



COMPLAINTS PANEL MINUTES OF MEETING for Website

Date: 30 July 2025 @ 5.00pm - 6.25pm

Meeting : via Zoom

MEMBERS OF THE COMPLAINTS PANEL	
	<ol style="list-style-type: none">1. Henry Barlow (Chair - CCP)2. Lim Sian Choo (Co Chair)3. Michelle Desilets4. Marieke Leegwater5. Lanash Thanda6. Robert Kruger7. Florentine van den Eerenbeemt8. Priya Gopalan9. Carl Dagenhart10. Kartika Dewi11. Irene Aycinena Abascal12. Miguel Tejada Iraizoz13. Henky Satrio Wibowo14. Juliarta Bramansa Ottay15. Bart W Van Assen
GENERAL AGENDA	
	<ol style="list-style-type: none">1. Opening Remarks by Chairperson2. RSPO Antitrust Guidelines3. Declaration of Conflict of Interest4. To confirm and adopt the minutes of 25 June 2025 CP Meeting5. New Allegations6. Complaints Case Statistics7. Complaints Panel Meeting Dates<ol style="list-style-type: none">7.1 Dates for CP Monthly Meetings7.2 Dates for CP Physical Meetings7.3 Expansion of the Complaints Panel8. Post Complaints Monitoring

	<ul style="list-style-type: none"> 9. Dispute Settlement Facility (DSF) 10. Commitment of Financial Institutions. 11. 1st Internal Voluntary Review of the Complaints and Appeals Procedures 12. ASC-CP Joint Meeting 13. Complaints for deliberation
	Group 1 - COMPLAINTS FOR DELIBERATION
	<ul style="list-style-type: none"> 1. Poligrow Colombia S.A.S. vs Inversiones Chirajara S.A.S. 2. NATURACEITES S. A. vs Requested for Confidentiality 3. Palmas del Espino S.A. vs Requested for Confidentiality 4. Compañía Palma Tica S.A. (a subsidiary of Compañía Industrial Aceitera Coto Cincuenta y Cuatro S.A.) vs Requested for Confidentiality 5. INDUSTRIAS OLEOPALMA SA DE CV. (a subsidiary of Oleoquímica Mexicana SA de CV) vs Requested for Confidentiality 6. OLEOFLORES S.A.S vs Requested for Confidentiality
	Group 2 - COMPLAINTS FOR DELIBERATION
	<ul style="list-style-type: none"> 1. PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad) vs Requested for Confidentiality 2. PT Guntung Idamannusa (subsidiary of Musim Mas Holdings Pte. Ltd) vs Mr. S. Samsul Hadi (Kepala Desa Pelanduk)
	Group 3 - COMPLAINTS FOR DELIBERATION
	<ul style="list-style-type: none"> 1. First Resources Limited vs Requested for Confidentiality 2. Energy & Palma S.A. (a subsidiary of HOLDING LA FABRIL S.A) vs Requested for Confidentiality 3. PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited) vs Requested for Confidentiality 4. Energy & Palma S.A. (subsidiary of La Fabril Group) vs Requested for Confidentiality

DETAILS OF THE AGENDA:

No.	Agenda										
1.	Opening Remarks from Chairperson Opening speech by CCP.										
2.	RSPO Antitrust Guidelines RSPO Antitrust Guidelines were read to the CP.										
3.	Declaration of “No Conflict of Interest” No further Conflict of Interest declared at this time of the meeting.										
4.	To confirm and adopt the minutes of 25 June 2025 during the Complaints Panel Meeting Minutes of 25 June 2025 adopted unanimously.										
5.	New allegation submitted										
5.1	<table border="1"> <tr> <td>RSPO/2025/04/RR</td><td>PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad)</td></tr> <tr> <td>Complainant</td><td>Requested for confidentiality</td></tr> <tr> <td>Complaint received</td><td>17 June 2025</td></tr> <tr> <td>Location</td><td>West Kalimantan, Indonesia</td></tr> <tr> <td>Allegations</td><td> <ul style="list-style-type: none"> The Complainant is representing an affected individual, who alleges that the affected individual’s land was allegedly sold by a family member to the Respondent without the affected individual’s consent. The affected individual allegedly owns the land as it was inherited from the individual’s late father. It is further alleged that the Respondent and the individual’s family member colluded with each other and violated the law in obtaining the land. The affected individual, when called to a mediation process between the Respondent and the local authorities including the police, was allegedly threatened by the police that the individual could be charged with a crime, which could result in imprisonment, should the </td></tr> </table>	RSPO/2025/04/RR	PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad)	Complainant	Requested for confidentiality	Complaint received	17 June 2025	Location	West Kalimantan, Indonesia	Allegations	<ul style="list-style-type: none"> The Complainant is representing an affected individual, who alleges that the affected individual’s land was allegedly sold by a family member to the Respondent without the affected individual’s consent. The affected individual allegedly owns the land as it was inherited from the individual’s late father. It is further alleged that the Respondent and the individual’s family member colluded with each other and violated the law in obtaining the land. The affected individual, when called to a mediation process between the Respondent and the local authorities including the police, was allegedly threatened by the police that the individual could be charged with a crime, which could result in imprisonment, should the
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affected individual insist on defending their right to the land.

Discussion on 30 July 2025:-

1. Initial Diagnosis is in progress.

5.2

RSPO/2025/05/CRP	PT Gersindo Minang Plantation (a subsidiary of Wilmar International Limited)
Complainant	Mr. Thamrin, S.H
Complaint received	24 June 2025
Location	West Sumatra, Indonesia
Allegations	<ul style="list-style-type: none"> • The Respondent is alleged to have, since 2001, controlled, managed, and utilised land belonging to 100 residents holding Freehold Land Title Certificates (SHMs) situated outside the Respondent's HGU/IUP concession area. • It is further alleged that the Respondent has continued to control, manage, and utilise the said land without providing profit sharing and/or compensation to the rightful owners. • Additionally, the Respondent is alleged to have retained and withheld the original SHM documents of the 100 residents since 2001, thereby depriving them of exercising their ownership and legal rights over the land.

Discussion on 30 July 2025:-

1. Initial Diagnosis is in progress.

5.3

RSPO/2025/06/MAM	Exportadora del Atlantico, S.A. de C.V. (a subsidiary of Dinant Holding Corporation S.A.)
Complainant	Requested for confidentiality
Complaint received	04 July 2025

Location	Honduras
Allegations	<ul style="list-style-type: none"> It is alleged that there is a degradation of the ecological balance and water quality of the Aguán River due to the expansion of oil palm cultivation and the discharge of wastewater by the Respondent. It is alleged that the Respondent has deforested the riparian vegetation cover, eroded the soil, and clogged the riverbed, which compromises the regenerative capacity of the aquatic ecosystem.

Discussion on 30 July 2025:-

1. Initial Diagnosis is in progress.

5.4

RSPO/2025/07/RH	PT Permata Hijau Pasaman (a subsidiary of Wilmar International Limited)
Complainant	Requested for confidentiality
Complaint received	07 July 2025
Location	West Sumatra, Indonesia
Allegations	<ul style="list-style-type: none"> It is alleged that the Respondent has never given any information about the production results or shared any sales proceeds of fresh fruit bunches with the Complainant since the year 2000, based on the oil palm plasma plantation scheme that the Respondent promised to the Complainant and 32 other freehold land title certificate (SHM) holders. It is alleged that the Respondent obtained a right to cultivate land title (HGU) over the lands belonging to the Complainant and 32 other SHM holders without their consent.

Discussion on 30 July 2025:-

1. Initial Diagnosis is in progress.

5.5

RSPO/2025/08/RH	PT Tolan Tiga Indonesia (a subsidiary of SIPEF Group)
Complainant	Requested for confidentiality
Complaint received	08 July 2025
Location	North Sumatra, Indonesia
Allegations	<ul style="list-style-type: none"> It is alleged that the Respondent wrongfully suspended and eventually terminated the Complainant's employment based on accusations of receiving money from one of the Respondent's contractors. It is alleged that the Respondent did not grant severance pay, long service award, and/or other rights under Indonesian labour laws and regulations to the Complainant upon the termination of employment. It is alleged that the Respondent did not provide an internal grievance mechanism that the Complainant could access to defend him/herself prior to the termination of employment.

Discussion on 30 July 2025:-

1. Initial Diagnosis is in progress.

5.6

RSPO/2025/09/RH	PT Tolan Tiga Indonesia (a subsidiary of SIPEF Group)
Complainant	Requested for confidentiality
Complaint received	08 July 2025
Location	North Sumatra, Indonesia
Allegations	<ul style="list-style-type: none"> It is alleged that the Respondent wrongfully suspended the Complainant's employment based on accusations of receiving money from a colleague in relation to a tender process. It is alleged that the Respondent forced the Complainant to hand over his/her personal laptop and personal bank transaction reports to the Respondent. It is alleged that the Respondent intimidated the Complainant to falsely admit to receiving certain goods at the instruction of a colleague. It is alleged that the Respondent forced the Complainant to hand over the source codes for a quality management audit application

	<p>system and a tender process application system that the Complainant independently developed.</p> <ul style="list-style-type: none"> It is alleged that the Respondent falsely accused the Complainant of embezzling a certain amount of company funds. It is alleged that the Respondent did not grant an annual bonus to the Complainant despite the Complainant being highly cooperative and performing well throughout the year 2024.
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Discussion on 30 July 2025:-

1. Initial Diagnosis is in progress.

6. Complaints Cases Statistics

Total cases in 2025

Month	Complaints received	Country	Open	Closed	Rejected	Withdrawn
January	1	Papua New Guinea	0	0	1	0
February	1	Indonesia	0	1	0	0
March	0	-	0	0	0	0
April	0	-	0	0	0	0
May	1	Indonesia	0	0	1	0
June	1	Indonesia	1	0	0	0
July	4	Indonesia	4	0	0	0

Total Active Cases by Country and Year (as of 28.07.2025)

Country	Active Cases	Year	Active Cases
Indonesia	9	2021	1
Colombia	2	2022	1
Ecuador	2	2023	2
Guatemala	1	2024	8
Peru	1	2025	6
Costa Rica	1		

	<table><tr><td>Mexico</td><td>1</td></tr><tr><td>Honduras</td><td>1</td></tr><tr><td>TOTAL</td><td>18</td></tr></table>	Mexico	1	Honduras	1	TOTAL	18	<table><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td>TOTAL</td><td>18</td></tr></table>					TOTAL	18
Mexico	1													
Honduras	1													
TOTAL	18													
TOTAL	18													
7.	Complaints Panel													
7.1	Dates for Complaints Panel monthly meetings													
	<p>Discussion on 30 July 2025:-</p> <p>1. CP Meeting dates for the rest of year 2025 and the first half of year 2026 have been scheduled.</p>													
7.2	Dates for Complaints Panel Physical Meetings													
	<p>Discussion on 30 July 2025:-</p> <p>1. CP Physical Meeting to proceed as scheduled in November 2025.</p>													
8.	Post Complaint's Monitoring													
8.1	FELDA Global Venture - (Article by The Wall Street Journal)													
	<p>Discussion on 30 July 2025:-</p> <p>1. Pending receipt of a further document from the Respondent.</p>													

8.2	Extractor de la Gloria SAS
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. The Monthly Progress Report for June 2025 has been uploaded to the Case Tracker. 2. Pending the outcome of the local judicial and administrative processes.
8.3	Aceites Y Derivados Sociedad Anonima (ACEYDESA)
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. Independent verification is in progress.
8.4	PT Perkebunan Nusantara V (PERSERO)
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. The Respondent furnished a full copy of the Bangkinang District Court's decision to the Secretariat on 2 July 2025. 2. The Respondent provided its sixth progress update on 22 July 2025 on the ongoing legal proceedings, in light of the appeal lodged by the Complainant on 10 June 2025 with the Riau High Court.
8.5	PT Inecda (a subsidiary of S&G BIOFUEL PTE. LTD)
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. Post Complaints Monitoring in progress. 2. The Monthly Progress Updates for June 2025 and July 2025 have been uploaded to the Case Tracker.
8.6	PT Kartika Prima Cipta (a subsidiary of Golden Agri Resources)
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. Briefing Note of the Post Complaints Monitoring Progress Report is under peer review.

9.	Dispute Settlement Facility (DSF)
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. No further updates at this juncture.
10.	Commitments of Financial Institution(s)
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. The Secretariat briefed the CP on how it will continue engaging with FIs (both members and non-members).
11.	1st Internal Voluntary Review of the Complaints and Appeals Procedures
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. Steering Group meetings were convened on 16.07.2025 and 22.07.2025 and the next Steering Group meeting dates have been fixed for 25 August, 25 September, and 23 October 2025.
12.	ASC - CP JOINT MEETING
	<p>Discussion on 30 July 2025:-</p> <ol style="list-style-type: none"> 1. No further updates at this juncture.



COMPLAINTS FOR DELIBERATION:-

GROUP 1

Complaint 1.1 Poligrow Colombia S.A.S. vs Inversiones Chirajara S.A.S.	
Case Reference	RSPO/2024/04/MAM
Date Filed	18 March 2024
Respondent	Poligrow Colombia S.A.S.
Membership Category	Oil Palm Grower
Country	Colombia
Complainant	Inversiones Chirajara S.A.S.
Complaint Description	<ul style="list-style-type: none">• The Respondent infringed a private property to do a firebreak.• The Respondent destroyed part of the forest of the plot of land and affected the place where the Complainant's cattle were located.• The Respondent did not comply with a conciliation agreement signed between the parties.
Status	Investigation / Deliberation
Decision / Justification	1. Pending receipt of clarification from the CB on the audit report.

Complaint 1.2 NATURACEITES S. A. vs Requested for confidentiality	
Case Reference	RSPO/2024/06/MAM
Date Filed	24 April 2024
Respondent	NATURACEITES S. A.
Membership Category	Oil Palm Grower
Country	Guatemala
Complainant	Requested for confidentiality
Complaint	<ul style="list-style-type: none">• The Complainant alleges that the Respondent is affecting the compliance of



Description	<p>the act on corporate due diligence obligations for the prevention of human right violations in the supply chain.</p> <ul style="list-style-type: none"> • The Respondent has abused the human rights of the indigenous population since the Company has carried out an unlawful seizure of land and water. • The Respondent has not complied with labour law, because the Company has unjustifiably withheld the appropriate wage. • Occupational health and safety regulations are not respected by the Respondent. • The Complainant alleges that the improper disposal of waste made by the Respondent is affecting the environment of the area where the community lives.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Call for Expression of Interest for an independent investigation has been published on the RSPO website and parties have been updated. 2. The deadline for submission of proposals is 11.08.2025, 5:30pm (UTC-6).

Complaint 1.3 Palmas del Espino S.A. vs Requested for confidentiality	
Case Reference	RSPO/2024/09/MAM
Date Filed	27 May 2024
Respondent	Palmas del Espino S.A.
Membership Category	Oil Palm Grower
Country	Peru
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent has acquired FFB using restrictive competition practices, which affects smallholders. • The Respondent has omitted the RSPO antitrust guidelines.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. Pending the scheduling of a special remote audit by the CB to interview the Complainant.

Complaint 1.4 Compañía Palma Tica S.A. (a subsidiary of Compañía Industrial Aceitera Coto Cincuenta y Cuatro S.A.) vs Requested for confidentiality	
Case Reference	RSPO/2024/13/MAM
Date Filed	11 September 2024
Respondent	Compañía Palma Tica S.A. (a subsidiary of Compañía Industrial Aceitera Coto Cincuenta y Cuatro S.A.)
Membership Category	Oil Palm Grower
Country	Costa Rica
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent breached the obligations to the RSPO by ignoring the High Conservation Values (HCVs) that were identified during the New Planting Procedure (NPP) in 2013, when clearing land in a protected area to plant oil palm crops. • It is alleged that this situation affected forest conservation, as an area that should have been protected according to Costa Rican law was deforested; • The Complainant alleges that the area where the alleged deforestation took place has now been abandoned but the damage has not been remedied by the Respondent;and • The Complainant alleges that the said act of deforestation not only violates the RSPO sustainability principles, but also has a significant negative impact on local biodiversity and the communities that depend on this ecosystem.
Status	Investigation / Deliberation
Decision / Justification	<p>1. The Respondent has submitted further documents and information and the Secretariat is in the midst of reviewing all the documents recently submitted by the Respondent.</p>

Complaint 1.5 INDUSTRIAS OLEOPALMA SA DE CV. (a subsidiary of Oleoquímica Mexicana SA de CV) vs Requested for confidentiality	
Case Reference	RSPO/2024/17/MAM
Date Filed	29 November 2024
Respondent	INDUSTRIAS OLEOPALMA SA DE CV. (a subsidiary of Oleoquímica Mexicana SA de CV)
Membership Category	Oil Palm Grower
Country	México
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent has unjustifiably dismissed workers, deceiving them into resigning with the promise that they will be rehired; • It is alleged that the Respondent did not pay the dismissed workers the full amount of compensation for early termination of contract, breaching Mexican federal labour law; • The Respondent bribed the authorities to obtain the parcel certificate from the National Agrarian Registry (RAN) required by Mexican Law; • It is alleged that the Respondent has falsified information regarding land ownership in order to use it as evidence to avoid the imposition of non-conformities during audits; • The Complainant alleges that he was dismissed for reporting these practices to senior management; and, • The Complainant alleges that crude oil palm is stored in tanks that do not receive any maintenance. Therefore, the Mexican legislation regulating this matter is not being complied with.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. Draft Terms of Reference (ToR) for the independent investigation furnished to the CP for their perusal and comments. 2. Pending receipt of endorsement from the CP.

Complaint 1.6 OLEOFLORES S.A.S vs Requested for confidentiality	
Case Reference	RSPO/2024/18/HN
Date Filed	28 November 2024
Respondent	OLEOFLORES S.A.S
Membership Category	Oil Palm Grower
Country	Colombia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent owns and operates oil palm plantations on conflicted and contested rural lands in Montes de Maria. • The Complainant alleges that the Respondent has diminished legal, customary and user rights in the region of Montes de María, without the FPIC of local communities. • The Complainant alleges that the Respondent failed to fulfil its commitments to ensure transparency in providing the necessary information to interested parties. • The Complainant alleges that the Respondent failed to fulfil its commitments to use peaceful dispute resolution mechanisms, not to instigate violence, to protect Human Rights Defenders and to prevent reprisals against them. • The Complainant alleges that the Respondent conducted non-compliant land clearing, which resulted in the damage of High Conservation Value (HCV) areas and freshwater ecosystems in the region.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Call for Expressions of Interest for an independent investigation was published on the RSPO website on 4 July 2025, and the submission deadline expired on 18 July 2025. 2. The Secretariat is currently reviewing the proposals submitted by the applicants.



GROUP 2

Complaint 2.1 PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad) vs Requested for confidentiality	
Case Reference	RSPO/2024/03/LSL
Date Filed	04 March 2024
Respondent	PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Allegations revolve around land issues where the Complainant(s) were evicted by the Respondent from their agricultural land. • There are elements of intimidation by the Respondent and local authorities in the process of resolving the disagreements on the aforementioned land dispute. • The Respondent destroyed the irrigation built by the government.
Status	Investigation/Deliberation - DSF mediation process
Decision / Justification	1. The DSF mediation process is in progress.

Complaint 2.2 PT Guntung Idamannusa (subsidiary of Musim Mas Holdings Pte. Ltd) vs Mr. S. Samsul Hadi (Kepala Desa Pelanduk)

Case Reference	RSPO/2024/14/RH
Date Filed	16 October 2024
Respondent	PT Guntung Idamannusa (subsidiary of Musim Mas Holdings Pte. Ltd)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Mr. S. Samsul Hadi (Kepala Desa Pelanduk)
Complaint Description	<ul style="list-style-type: none"> • The Respondent's Corporate Social Responsibility (CSR) program is not concrete and sustainable for the surrounding community; • The Respondent has conducted replanting/cutting down of oil palm trees on a plantation, resulting in the emergence of insect pests damaging the community's coconut plantation; • The Respondent only provided pesticides twice and did not take responsibility for the community's coconut plantation damage; and • The community's pesticide proposal through the Village Head was not urgently responded to by the Respondent, which caused the surrounding community to suffer great losses.
Status	Investigation/Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. Parties were furnished with the draft Terms of Reference (ToR) for the independent investigation, as endorsed by the CP, for their feedback. 2. The Secretariat is in the midst of reviewing the feedback received and will submit the same to the CP for its consideration in due course.



GROUP 3

Complaint 3.1 First Resources Limited vs Requested for confidentiality	
Case Reference	RSPO/2021/04/EN
Date Filed	8 March 2021
Respondent	First Resources Limited
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Respondent allegedly has ownership, control and influence over a company called Fangiono Agro Plantation (FAP) Agri, a non-RSPO member who was not declared in the Respondent's RSPO Group Membership. • The Respondent also allegedly has ownership, control and influence of an Indonesian company, Ciliandry Anky Abadi (CAA) who is a subsidiary of a British Virgin Islands registered company by the name of Sima Capital. This company too was not declared to be a part of the Respondent's RSPO Group Membership. • The Respondent, via FAP or by FAP's 11 subsidiaries have violated the RSPO Principles and Criteria by deforestation, peatland degradation, using lands for plantation without FPIC, river pollution, and unilateral layoffs of workers. • The Respondent, via CAA, have violated the RSPO Principles and Criteria by deforestation, peatland degradation, using lands for plantation without FPIC, and river pollution. • The Respondent is violating its NDPE Commitments, the RSPO Principle and Criteria, the RSPO Code of Conduct, and RSPO membership rules. • The Complainants alleged that the Respondent has control and influence over a group of companies known as New Borneo Agri ("the Sulaidy companies"), a non-RSPO member who was not declared in Respondent's RSPO Group Membership.
Status	Investigation / Deliberation
Decision / Justification	1. Pending receipt of the CP's endorsement of the draft decision letter with translation.



Complaint 3.2 Energy & Palma S.A. (subsidiary of HOLDING LA FABRIL S.A) vs Requested for confidentiality

Case Reference	RSPO/2023/01/MAM
Date Filed	05 January 2023
Respondent	Energy & Palma S.A. (a subsidiary of HOLDING LA FABRIL S.A)
Membership Category	Oil Palm Grower
Country	Ecuador
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Allegations made against the Respondent are in relation to the modification of property deeds to remove areas identified by the government as community lands and environmental protection zones. • Lawsuit against community owners to intimidate the local people. • Company's activities have a negative impact on the natural environment and lead to degradation and deforestation.
Status	Investigation / Deliberation - Independent investigation
Decision / Justification	1. The CP is in the midst of reviewing the draft decision letter.

Complaint 3.3 PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited) vs Requested for confidentiality	
Case Reference	RSPO/2022/17/LSL
Date Filed	26 December 2022
Respondent	PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Pertaining to labour related issues such as wages, no optimal health services and safety, (BPJS) is not registered, unilateral termination, the rights of the workers are not honoured, intimidation and expanded job scopes of workers (harvesters) • It is further alleged that the workers who have been working for a period of more than 5 years are not converted to permanent workers, instead their working days were reduced, • The Respondent is allegedly not transparent in determining Lembaga Kerjasama (LKS) bipartite and the amount of FFB delivered to the factory/mill.
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	<ol style="list-style-type: none"> 1. The decision letter has been furnished to both Parties to the Complaint. 2. Pending expiry of the appeals period.

Complaint 3.4 Energy & Palma S.A. (subsidiary of La Fabril Group) vs Requested for confidentiality	
Case Reference	RSPO/2023/09/MAM
Date Filed	16 May 2023
Respondent	Energy & Palma S.A. (subsidiary of La Fabril Group)
Membership Category	Oil Palm Grower
Country	Ecuador
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Decrease of the number of workers in a union due to actions of the Respondent. • Preventing the Union from conducting its activity. • Wrongful dismissal or termination of employment. • Bad working conditions. • No supply of work equipment (such as tools).
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	<ol style="list-style-type: none"> 1. The Respondent furnished the action plan as directed in the decision letter to the Secretariat. 2. The Secretariat is reviewing and translating the action plan for the CP's review. 3. Pending expiry of the appeals period.