on the environment and human health.	Agree to Adopt.	
7.1.2 (C)	<p>Restricted and hazardous <u>pesticides</u> that endanger the health of <u>workers</u>, families, <u>communities</u>, or the environment shall not be used, unless in exceptional circumstances as validated by a <u>due diligence</u> process or when authorised by government authorities for pest outbreaks.</p> <p>This shall include <u>pesticides</u> that are:</p> <p>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 Labelling of Chemicals (GHS); C) Listed by the Stockholm or Rotterdam Conventions; D) Restricted or prohibited under national regulations; and/or E) Paraquat.</p>	Agree to Adopt.	
7.1.3 (C)	The Unit of Certification shall record all <u>pesticides</u> usage. Records shall include the <u>pesticide's</u> trade name, <u>active ingredient</u> , LD50, quantity of <u>active ingredient</u> used, period of usage, location/area of application, and reason for usage.	Agree to Adopt.	
7.1.4 (C)	There shall be no <u>prophylactic</u> use of <u>pesticides</u> , unless in exceptional circumstances, as identified in national best practice guidelines.	There shall be no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines: and following stakeholder consultations.	<p>Deletion to avoid limiting the decision to written guidelines only.</p> <p>“And through stakeholder consultations” was added to allow flexibility and ensure that any exceptional use is also informed by input from relevant stakeholders.</p>

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
7.1.5 (C)	The Unit of Certification shall not launch <u>aerial sprayings</u> of <u>pesticides</u> , unless in exceptional circumstances where no other viable alternatives are available. When <u>aerial spraying</u> is unavoidable, prior approval from government authorities shall be obtained and detailed information of the <u>aerial spraying</u> shall be provided to potentially affected <u>local communities</u> at least 48 hours prior to application of <u>aerial spraying</u> . Targeted spraying with unmanned aerial vehicles (drones) is permitted.	Agree to Adopt.	
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.	Agree to Adopt.	
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 <u>internationally accepted scientific protocols</u> or national regulations.	Agree to Adopt.	
7.1.8	The use of fire for pest or disease control shall be prohibited, unless in exceptional circumstances. 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.	Agree to Adopt.	
7.2	The Unit of Certification shall reduce, recycle, reuse, and dispose of <u>waste/by-products</u> in an environmentally and socially responsible manner.	Agree to Adopt.	
7.2.1	The Unit of Certification shall develop and implement a <u>waste management</u> plan to reduce, minimise, recycle, and reuse <u>waste</u> produced from its <u>operations</u> and non-operational activities. The plan shall also include responsible disposal of <u>waste</u> or by-products, where applicable.	Agree to Adopt.	
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.	Agree to Adopt.	
7.2.3 (C)	The Unit of Certification shall demonstrate that <u>workers</u> have job-specific training to implement the <u>waste management</u> plan.	Agree to Adopt.	
7.2.4	The use of fire as a measure for <u>waste</u> disposal shall be prohibited, unless in exceptional circumstances. Direct disposal of <u>waste</u> into <u>watercourses</u> or other ecosystems shall be prohibited.	The use of open 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 unless treated to an acceptable standard.	“Open” makes it clear that only open burning is banned. “Unless treated to an acceptable standard” allows safe waste disposal if properly treated. This makes the indicator clearer and more practical.

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
7.3	<p>The Unit of Certification shall not conduct <u>new plantings</u> on <u>steep terrain</u>, <u>marginal soil(s)</u>, and <u>fragile soil(s)</u>. The UoC shall adopt best soil conservation practices for minimising soil erosion and soil degradation in these areas.</p> <p><i>*National Interpretations should determine nationally regulated specific controls (best practices) and thresholds, such as slope limits, specifying soil types (<u>marginal</u> and/or <u>fragile</u>) on which planting should be avoided, or the proportion of <u>plantation</u> area that may be allowed. National Interpretation may include expanded definitions of 'extensive planting', '<u>marginal soil</u>', '<u>fragile soil</u>', and '<u>steep slope</u>'.</i></p>	Agree to Adopt.	
7.3.1 (C)	<p>Areas of <u>steep terrain</u>, <u>marginal soil(s)</u>, and <u>fragile soil(s)</u> 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.</p> <p>To demonstrate the long-term suitability of land for oil palm cultivation, soil maps or soil surveys identifying <u>marginal</u> and <u>fragile soils</u>, including <u>steep terrain</u>, shall be taken into account in plans and <u>operations</u>.</p>	Agree to Adopt.	
7.3.2 (C)	The Unit of Certification shall not conduct <u>new plantings</u> and <u>extensive replanting of oil palm on steep terrain</u> .	Agree to Adopt.	
7.3.3 (C)	<p>The Unit of Certification shall not conduct <u>new plantings</u> and/or new <u>development</u> on <u>marginal soil(s)</u> and/or <u>fragile soil(s)</u>.</p> <p>Procedural Note The RSPO New Planting Procedure shall be updated to reflect this requirement.</p>	The Unit of Certification shall not conduct new plantings and/or new development on marginal soil(s) and/or fragile soil(s).	The revision clarifies the scope by focusing specifically on new plantings, which directly impact soil integrity. This reduces ambiguity in interpretation while maintaining the objective of protecting marginal and fragile soils from degradation.
7.3.4 (C)	<p>In the event there is any <u>replanting</u> on <u>marginal soil(s)</u> and/or <u>fragile soil(s)</u>, the Unit of Certification should manage the area in line with the 'RSPO Best Management Practices (BMPs) for Soil'.</p> <p>Procedural Note RSPO shall develop the 'RSPO Best Management Practices (BMPs) for Soil' guidance document. <i>Other soil management approaches to maintain the environmental integrity of <u>marginal soil(s)</u> and/or <u>fragile soil(s)</u> may apply.</i></p>	Agree to Adopt.	
7.4	The Unit of Certification shall prohibit land clearing on <u>peatland</u> (regardless of depth) after the cut-off date of 15 November 2018. All plantings on <u>peatland</u> before the cut-off date shall be managed responsibly. All unplanted and set-aside <u>peatlands</u> are protected and conserved.	Agree to Adopt.	

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
7.4.1 (C)	There shall be no <u>new plantings</u> and/or <u>development</u> on <u>peatlands</u> , regardless of depth, after 15 November 2018.	Agree to Adopt.	
7.4.2	The Unit of Certification shall map and have inventories of all areas of <u>peatlands</u> (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.	Agree to Adopt.	
7.4.3 (C)	Any activities by the Unit of Certification that may disrupt <u>peatland</u> ecosystem integrity or hydrology including new construction of drains, roads, dams, bunds, levees, and/or power lines on unplanted and set-aside <u>peatlands</u> shall be prohibited.	Agree to Adopt.	
7.4.4 (C)	The Unit of Certification shall protect and manage all unplanted and set-aside <u>peatlands</u> , guided by the latest version of 'RSPO Manual on Best Management Practices (BMPs) for Management and Rehabilitation of Peatlands' and associated audit guidance.	Agree to Adopt.	
7.4.5 (C)	All existing plantings on <u>peat</u> 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.	Agree to Adopt.	
7.4.6 (C)	To determine the suitability of <u>replanting</u> on <u>peat</u> , the Unit of Certification shall conduct a drainability assessment for oil palm planted on <u>peat</u> in accordance with the latest 'RSPO <u>Drainability Assessment Procedure</u> '.	Agree to Adopt.	
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 <u>peat</u> , the Unit of Certification shall develop and implement a plan to replace with crops suitable for a higher water table (e.g., <u>paludiculture</u>) or to rehabilitate with natural vegetation.	Agree to Adopt.	
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.	Agree to Adopt.	
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 <u>affected communities</u>.</p> <p>The plan shall address the following: A) The UoC does not restrict access to clean water or contribute to pollution of water used by <u>communities</u>; and B) <u>Workers</u> 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>	<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: A) The UoC does not restrict access to clean water or contribute to pollution of water used by communities; and B) Workers shall have adequate access to adequate clean water.</p>	Deletion to ensure the requirement remains clear and measurable.

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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).	Agree to Adopt.	
7.5.3 (C)	The Unit of Certification shall protect <u>watercourses</u> and wetlands by maintaining and <u>restoring</u> appropriate <u>riparian</u> 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'.	Agree to Adopt.	
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 <u>Biochemical Oxygen Demand (BOD)</u> , shall be regularly monitored.	Agree to Adopt.	
7.6	The Unit of Certification shall demonstrate efforts to minimise and reduce <u>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.</u>	Agree to Adopt.	
7.6.1 (C)	The Unit of Certification shall identify and assess its <u>greenhouse gas</u> 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.	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.	Deletion to avoid repeating what's already implied by "monitored."
7.6.2 (C)	The Unit of Certification shall publicly report its <u>GHG</u> emissions per product, as estimated through the latest version of RSPO PalmGHG calculator.	Agree to Adopt.	
7.6.3 (C)	The Unit of Certification shall estimate the carbon stock of the proposed <u>development</u> area and major potential sources of emissions that may result directly from the <u>development</u> 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'.	For all new developments after 2014 , the Unit of Certification shall estimate the carbon stock of the proposed new 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'.	The phrase "for all new developments after 2014" clearly sets the timeline, so "proposed" and "since 2014" are not needed. Using "new" makes the sentence simpler and clearer without changing its meaning.
7.6.4 (C)	The Unit of Certification shall develop and implement a plan to reduce or minimise <u>significant air pollutants</u> (apart from <u>greenhouse gases</u>). <i>*National Interpretations should determine any relevant national air pollution standards or thresholds.</i>	Agree to Adopt	
7.6.5 (C)	The Unit of Certification shall prohibit the use of fire for land preparation of <u>new plantings, development, and/or replanting</u> .	Agree to Adopt.	

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
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 <u>stakeholders</u> .	Agree to Adopt.	
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.	Agree to Adopt.	
7.7	<p>Land clearing does not cause <u>deforestation</u> 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 <u>managed area</u> are identified, protected, and/or enhanced.</p> <p>Preamble <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></p> <p><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></p> <p><i>This procedure will also cover planting on previous or abandoned agricultural land/<u>plantations</u> in such landscapes.</i></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>Preamble 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.</p> <p>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:</p> <p>A) Demonstrable benefits to the local community; B) Clear recognition of legal and customary lands based on participatory land use planning; C) Development proportional to the needs of the local community; and D) A balance between conservation and development.</p> <p>This procedure will also cover planting on previous or abandoned agricultural land/<u>plantations</u> in such landscapes.</p> <p>In the event RSPO is unable to release a Procedure by end of 2027, a regional Procedure will be developed for PNG & SI to enable ongoing development of economic opportunities for smallholders.</p>	<p>The revision introduces a contingency measure to avoid regulatory gaps if the RSPO HFCL/HFCC procedure is not released by 2027. It allows PNG and Solomon Islands to continue responsible smallholder development under a regional framework, while maintaining alignment with Roundtable on Sustainable Palm Oil conservation and no-deforestation commitments.</p>

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
7.7.1 (C)	<p>A Unit of Certification shall not damage <u>primary forest</u> and HCVs (from November 2005) and HCS forests (from 15 November 2018). HCVs, HCS forests, and <u>other conservation areas</u> are identified for protection according to the following scenarios:</p> <p>1) A Unit of Certification (or parts thereof) with <u>existing plantations</u> and no new <u>land clearing</u> (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 <u>land clearing</u>.</p> <p>3) A Unit of Certification (or parts thereof) not covered by Scenario 2 with any new <u>land clearing</u> after 15 November 2018 shall provide evidence that:</p> <p>a) <u>Land clearing</u> 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>Procedural Note <i>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.</i></p>	Agree to Adopt	
7.7.2 (C)	<p>For all <u>land clearing</u> 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>	Agree to Adopt	
7.7.3 (C)	<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 <u>affected communities</u> in implementation; shall be developed in consultation with relevant <u>stakeholders</u>; and shall include the directly <u>managed area</u> 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 <u>RTE species</u> (HCV-1);</p> <p>B) Management of human-wildlife conflict (threats to HCVs);</p> <p>C) Other conservation areas; and</p> <p>D) A programme to <u>socialise</u> the status of RTE species to the <u>workforce</u>.</p>	Agree to Adopt	

Principle 7 - RSPO Growers protect, conserve, and enhance ecosystems as responsible environmental stewards		Revised Criteria / Indicator (in English)	Reason for changes
Criteria/Indicator			
7.7.4 (C)	<p>The Unit of Certification shall <u>adapt</u>, 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>Procedural Note <i>RSPO shall develop a guidance on changes in HCV conditions and status to support implementation of the management & monitoring plan.</i></p>	Agree to Adopt.	
7.7.5	Where rights of <u>local communities</u> have been identified in HCV areas, HCS <u>forest</u> after 15 November 2018, and <u>other conservation areas</u> , there is no diminishment of these rights without evidence of a negotiated agreement, obtained through FPIC.	Agree to Adopt.	

Term	Definition	Source	Revised Definition	Reason for revision
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 the process, such as accident logs and responses	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		
Associated Development	Developments including establishing mills, kernel crushers, nurseries, housing/camps and offices, roads/tracks, drainage, effluent treatment plants,	RSPO New Planting Procedure (2015)		
Associated Smallholders	Smallholders who are not formally and legally contracted to a milling company, but due to proximity are associated with a milling company for the purpose of credit, transport, milling and technical support. For compliance purposes, Associated Smallholders will be regarded as Scheme Smallholders	New Definition for PNGSI NI 2024		Created this definition to reflect the situation for smallholders in PNG & SI
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 or children 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)		

Term	Definition	Source	Revised Definition	Reason for revision
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;</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	<p>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.</p>	<p>RSPO Guidance on Child Rights for Palm Oil Producers (2020)</p>		
Communities	<p>Communities refer to indigenous peoples, tribal peoples, local communities (including women, children, and people with disabilities), displaced persons, migrants, and other land users.</p>	<p>RSPO P&C 2018</p>		
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>	<p>RSPO P&C 2024</p>		
Conflict resolution process	<p>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.</p>	<p><u>Adapted from 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></p>		
Contract	<p>An agreement between two or more parties that, by its terms, is legally binding and enforceable in a court of law.</p>	<p>RSPO P&C 2024</p>		
Contract substitution	<p>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.</p>	<p>ILO Report of the Committee examining alleged non-observance by Qatar of the Forced Labour Convention, 1930 (No. 29), (ILO, 2014)</p>		

Term	Definition	Source	Revised Definition	Reason for revision
Contributing family members	<p>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.</p> <p>Please refer to other related definitions: 'smallholder household' and 'family members'.</p>	<p>Adapted from the International Classification of Status in Employment (ICSE-18) Manual 2023;</p> <p>and</p> <p>the ILO Private Employment Agencies Convention, 1997 (No. 181)</p>		
Contractor	<p>A person, firm, organisation, or company that undertakes a contract with the Unit of Certification to provide materials or services (including labour).</p>	<p>RSPO P&C 2024</p>		
Core work	<p>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.</p> <p>All agricultural and milling activities are considered core work, i.e. planting, harvesting, fertilising, maintenance, FFB sorting and grading, machine technical maintenance and machine operation</p>	<p>RSPO P&C 2018</p>		
Debt bondage	<p>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.</p>	<p>ILO Helpdesk: Business and Forced Labour (online, accessed on 3 April 2024 at https://www.ilo.org/resource/other/ilo-helpdesk-business-and-forced-labour)</p>		
Deception	<p>Deception pertains to the act of providing false representations and failing to fulfil 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.</p>	<p>Adapted from the ILO '11 Indicators on Forced Labour' (International Labour Organization, 2012)</p>		
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>	<p>RSPO P&C 2024</p>		
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 structures), 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>	<p>RSPO P&C 2024</p>		

Term	Definition	Source	Revised Definition	Reason for revision
Discrimination	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.	United Nations Human Rights Office of the High Commissioner, Discrimination (Employment and Occupation) Convention, 1958 (No. 111)		
Drainability Assessment Procedure (DAP)	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: <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 	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 and during 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	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.	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)		

Term	Definition	Source	Revised Definition	Reason for revision
Forest	<p>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.</p> <p>This includes:</p> <ul style="list-style-type: none"> - 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 	RSPO P&C 2024		
Fragile soil	<p>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.</p> <p>Please also refer to other related definitions: 'marginal soil'.</p>	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.	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/gas-business-and-collective-bargaining-0)		
Greenhouse gas (GHG)	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 an independent smallholder group. This can be a mill, an organisation, or an individual.	RSPO ISH standard 2019		
Growers	<p>Growers are beneficial owners, land owners, or businesses with more than 500 hectares (accumulative) of cultivated and harvested oil palms.</p> <p>Please also refer to other related definitions: 'medium grower', 'smallholder'.</p>	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	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 https://www.epa.gov/hw/learn-basics-hazardous-waste)		

Term	Definition	Source	Revised Definition	Reason for revision
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”. 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; and</p> <p>E) Work under particularly difficult conditions such as work for long hours or</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>High Conservation Value Resource Network (HCVRN) Common Guidance for Identification of HCVs (2017)</p>		
High Carbon Stock	<p>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.</p>	<p>RSPO P&C 2024, adapted from RSPO P&C 2013</p>		
High Forest Cover Country (HFCC)	<p>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.</p>	<p>RSPO No Deforestation consultancy: HFCC (Proforest, 2018)</p>		
High Forest Cover Landscape (HFCL)	<p>Landscapes having >80% forest cover. Landscape defined as “the size of a landscape may be determined by</p> <p>A) Identifying the watershed or the geographical land unit containing a cluster of interacting ecosystems;</p> <p>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</p> <p>C) Using a radius of 5 km from the area of interest (for instance, the planned</p>	<p>Adapted from Module 5 of the HCSA Toolkit Version 2.0 (High Carbon Stock Approach, May 2017)</p>		
Highly Hazardous Pesticide	<p>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.</p>	<p>Guidelines on Highly Hazardous Pesticides (FAO & WHO, 2016)</p>		

Term	Definition	Source	Revised Definition	Reason for revision
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 (HRDD)	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	An oil palm grower who has the following characteristics: - 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	Adapted from RSPO P&C 2018 and ISH 2019 standards		
Indigenous peoples	Indigenous peoples refer to those who: - 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. 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 people,' 'excluded tribes,' 'hill people,' or others.	Adapted from the United Nations Permanent Forum on Indigenous Issues Factsheet (online, accessed on 11 September 2024 at https://www.un.org/esa/socdev/unpfii/documents/5session_factsheet1.pdf)		
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)		

Term	Definition	Source	Revised Definition	Reason for revision
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> <p>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> <p><u>Workers</u></p> <p>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 (e.g. 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> <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> <p>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;</p>	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	RSPO P&C 2024		

Term	Definition	Source	Revised Definition	Reason for revision
Land clearing/land clearance	<p>Conversion of land from one land use to another. Clearing of actively managed certified oil palm plantations to replant oil palm is not considered land clearing.</p> <p>Within existing Units of Certification, clearing of less than 10 ha meeting all the requirements below is not considered land clearing: A) 10 ha threshold is the maximum limit (cumulative) within a specified Unit of Certification over the lifetime of the plantation; B) Must not be contiguous to HCV and potential HCS forests; and C) Must not be HCV and potential HCS forests.</p>	RSPO P&C 2018		
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	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 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)</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.	<p>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/)</p>		
Local Community/Local Peoples	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		

Term	Definition	Source	Revised Definition	Reason for revision
Management Review/ Reviewed annually by management	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 land owners or small businesses with more than 50 ha and up to 500 ha (accumulative), who cultivate and harvest oil palms using hired labour rather than family labour. They may have diverse sources of income including from multiple crops, may not reside near their oil palm plantings and may employ administrative staff. Medium growers may or may not operate mills. (National Interpretation is encouraged). 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	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		

Term	Definition	Source	Revised Definition	Reason for revision
Non-judicial process	<p>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.</p> <p>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.</p>	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) or grower(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/Methodology	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/Peatlands	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;	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	RSPO P&C 2013		
Plantation	The land on which oil palm is grown. Can be known as 'estate', 'concession' or 'supply base' depending on context such as ownership, land title(s), or commercial arrangements.	RSPO P&C 2018		

Term	Definition	Source	Revised Definition	Reason for revision
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</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		

Term	Definition	Source	Revised Definition	Reason for revision
Rare, threatened or endangered (RTE) species	<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 imperilled 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>	IUCN Red List Categories and Criteria Version 3.1 (International Union for Conservation of Nature, 2001)		
Recruitment fees and related costs	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.	ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs (International Labour Organization, 2019)		
Remediation	<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) 	Adapted from the Corporate Responsibility to Respect Human Rights: An Interpretive Guide (United Nations Office of the High Commissioner for Human Rights, 2012)		
Replanting	Replanting oil palm with a subsequent oil palm crop.	RSPO New Planting Procedure (NPP) 2021		
Restoration	The process of assisting the recovery of an ecosystem, and its associated conservation values, that has been degraded, damaged, or destroyed.	Adapted from the Accountability Framework Initiative (2020)		

Term	Definition	Source	Revised Definition	Reason for revision
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> <p>- 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.</p> <p>- Legal rights: Rights given to individual(s), entities, and others through applicable local, national, or ratified international laws and regulations.</p> <p>- 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.</p> <p>- 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</p>	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' or 'water that is safe to drink', is water that is of sufficient quality to be used for drinking (as well as for cooking and personal/domestic	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)		

Term	Definition	Source	Revised Definition	Reason for revision
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 or 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 'Sexual harassment in the world of work' (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 UN Women 'Harassment Policy including sexual harassment' (United Nations Entity for Gender Equality and the Empowerment of Women: online, accessed on 8 April 2024 at https://www.un.org/womenwatch/osaginew/fsexualharassment.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	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		

Term	Definition	Source	Revised Definition	Reason for revision
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)	An 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,	RSPO Supply Chain Certification standard 2020		
Trader(s)	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		

Term	Definition	Source	Revised Definition	Reason for revision
Violence	<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 behaviour 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>Additional notes and information 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 - 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>	<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/unpfi-mandated-areas-human-rights)</u></p>		
Voluntary isolation	<p>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</p>	<p>IAHCR 'Indigenous Peoples in Voluntary Isolation and Initial Contact in the Americas' (Inter-American Commission on Human Rights & Organization of American States, 2013)</p>		

Term	Definition	Source	Revised Definition	Reason for revision
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.	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)		
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)		

Term	Definition	Source	Revised Definition	Reason for revision
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	<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 or piece rate 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 or piece rate 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 or piece rate 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>Family members, extended family members, helpers, volunteers such as in the cases of Youth Groups, Church Groups, Member Associations, Sports Teams and smallholders are excluded from this definition in PNG and SI.</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</p>	The revision clarifies worker categories and includes piece-rate arrangements to ensure all paid work is covered. Additional descriptions to reflect practices in PNG and SI.
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, labour 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)		

Term	Definition	Source	Revised Definition	Reason for revision
Worst forms of child labour	<p>The worst forms of child labour comprises:</p> <p>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);</p> <p>B) The use, procuring, or offering of a child for prostitution, for the production of pornography, or for pornographic performances;</p> <p>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</p> <p>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.</p>	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		

Annex 2 - Relevant International Laws and Conventions

RSPO Impact Pillar	Convenants, conventions, and protocols	Declarations and guidelines
Prosperity	United Nations Convention against Corruption, 2000	
	ILO Convention Private Employment Agencies, 1997 (No 181)	Private Employment Agencies Recommendation, 1997 (No. 188) United Nations Guiding Principles on Business and Human Rights,
People	International Covenant on Civil and Political Rights (ICCPR), 1966	
	International Covenant on Economic, Social and Cultural Rights (ICESCR),	
	International Convention on the Elimination of All Forms of Racial Discrimination	
	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment	
	Convention for the Protection of All Persons from Enforced Disappearance	
	Convention on the Rights of the Child (CRC), 1989	
	Convention on the Elimination of All Forms of Discrimination Against Women	
	Convention on the Rights of Persons with Disabilities (CRPD), 2006	
	Declaration on Human Rights Defenders, 1998	
	International Convention on the Protection of the Rights of All Migrant Workers	
	ILO Convention on Migration for Employment, 1949 (No. 97)	
	ILO Convention on Migrant Workers (Supplementary Provisions), 1975 (No.	<u>Migrant Workers Recommendation, 1975 (No. 151)</u>
	ILO Convention on Indigenous and Tribal Peoples, 1989 (No. 169)	<u>Indigenous and Tribal Populations Recommendation, 1957 (No. 104)</u> <u>UN Declaration on the Rights of Indigenous Peoples, 2007</u>
	ILO Convention on Freedom of Association and Protection of the Right to	
	ILO Convention on the Right to Organise and Collective Bargaining, 1949 (No.	
	ILO Convention on Rural Workers' Organisations, 1975 (No. 141)	
	ILO Convention on Workers' Representatives, 1971 (No. 135)	
	ILO Convention on Collective Bargaining, 1981 (No. 154)	
	ILO Convention on Discrimination (Employment and Occupation), 1958 (No.	
	ILO Convention on Social Policy (Basic Aims and Standards), 1962 (No. 117)	<u>Tenants and Sharecroppers Recommendation, 1968 (No. 132)</u>
	ILO Convention on Workers with Family Responsibilities, 1981 (No. 156)	
	ILO Convention on Vocational Rehabilitation and Employment (Disabled	
	ILO Convention on Maternity Protection, 2000 (No. 183)	
	ILO Convention on Minimum Age, 1973 (No. 138)	<u>Minimum Age Recommendation, 1973 (No. 146)</u>
	ILO Convention on the Worst Forms of Child Labour, 1999 (No. 182)	<u>Worst Forms of Child Labour Recommendation, 1999 (No. 190)</u>
	ILO Convention on Forced Labour, 1930 (No. 29)	<u>Forced Labour (Supplementary Measures) Recommendation, 2014</u>
	ILO Protocol of 2014 to the Forced Labour Convention, 1930 (No. 29)	
	ILO Convention on Plantations, 1958 (No. 110)	
	ILO Convention on Holidays with Pay (Revised), 1970 (No. 132)	
	ILO Convention on the Forty-Hour Week, 1935 (No. 47)	
	ILO Convention on Hours of Work (Industry), 1919 (No. 1)	
	ILO Convention on Hours of Work (Commerce and Offices), 1930 (No. 30)	
	ILO Convention on Safety and Health in Agriculture, 2001 (No. 184)	<u>Safety and Health in Agriculture Recommendation, 2001 (No. 192)</u>
ILO Convention on Occupational Cancer, 1974 (No. 139)	<u>Occupational Cancer Recommendation, 1974 (No. 147)</u>	
ILO Convention on Employment Injury Benefits, 1964 (No. 121)	<u>Employment Injury Benefits Recommendation, 1964 (No. 121)</u>	
ILO Convention on Workmen's Compensation (Agriculture), 1921 (No. 12)		
ILO Convention on Occupational Safety and Health, 1981 (No. 155)	<u>ILO Occupational Safety and Health Recommendation, 1981 (No.</u>	
ILO Convention on Workers' Housing, 1961 (No. 106)	<u>ILO Workers' Housing Recommendation, 1961 (No. 115)</u>	
ILO Convention on Safety in the Use of Chemicals at Work, 1990 (No. 170)	<u>Chemicals Recommendation, 1990 (No. 177)</u>	
ILO Convention on Working Environment (Air Pollution, Noise and Vibration),	<u>Working Environment (Air Pollution, Noise and Vibration)</u>	
	<u>ILO Declaration of Philadelphia of 1944</u>	
Planet	Rio Declaration on Environment and Development (1992) and Agenda 21	
	UN Convention on Biological Diversity, 1992	
	UN Framework Convention on Climate Change (UNFCCC), 1992	
	Rotterdam Convention on the Prior Informed Consent Procedure for Certain	
	Stockholm Convention on Persistent Organic Pollutants (POPs), 2001	

Annex: International, Regional and National Legal Requirements Applicable to the Production of Palm Oil in Papua New Guinea & Solomon Islands

As per 9.2.5.1 of the Standard Setting SOP, the NI TF shall identify applicable legal requirements.

Principle	Criterion	Related Laws, Conventions, Regulations and Guidelines for Papua New Guinea	Related Laws, Conventions, Regulations and Guidelines for Solomon Islands
1	1.1	Fairness of Transactions Act 1993	Anti-Corruption Act 2018 Constitution of Solomon Islands
	1.2	Anti-Money Laundering and Counter Terrorist Financing Act 2015 Criminal Code Act 1974 Cybercrime Code Act 2016 Fairness of Transactions Act 1993 Whistleblower Act 2020	Anti-Corruption No.2 Act 2018 Companies Act 2009 Whistleblowers Protection Act 2018 Leadership Code (Further Provisions) Act Penal Code [Cap26]
	1.3	Constitution of the Independent State of Papua New Guinea Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021 Family Protection (Amendment) Act 2022 Hiv/ Aids Management & Prevention Act 2003 Lukautim Pikinini Act 2009 National Aids Council (Amendment) Act 2007 Industrial Organisation Act 1962 Public Health (Amendment) Act 2020	Constitution of Solomon Islands Labour Act (Cap. 73) Employment Act (Cap. 72) Safety at Work Act 1982 Environment Act 1998 Forest Resources and Timber Utilisation Act Truth and Reconciliation Commission Act 2008
2	2.1	Company (Amendment) Act 2022 Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021 Income Tax (Amendment) Act 2025 Industrial Organisation Act 1962 Industrial Relations Act 1962 Industrial Safety, Health and Welfare (Amendment) Act 2016 Inflammable Liquid (Amendment) Act 2016 Insurance (Amendment) Act 2016 Investment Promotion (Amendment) Act 2023 Land (Amendment) Act 2025 Land Registration (Amendment) Act 2025 Lands Commission Act 2022 Motor Vehicles (Third Party Insurance) Act 2021 National Institute of Standards and Industrial Technology (Amendment) Act 2019 Superannuation Act 2000 Trade Measurement Act 2006 Workers Compensation Act 1978	Motor Vehicles (Third-Party Insurance) Act (cap.83) Customary Land Records Act (cap.132) Lands and Titles Act (cap.133) Land Surveyors Act 2017 Companies Act 2009 Income Tax Act Anti-Corruption Act 2018 Labour Act Employment Act Safety at Work Act 1982 Environment Act 1998, Workmens Compensation Act

Annex: International, Regional and National Legal Requirements Applicable to the Production of Palm Oil in Papua New Guinea & Solomon Islands

As per 9.2.5.1 of the Standard Setting SOP, the NI TF shall identify applicable legal requirements.

Principle	Criterion	Related Laws, Conventions, Regulations and Guidelines for Papua New Guinea	Related Laws, Conventions, Regulations and Guidelines for Solomon Islands
	2.2	Business Names Act 2014 Companies (Amendment) Act 2022 Employment Act 1978 Employment of Non-Citizens (Amendment) Act 2021 Income Tax (Amendment) Act 2025 Industrial Safety, Health And Welfare (Amendment) Act 2016 Insurance (Amendment) Act 2016 Motor Vehicles (Third Party Insurance) Act 2021 Road Traffic Act 2014 Superannuation Act 2000 Trading (Amendment) Act 2016 Workers Compensation Act (Chapter 179)	Anti-Corruption No.2 Act 2018 Companies Act 2009 Whistleblowers Protection Act 2018 Income Tax Act Anti-Corruption Act Labour Act Employment Act Safety at Work Act 1982 Environment Act 1998
	2.3	Land (Amendment) Act 2025 Land (Tenure Conversion) Act 1963 Land (Ownership of Freeholds) Act 1976 Land Registration (Amendment) Act 2025	Commodities Export Marketing Authority Act Environment Act 1998 Agricultural Quarantine Act Agriculture and Livestock Act
	2.4	Constitution of the Independent State of Papua New Guinea Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021 Family Protection (Amendment) Act 2022 Hiv/ Aids Management & Prevention Act 2003 Industrial Organisation Act 1962 Lukautim Pikinini Act 2009	Constitution of Solomon Islands Labour Act Employment Act Safety at Work Act 1982
	2.5	Cybercrime Code Act 2016 Fairness of Transactions Act 1993 Land Disputes Settlement (Amendment) Act 2000 Protection of Private Communications Act 1973 Whistleblower Act 2020 Land Dispute Settlement Act 1975 Fairness And Transaction Act 1993	Trade Unions Act (Cap.76) Trades Disputes Act Workmens Compensation Act
3	3.1	Company (Amendment) Act 2022 Environment (Amendment) Act 2014 Land (Amendment) Act 2025 Land (Tenure Conversion) Act 1963 Land (Ownership of Freeholds) Act 1976 Land Registration (Amendment) Act 2025 National Agriculture Research Institution Act 1996 Oil Palm Industry Incorporation Act 1992	Environment Act 1998 Protected Areas Act 2010 Land & Titles Act Foreign Investment Act Companies Act

Annex: International, Regional and National Legal Requirements Applicable to the Production of Palm Oil in Papua New Guinea & Solomon Islands

As per 9.2.5.1 of the Standard Setting SOP, the NI TF shall identify applicable legal requirements.

Principle	Criterion	Related Laws, Conventions, Regulations and Guidelines for Papua New Guinea	Related Laws, Conventions, Regulations and Guidelines for Solomon Islands
	3.2	Environment (Amendment) Act 2014 Industrial Safety, Health And Welfare (Amendment) Act 2016 Inflammable Liquid (Amendment) Act 2016 National Institute of Standards and Industrial Technology (Amendment) Act 2019 National Training Council (Amendment) Act 2020 National Water Supply And Sanitation Act 2016 Trade Measurement Act 2006 Workers Compensation Act 1978	Commodities Export Marketing Authority Act Environment Act 1998 Agricultural Quarantine Act Agriculture and Livestock Act Labour Act Employment Act Safety at Work Act 1982 Companies Act 2009 Income Tax Act Customary Land Records Act Lands and Titles Act (cap.133) Workmens Compensation Act
	3.3	Building (Amended) Act 2022 Environment (Amendment) Act 2014 Fauna (Protection & Control) (Amendment) Act 2015 Forestry (Amendment) Act 2019 National Agriculture Research Institution Act 1996 National Agriculture Quarantine And Inspection Act 1997 Inflammable Liquid (Amendment) Act 2016 National Water Supply And Sanitation Act 2016 OPIC Act 1992	Agriculture Quarantine Act (Amendment) Act 1985 Environment Act 1998 Wildlife Protection and Management Act 1998 Protected Areas Act 2010 Forest Resources and Timber Utilisation Act Environmental Health Act 1980
	3.4	Environment (Amendment) Act 2014 National Agriculture Quarantine And Inspection Act 1997 National Agriculture Research Institution Act 1996 Oil Palm Industry Incorporation Act 1992	Agriculture and Livestock Act (Cap 35) Agricultural Quarantine Act Commodities Export Marketing Authority Act Land and Titles Act Environment Act 1998
	3.5		
4	4.1	Arbitration (Domestic) Act 2024 Land Dispute Settlement Act 1975	Local Courts Act Land and Titles Act
	4.2	Lands Commission Act 2022	

Annex: International, Regional and National Legal Requirements Applicable to the Production of Palm Oil in Papua New Guinea & Solomon Islands

As per 9.2.5.1 of the Standard Setting SOP, the NI TF shall identify applicable legal requirements.

Principle	Criterion	Related Laws, Conventions, Regulations and Guidelines for Papua New Guinea	Related Laws, Conventions, Regulations and Guidelines for Solomon Islands
	4.3	Land Dispute Settlement Act 1975 Lands Commission Act 2022 Land (Tenure Conversion) Act 1963 Land (Ownership of Freeholds) Act 1976 Land Registration (Amendment) Act 2025 Land Group Incorporation (Amendment) Act 2009	Lands and Titles Act
	4.4	Environment (Amendment) Act 2014 Land Dispute Settlement Act 1975 Land Group Incorporation (Amendment) Act 2009 Land Registration (Amendment) Act 2025 Land (Tenure Conversion) Act 1963 Land (Ownership of Freeholds) Act 1976 Lands Commission Act 2022 National Lands Registration Act 1977	Lands and Titles Act Customary Lands Recording Act Local Courts Act
	4.5	Fairness of Transactions Act 1993 Land Group Incorporation (Amendment) Act 2009 Lands Commission Act 2022	
	4.6	Fairness of Transactions Act 1993	Land Acquisition Act (Act 133) Local Courts Act
	4.7	Land Dispute Settlement Act 1975	
5	5.1	Fairness of Transactions Act 1993	Lands and Titles Act
	5.2	National Training Council (Amendment) Act 2020	
6	6.1	Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021 Industrial Relations Act 1962	Employment Act (Cap.72), Labour Act
	6.2	Building (Amended) Act 2022, Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021	Unfair Dismissal Act (Cap.77) Employment Act (Cap.72) Solomon Islands National Provident Fund Act (Cap.109) National Building Code 2022 Labour Act Workmans Compensation Act

Annex: International, Regional and National Legal Requirements Applicable to the Production of Palm Oil in Papua New Guinea & Solomon Islands

As per 9.2.5.1 of the Standard Setting SOP, the NI TF shall identify applicable legal requirements.

Principle	Criterion	Related Laws, Conventions, Regulations and Guidelines for Papua New Guinea	Related Laws, Conventions, Regulations and Guidelines for Solomon Islands
	6.3	Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021 Superannuation Act 2000	Labour Act (Cap.73) Employment Act (Cap.72)
	6.4	Industrial Organisation Act 1962 Industrial Relations Act 1962	Trade Unions Act (Cap.76)
	6.5	Employment Act 1978 Employment of Non-Citizens (Amendment) Act 2021 Lukautim Pikinini Act 2009	Labour Act (Section 46)
	6.6	Industrial Relations Act 1962 Industrial Organisation Act 1962	Employment Act (Cap.72) Labour Act
	6.7	Hiv/ Aids Management & Prevention Act 2003 National Council of Women Act 2013	Labour Act Employment Act
	6.8	Employment Act 1978 Employment Of Non-Citizens (Amendment) Act 2021	Employment Act (Cap.72) Labour Act
	6.9	Industrial Safety, Health And Welfare (Amendment) Act 2016 Hiv/ Aids Management & Prevention Act 2003 National Aids Council (Amendment) Act 2007 Public Health (Amendment) Act 2020 Workers Compensation Act 1978	Safety at Work Act (Cap.74) Workmen's Compensation Act (Cap. 78)
7	7.1	Environment (Amendment) Act 2014 Fauna (Protection & Control) (Amendment) Act 2014	Environment Act
	7.2	Environment (Amendment) Act 2014 Fauna (Protection & Control) (Amendment) Act 2014 Papua New Guinea Oil Palm Processing Industry Environmental Code Of Practice 2013 Environmental Code Of Practice For Santary Landfill Sites Papua New Guinea 2001 Environmental Code Of Practice For Vehicle/Machinery Workshops & Petroleum Storage/Reslae/Usage Sites	Wildlife Protection and Management Act 1998 Environmental Health Act (Cap.99) River Waters Act (Cap. 135)
	7.3	Environment (Amendment) Act 2014	Environmental Health Act (Cap.99)
	7.4	Environment (Amendment) Act 2014	Forest Resources and Timber Utilisation Act Environment Act
	7.5	National Water Supply And Sanitation Act 2016 Environment (Amendment) Act 2014 Papua New Guinea Logging Code Of Practice 1996	Forest Resources and Timber Utilisation Act Environment Act

Annex: International, Regional and National Legal Requirements Applicable to the Production of Palm Oil in Papua New Guinea & Solomon Islands

As per 9.2.5.1 of the Standard Setting SOP, the NI TF shall identify applicable legal requirements.

Principle	Criterion	Related Laws, Conventions, Regulations and Guidelines for Papua New Guinea	Related Laws, Conventions, Regulations and Guidelines for Solomon Islands
	7.6	Environment (Amendment) Act 2014	Environment Act 1998
	7.7	Conservation Areas (Amendment) Act 2014 Forestry (Amendment) Act 2019 Fauna (Protection & Control) (Amendment) Act 2014 Environment (Amendment) Act 2014 Protected Areas Act	Forest Resources and Timber Utilisation Act Environment Act Protected Areas Act

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
1	1.1	1.1.1 (C)	<p>Applicable <u>management documents</u> to be made <u>publicly available</u> are, at a minimum:</p> <p>A) Public summary of certification assessment report; B) Land titles/user rights (Reference: Criterion 2.3); C) Occupational health and safety plans (Reference Criterion 6.9); D) Action Plans and <u>Social & Environmental Impact Assessments (SEIAs)</u>, including results of FPIC processes (Reference: Criterion 3.3, 4.3); E) HCV, HCS, and/or HCV-HCS documentation (Reference: Criterion 7.7); F) Pollution prevention and reduction plans (Reference: Criterion 7.2, 7.5, 7.6); G) Details of complaints and grievances (Reference: Criterion 2.5); H) Negotiation procedures (Criterion 4.5); I) Continuous improvement plans, including social programmes to mitigate negative impact or advance <u>livelihoods</u> (Criterion 3.3); and J) Human Rights Policy, including procedures for protecting <u>Human Rights Defenders/whistleblowers</u> (Criterion 2.4).</p> <p><u>Confidential information</u> refers to <u>management documents</u> where <u>public availability</u> or distribution is prevented by legal requirements or confidentiality agreements/concerns. This includes: A) Commercial/financial data (e.g., costs, income, details related to customers); B) Data affecting personal privacy; C) Information where disclosure can result in potential negative environmental/social outcomes, such as sites of <u>RTE</u> species that can increase the risk of hunting or poaching; D) Information regarding sacred sites which a <u>community</u> wishes to maintain as private; and E) Ongoing disputes (within or outside of a legal mechanism) if disclosure can affect potential outcomes for all parties involved. This excludes access of affected <u>stakeholders</u> and those seeking resolution to conflict to relevant information.</p> <p><u>Management documents</u> should be made available in language(s) comprehended by relevant <u>stakeholders</u>.</p>		
		1.1.2 (C)	<p>The process(es)/procedure(s) can be incorporated into the UoC's broader policies, processes or procedures or documented separately.</p>		
		1.1.3 (C)	<p>The list of relevant <u>stakeholders</u> include contact details and their nominated representatives (if any).</p> <p>Applicable national and local data privacy laws apply to the gathering, storage, usage, distribution, and publication of an identified relevant <u>stakeholder's</u> personal information.</p>		
	1.2	1.2.1	<p>The policy is set within the framework of the UN Convention Against Corruption (in particular, Article 12 Private Sector).</p> <p>Important elements to be covered in the policy include: <u>bribery</u>; facilitation payments; guidance and procedure for gifts and hospitality; disclosure of political contributions; guidelines for charitable donations and sponsorships; respect for fair conduct of business; proper disclosure of information in accordance with applicable regulations and accepted industry practices; and compliance with existing anti-corruption legislation.</p> <p>Applies to <u>contractors</u> (Reference: Criterion 2.2); commitment to the policy incorporated into contracts.</p>		
		1.2.2	<p>Ethical misconduct include any violation of the UoC's ethical conduct policy, such as: A) Charging fees to <u>workers</u>; B) Recovering cost of recruitment/transportation against <u>workers'</u> wages; and C) Receiving gifts/commissions from labour intermediaries or suppliers.</p> <p>Can be documented separately, or incorporated into the UoC's broader processes or procedures e.g. the UoC's grievance system (Reference: Criterion 2.5).</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	1.3	1.3.1	<p>The UoC <u>engages</u> with relevant <u>stakeholders</u> in the development, implementation, and review of any action plans to address identified human rights impacts. The HRDD tool employed aligns with the United Nations Guiding Principles on Business and Human Rights framework on HRDD or the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.</p> <p>Key steps for any HRDD cover the following steps, at a minimum:</p> <ol style="list-style-type: none"> 1. Assessing actual and potential human rights impacts 2. Integrating and acting upon the findings 3. Tracking responses 4. Communicating how impacts are addressed. <p>The UoC is encouraged to build capacity of its personnel to be able to conduct HRDD assessments instead of relying on third party providers. For those who may wish to avail itself of third party support, they may do so. It is not mandatory for UoCs to engage with third party providers.</p> <p>Relevant personnel involved in the HRDD assessments, action plan development and implementation should received HRDD capacity building and training.</p>		
2	2.1	2.1.1 (C)	<p>Implementing all legal requirements is an essential baseline requirement for all growers whatever their location or size. Relevant legal requirements include those governing, but not limited to:</p> <ol style="list-style-type: none"> A) Land tenure and land use rights; B) Labour practices and policies; C) Agricultural development and operations; D) Environmental management; E) Pollution and pollutants; F) Transportation and processing practices; G) Laws made pursuant to a country's obligations under international laws or conventions; and H) Customary law(s) in countries with provisions to respect such law(s). <p>Annex 2 provides a non-exhaustive list of key international laws and conventions applicable to the production of palm oil.</p>		
		2.1.2	<p>The documented system can take the form of physical or virtual filing cabinet of applicable laws, regulations and rules, with elements of how they are interpreted and followed in the running of the UoC's operations.</p> <p>If contradictions and inconsistencies in the system are identified, with solutions suggested to improve the system.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		2.1.3 (C)	<p>Depending on the legal context of a country, with or without National Interpretation, evidence of the legal status of the land includes:</p> <p>A) Land title(s)*; B) Evidence of land use rights; C) Evidence of land tenure; D) Land boundary maps; and E) Business/operating licence(s).</p> <p>*Including <u>legal registration(s)</u> or written authorisation(s) issued from government authority(ies).</p>	<p>Evidence of the legal status of the land includes (for PNG):</p> <ol style="list-style-type: none"> 1) State Lease Land - Land Title, Survey Plan, Boundary Markers, Lease Payment Records 2) Customary Land Lease - Land Title, Survey Plan, Boundary Markers, Lease Payment Records, ILG Certificate, Lease Agreement, Land Investigation Report 3) Land Settlement Scheme - Land Title, Survey Plan (where available), Lease Payment Records, Will (Recommended for clarity on inheritance) 4) Village Oil Palm - Current CLUA forms 5) Free hold - Land Title, Survey Plan, Boundary Markers <p>Evidence of the legal status of the land includes (for SI):</p> <ol style="list-style-type: none"> 1) State Lease Land - Land title, Block plan , c-series plan and receipts of rental payment 2) Village Oil Palm - Current CLUA Forms <p>For PNG, there are no written laws on customary land, but decisions are guided by customs, beliefs, and land inheritance of the landowning group or clan and documented in a CLUA (Customary Land Use Agreement) which is valid for one planting cycle only. Decisions on land use and distribution are normally done conventionally at the level of the clan and may vary from clan to clan. Individuals only have exclusive rights to use and occupy land based on verbal and mutual agreement, whilst undisputed outright ownership status of customary land is vested in the clan. Traditionally, clans decide on occupancy and user rights. One has to be a member of a land-owning group through custom in order to have access to land.</p> <p>b) For Solomon Islands, Customary Land may be recorded in accordance with the Customary Lands Record Act 1994 (as amended). This act provides for the Recording officer appointed by the National Records to determine the Customary Owners, the survey the land with maps to be held at the Central and other Land Record offices. Other</p>	<p>To improve clarity, contextual relevance, and audit consistency by incorporating country-specific land tenure arrangements and evidence requirements for Papua New Guinea and Solomon Islands. It recognises the role of customary land systems, provides structured examples of acceptable documentation for different land categories, supports verification of FPIC processes, and allows transitional flexibility where full documentation is not yet available.</p>
	2.2	2.2.1	<p><u>Due diligence</u> process(es) or procedure(s) are in place for selecting and engaging <u>contractors</u>, particularly for <u>private employment/recruitment agencies</u> and labour intermediaries/providers.</p> <p>The list can include relevant information of the <u>contractor</u>, including contact information and scope of work.</p>		
		2.2.2	<p>Reference: Indicator 2.1.1 and its guidance for 'applicable and relevant national and local laws/regulations'.</p> <p>Specific focus should be on 'contractors' for FFB supply (suppliers).</p> <p>Ensuring that all contracts involving the UoC's <u>contractors</u> meets all requirements can be done by first ensuring compliance at a pre-contract phase, and then ensuring that the contract itself is compliant:</p> <p>Pre-Contract</p> <ul style="list-style-type: none"> - Identify and determine specific legal, regulatory, and/or certification requirements applicable to the <u>contractor's</u> industry (Reference: Indicator 2.1.1). - Obtain necessary documentation(s) such as business licence(s), tax compliance certificate(s), and industry-specific certification(s). - Conduct <u>due diligence</u>, background checks, and verify authenticity of relevant documentation(s). <p>Contracts</p> <ul style="list-style-type: none"> - Incorporate and ensure specific clauses requiring <u>contractors</u> to maintain legal compliance throughout the contract duration are included. - Clearly state and specify requirement(s) for any ongoing or updated provision of legal compliance evidence or documentation. 		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		2.2.3	<p>Specific clauses in the contract as aligned with the UoC's relevant policies or procedures, specifically:</p> <p>A) <u>Child labour</u> policy (Criterion 6.5);</p> <p>B) <u>Forced/trafficked labour</u> policy (Criterion 6.8); and</p> <p>C) <u>Recruitment fees (and related costs)</u> (Criterion 6.8).</p> <p><u>Young workers</u> can only be contracted for employment if the contractual agreement contains clauses for their protection, including type of work, hours worked, and continued access to education (Reference: Criterion 6.5).</p>		
	2.3	2.3.1 (C)	<p>Directly sourced FFB' refers to FFB obtained from the UoC's own managed supply bases or bought directly from <u>scheme smallholders</u>, <u>independent smallholders</u>, or <u>outgrowers</u>.</p> <p>The 'legal business licence' can include a valid planting, operating, or trading licence(s) of <u>suppliers</u> of directly sourced FFB, or proof that the supplier is part of a cooperative which allows the direct buying and selling of FFB. Depending on the country, the national or sub-national equivalent of a 'legal business licence' can be used as evidence.</p>		
		2.3.2 (C)	<p>Indirectly sourced FFB' refers to FFB that is not bought directly from <u>suppliers</u>, but bought through intermediates such as collection centres and FFB distribution agents/<u>traders</u>.</p> <p>The 'legal business licence' can include a valid planting, operating, or trading licence(s) of suppliers of indirectly sourced FFB, or proof that the supplier is part of a cooperative which allows the direct/indirect buying and selling of FFB. Depending on the country, the national or sub-national equivalent of a 'legal business licence' can be used as evidence.</p> <p>Progress towards full traceability and legality can be evidenced by maintaining a annual list of FFB indirect suppliers <u>engaged</u>, including any changes from the previous period. Progress towards full traceability and legality of indirectly sourced FFB through engagement is expected over the UoC's certification cycle; in situations where progress is not shown or has stalled, justification must be provided.</p>		
	2.4	2.4.1 (C)	<p>The UoC may develop the respect for human rights policy(ies) as standalone (termed or named as appropriate), or incorporated into the UoC's broader policies.</p> <p>The policy should include the prohibition of the following <u>negative actions</u> against affected <u>stakeholders</u> (including <u>Human Rights Defenders</u>, complainants, <u>whistleblowers</u>, and/or <u>community</u> spokespersons who lodge complaints against the UoC):</p> <p>A) <u>Retaliation</u>;</p> <p>B) <u>Intimidation, harassment, and threats</u>;</p> <p>C) <u>Violence</u> (physical, <u>sexual</u>, or gender-based) and torture;</p> <p>D) <u>Exploitation</u>;</p> <p>E) <u>Discrimination</u> (access to employment, education and training); and</p> <p>F) <u>Detention, disappearance, and killing</u>.</p> <p>The policy applies to the UoC's <u>business operations</u> and conduct, including <u>contractors</u> (particularly <u>contractors</u> providing security services to the UoC, such as private military and private security companies).</p>		
		2.4.2	<p>The policy applies to the UoC's <u>contractors</u>, but in particular to <u>contractors</u> that provided security services to the UoC, such as private military and private security companies.</p> <p>Mechanism(s) are in place to report alleged violations of the policy to the UoC's grievance system and remediation procedures (Reference: Criterion 2.5).</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	2.5	2.5.1 (C)	<p>The grievance system (or other name as deemed appropriate) is developed taking into consideration feedback and consultation from relevant <u>stakeholders</u>, especially <u>workers</u> and <u>affected communities</u>.</p> <p>Fair and transparent mechanisms to address complaints and grievances are in place, such as Joint Consultative Committees (JCC) with gender representation and <u>migrant worker</u> representation (where relevant).</p> <p>Further reference: Article 31 of the 2001 UN Guiding Principles on Business and Human Rights: Implementing the UN 'Protect, Respect and Remedy' Framework.</p>		
		2.5.2	<p>Specific process(es) or procedure(s) to handle cases of <u>sexual harassment</u> or involving <u>children</u> are in place. Where possible, nominated personnel in the UoC responsible for receiving, responding, addressing, and resolving such grievance case(s) are trained to handle allegations of such sensitive nature.</p> <p>Complainants are not prevented from seeking independent legal technical advice and external sources of information.</p>		
		2.5.3 (C)	<p>The following information* is reported to RSPO via the RSPO Information System as part of the UoC's audit reports (previously incorporated into the Metrics Template; Reference: Indicator 3.2.2 in P&C 2018):</p> <p>A) Number of new grievance(s) raised;</p> <p>B) Number of grievance(s) resolved /closed; and</p> <p>C) Number of unresolved/active grievance(s).</p> <p><i>*Reported in an identical 12-month period for A, B, and C</i></p> <p>If a resolution cannot be mutually agreed within the UoC's grievance system, such grievances can be brought to the attention of the RSPO through the RSPO's Complaints System.</p>		
3	3.1	3.1.1 (C)	<p>The recommended duration of the business management plan is 3 years. Content of the plan may vary for <u>growers</u>, <u>medium growers</u> and <u>scheme smallholders</u>.</p> <p>The plan focuses on factors* within direct control of the UoC, such as:</p> <p>A) Quality of available planting materials;</p> <p>B) <u>Replanting</u> programme cycles in the UoC, historical and planned (Reference: Indicator 3.1.2);</p> <p>C) FFB crop <u>yield</u> trends, historical and projected;</p> <p>D) <u>Oil Extraction Rate (OER)</u> trends at the UoC's mill(s), historical and projected;</p> <p>E) Cost of production, historical and projected (e.g. cost per MT of crude palm oil produced);</p> <p>F) Crude palm oil prices, historical and projected (based on relevant global or local benchmarks); and/or</p> <p>G) Relevant financial indicators of the UoC.</p> <p><i>*Suggested reference for historical trends is a calculated 3-year running average (mean) over the previous 10 years. For FFB crop <u>yield</u>, trends will require adjustment for any lower crop <u>yields</u> during major <u>replanting</u> programmes.</i></p> <p>Where applicable, consideration for <u>smallholders</u> inclusion should be inherent in the UoC's business management planning (Reference: Principle 5). For smallholder schemes, the scheme management is expected to provide their members with information on significant improvements.</p>		
		3.1.2	<p>The plan projects replanting for at least five (5) years, and adjusted annually based on actual replanting activities.</p> <p>For existing <u>plantations</u> on <u>peat</u>, a longer projection time frame is required due to additional requirements for assessment (Reference: Criterion 7.4).</p>		
		3.1.3	<p>Aspects assessed during annual review of the plan include:</p> <p>A) Results and insights of internal audits, including any opportunities for improvement;</p> <p>B) Status of implemented preventive and corrective actions;</p> <p>C) Process performance and product conformity;</p> <p>D) Customer feedback;</p> <p>E) Follow-up actions from prior <u>management reviews</u>;</p> <p>F) Changes that could affect the UoC's management system; and</p> <p>G) Recommendations for improvement.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	3.2	3.2.1 (C)	<p>The <u>SOPs</u>, or equivalent documented procedures, also cover relevant RSPO Supply Chain Requirements for Mills (Reference: Criteria 3.5) and account for <u>scheme smallholders</u> (where applicable).</p> <p>When engaging with third party <u>suppliers</u> of FFB on traceability and legality (Reference: Criteria 2.3), the UoC supplements <u>engagement</u> by distributing relevant information on Good Agricultural Practices (GAP) or Best Management Practices (BMPs)</p>		
		3.2.2	<p>For continuous improvement in production operations, action plan(s) are incorporated in the <u>SOPs</u> to:</p> <p>A) Optimise yield supply base(s); B) Reduce pesticide usage (Reference: Criteria 7.1); C) Mitigate environmental impacts (Reference: Principle 7); D) Reduce waste (Reference: Criteria 7.2); E) Reduce pollution and greenhouse gas (GHG) emissions (Reference: Criteria 7.6); F) Mitigate negative impacts on communities, workers and smallholders (Reference: Principle 4, 5, 6); and G) Integrated management of HCVs and HCS forests, peatlands and other conservation areas (Reference: Criteria 7.4, 7.7).</p>		
	3.3	3.3.1 (C)	<p>An <u>SEIA</u> involves assessment of all major planned oil palm <u>development</u> activities (e.g., land clearing, planting, replanting, milling, transportation, operations, and other infrastructure activities) for potential negative impacts on:</p> <p>A) <u>High Conservation Values</u> (HCVs), <u>High Carbon Stock</u> (HCS) forests, biodiversity, and <u>RTE</u> species (within and beyond the UoC's concession boundaries); B) Adjacent or nearby natural ecosystems, including potential increased environmental pressure; C) <u>Watercourses</u>, wetlands, and hydrology/land subsidence (including quantity, quality, and access to <u>water security/land resources</u>); D) Soil health and integrity, in particular erosion, degradation, subsidence, and/or flooding based on baseline soil surveys and topographic information; E) Land profile (e.g. forest, degraded forest, cleared land); F) Land ownership, user rights, and current land use patterns by <u>communities</u> or on social amenities; G) Employment or employment opportunities (including changing employment terms); H) Social aspects (based on cost-benefit analysis); I) Impact on <u>affected communities</u>, particularly on <u>livelihood</u>, differential gender effects, ethnic groups, and migrants; J) Increased risk of human rights violations; K) Food security, including rights to adequate food for <u>affected communities</u>; and L) GHG emission and air quality.</p>		
		3.3.2 (C)	<p>Management & monitoring plans are intended to address potential negative impacts of development, with mechanisms developed for mitigation such as:</p> <p>A) Social programmes avoiding or mitigating adverse social impact including human rights; B) Social programmes advancing <u>community livelihoods</u> and gender equality; C) Partnership programmes for <u>independent smallholders</u> (Criterion 5.2); D) Education and health programmes in the <u>communities</u>; and E) Management plans addressing specific environmental aspects e.g., water (Criterion 7.5), soil integrity/erosion risk (Criterion 7.3)</p> <p>During development of the plans, affected stakeholders are able to freely express their views (individually, through their own representative institutions, or through freely-chosen spokespersons) during the identification of potential negative impacts, review of assessment findings, development of plans for mitigation, and monitoring progress/efficacy of implementation.</p>		
		3.3.3 (C)	<p>For <u>scheme smallholders</u> directly managed by the Unit of Certification, the UoC undertakes an impact assessment which can be incorporated into its management & monitoring plans or as a standalone plan that will be implemented with the <u>scheme smallholders</u> in accordance with the results of the assessment.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	3.4	3.4.1	<p>Current and potential FFB <u>yield</u> and productivity can be estimated and projected based on historical trends in:</p> <p>A) FFB crop <u>yield</u>; and</p> <p>B) <u>Oil Extraction Rate (OER)</u> at the UoC's mill(s); in order to calculate</p> <p>C) Productivity (crude palm oil production in MT per hectare of production area.</p> <p>Analysis of historical trends is intended to identify areas of improvement and/or gaps that hinder reaching the expected potential yield and productivity, for incorporation into the business management plan (Reference: Criteria 3.1)</p>		
		3.4.2	<p>Plant nutrient level' refers to the comparison of the nutrients absorbed to the nutrient requirement to support plant growth and production.</p> <p>'Soil fertility' refers to the availability of macro-nutrients and trace elements in the soil for supporting plant growth and production.</p> <p>Long-term fertility depends on maintaining the structure, organic matter content, nutrient status and microbiological health of the soil. Nutrient efficiency should take account of the age of plantations and soil conditions. The UoC's nutrient recycling plan (Reference: Indicator 7.2.2) is encouraged to consider any use of biomass for by-products or energy production to promote circularity while also minimising use of inorganic fertiliser.</p>		
		3.4.3	<p>National standards or nationally/internationally recommended best practices serve as guidelines for the development of GAPs, as appropriate to the UoC's operations, scale and geography. RSPO has developed a library of Best Management Practices (BMPs) for specific topics that serve as a reference for the UoC in developing its GAPs.</p>		
	3.5	3.5.1 (C)	<p>RSPO certified crude palm oil and palm kernel is known as Certified Sustainable Palm Oil (CSPO) and Certified Sustainable Palm Kernel (CSPK).</p> <p>Indicator 3.5.1 does not apply to <u>Initial Certification</u> audits. Indicator 3.6.1 is partially applicable to <u>Annual Surveillance Audit 1</u> (ASA 1), due to an incomplete 12-month period. For all audits after ASA 1, Indicator 3.6.1 applies in full.</p> <p>For UoC's with integrated RSPO certified palm kernel crusher plants, actual annual production of Certified Sustainable Palm Kernel Oil (CSPKO) and Certified Sustainable Palm Kernel Expeller (CSPKE) processed from CSPK produced by the UoC's mills does not apply to Indicator 3.6.1. Certification of palm kernel crusher plants falls under the scope of the RSPO Supply Chain Certification (SCC) standard.</p>		
		3.5.2 (C)	<p>Kernel Extraction Rate (KER) is the palm kernel equivalent of OER.</p> <p>Indicator 3.5.2 applies to all audits, from <u>Initial Certification</u>, <u>Annual Surveillance Audit 1</u>, and beyond.</p>		
		3.5.3 (C)	<p>The documented procedures includes:</p> <p>A) Complete and up-to-date records and reports that demonstrate compliance with the supply chain model requirements (including training records);</p> <p>B) Identification of the role of the person(s) having overall responsibility for and authority over the implementation of and compliance with the supply chain model requirements. The person(s) shall be able to demonstrate awareness the UoC's procedures to implement the requirements; and</p> <p>C) Operations for handling, receiving, and processing RSPO certified and non-certified FFB, particularly procedures to ensure no contamination of non-certified FFB in IP mills.</p> <p>Special attention is required for UoC's that are dual-certified as IP/MB, with documented procedures for separate IP and MB production lines.</p>		
		3.5.4 (C)	<p>Any non-conformities identified and raised by the internal audit require corrective action(s). Outcomes of the internal audits and all corrective actions taken to address non-conformities is subject to <u>management review</u> (Reference Criteria 3.1).</p> <p>Internal audit records and reports of the UoC's mill(s) are to be maintained and made available at the point of RSPO audits.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		3.5.5 (C)			
		3.5.6 (C)	<p>The information on Sales and Good Out includes, at a minimum:</p> <p>A) Name and address of the buyer; B) Name and address of the seller; C) Loading or shipment/delivery date; D) Date of document issuance; E) RSPO certificate number; F) Description of the certified oil palm product, including the applicable supply chain model (<u>Identity Preserved</u> or <u>Mass Balance</u>, or the appropriate approved abbreviations); G) Quantity of the products delivered; H) Available related transport documentation; and I) A unique identification number.</p> <p>The required information can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (e.g., delivery notes, shipping documents, or specification documentation).</p>		
		3.5.7 (C)	<p>For any outsourcing activities by independent third parties, the Unit of Certification is responsible to ensure that:</p> <p>A) The UoC's mill(s) has legal ownership of all input material to be included in outsourced processes; B) The UoC's mill(s) has an agreement or contract covering the outsourced process with each independent third party contractor through a signed and enforceable agreement. The UoC's mill(s) is responsible for ensuring that the Certification Body (CB) has access to the contractor or operation if an audit is deemed necessary; C) The UoC's mill(s) has a documented control system with explicit procedures for the outsourced process that is communicated to the relevant contractor; and D) When announced in advance, the UoC's mill(s) ensure (e.g. through contractual arrangements) that independent third parties engaged are able to provide relevant access for duly accredited CB to their respective operations, systems, and all relevant information necessary for demonstrating compliance.</p>		
		3.5.8 (C)	<p>Details of contractors include, at a minimum:</p> <p>A) Name(s); and B) Contact details.</p>		
		3.5.9 (C)	<p>The recommended retention time for all records and reports is a minimum of two (2) years. Records/reports comply with relevant legal and regulatory requirements, and is able to confirm the certified status of raw materials or products held in stock.</p> <p>For the <u>Identity Preserved</u> supply chain module, the mill records and balance all receipts of certified FFB with deliveries of RSPO CSPO/CSPK on a real-time basis.</p> <p>For <u>Mass Balance</u> Module, the mill:</p> <p>A) Records and balances all receipts of certified FFB and deliveries of CSPO/CSPK on a real-time basis or a quarterly basis; B) Ensures that all volumes of CSPO and CSPK delivered are deducted from the material accounting system in the RSPO Information System according to conversion ratios stated by RSPO; and C) Only delivers <u>Mass Balance</u> volumes from a 'positive stock' position.</p> <p>'Positive stock' positions can include MB CSPO/CSPK ordered for delivery within three (3) months. The UoC's mill(s) is also allowed to practice short-shelling (i.e., CSPO/CSPK sold before it is in stock).</p>		
		3.5.10 (C)	<p>The Identity Preserved supply chain module covers both IP-certified and the IP line of dual IP/MB-certified UoCs. Separation of certified and non-certified oil palm products is expected to be achieved across all related processes and operations, including during transport and storage.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		3.5.11 (C)	<p>The registration/reporting requirements for mills are: A) Shipping Announcement(s), that are carried out by the UoC's mill(s) when RSPO certified oil palm products are sold as RSPO certified to refineries, kernel crushers, and/or traders not more than three months after dispatch"; and B) RSPO certified oil palm product volumes sold under other certification scheme(s) or as conventional, are removed in the RSPO Information System. This also applies in the case of underproduction at the UoC's mill(s).</p> <p>*After dispatch' is defined as the date of the Bill of Landing or the dispatch documentation date.</p>		
		3.5.12 (C)			
4	4.1	4.1.1 (C)	<p>The UoC must develop a <u>conflict/dispute resolution process</u> to address and resolve issues. The process is established through open and consensual agreements with relevant affected parties. Gender representation is considered to ensure women's perspectives and <u>rights</u> are considered during the resolution process.</p> <p>The <u>conflict/dispute resolution process</u> can be developed and implemented as a separate system, or incorporated into the UoC's internal grievance system (Reference: Criterion 2.5). The process must be accessible by the <u>communities</u> (and their representatives, if any) themselves, or may initiated by the UoC in cases where communities do not wish to lodge grievances themselves. Those who have been dispossessed or forced to abandon their customary lands or other user rights, as well as nomadic communities, also have the right to access to the UoC's conflict/dispute resolution process.</p> <p>The process can be considered as both a relationship-building and risk-management tool, intended to diffuse, resolve, and remediate any disagreements, confrontations, and tensions between the UoC and <u>indigenous peoples, affected communities, and/or other users</u> (individuals/groups) in a practical and constructive manner.</p> <p>In the event, no resolution can be achieved and parties have exhausted all means available at the UoC, conflicts or disputes can be brought to the attention of the RSPO's Complaints System.</p>		
		4.1.2	<p>The UoC can facilitate provision of access to independent legal and non-legal support and expertise for <u>communities</u>, if requested. However, this should be mindful of perceptions of conflict of interest, hence being able to link communities to independent sources of advisory, such as NGOs or the RSPO is important.</p>		
		4.1.3	<p>There are several ways to show evidence of compliance to this indicator, in the form of physical, documents, oral, and/or analysis. Documents can include photos and/or video recordings. Auditors may use any of these ways to verify that the indicator has been met.</p>		
		4.1.4	<p>Records of lodged conflict(s) are logged, documented and kept up-to-date. Information in the records include the status, resolution, and outcome of the conflict resolution.</p> <p>Parties to the conflict are informed of the progress of the lodged conflict or dispute as part of the process, including representatives of <u>affected communities</u> (if any). This includes any steps or actions taken by the UoC. For unresolved conflicts, the UoC may include information on reasons hindering potential resolution of the conflict and steps to be taken towards conclusion.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	4.2	4.2.1	<p>Consultations conducted with local <u>affected communities</u> are intended to focus on the identification of the community's needs, and the alignment of such needs to the UoC's proposed contributions.</p> <p>The UoC's contributions are based on the results of such consultations, with consideration for the different needs of men, women, and minority/<u>vulnerable groups</u>, and should have economic, social, and/or environmental benefits. Some examples of contributions to local sustainable development: poverty reduction; access to health and wellbeing; access to quality education; access to clean water and sanitation; conservation or <u>restoration</u> of natural resources; gender equality programmes and support, or enhanced food and <u>water security</u> for the <u>communities</u>.</p> <p>The UoC, as an oil palm company, will necessarily have limitations regarding the projects requested. Thus, parties to the discussion are encouraged to try their best to reach a realistic and amicable decision on the UoC's contributions. The UoC may also seek partnerships with non-governmental organisations (NGOs) and civil society organisations (CSOs) to identify key environmental and/or social issues prevalent in the community to develop and implement solutions to address them.</p>		
	4.3	4.3.1 (C)	<p>The indicators under Criteria 4.3 apply to current <u>operations</u> of the UoC, but there are exceptions for long-established <u>plantations</u> which may not have records dating back to the time of the decision making, in particular for compliance with Indicators 4.3.2 and 4.3.3. In these cases, other types of evidence may be considered as sufficient. The absence of conflict may support the presumption that consent was obtained prior to <u>operations</u>.</p> <p>The FPIC process aims to ensure that consent has been obtained from legal, customary land owners and user rights. It should not be used as a tool to reopen old negotiated agreements between the UoC and customary/user rights owners unless there is demonstrable evidence of abuse of process.</p> <p>Where there are legal or customary rights over land, the Unit of Certification should demonstrate that these rights are understood and are not being threatened or reduced.</p> <p>This Criterion should be considered in conjunction with Criterion 4.4, 4.5 and 4.6. Where customary rights areas are unclear, the UoC should conduct a <u>participatory mapping</u> exercise together with affected parties including neighbouring <u>communities</u> and local authorities.</p>	<p>The indicators under Criteria 4.3 apply to current operations of the UoC, but there are exceptions for long-established plantations (for <u>agreements made prior to 2008</u>) which may not have records dating back to the time of the decision making, in particular for compliance with Indicators 4.3.2 and 4.3.3. In these cases, other types of evidence may be considered as sufficient. The absence of conflict may support the presumption that consent was obtained prior to operations.</p> <p>The FPIC process aims to ensure that consent has been obtained from legal, customary land owners and user rights. It should not be used as a tool to reopen old negotiated agreements between the UoC and customary/user rights owners unless there is demonstrable evidence of abuse of process.</p> <p>Where there are legal or customary rights over land, the Unit of Certification should demonstrate that these rights are understood and are not being threatened or reduced.</p> <p>This Criterion should be considered in conjunction with Criterion 4.4, 4.5 and 4.6. Where customary rights areas are unclear, the UoC should conduct a participatory mapping exercise together with affected parties including neighbouring communities and local authorities.</p> <p>Evidence of the legal status of the land includes (for PNG): 1) Customary Land Lease - Land Title, Survey Plan, Boundary Markers, Lease Payment Records, ILG Certificate, Lease Agreement, Land Investigation Report 2) Village Oil Palm - Current CLUA forms</p> <p>Evidence of the legal status of the land includes (for SI): 1) Village Oil Palm - Current CLUA Forms</p> <p>For PNG, there are no written laws on customary land, but decisions are guided by customs, beliefs, and land inheritance of the landowning</p>	<p>Clarifies acceptable evidence of legal land status for Guinea and Solomon Islands, ensuring alignment with prevailing customary land tenure systems and documentation practices. It emphasises the requirement for companies to demonstrate FPIC-compliant engagement with recognised customary landowners and permits the use of transitional documentation for new or renewed leases, subject to progressive completion and verification during subsequent audits.</p>
		4.3.2	<p>Documentation of discussions and consultations are recorded, including copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process.</p> <p>Criterion 4.3 allows negotiated agreements to compensate <u>affected communities</u> and other users for lost benefits and/or relinquished rights. Negotiated agreements should be non-coercive and entered into voluntarily, carried out prior to new investments or <u>operations</u>, and based on an open sharing of all relevant information. The representation of <u>communities</u> should be transparent and in open communication with other community members.</p>	<p>Documentation of discussions and consultations are recorded, including copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process.</p> <p>Criterion 4.3 allows negotiated agreements to compensate affected communities and other users for lost benefits and/or relinquished rights. Negotiated agreements should be non-coercive and entered into voluntarily, carried out prior to new investments or operations, and based on an open sharing of all relevant information. The representation of communities should be transparent and in open communication with other community members.</p> <p>The FPIC process aims to ensure that consent has been obtained from legal, customary land owners and user rights. It should not be used as a tool to reopen old negotiated agreements between the UoC and</p>	<p>The revision clarifies that FPIC is meant to obtain consent from legal and customary landowners for current or future operations. It emphasises that past agreements should not be reopened unless there is clear evidence of abuse, ensuring fairness, transparency, and compliance.</p>

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		4.3.3 (C)	<p><u>Participatory mapping</u> also known as 'community mapping', is based on the premise that <u>communities</u> have knowledge of their customary tenure and surrounding environments, which can be expressed in simple maps. It allows <u>communities</u> to bring their local knowledge and perspectives to the attention of authorities and the UoC.</p> <p>Once the UoC has identified all the relevant <u>stakeholders</u> (<u>indigenous peoples</u>, <u>local communities</u>, and other users) involved, they should collaborate in the mapping process to identify features <u>communities</u> perceive as important such as customary land boundaries, how they use the <u>forest</u>, sacred areas, and so on. This is to ensure that future negotiations are based on a clear understanding of the various rights involved. The UoC should ensure that the community includes their elders who know the local history and culture. Both men and women should also be included since they use the land differently.</p> <p>It is important to include all <u>communities</u> if the land in question is used by several <u>communities</u>. This will help avoid conflicts where neighbours might dispute boundaries. The participatory mapping includes neighbouring communities, where applicable. Mapping of disputed area(s) shall be conducted with engagement, consultation, and participation of <u>affected communities</u>.</p> <p>Technology such as the Global Positioning System (GPS) and Geographic Information System Software (GIS) have made these processes easier and feasible.</p>		
		4.3.4			
		4.3.5 (C)	<p><u>Affected communities</u> are informed at the beginning that they may choose to represent themselves or through expert and third parties during the negotiations with the UoC on land use.</p> <p>Examples of experts include individuals/organisations that well versed in social, cultural, economic, political, historical, land tenure and <u>livelihoods</u> aspects of <u>communities</u> and are equipped with a wide range of skills (for instance, a land expert, a social anthropologist, an economist, or a local person who speaks the local language). The primary role of experts would be to provide <u>indigenous peoples</u>, <u>local communities</u>, and other users with relevant information so that they will be able to make an independent and informed decision on matters related to their land rights.</p> <p>Examples of third parties include lawyers, NGOs and religious bodies, to help with assessments, contracts and technical parts of the negotiation process. The community may choose to invite them to assist in their decision-making process. The primary role of third parties would be to assist <u>indigenous peoples</u>, <u>local communities</u>, and other users on representation, to allow for a more informed and independent voice, during communication with the UoC, and to ensure that negotiations are carried out fairly. The roles of third parties may differ, depending on the nature and function of the third party, and the purpose of the communication or negotiation.</p> <p>Anyone who offers advice or helps the <u>local community</u> in the decision-making process must be independent of the UoC involved to eliminate any bias and avoid a conflict of interest.</p>	<p><u>Affected communities</u> are informed at the beginning that they may choose to represent themselves or through expert and third parties during the negotiations with the UoC on land use.</p> <p>Examples of experts include individuals/organisations that well versed in social, cultural, economic, political, historical, land tenure and livelihoods aspects of communities and are equipped with a wide range of skills (for instance, a land expert, a social anthropologist, an economist, or a local person who speaks the local language). The primary role of experts would be to provide <u>indigenous peoples</u>, <u>local communities</u>, and other users with relevant information so that they will be able to make an independent and informed decision on matters related to their land rights.</p> <p>Examples of third parties include lawyers, NGOs and religious bodies, to help with assessments, contracts and technical parts of the negotiation process. The community may choose to invite them to assist in their decision-making process. The primary role of third parties would be to assist <u>indigenous peoples</u>, <u>local communities</u>, and other users on representation, to allow for a more informed and independent voice, during communication with the UoC, and to ensure that negotiations are carried out fairly. The roles of third parties may differ, depending on the nature and function of the third party, and the purpose of the communication or negotiation.</p>	<p>Clarifies that communities can access independent support during negotiations and reinforces the UoC's responsibility to protect legal and customary land rights, ensuring fairness and compliance.</p>
		4.3.6	<p>The FPIC process does not end with the signing of a negotiated agreement between the UoC and the <u>affected communities</u>. Once the agreement has been signed by all relevant parties, it must be monitored annually to ensure effective FPIC implementation.</p> <p>A participatory monitoring procedure that involves representatives from both the UoC and the community ensures validation of results against commitments and allows for adjustments as development activities progress. More reliable monitoring results can be found through community monitoring (including community-selected indicators) because of <u>indigenous peoples'</u> knowledge and use of the land, water and natural resources.</p> <p>Where negotiated agreement(s) contain terms requiring non-compensation related <u>remediation</u>, the UoC shall demonstrate evidence that <u>affected communities</u> are consulted annually through the implementation review. Monitoring and follow-up process(es) should be in place, consulted, reviewed, and agreed with the identified <u>communities</u>.</p> <p>Results of any consultation(s) with <u>affected communities</u> on implementation of negotiated agreement(s) shall be documented. In cases where the UoC does not take into account results of such consultations in implementation, the UoC is expected to document and justify its reasons for rejecting the input.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	4.4	4.4.1 (C)	<p>It is important to note that documents of land ownership for <u>indigenous peoples</u> are not always on paper, and customary or user rights often times are not recorded in documents. The RSPO recognises rights of <u>indigenous peoples</u> and <u>tribal peoples</u> over their lands. It is encouraged that other forms of ownership are given due recognition. Emphasis on evidence of land title as the only proof of rights over land should be avoided. Taking into account the disadvantages faced by <u>indigenous peoples</u> in proving their land-holding, the following considerations apply:</p> <p>A) Legal registration of land may not be the only available evidence of <u>rights</u>. There may be official documentary evidence, but these may relate to legal or tribunal action, or registration of births, death, and marriage. Evidence could also be in the form of recognition by the town head or village head.</p> <p>B) There should always be verification with <u>communities</u> on whether they have been adequately consulted and given their consent; and</p> <p>C) Indigenous rights to land may not look similar to what land-holding looks like in the conventional system, owing to the specific traits of some <u>indigenous communities</u>.</p> <p>In confirming the land rights of <u>indigenous communities</u>, evidence may be available from elders or from the land itself. For example, the <u>community</u> may have ancestral burial plots or made changes to the land to cater to their daily lives, such as traditional canals and drainages for agriculture or clusters of crops, or sites to traditionally process foods or for animal slaughter. A site visit as facilitated by the <u>indigenous peoples</u> themselves may be important to understand this.</p>	<p>It is important to note that documents of land ownership for indigenous peoples are not always on paper, and customary or user rights often times are not recorded in documents. The RSPO recognises rights of indigenous peoples and tribal peoples over their lands. It is encouraged that other forms of ownership are given due recognition. Emphasis on evidence of land title as the only proof of rights over land should be avoided. Taking into account the disadvantages faced by indigenous peoples in proving their land-holding, the following considerations apply:</p> <p>A) Legal registration of land may not be the only available evidence of rights. There may be official documentary evidence, but these may relate to legal or tribunal action, or registration of births, death, and marriage. Evidence could also be in the form of recognition by the town head or village head.</p> <p>B) There should always be verification with communities on whether they have been adequately consulted and given their consent; and</p> <p>C) Indigenous rights to land may not look similar to what land-holding looks like in the conventional system, owing to the specific traits of some indigenous communities.</p> <p>In confirming the land rights of indigenous communities, evidence may be available from elders or from the land itself. For example, the community may have ancestral burial plots or made changes to the land to cater to their daily lives, such as traditional canals and drainages for agriculture or clusters of crops, or sites to traditionally process foods or for animal slaughter. A site visit as facilitated by the indigenous peoples themselves may be important to understand this.</p> <p>This Criterion should be considered in conjunction with Criterion 4.4, 4.5 and 4.6. Where customary rights areas are unclear, the UoC should conduct a participatory mapping exercise together with affected parties including neighbouring communities and local authorities.</p>	<p>The revision clarifies that indigenous land rights can be proven with non-traditional evidence, such as community recognition, elders' knowledge, or land use practices. It emphasises verification through consultation, site visits, and participatory mapping, ensuring rights are respected and protected.</p>
		4.4.2 (C)	<p>The FPIC process(es)/procedure(s) should be integrated with the UoC's Social and Environmental Impact Assessment (SEIA) (Reference: Criterion 3.3). Where new plantings are considered to be acceptable after an FPIC process resulting in a negotiated agreement, the UoC's management & monitoring plan and its implementation (Criterion 3.3) incorporates the deliverables of the negotiated agreements, including maintenance of sacred sites (if any).</p> <p>The FPIC process should fully respect the legal and customary rights of local communities to their territories, lands, and resources. FPIC is obtained through local communities' own representative institutions, such as community leaders, traditional authorities, or elected representatives. The community representatives are recognised and accepted by the communities involved.</p> <p>Any agreements between the UoC and indigenous peoples, local communities, and/or other stakeholders should be made without coercion or other undue influence. Relevant stakeholders include those affected by, or concerned, with the new plantings. Customary and user rights are demonstrated through participatory mapping as part of FPIC.</p> <p>The UoC should not restrict access to markets for local communities through its operations.</p>		
		4.4.3	<p>Neither party is obliged to agree to anything they do not want to. <u>Communities</u> have the right to say "no" to the proposed development at any time. This also means that the UoC is not compelled to meet community demands.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		4.4.4	<p>Within the FPIC process(es)/procedure(s), mechanisms to balance potential negative impacts on food and <u>water security</u> for <u>local communities</u> should be discussed and agreed between the UoC and the <u>local communities</u>. In cases where the availability, access, quality, and stability of food and water mechanisms are negatively affected by the planned <u>operations</u>, mitigation and relief measures should be agreed. The UoC should also assess water catchments in order to identify key water risks or shared challenges. Where applicable, for <u>communities</u> resettled in accordance with FPIC, the UoC should monitor food and <u>water security</u> through continuous dialogue with the <u>affected communities</u>.</p> <p>Local peoples' knowledge of food and water systems is integrated into the <u>SEIA</u> through <u>participatory mapping</u> and land-use planning processes. Local food production practices, water management strategies, and community needs are considered when developing plans for land allocation and use.</p>		
		4.4.5	<p>Sufficient time and planning is required and should be put in place for any FPIC process. This is to ensure that complete information is being shared with <u>communities</u> to inform their decision making, reasonable time is provided to digest this information and also to consult internally as a community in order to arrive at a collective decision through their own decision-making mechanisms.</p> <p>The UoC can facilitate provision of access to independent legal and non-legal support and expertise for communities, if requested. This should be mindful of perceptions of conflict of interest, hence being able to link <u>communities</u> to independent sources of advisory, such as NGOs or the RSPO is important.</p> <p>The UoC should work closely with bodies and organisations to help ensure that <u>communities</u> are independently informed of their rights and entitlements and have access to legal counsel and technical advice.</p>		
		4.4.6	<p>Consent has been obtained, without any coercion, intimidation or manipulation. <u>Communities</u> are free to raise any negative or positive issues relating to the <u>development</u>.</p> <p>At each stage in the process, the UoC must consider whether anything is happening that may undermine <u>communities'</u> collective, self-determined and autonomous control and decision-making. It may be necessary to conduct <u>due diligence</u> to ensure that the UoC is not unfairly benefiting from an unequal bargaining position, and what can be done to prevent this.</p> <p>Throughout the FPIC process, the use of manipulation, coercion or intimidation is avoided. Examples include: A) Manipulation: offers of <u>bribes</u>, gifts, inducements, incentives, or other unregulated or questionable patronage to community leaders or individuals to relinquish land without the wider <u>communities'</u> knowledge or agreement. B) Coercion: use of government or private security forces to pressure <u>communities</u> into relinquishing their lands. C) Intimidation: in some situations, <u>communities</u> may feel intimidated by the very presence of government agencies in meetings.</p> <p>Prior consent means undertaking the consultation process sufficiently in advance of the proposed project to allow the community to reach a decision in a timely manner using their customary decision-making process.</p>	<p>Consent has been obtained, without any coercion, intimidation or manipulation. Communities are free to raise any negative or positive issues relating to the development.</p> <p>At each stage in the process, the UoC must consider whether anything is happening that may undermine communities' collective, self-determined and autonomous control and decision-making. It may be necessary to conduct due diligence to ensure that the UoC is not unfairly benefiting from an unequal bargaining position, and what can be done to prevent this.</p> <p>Throughout the FPIC process, the use of manipulation, coercion or intimidation is avoided. Examples include: A) Manipulation: offers of bribes, gifts, inducements, incentives, or other unregulated or questionable patronage to community leaders or individuals to relinquish land without the wider communities' knowledge or agreement. B) Coercion: use of government or private security forces to pressure communities into relinquishing their lands. C) Intimidation: in some situations, communities may feel intimidated by the very presence of government agencies in meetings.</p> <p>Prior consent means undertaking the consultation process sufficiently in advance of the proposed project to allow the community to reach a decision in a timely manner using their customary decision-making process.</p> <p>For agreements made prior to 2008, records of meetings and process of agreements may be incomplete.</p>	<p>Recognises that agreements made prior to 2008 may have incomplete records due to historical documentation practices, allowing for a fair and contextual compliance assessment.</p>
		4.4.7			

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		4.4.8 (C)	<u>Voluntary isolation</u> refers to 'peoples, or parts of them, who significantly limit their relationships with people foreign to their collectivities.' Source: Beatriz Huertas Castillo, Respect for the Self-Determination and Protection of Indigenous Peoples in Isolation, 2020, published by the IWGIA.	Voluntary isolation refers to 'peoples, or parts of them, who significantly limit their relationships with people foreign to their collectivities.' Source: Beatriz Huertas Castillo, Respect for the Self-Determination and Protection of Indigenous Peoples in Isolation, 2020, published by the IWGIA. At each stage in the process, the UoC must consider whether anything is happening that may undermine communities' collective,	Ensure the concept of voluntary isolation is practically applied by requiring the UoC to safeguard community autonomy throughout engagement and conduct due diligence to prevent potential power imbalances, supporting fair and responsible decision-making processes.
	4.5	4.5.1 (C)	Where there is a conflict on the condition of land use as per land title, the Unit of Certification should show evidence that necessary action has been taken to resolve the conflict with relevant parties.		
		4.5.2 (C)		Throughout the FPIC process, the use of manipulation, coercion or intimidation is avoided. Examples include: A) Manipulation: offers of bribes, gifts, inducements, incentives, or other unregulated or questionable patronage to community leaders or individuals to relinquish land without the wider communities' knowledge or agreement. B) Coercion: use of government or private security forces to pressure	The PNGSI NITF has added a new guidance to this indicator to give context relevant to local systems.
		4.5.3	Men and women are able to hold land titles.		
		4.5.4	Documented systems for compensation within the negotiated agreement should include process(es)/procedure(s) for: A) Identification of: - Legal, customary or user rights; and - People entitled to compensation of rights ; B) Calculation and distribution of fair and gender-equal compensation (monetary or otherwise), including corrective action as a result of the evaluation; and C) Provision of equal opportunities to both men and women to hold land titles for small holdings		
	4.6	4.6.1 (C)	Compensation refers to appropriate and proportional award and/or payment (monetary or non-monetary) in recognition of loss and assessable damages. Examples (non-exhaustive) include: A) Monetary – payment for use of lands and/or losses of <u>livelihood</u> and/or income to the individuals entitled (e.g. the collective <u>community</u> rather than specific individuals for a collective grievance) B) Non-monetary - options such as land excision, land swaps, assistance with land titling, changed terms of land rental or lease, allocation of smallholdings, co-management, community shareholdings, community development, and compensation through the provision of services, infrastructures or other assistance.		
		4.6.2 (C)	There should not be gender preference in the distribution of any compensation, unless subject to customary laws and/or traditions. In the absence of any customary laws and/or traditions on the entitlement of different genders to compensation or land-holdings, there should not be no discrimination or gender exclusion.		
		4.6.3	Relevant non-monetary compensation or opportunities may include negotiated benefit-sharing agreements, joint venture agreements, legal representation on management boards, restrictions on prior land use, co-management arrangements, smallholder contracts, rental and leasehold arrangements, royalty payments, and the implications of land acquisition and permits for community land tenure, use and access rights.	Relevant non-monetary compensation or opportunities may include negotiated benefit-sharing agreements, joint venture agreements, legal representation on management boards, restrictions on prior land use, co-management arrangements, smallholder contracts, rental and leasehold arrangements, royalty payments, and the implications of land acquisition and permits for community land tenure, use and access rights. Prior consent means undertaking the consultation process sufficiently in	Addition of the definition of "prior consent" to ensure communities have sufficient time to make informed decisions using their customary processes, reinforcing voluntary and culturally appropriate agreements alongside non-monetary compensation.
	4.7	4.7.1	Where there is a conflict on the condition of land use as per land title, the Unit of Certification is expected to evidence that necessary action has been taken to resolve the conflict with relevant parties.		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		4.7.2 (C)	Conflicts can lead to displacement of <u>communities</u> , labour shortage, problems in accessing credit and land, and casualties. <u>Smallholders</u> exposed to conflicts are also at risk and are sometimes forced to change land use patterns and crop portfolios, reallocate their labour structure, or destroy their physical assets to protect productivity. Conflicts not only impact the UoC and the surrounding <u>communities</u> , but also the entire <u>supply chain</u> .	Conflicts can lead to displacement of communities, labour shortage, problems in accessing credit and land, and casualties. Smallholders exposed to conflicts are also at risk and are sometimes forced to change land use patterns and crop portfolios, reallocate their labour structure, or destroy their physical assets to protect productivity. Conflicts not only impact the UoC and the surrounding communities, but also the entire supply chain.	The revision notes that pre-2008 agreements may have incomplete records, providing context for historical documentation gaps while maintaining the focus on the systemic impacts of conflicts.
		4.7.3			
		4.7.4			
5	5.1	5.1.1 (C)	<p>Process(es)/procedure(s) for fair and transparent conduct with all <u>smallholders</u> can be developed as part of a smallholder inclusion/support policy, or incorporated into a broader overall smallholder policy (named as appropriate). Coverage includes both <u>scheme</u> and <u>independent smallholders</u>, or other forms of oil palm smallholdings depending on the national context.</p> <p>Fair Pricing - In countries or regions where FFB prices are regulated by governments, authorities, or equivalent endorsed initiatives, fair pricing is expected to be equal to or above established prices. In countries or regions where FFB prices are unregulated, establishing fair pricing includes consideration of: A) Level of costs incurred by the smallholders (e.g., fertiliser, seeds, pesticides, transportation/fuel, labour, land preparation/use permits/ownership fees); and B) Situations of unexpected/unpredictable operational, environmental, or climate-related risks (e.g., extreme weather, climate change effects, human/agricultural disease or pest outbreaks and epidemics).</p> <p>Fair pricing also applies in situations where the UoC functions as the <u>group manager</u> for <u>scheme</u> or <u>independent smallholder</u> groups certified under P&C group certification or separately under the ISH Standard.</p>		
		5.1.2 (C)	<p>The contractual agreement(s) and subsequent transactions with <u>smallholders</u> under the agreement takes into account known issues or complexities, such as the role of intermediates, transport and storage of FFB, as well as quality and grading of FFB.</p> <p>Where possible, engagement by the UoC with intermediates, especially third-party collection centres and FFB distribution agents/traders, can improve and ensure fair and transparent conduct across its supply base(s) and network of <u>smallholders</u>.</p>		
		5.1.3 (C)	Smallholders have the right and be provided with the means to access to the UoC's Grievance System on issues regarding a contractual agreement (particularly fair pricing for FFB), whether or not middlemen are involved (Reference: Criterion 2.5).		
		5.1.4 (C)	While both <u>scheme</u> and <u>independent smallholders</u> are included in the scope of Indicator 5.1.4, preference should be prioritise on sourcing physical certified FFB from RSPO certified <u>independent smallholders</u> , where possible.	While both scheme and independent smallholders are included in the scope of Indicator 5.1.4, preference should be prioritise on sourcing physical certified FFB from RSPO certified independent smallholders, where possible. <i>Recognizing the existing Mill Supply Chain Models in PNG and SI, and the legal frameworks for smallholders, the feasibility of adopting non-certified smallholders is likely to be low.</i>	Due to local supply chain structures and legal frameworks in PNG and SI, sourcing from non-certified smallholders is generally limited, reinforcing focus on certified independent smallholders.
	5.2	5.2.1	<p>The smallholder support plan can be developed as part of a smallholder support/inclusion policy or incorporated into a broader overall smallholder policy (named as appropriate).</p> <p>Trainings should emphasise Good Agricultural Practices (GAP) obliged by: A) National regulations; B) Industrial GAP for oil palm cultivation; and/or C) Relevant sustainable agricultural practices mandated by RSPO standards or recommended by RSPO Best Management Practices (BMPs).</p> <p>Specific trainings crucial to support RSPO certification include topics such as health and safety, Free Prior and Informed Consent (FPIC), and conservation/management of <u>High Conservation Values</u>.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		5.2.2	<p>The smallholder support plan beyond interested <u>smallholders</u> to include other intermediates associated with the UoC's supply base, such as third-party collection centres, FFB distribution agents/traders, FFB cooperatives, or representative organisations.</p> <p>Additional support for interested smallholders can include collaboratively identifying areas where sustainable agricultural practices have a high potential to increase smallholder FFB productivity, in balance with environmental and social impacts.</p>		
		5.2.3	<p>Potential opportunities/initiatives for <u>smallholder livelihood</u> improvement include:</p> <p>A) Quality and process controls; B) Access to high-yielding oil palm seeds and/or seedlings; C) Organisational, managerial, and/or financial competency; D) Support for RSPO standards and procedures, including certification under RSPO ISH Standard; and E) Support for other RSPO smallholder initiatives, such as the RSPO Smallholder Training Academy.</p> <p><u>Publicly available</u> annual progress reports of the UoC's smallholder inclusion/support policy and plans, and other smallholder initiatives by the UoC, is encouraged. In such reports, a specific focus is on inclusion and support mechanisms provided to interested smallholders within the UoC's supply base, particularly if the additional opportunities and initiatives exceed the requirements of Criterion 5.1. Positive impacts are emphasised, challenges are highlighted, and solutions publicised for the benefit of other RSPO UoCs with smallholders in their supply bases.</p>		
6	6.1	6.1.1 (C)	<p>Non-discriminatory practices are applied to all <u>workers</u>, regardless of contractual status.</p> <p>During the recruitment process, due consideration should be given to the need of medical examinations and their relevance to the <u>workers</u> in relation to the job for which they are considered. Medical examinations should serve prevention and protection purposes which include the protection and promotion of <u>workers'</u> health, protection of access to work, entitlement to compensation, health insurance benefits, and social protection. Medical examinations should not be used in a discriminatory way.</p> <p>Any distinction, exclusions, or preference in respect to a particular job based on the inherent requirements thereof should not be deemed to be <u>discrimination</u>.</p>		
		6.1.2 (C)	<p>Equal opportunities principle apply to recruitment, hiring, work scope, pay and benefits facilities, work equipment, opportunities, and resources to improve themselves through training and capacity development programmes. Examples include:</p> <p>Recruitment and Hiring Practices: A) Job opportunity/vacancy advertisements without any discriminatory language/remarks. B) Fair and unbiased selection criteria during the hiring process such as explicit criteria for evaluating candidates, such as education, relevant experience, skills, and abilities. These criteria should be directly related to the requirements of the job and applied consistently to all applicants.</p> <p>Promotion and Advancement: A) Documented promotion decisions based on merit and performance evaluations. B) Career advancement opportunities available to all <u>workers</u>.</p> <p>Training and Development: A) Demonstrable equal access to training programs for all <u>workers</u>. B) Documented participation in training and development initiatives across to all <u>workers</u>.</p> <p>Pay and Benefits: A) Demonstrable equal pay for equivalent work roles (Reference: Indicator 6.1.3). B) Benefits provided equally to all <u>workers</u> regardless of background or characteristics.</p> <p>Job Evaluation Process: A) Documented formal job evaluation process to assess the requirements of each position within the organisation. B) Documented job descriptions outlining the responsibilities, qualifications, and skills required for each role.</p>		
		6.1.3			

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	6.2	6.2.1 (C)	<p>Steps to be followed for each process in the procedure clearly outlined. Through practice or evaluations, any contradictions and inconsistencies should be addressed.</p> <p>Socialisation involves actively engaging <u>workers</u> in understanding the procedures, their importance, and their implications. This can be achieved through orientation programs, training sessions, workshops, or other interactive methods. Any changes to the employment procedures should be updated to the <u>workers</u>.</p>		
		6.2.2 (C)	<p>Changes to the employment agreement or contract can made to meet local laws or regulations and provide equal or better terms.</p> <p>Any amendments made to the employment contract should have the explicit consent of the <u>workers</u>, except for terms and conditions outlined in a Collective Bargaining Agreement (CBA), where applicable.</p> <p>Periodic reviews conducted can ensure ongoing compliance with terms and conditions outlined in employment contracts, CBAs, and relevant labour laws, with any identified discrepancies addressed promptly.</p>		
		6.2.3	<p>Documented evidence indicating the location where the contract was signed should be maintained, including pre-departure and post-orientation documents and acknowledgments from <u>workers</u>. Copies of the signed employment contracts shall be given to the <u>workers</u> at the country where they were hired for their reference.</p>		
		6.2.4	<p>The worker register should include the following information for all <u>workers</u>:</p> <ul style="list-style-type: none"> A) Types of employment (e.g., permanent, temporary, casual/ day, and piece-rated workers); B) Job scope; C) Gender; D) Length of service; E) Country of origin; F) <u>Worker</u> contact information; and G) Next-of-kin contact information. <p>The <u>worker</u> register should be updated regularly (e.g., when there is a resignation, termination, or change of employment), ensuring accuracy and completeness of information for each <u>worker</u>.</p> <p>Subject to national and local laws/regulations/policies (Reference: Indicator 2.1.1), <u>workers</u> that are in the process of regularisation should be included in the worker register. This includes <u>migrant workers</u> and their <u>migrant worker status</u>. They should have access to the rights and facilities as other <u>workers</u> until or unless their application for regularisation have been rejected by the authorities.</p> <p>Records of <u>remediation</u> of cases of <u>forced labour</u>, <u>trafficking in persons</u> may include but are not limited to:</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; or Gi) Reintegration Assistance. 		

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		6.2.5	<p>To ensure that permanent, full-time employed <u>workers</u> are used for all <u>core work</u> in the UoC, <u>workforce</u> planning (the number of permanent workers and casual/short-term workers needed by work type throughout the year) can be conducted, following these key steps:</p> <p>A) Identify all types of tasks (e.g. harvesting, fertilizer application, <u>pesticide</u> spraying, pruning, etc.)</p> <p>B) For each type of task, identify whether the work is required year-long or if it is occasional/seasonal. For work that is required continuously all year long, use permanent, full-time <u>workers</u>.</p> <p>C) For work that is required occasionally and not always available throughout the year, identify the total volume of work and the workforce needed. If 2 or more types of work can be performed by the same <u>worker</u> at different times of the year, the workforce needs for these types of work can be aggregated. The aggregated workforce needs can be rounded down to determine the permanent <u>workers</u> required, with the decimal can be used to determine the casual and short-term <u>workers</u> required.</p> <p><i>(Adapted from Earthworm Guideline on Fair Employment of Casual workers https://www.earthworm.org/uploads/files/Guideline-Fair-Employment-of-Casual-workers.pdf)</i></p> <p>Regular reviews of a workforce plan would be necessary. If the existing number of permanent workers is below what is actually needed, a plan should be developed to identify which casual and short-term workers are eligible for a permanent, full-time contract; how many workers in total need to be promoted; and over what length of time this will be done. A plan should be time-bound and adjusted according to the (forecasted) financial situation for management buy-in and budget approval.</p>		
		6.2.6 (C)	<p>Payslips should contain the following information:</p> <p>A) Date of payment;</p> <p>B) Pay period;</p> <p>C) Wage rates (basic wages, cost-of-living allowances and other guaranteed and regularly paid allowances, each listed separately);</p> <p>D) Overtime payments, bonuses and gratuities, family allowances, and other social security payments;</p> <p>E) Gross and net amounts of the payment; and</p> <p>F) Purpose of each amount deducted from the gross amount of the payment, or the name and number of the fund or account into which the amount of the deduction was paid.</p>		
		6.2.7 (C)	<p>Achievable <u>work targets</u>' refer to achievable output of work within standard working hours. For instance, this can be defined in terms of area or volume such as hectares of land to be harvested or sprayed with <u>pesticide</u>.</p> <p>In countries where there is no legal piece-rate work, the wage can be calculated based on the legal minimum wage following these steps:</p> <p>A) Work out how many 'pieces' have been completed in a normal working hour;</p> <p>B) Divide this by the number of <u>workers</u> to work out the average rate;</p> <p>C) Divide this number by 1.2 so that new <u>workers</u> are disadvantaged if they are not as fast or skilled as the others yet; and</p> <p>D) Divide the hourly minimum wage rate by that number to work out the rate for each piece of work completed.</p> <p><i>(Reference: https://www.ilo.org/resource/17-piece-rate-pay)</i></p> <p>The ILO Hours of Work (Industry) Convention, 1919 (No. 1) and Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) can serve as references for overtime rate where no national legal rate or at the rate under the CBA is available.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		6.2.8 (C)	<p>If no applicable laws are available, the ILO Workers' Housing Recommendation, 1961 (No. 115) should be a reference.</p> <p>Examples of welfare amenities include, but are not limited to:</p> <p>A) Rest and recreation facilities (football field, badminton court, basketball court etc, excluding holiday facilities);</p> <p>B) Food facilities (canteens); and</p> <p>C) Transport facilities (suitable parking or storage facilities where necessary and practicable). <i>(Adapted from ILO R102 - Welfare Facilities Recommendation, 1956 (No. 102))</i></p>		
		6.2.9	<p>To ensure access to safe, sufficient, and affordable food, the Unit of Certification can undertake several measures, including:</p> <p>A) Establish on-site dining facilities or facilitating access to nearby food establishments or convenience stores that offer meals or produce at reasonable prices in comparison to those off-site;</p> <p>B) Ensure that <u>workers</u> have means to access food if it's not available on-site, for instance, by arranging transportation to nearby stores; or</p> <p>C) Ensure that <u>workers</u> living on-site have appropriate food storage and preparation appliances (e.g. refrigerator, cooking appliances) to prepare, maintain freshness and safety of food.</p> <p>In essence, securing access to safe, sufficient, and affordable food necessitates addressing various factors that impact <u>workers</u> capacity to procure and consume food essential for their health and well-being.</p>		
	6.3	6.3.1 (C)	<p><u>Prevailing wage</u> is the sum of base wage, cash allowances, bonuses, fringe benefits, and in-kind benefits. Not all allowances, bonuses, and benefits qualify to be added as prevailing wage (e.g., legally mandated benefits and wages earned during overtime cannot be included).</p> <p>The RSPO <u>Prevailing Wages</u> Calculation Procedure is the reference to determine which allowances, bonuses, fringe benefits, and in-kind benefits to be included as part of <u>prevailing wage</u> calculations. Until the Procedure has been developed and endorsed for implementation, the reference is the RSPO Guidance on Calculating Prevailing Wages 2019.</p> <p>The Unit of Certification should have a written policy committing to the implementation of <u>living wage</u>.</p>		
	6.4	6.4.1 (C)	<p>The right of staff and <u>workers</u>, including <u>migrant</u>, <u>transmigrant workers</u> and contract workers, to form associations and worker representative committees to bargain collectively with the Unit of Certification, is respected and in accordance with Conventions 87 and 98 of the ILO.</p> <p>Collective bargaining is encouraged to encompass terms and conditions pertinent to <u>workers'</u> rights, their working and living conditions including the well-being of workers and their families (e.g., access to healthcare, education, food, safety gear, and utilities and addressing grievances and seeking remedies).</p> <p>Foreign and <u>migrant workers</u> should be made aware and updated of their entitlement to join unions or worker organisations. In cases where legal restrictions hinder the exercise of freedom of association and collective bargaining, the Unit of Certification should publish a statement fostering alternative avenues for independent and unrestricted association and negotiation among all personnel concerned.</p>		
		6.4.2	<p>Protection against <u>discrimination</u> of <u>workers</u> participating in Worker Organisation can be demonstrated through establishing confidential reporting channels, conducting regular training, and promptly investigating and addressing any reported incidents of intimidation, harassment, or retaliation.</p>		
		6.4.3			

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	6.5	6.5.1 (C)	<p>Work by children on scheme smallholder family farms, where the farm is contracted to another entity, is prohibited. Work by children on family farms is acceptable under adult supervision where children are part of the family and the work does not interfere with their education and they are not exposed to hazardous working conditions.</p> <p>A formal employment relationship is not required for <u>child labour</u> to be present.</p>	<p>Work by children on scheme smallholder family farms, where the farm is contracted to another entity, is prohibited.</p> <p>Work by children on family farms is acceptable under adult supervision where children are part of the family and the work does not interfere with their education and they are not exposed to hazardous working conditions.</p> <p>Work by children on community farms (such as youth development schemes, education programmes, Church Groups or as CSR) is acceptable under adult supervision where children are part of the community and the work does not interfere with their education and they are not exposed to hazardous working conditions.</p> <p>A formal employment relationship is not required for child labour to be present.</p>	Clarifying scope of child labour, and aligning with local practices.
		6.5.2 (C)	<p>The minimum working age, together with working hours, should be clearly defined.</p> <p>Any hazardous work should not be done by those under 18 years old, as per ILO Convention 138 on the minimum age and No. 182 on the <u>worst forms of child labour</u>. <u>Hazardous work for children</u> is work that is likely to harm the health, safety or morals of <u>children</u>. Certain types of work carry particular risks, but any form of work done by a child may contain hazards that can harm them. Children may be directly exposed to obvious work hazards such as sharp tools or poisonous chemicals. Other hazards for <u>children</u> may be less apparent, such as the risk of abuse or problems resulting from excessive hours of work.</p>		
		6.5.3 (C)	<p>Age verification documents include a government recognised photographic identification document, where available. For further guidance, refer to the RSPO Guidance on Child Rights.</p> <p>Examples of <u>child labour remediation</u> include informing the child's parents, taking child out of the work site, and conducting medical testing to assess physical and mental health.</p> <p>Personnel involved in recruitment, hiring, and monitoring of <u>workers</u> are trained on the age screening verification procedure and <u>child labour remediation</u>. Procedures should be accessible to relevant personnel, and regularly reviewed and updated to reflect changes in regulations or best practices.</p>		
	6.6	6.6.1 (C)	<p>The policy should include clear guidelines and procedures for investigation, disciplinary actions/sanctions, and <u>remediation</u> of incidents in the workplace.</p> <p>Abuse is defined as the 'physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviours that frighten, intimidate, terrorise, manipulate, hurt, humiliate, blame, injure, or wound someone.'</p>		
	6.7	6.7.1 (C)	<p>The policy should also address equal opportunities (Reference: Indicator 6.1.2).</p> <p>Development of the policy should include consultation with female staff and <u>workers</u>, and other relevant <u>stakeholders</u>. Progress in implementing the policy should be regularly monitored, and the results recorded.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		6.7.2 (C)	<p>Programmes particular issues faced by women in the UoC should be provided, especially for awareness on <u>violence</u> and <u>sexual harassment</u> in the workplace. This Committee should include representatives from all areas of work, and its duties include:</p> <p>A) Addressing issues of concern as well as opportunities for improvements for women workers; B) Training and capacity development for career advancement for women; C) Identifying risks and raising awareness among <u>workers</u> on women's safety and health (e.g., access to healthcare during pregnancy, delivery, and postpartum); D) Organising annual training on women's rights; E) Discussing continual improvements that may be made by the UoC on women's issues or women's concerns (e.g., child care facilities, women allowed to breastfeed up to nine months before resuming chemical spraying tasks, break times for breastfeeding); or F) Providing counselling for women affected by <u>violence</u> and/or <u>sexual harassment</u>.</p> <p>A 'safe and secure meeting place' is one that prioritises the physical and emotional wellbeing of the participants, with characteristics of:</p> <p>A) Privacy; B) Comfort (e.g. lighting, ventilation, sanitation facilities); C) Risk free (e.g. free from potential risk/hazards); D) Secure; and E) Culturally sensitivity (e.g. meetings should not be conducted in religious places as to respect workers from different religious background).</p>		
		6.7.3 (C)	<p>Pregnancy test can be required in certain circumstances especially where its legally mandated. Pregnancy tests should be relevant to the job requirement. Tests should be conducted to assess a <u>worker's</u> ability to perform a task associated with the job without posing a risk to their health or safety. If a woman is found to be pregnant during a pregnancy test, the Unit of Certification should handle the situation with sensitivity and respect for the individual privacy, and in compliance with applicable law and regulations.</p> <p>Adequate space and paid breaks should be provided to enable mothers with infants 24 months or younger to breastfeed or express and store breast milk with privacy.</p>		
		6.7.4			
6.8		6.8.1 (C)	<p>National Interpretations should include information on national regulations governing <u>recruitment fees and related costs</u>, where applicable.</p> <p>The ILO Indicators of Forced Labour' and the 'Hard to See, Harder to Count' ILO guidelines represent the most common signs or "clues" that point to the possible existence of a <u>forced labour</u> case and can be taken into account by the Unit of Certification when formulating the policies.</p> <p>The 11 International Labour Organisation's Indicators of Forced Labour consists of:</p> <p>A) <u>Abuse of vulnerability</u>; B) Deception; C) Restriction of movement; D) Isolation; E) Physical and <u>sexual violence</u>; F) <u>Intimidation and threats</u>; G) Retention of identity documents; H) Withholding of wages; I) <u>Debt bondage</u>; J) Abusive working and living conditions; and K) Excessive overtime.</p> <p>The presence of one of the above indicators may not immediately imply the existence of <u>forced labour</u>. The surrounding circumstances must be examined holistically to lead to a finding that <u>forced labour</u> exists.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		6.8.2 (C)	<p>Any statutory deductions or authorised deductions can be determined by applicable laws and regulations. Some authorised deductions may include the following:</p> <ul style="list-style-type: none"> A) Mandatory payments to income tax authorities or social security institutions; B) Payment of contributions to voluntary provident or pension funds and other similar schemes; C) Trade union fees under arrangements made between a worker organisation of which the <u>worker</u> is a member; D) "Solidarity fee" from the wages of non-unionised <u>workers</u> who have benefited from a collective agreement concluded by a trade union; or E) Payment of contributions to cooperative associations and <u>workers'</u> mutual funds etc. <p>Deliberate retention of wages is recognised as a form of coercion (as the <u>worker</u> has to stay because outstanding wages will be lost if he or she leaves, hence there is a penalty for leaving).</p> <p>Deposits or run-away fee is the withholding of cash or other assets belonging to the <u>worker</u> as a means of controlling the <u>worker</u> and preventing them from leaving.</p>		
		6.8.3 (C)	<p><u>Remediation</u> of cases of <u>forced labour</u> and <u>trafficking in persons</u> may include providing:</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; or G) Reintegration assistance. 		
		6.8.4 (C)	<p>Without undue delay' generally means no more than seven (7) working days upon the receipt of the documents by the Unit of Certification following completion of mandatory legal or immigration processing purposes. If documents such as passport are required to be renewed, the UoC should provide <u>workers</u> with a certified copy of the document during the renewal period.</p> <p>Examples of for secure storage facilities include:</p> <ul style="list-style-type: none"> A) Lockable storage; or B) Personal locker, cupboard with lock and key. <p><u>Workers</u> are responsible to pay for replacing stolen, lost, or damaged government-issued identity papers and passports due to negligence when under their care; and to immediately inform the UoC upon such loss or damage.</p>		
		6.8.5 (C)	<p>Reasonable measures necessary for <u>workers'</u> health, safety, and security that may restrict their freedom to enter and exit their accommodation and the workplace are permissible, include:</p> <ul style="list-style-type: none"> A) Health - mandatory quarantine periods in accordance with national regulations or the need to request prior permission of the supervisor to attend a medical appointment (not applicable for medical emergency); B) Safety and Security - The UoC may keep an exit and entry records, restriction to access hazardous work sites for the protection of the safety and security of <u>workers</u>. Reasonable security measures may be adopted to ensure the safety and privacy of <u>workers</u> and property; or C) Employment terms specifying working hours. <p>When <u>workers</u> leave the premises of Unit of Certification outside working hours, the Unit of Certificate shall not use surveillance to restrict the movement of these <u>workers</u>. Surveillance is the continuous observation and monitoring for the purpose of restricting freedom of movement, including the use of surveillance cameras or security personnel/agents accompanying <u>workers</u> when they leave the site. Keeping exit and entry record is not considered as surveillance.</p>		
		6.8.6 (C)	<p>When <u>workers'</u> accommodation is located in a remote or secluded location, it is important to provide <u>workers</u> with means to communicate with the outside world at affordable/public prices (that is, not inflated). Especially for <u>workers</u> who live on site without their family or are <u>migrants</u>. It is a good practice to provide <u>workers</u> with free transportation to and from surrounding communities to access leisure facilities, banking, or shopping, particularly if the housing is remotely located and where ordinary public transport is inadequate or impracticable.</p>		

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		6.8.7 (C)	Workers are able to withdraw their consent for overtime work without repercussions.		
		6.8.8 (C)			
	6.9	6.9.1 (C)	The policy or policies should reference national law or regulation, or at a minimum reference the following: - ILO Occupational Safety and Health Convention, 1981 (No. 155) - ILO Occupational Safety and Health Recommendation, 1981 (No. 164) - ILO Safety and Health in Agriculture Convention, 2001 (No. 184)		
		6.9.2 (C)	The <u>H&S Committee</u> can serve as a platform for workers to raise health and safety concerns. An issue raised and its action plan should be recorded and reviewed in the next H&S meeting. The following activities of the Committee should be documented with records kept: A) Minutes or records of the Committee's meetings - including details of discussions, decisions, and actions taken on workplace health and safety issues; B) Regular worksite safety inspections conducted by the Committee - including inspection reports, findings, and corrective actions implemented; C) Training sessions conducted for employees on health and safety topics, including attendance records and training materials; D) Reviews of the Hazard Identification, Risk Assessment, and Risk Control (HIRARC) - including assessment reports, action plans, and follow-up actions; E) Process(es) for safe storage, handling, mixing, use, and disposal of chemicals in the workplace established by the Committee; F) Continuous improvement initiatives to enhance health and safety performance - such as improvement plans, performance indicators, and monitoring records; and G) Any collaboration between the Committee and the Women's Welfare and Empowerment Committee (Reference: Indicator 6.7.2) to address specific health and safety risks for women workers, including meeting minutes or joint initiatives.		
		6.9.3 (C)	For countries without a National Interpretation, a 'competent personnel' refers to a person possessing adequate qualifications (such as suitable training, sufficient knowledge, experience, and skills) to conduct the HIRARC assessment. A certified health and safety officer may define appropriate criteria for the designation of such a person(s) and may determine the duties to be assigned to them. (Reference: The ILO Safety and Health in Construction Recommendation, 1988 (No. 175), item 2(g))		
		6.9.4 (C)	Annual reviews of the H&S plan should address, at a minimum: A) Newly identified and existing health and safety risks; B) Resulting effect of A) on accident rates; and C) Work time losses.		
		6.9.5 (C)	The PPE provided should be: A) Suitable for the task being performed; B) Appropriate to the <u>worker</u> (e.g. height, size etc); C) In good condition and not exposing to hazards; and D) Effective for <u>workers</u> to carry out their task safely. The designated area for washing PPE should have be supplied with clean water and equipped with appropriate cleaning agents. PPE used for <u>operations</u> involving chemicals only be washed and kept in this designated area; it should not be kept in a <u>worker's</u> living quarters. Records denoting the type of PPE provided, date of issuance, and the identity of the <u>worker</u> receiving the equipment is considered best practice. It is recommended that such records also include the details/reasons of PPE replacement (whether damaged or worn-out, past the date of replacement, recommendations for improvement, or any other feedback/concern from the worker regarding the condition and effectiveness of provided PPE).		
		6.9.6 (C)	Relevant <u>workers</u> may refer, but not limited to, workers handling <u>pesticides/chemicals</u> , existing workers with new or expanded job scopes, workers operating heavy machinery, or identified pregnant woman/women who have given birth within the last six months.		

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		6.9.7	Where there is a national law or regulation mandating the ratio between the trained first aid kit personnel and the numbers of <u>workers</u> , this applies to the UoC (Reference: Indicator 2.1.1). The personnel should be trained and (ideally) certified in first aid procedures.		
		6.9.8	An ERP outlines protocols and actions to be taken in the event of emergencies, including medical emergencies, accidents, or natural disasters.		
		6.9.9 (C)	Recording the <u>worker's</u> health condition, treatment provided, and (any) follow-up actions taken at the time of and after the annual medical surveillance is considered best practice.	Recording the worker's health condition, treatment provided, and (any) follow-up actions taken at the time of and after the annual medical surveillance is considered best practice. Hazardous chemicals are identified in the HIRARC	Ensures worker health monitoring is risk-based and integrated with the organisation's safety management system.
		6.9.10	Lost Time Incidents (LTI) metrics typically measure incidents that result in lost workdays or time away from work due to illnesses, diseases or injuries sustained on the job. Details of the occupational injuries and/or illnesses contributing to LTI are important to record to support investigation and further action. The processes for investigating LTIs should detail the steps involved for the UoC to conduct such investigations such as incident reporting, evidence collection, root cause analysis, and corrective action identification. Recommendations resulting from such investigations should be reviewed for potential incorporation into the UoC's health and safety practices in order to continuously improve its protection measures and to prevent recurrence of incidents.		
		6.9.11		Hazardous chemicals are identified in the HIRARC	A new guidance was developed to clarify that hazardous chemicals are systematically identified through the HIRARC process, ensuring risks are formally recognised, assessed, and controlled.
		6.9.12 (C)	The Safety Data Sheet of the product serves as a reference for conducting training to <u>workers</u> on the precautions and safe handling of the chemical. Practical demonstrations, assessments, or evaluations can demonstrate that workers have up-to-date understanding and knowledge in order to competently and capably handle chemicals. Restricted and hazardous pesticides, especially <u>Highly Hazardous Pesticides</u> , are not used unless absolutely necessary (Reference: Indicator 7.1.2)		
6	7.1	7.1.1 (C)	A Unit of Certification should apply recognised IPM techniques that incorporate cultural, biological, mechanical, and physical methods to minimise the use of chemicals. Native species should be used in biological control where possible. In general, an IPM plan consists of the follow steps: A) Identification of pest(s) and available control measures; B) Implementation of the plan with clear objectives to reduce negative impacts; C) Management and monitoring, including update/review process; and D) Focus on invasive introduced species (if any)*. *Invasive introduced species are such species that exist in the Unit of Certification's operational activities (Reference: Indicator 7.1.6).		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		7.1.2 (C)	<p>Restricted and hazardous pesticides, especially Highly Hazardous Pesticides, are to be avoided for usage unless absolutely necessary with documented evidence of validation or authorisation that was no other alternative available.</p> <p>Availability of a chemical register or <u>pesticide</u> inventory - including records of <u>pesticide</u> usage and restricted/hazardous <u>pesticide</u> usage with relevant justification (if any) - may or may not be sufficient to show avoidance of use; in some cases, additional verification may be required through, or to follow up on, interviews with <u>workers</u> and <u>stakeholders</u>.</p> <p>Measures to avoid the development of chemical resistance (such as pesticide rotations) should be applied.</p>		
		7.1.3 (C)	<p>LD50 refers to the amount of a particular chemical that is lethal to one-half (50%) of the experimental subjects exposed to it.</p>		
		7.1.4 (C)	<p>Exceptional circumstances refer to situations where <u>prophylactic</u> use of <u>pesticides</u> - i.e., pre-emptive usage to eradicate pests or diseases - is the only available option to control the situation or outbreak. Such prophylactic use should be supported by documented evidence of agronomist advice, with validation or authorisation, denoting that was no other alternative available.</p>		
		7.1.5 (C)	<p>Targeted spraying in aerial <u>pesticide</u> application refers to a precise method of applying <u>pesticide</u> only to the specific area(s) infested by the pest, disease, and/or weeds. Care should be taken in any <u>aerial spraying</u> using drones to minimise exposure to non-target areas, organisms, and the health of workers in the vicinity and the drone operator(s).</p>		
		7.1.6 (C)	<p>Invasive species', also known as 'alien invasive species', are species whose introduction, establishment, and spread into new areas threaten ecosystems, habitats or other species and cause social, economic or environmental harm, or harm to human health. (Reference: FAO, 2007:82)</p> <p>UoCs should periodically check for any updates to the Global Invasive Species Database (https://www.iucngisd.org/gisd/) and the CABI Digital Library (https://www.cabidigitallibrary.org/) for species considered as invasive. The most current version of the GISD and CABI serves as a reference for this indicator.</p>		
		7.1.7 (C)	<p>For this indicator, managing the use of invasive or prohibited species previously introduced refers to continuous identification, assessment, and monitoring to minimise any associated risk(s).</p>		
		7.1.8	<p>Exceptional circumstances refer to conditions or considerations in which fire - specifically for the control of pest and/or disease outbreaks - is the only available option to control the situation or eliminate the outbreak from further spread. Such use of fire for controlled burning should be limited and controlled, and supported by documented evidence of government approval or authorisation, referencing existing guidelines such as the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003 or equivalent comparable guidelines/regulations in other regions.</p> <p>Land affected by such use of fire should be restored, or left to rehabilitate back, to its previous land use function.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	7.2	7.2.1	<p>The <u>waste management</u> plan should include measures for:</p> <p>A) Improving the efficiency of resource utilisation and recycling potential waste as nutrients (Reference: Indicator 7.2.2) or conversion into value-added products (e.g. through animal feeding programmes);</p> <p>B) Appropriate management and disposal of hazardous chemicals (and their containers). Surplus chemical containers should be reused, recycled or disposed of in an environmentally and socially responsible way using recommended best practices (e.g. returned to the vendor or cleaned using a triple rinse method), in such a way that there is no risk of contamination. Disposal instructions on the manufacturers' labels should be adhered to.</p> <p><u>Waste</u> generated from a UoC's operations include waste produced from cultivation of oil palms and production of palm oil at the mill(s), including associated processes such as transport and plantation/estate management. <u>Waste</u> generated from a UoC's non-operational activities can include waste from a UoC's administrative offices, worker housing, or infrastructure facilities.</p> <p>Non-recyclable or re-usable waste or by-products should be responsibly disposed, in particular hazardous or harmful materials such as used chemicals, batteries, and effluent that require controlled handling or process treatment to a level where it no longer poses a risk to the environment or human health. National laws and regulations serve as the reference for responsible disposal.</p>	<p>The waste management plan should include measures for:</p> <p>A) Improving the efficiency of resource utilisation and recycling potential waste as nutrients (Reference: Indicator 7.2.2) or conversion into value-added products (e.g. through animal feeding programmes);</p> <p>B) Appropriate management and disposal of hazardous chemicals (and their containers). Surplus chemical containers should be reused, recycled or disposed of in an environmentally and socially responsible way using recommended best practices (e.g. returned to the vendor or cleaned using a triple rinse method), in such a way that there is no risk of contamination. Disposal instructions on the manufacturers' labels should be adhered to.</p> <p>Waste generated from a UoC's operations include waste produced from cultivation of oil palms and production of palm oil at the mill(s), including associated processes such as transport and plantation/estate management. Waste generated from a UoC's non-operational activities can include waste from a UoC's administrative offices, worker housing, or infrastructure facilities.</p> <p>Non-recyclable or re-usable waste or by-products should be responsibly disposed, in particular hazardous or harmful materials such as used chemicals, batteries, and effluent that require controlled handling or process treatment to a level where it no longer poses a risk to the environment or human health. National laws and regulations serve as the reference for responsible disposal.</p> <p>With minimal opportunity for recycling or hazardous waste disposal in PNG and Solomon Islands, most waste disposal is by landfill. Segregation of waste shall be into Hydrocarbon contaminated waste, chemical contaminated waste, hard waste and compostable waste. Company procedures must state how these waste streams are managed.</p>	Provide operational clarity and reflect local realities
		7.2.2	Optimal use of inorganic fertilisers refers to the right type of in organic fertiliser applied using the right dosage, at the right time, and in the right location. Soil and leaf nutrient analysis can be used to determine this.		
		7.2.3 (C)	Health and safety aspects of waste management are taken into account (Reference: Criterion 6.9).		
		7.2.4	Unprocessed <u>waste</u> must be properly treated in such a way that there is no longer any material risk to the environment or human health when discharged, based on national laws and regulations (where applicable) or reference international regulations/guidelines.		
	7.3	7.3.1 (C)	<p>Maps should follow common cartographic standards and match the area disclosed to RSPO in the UoC's most recent Land Use Change Analysis (LUCA) map submitted.</p> <p>Areas located within the plantation's perimeter considered unsuitable for long-term oil palm cultivation should be delineated in plans and included for conservation or rehabilitation, as appropriate.</p> <p>Soil surveys or soil suitability maps should be appropriate to the scale of operation and include information on soil type(s), topography, hydrology, rooting depth, moisture availability, stoniness, and fertility. Such surveys can be done independently or as part of an SEIA (Reference: Criterion 3.3). Particular care should be taken in the case of <u>scheme smallholders</u>, where the UoC should assist in the soil suitability assessment of their scheme smallholders' land.</p>		
		7.3.2 (C)			
		7.3.3 (C)	Peat can be considered a fragile soil. Where peat soils are identified and mapped within a UoC's perimeter, the indicators of Criterion 7.4 should be referenced for indicators within Criterion 7.3. Maps produced for Indicator 7.3.1 can be standalone or can integrated the RSPO Peat Inventory procedures (Reference: Indicator 7.4.2).		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		7.3.4 (C)	Soil types requiring specific appropriate practices should be identified for planning. Techniques and practices to minimise soil erosion should be adopted (where appropriate), such as ground cover management, biomass recycling, terracing, natural regeneration over replanting, appropriate use of heavy machinery, terracing on slopes, responsible road construction, rapid establishment of cover, or protection of riverbanks.		
	7.4	7.4.1 (C)			
		7.4.2	Areas of peat (planted and unplanted) inventoried in accordance with the RSPO procedures on Peat Inventory is submitted to the RSPO Secretariat for reference and monitoring, using the RSPO Peat Inventory template (including other required materials i.e., the UoC's peat map). 'Make.... available' in the context of this indicator refers to the official acceptance by the RSPO Secretariat of the UoC's map, as submitted.		
		7.4.3 (C)	Construction activities or infrastructure development mandated or authorised by the national or sub-national government of a country within a UoC's perimeters are excluded from the scope of this indicator. In such cases, the UoC is expected to provide justification for the exclusion.		
		7.4.4 (C)			
		7.4.5 (C)	For existing plantings on <u>peat</u> , the water table should be maintained at an average of 50cm (within a range of 40cm and 60cm) below ground surface as measured with groundwater piezometer readings, or an average of 60cm (within a range of 50cm and 70cm) below ground surface as measured in water collection drains; through a network of appropriate water control structures (e.g. weirs, sandbags, etc.) in fields; and/or watergates at the discharge points of main drains. If the national laws or regulations of a country require a different minimum water table level for peat soils, the stricter of the two applies. Monitoring of subsidence should be undertaken in all drained <u>peat</u> areas in the <u>plantation</u> including areas adjacent to the plantation where water tables may be impacted by associated drainage. The following aspects should be documented and considered for long-term planning: A) Peat subsidence level; B) Efficacy of water level management; and C) Efficacy of ground cover management.		
		7.4.6 (C)	Where applicable to its <u>operations</u> , a UoC must conduct a RSPO <u>Drainability Assessment Procedure</u> at least five years before any <u>replanting</u> activity. <u>Replanting</u> is dependent on the approval of the Drainability Assessment Procedure report. These requirements should be taken into account as the UoC develops its long-term replanting plan (Reference: Indicator 3.1.2).		
		7.4.7 (C)			

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	7.5	7.5.1 (C)	<p>The water management plan includes measures to:</p> <p>A) Maintain natural hydrological patterns and stream flows;</p> <p>B) Consideration of relevant <u>stakeholders</u>, their water use, and water resource availability;</p> <p>C) Ensure the efficiency of use and renewability of water sources;</p> <p>D) Ensure that the use and management of water by the UoC does not result in adverse impacts on other users within the catchment area, including <u>local communities</u> and customary water users;</p> <p>E) Aim to ensure that <u>local communities</u>, <u>workers</u> and their families have access to adequate, clean water for drinking, cooking, bathing, and cleaning purposes; and</p> <p>F) Avoid contamination of surface and ground water through runoff of soil, nutrients or chemicals, or as a result of inadequate disposal of <u>waste</u> including Palm Oil Mill Effluent (POME).</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>C) Water extraction volumes will be monitored and reported annually</p> <p>D) Water and waste discharge shall be monitored and reported annually for compliance to waste discharge limits as defined in Environment Permits (PNG), Development Consent (SI).</p> <p>E) Natural waterways will be identified, and measures taken to protect downstream water users (e.g. riparian buffers and no-spray zones)</p> <p>F) Routine testing of water quality in natural waterways will be used to identify sources and impacts of pollutants</p> <p>G) Maintain records of water use efficiency for industrial processes (such as Tonnes of Water per Tonne of FFB processed)</p> <p>H) Where applicable, propose and report on steps taken to improve water efficiency</p>	<p>Defines the components of a water management plan in line with local regulatory requirements and context, ensuring safe access to water, monitoring of use and discharge, protection of natural waterways, and promotion of water efficiency for both communities and workers.</p>
		7.5.2	<p>Water consumption is the total amount of water in megalitres (mL) used by the UoC's mill(s) in the production of a metric tonne of crude palm oil (CPO) or palm kernel (PK). Water used for production that has been treated and released back as safe surface water or groundwater (water discharge) can be excluded.</p> <p>Water withdrawal is the total amount of water withdrawn in megalitres (mL) for use by the UoC's mill(s) from the following sources: surface water; groundwater; seawater; produced water; and third-party water. Surface water and groundwater refer to naturally-occurring above ground and underground sources of water, respectively. Third-party water refers to water sourced from municipal, public or private water utilities or suppliers. In the context of a palm oil mill, seawater or produced water generally do not apply as sources of water.</p> <p>If the UoC is located in an area of known water stress, this should be noted. (All reference to GRI 303: Water and Effluents 2018 reporting standard, Global Reporting Initiative, https://www.globalreporting.org/).</p>		
		7.5.3 (C)	Watercourses can include rivers, streams, lakes, ponds, spring, creeks, or coastal water bodies (or any part thereof).		
		7.5.4 (C)	If the national laws or regulations of a country do not specify any minimum treatment requirements and/or discharge quality limits for POME, this can be defined through a National Interpretation process. International recommendation/guidelines or regulations of neighbouring/similar countries can be used as reference.		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
	7.6	7.6.1 (C)	<p>The UoC's plan to reduce or minimise GHG emissions should cover:</p> <p>A) Identification and assessment of the key GHG emissions risk areas within the UoC's <u>operations</u> using the RSPO PalmGHG calculator;</p> <p>B) Clear objectives and implementable actions to reduce and mitigate the identified GHG emissions;</p> <p>C) Management and monitoring of GHG emission within the UoC over time for efficacy; and</p> <p>D) Emerging and potential technologies (if any) that could be utilised and implemented for additional reduction or minimisation of GHG emissions.</p> <p>A GHG emission reduction or minimisation target must be clear (i.e., based on a defined scope), specific (e.g., 'Reduce Scope 1 emissions by 20% overall'), measurable (e.g., 'Reduce Scope 1 emissions by 5% annually'), and timebound (i.e., a commitment to achieve the overall target within a specified timeline, for example, 'by 2030' or 'within 5 years').</p> <p>The latest version of the RSPO PalmGHG Calculator is being developed in alignment with the latest GHG Protocol Standards, based on the GHG Protocol's Scope 1, 2, and 3 framework for measuring and inventorying GHG emissions. For details, please refer to the latest PalmGHG Guidance Document.</p>		
		7.6.2 (C)	<p>GHG emissions per product can include Crude Palm Oil (CPO), Crude Palm Kernel Oil (CPKO), and/or Palm Kernel (PK). Estimates generated by the PalmGHG calculator use defined data inputs provided by the UoC, and then verified by auditors during RSPO P&C audits. The UoC's GHG emissions per product must be published in its public summary RSPO P&C audit report as 'publicly reported'.</p>		
		7.6.3 (C)	<p>New developments, in general, should only be proposed to be established on mineral soils, in low carbon stock areas, and/or existing cultivated areas already under agricultural land use (e.g., rubber, tree crops) that is suitable for oil palm cultivation.</p>		
		7.6.4 (C)	<p>Examples of <u>significant air pollutants</u> include sulphur dioxide (SO₂), nitrogen oxides (NO_x), non-methane volatile organic compounds (NMVOC), fine particulate matter (PM_{2.5} and PM₁₀), and other airborne pollutants recognised by national or international guidelines as major contributors to severe degradation of air quality. The UoC's plan to reduce or minimise this should consist of:</p> <p>A) Identification and types of air pollutants present in, or generated by, the UoC's <u>operations</u>;</p> <p>B) Level of significance and scale of the identified air pollutants;</p> <p>C) Source(s) of the identified air pollutants;</p> <p>D) Potential measures or actions to reduce or minimise such air pollutants;</p> <p>E) Achievable and measurable reduction targets based on application of those measures or actions; and</p> <p>F) Implementation and monitoring to track progress and adjust the plan, if necessary.</p>	<p>Examples of significant air pollutants include sulphur dioxide (SO₂), nitrogen oxides (NO_x), non-methane volatile organic compounds (NMVOC), fine particulate matter (PM_{2.5} and PM₁₀), and other airborne pollutants recognised by national or international guidelines as major contributors to severe degradation of air quality. The UoC's plan to reduce or minimise this should consist of:</p> <p>A) Identification and types of air pollutants present in, or generated by, the UoC's operations;</p> <p>B) Level of significance and scale of the identified air pollutants;</p> <p>C) Source(s) of the identified air pollutants;</p> <p>D) Potential measures or actions to reduce or minimise such air pollutants;</p> <p>E) Achievable and measurable reduction targets based on application of those measures or actions; and</p> <p>F) Implementation and monitoring to track progress and adjust the plan, if necessary.</p> <p>Determined by site specific Environment Permits in PNG and Development Consent in Solomon Islands.</p>	To provide local regulatory context
		7.6.5 (C)	<p>In the event that land within the UoC is affected by fire for reasons beyond management control, the land affected or degraded by such fires should be restored, or left to rehabilitate back, to its previous land use function.</p>		
		7.6.6	<p>Fire risks include spontaneous wildfires caused by dry conditions and fire spread from open burning by surrounding communities, which can be exacerbated by extreme weather patterns and events. The RSPO Fire Hotspot Monitoring System and other available public fire monitoring tools can serve as early warning signals for potential fire risk.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		7.6.7	<p>Gradual reduction in fossil fuel use within palm oil <u>operations</u> can be achieved by optimising transport, upgrading machinery, and/or adopting energy-saving practices in mills and plantations. The UoC should assess the direct energy use (including fuel and electricity) and energy efficiency of its operations, especially in the planning of infrastructure construction or upgrading.</p> <p>Direct fossil fuel use per metric tonne of CPO (mill) or FFB (plantation) produced should be monitored (Reference: Indicator 7.6.1 as fossil fuel usage is an input in PalmGHG calculations) and should cover fuel use by the on-site <u>workforce</u>, including all transport and machinery operations.</p> <p>The feasibility of collecting and using biogas captured from POME treatment for power generation (Reference: Indicator 7.5.4) or other renewable energy sources (e.g., solar, biomass) should be assessed for potential implementation.</p>		
	7.7	7.7.1 (C)	<p>Damaging' <u>primary forests</u>, <u>HCVs</u>, and <u>HCS</u> forests refers to <u>land clearance</u> by the UoC categorised as Non-Compliant Land Clearing (NCLC), defined and assessed through a RSPO Land Use Change Analysis (LUCA).</p> <p>Assessment of compliance falls under three scenarios, based on land status and the timing of <u>land clearing</u>:</p> <ol style="list-style-type: none"> 1) For existing plantations with no new <u>land clearing</u> after November 2018, evidence of a valid HCV assessment is required, and the version of the assessment manual used must align with RSPO requirements applicable at the time. An ALS-licensed assessor is not required. 2) For UoCs that followed the transitional measures in the P&C 2018, evidence of a valid HCV, standalone HCSA, or Integrated HCV-HCS assessment conducted before <u>land clearing</u> is required. Any land clearing under this scenario must have been registered by 13 September 2019 with the RSPO Secretariat; otherwise, a new HCV-HCSA assessment is required. The version of the assessment manual used must be verified. An ALS-licensed assessor is not required, provided the assessment was completed before the deadline. 3) For new <u>land clearing</u> after 15 November 2018 that was not covered under the transitional measures of scenario 2), evidence that an ALS-integrated HCV-HCSA assessment was conducted is required, using the assessment manual valid at the time (either the November 2017 or the June 2023 version). An ALS-licensed assessor is required. RSPO New Planting Procedure requirements also apply. 		
		7.7.2 (C)			
		7.7.3 (C)	<p>The management & monitoring plan under Indicator 7.7.3 should be developed utilising findings from the relevant HCV and/or HCV-HCSA assessment as a baseline. Data from complementary sources such as the Land Use Change Analysis (LUCA); peatland management requirements (Reference: Criterion 7.4); Free, Prior and Informed Consent (FPIC) processes; and other identified conservation areas (including riparian zones) should also be integrated into the baseline to provide a comprehensive understanding of the conservation and management needs within a Unit of Certification.</p> <p>The plan should be tailored to address any specific findings from the assessments mentioned above, focusing on conserving and enhancing <u>HCVs</u> and <u>HCS</u> forests while managing threats such as human-wildlife conflict and habitat degradation. Clear measures are to be outlined for the protection of <u>Rare, Threatened, and Endangered (RTE) species</u>, the management of <u>other conservation areas</u>, and the promotion of <u>workforce</u> awareness on conservation priorities.</p> <p>The scope of the plan should be realistic and achievable, targeting actions within direct control of the UoC. Additional collaboration(s) with relevant <u>stakeholders</u> active in the immediate area before and during implementation can be beneficial to overall success of the plan.</p> <p>The role of <u>affected communities</u> includes - but is not limited to - participation of those <u>communities</u> in managing <u>HCVs</u>, <u>HCS</u> forests, training or capacity building on HCVs, HCS forest protection and conservation, and monitoring.</p>		

Principle	Criterion	Indicator	Guidance	Revised Guidance (in English)	Reason for changes
		7.7.4 (C)	<p><u>Adapting</u> the management & monitoring plan is the process of adjusting the UoC's existing management actions to protect and/or conserve HCVs and HCS forests to accommodate actual changes in the status and conditions of those HCVs and HCS forests.</p> <p>Until the RSPO Guidance is developed and endorsed for application, the HCVN Common Guidance for the Management and Monitoring of HCV (version published December 30, 2021, www.hcvnetwork.org) can serve as a reference guidance for this indicator.</p>		
		7.7.5	<p>Reference: Principle 4 for applicable requirements on respecting the rights of <u>local communities</u> and reaching a negotiated agreement through the process of Free, Prior and Informed Consent (FPIC).</p> <p>A variety of land management and tenure options should be considered by the UoC to secure HCV areas in ways that also secure <u>local peoples' rights</u> and <u>livelihoods</u>. Some areas are best allocated to community management and secured through customary or legal tenures. In other cases, co-management options may be considered. Where <u>communities</u> are asked to relinquish <u>rights</u> so that <u>HCVs</u> can be protected or enhanced by the UoC or state agencies, great care needs to be taken to ensure that they retain access to adequate land and resources to secure their basic needs, and all such relinquishment of rights is subject to obtain their FPIC.</p>		
<p>Procedural Note on Metrics Template: In P&C 2024, the indicator requiring UoCs to submit Metrics Template has been removed (Reference: Indicator 3.2.2 in P&C 2018). Data previously reported in the P&C 2018 Metrics Template will continue to be gathered from UoCs at the pre-audit stage o P&C 2024 audits together with other pre-audit data required by RSPO auditors, as developed in the RSPO Information System. This revision in RSPO's approach to gathering metricated data as part of P&C certification is intended to streamline existing processes and address known issues of undue administrative/operational burden.</p>					