



COMPLAINTS PANEL MINUTES OF MEETING for Website

Date: 25 September 2024 @ 5.00pm - 6.35pm

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 Ottay
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 28 August 2024 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



	<ol 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
	<ol style="list-style-type: none"> 1. PT. Sari Dumai Sejati (a subsidiary of AAA Oils and Fats Pte Ltd (APICAL Group) vs Mr. Hidayat Rasyid 2. Poligrow Colombia S.A.S. vs Inversiones Chirajara S.A.S. 3. NATURACEITES S. A. vs Requested for Confidentiality 4. Palmas del Espino S.A. vs Requested for Confidentiality
	Group 2 - COMPLAINTS FOR DELIBERATION
	<ol style="list-style-type: none"> 1. PT Perkebunan Nusantara V (PERSERO) vs Requested for Confidentiality 2. PT. Tunggal Mitra Plantation (a subsidiary of Sime Darby Plantation Berhad) vs Requested for Confidentiality 3. PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad) vs Requested for Confidentiality 4. PT Swadaya Mukti Prakarsa (a subsidiary of First Resources Limited) vs Requested for Confidentiality 5. PT Mitra Karya Sentosa (a subsidiary of First Resources Limited) vs Requested for Confidentiality
	Group 3 - COMPLAINTS FOR DELIBERATION
	<ol style="list-style-type: none"> 1. PT. Kartika Prima Cipta (PT. KPC) - subsidiary of Golden Agri Resources (GAR) vs Forest Peoples Programme & TuK Indonesia 2. Golden Agri Resources (GAR) vs Forest Peoples Programme & Elk Hills Foundation 3. First Resources Limited vs Requested for Confidentiality 4. PT Inecda (a subsidiary of S&G Biofuel Pte. Ltd) vs Requested for Confidentiality 5. Energy & Palma S.A. (a subsidiary of HOLDING LA FABRIL S.A) vs Requested for Confidentiality 6. PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited) vs Requested for Confidentiality 7. 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 by other CP members.										
4.	To confirm and adopt the minutes of 28 August 2024 during the Complaints Panel Meeting Minutes of 28 August 2024 adopted unanimously.										
5.	New allegation submitted										
5.1	<table border="1" data-bbox="233 1205 1420 1668"> <tbody> <tr> <td data-bbox="233 1205 523 1283">RSPO/2024/12/HN</td> <td data-bbox="523 1205 1420 1283">PT Harapan Sawit Lestari (a subsidiary of Cargill Incorporated)</td> </tr> <tr> <td data-bbox="233 1283 523 1361">Complainant</td> <td data-bbox="523 1283 1420 1361">Mr Martarinus</td> </tr> <tr> <td data-bbox="233 1361 523 1440">Complaint received</td> <td data-bbox="523 1361 1420 1440">04 September 2024</td> </tr> <tr> <td data-bbox="233 1440 523 1518">Location</td> <td data-bbox="523 1440 1420 1518">Kalimantan Barat, Indonesia</td> </tr> <tr> <td data-bbox="233 1518 523 1668">Allegations</td> <td data-bbox="523 1518 1420 1668"> <ul style="list-style-type: none"> The Complainant alleges that the final entitlement payment he received from the Respondent was not in accordance with the wages he received during his employment. </td> </tr> </tbody> </table> <p data-bbox="233 1742 662 1771">Discussion on 25 September 2024:-</p> <p data-bbox="244 1809 662 1839">1. Initial Diagnosis is in progress.</p>	RSPO/2024/12/HN	PT Harapan Sawit Lestari (a subsidiary of Cargill Incorporated)	Complainant	Mr Martarinus	Complaint received	04 September 2024	Location	Kalimantan Barat, Indonesia	Allegations	<ul style="list-style-type: none"> The Complainant alleges that the final entitlement payment he received from the Respondent was not in accordance with the wages he received during his employment.
RSPO/2024/12/HN	PT Harapan Sawit Lestari (a subsidiary of Cargill Incorporated)										
Complainant	Mr Martarinus										
Complaint received	04 September 2024										
Location	Kalimantan Barat, Indonesia										
Allegations	<ul style="list-style-type: none"> The Complainant alleges that the final entitlement payment he received from the Respondent was not in accordance with the wages he received during his employment. 										

5.2

RSPO/2024/13/MAM	Compañía Industrial Aceitera Coto Cincuenta y Cuatro S.A
Complainant	Requested for confidentiality
Complaint received	11 September 2024
Location	Costa Rica
Allegations	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent is breaching the NPP, since they proceeded to deforest the areas of protected forest and secondary forest to plant palm oil at el Bambu Farm. • Environmental damage is denoted by the presence of palm oil and canals drainage.

Discussion on 25 September 2024:-

- 1. Initial Diagnosis is in progress.**

6. Complaints Cases Statistics

Total cases in 2024

Month	Complaints received	Country	Open	Closed	Rejected	Withdrawn
January	1	Indonesia	0	0	1	0
February	1	Indonesia	1	0	0	0
March	3	Indonesia (2) Colombia	3	0	0	0
April	3	Guatemala	1	0	2	0
May	1	Peru	1	0	0	0
June	0	0	0	0	0	0
July	2	Indonesia	2	0	1	0
August	0	0	0	0	0	0
September	2	Indonesia Costa Rica	2	0	0	0



Total Active Cases by Country and Year (as of 20.09.2024)

Country	Active Cases	Year	Active Cases
Indonesia	12	2014	1
Colombia	1	2020	1
Ecuador	2	2021	2
Guatemala	1	2022	2
Peru	1	2023	3
Costa Rica	1	2024	9
TOTAL	18	TOTAL	18

7. Complaints Panel

7.1 Dates for Complaints Panel monthly meetings

Discussion on 25 September 2024:-

1. CP meeting dates for the first half of 2025 have been scheduled.

7.2 Dates for Complaints Panel Physical Meetings

Discussion on 25 September 2024:-

1. The CP Physical meeting is scheduled on 10.11.2024.

7.3 Expansion of Complaints Panel

Discussion on 25 September 2024:-

1. An individual has applied to be an Affiliate Member to qualify for the Selection Interview of CP members.



8.	Post Complaint's Monitoring
8.1	FELDA Global Venture - (Article by The Wall Street Journal)
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none"> 1. Pending receipt of a further document from the Respondent.
8.2	Extractora de la Gloria SAS
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none"> 1. Pending further updates from the Respondent about the status of the judicial processes and the action plan presented to the National Government.
8.3	Golden Veroleum Liberia (GVL)
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none"> 1. Pending submission of Briefing Note to the CP.
8.4	PT. Bumitama Gunajaya Agro (subsidiary of Bumitama Agri Ltd)
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none"> 1. The parties met in Pontianak on 30.08.2024 to negotiate their updated settlement proposals. 2. The parties agreed upon and finalised their Terms of Reference for negotiations during the said meeting. 3. On 20.09.2024, the parties furnished the Secretariat with their PCM progress report for the month of September 2024 which has been uploaded on the case tracker. 4. The Respondent furnished their settlement counteroffer to the Complainant on 25.09.2024 which is now pending the Complainant's comments.
8.5	Aceites Y Derivados Sociedad Anonima (ACEYDESA)
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none"> 1. The Secretariat is in the midst of reviewing the documents furnished by the Respondent related to the progress report on the implementation of the action plan.



9.	Dispute Settlement Facility (DSF)
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none">1. Status quo. The next DSF GoA Physical Meeting will proceed as scheduled on 11.11.2024.
10.	Commitments of Financial Institution(s)
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none">1. No further updates.
11.	1st Internal Voluntary Review of the Complaints and Appeals Procedures
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none">1. Review of the comments of the Steering Group members on the revised Report on Recommendations ongoing.
12.	ASC - CP JOINT MEETING
	<p>Discussion on 25 September 2024:-</p> <ol style="list-style-type: none">1. Pending the scheduling of the next ASC-CP joint meeting.



COMPLAINTS FOR DELIBERATION:-

GROUP 1

Complaint 1.1 PT. Sari Dumai Sejati (a subsidiary of AAA Oil and Fats Pte Ltd (APICAL Group) vs Mr. Hidayat Rasyid	
Case Reference	RSPO/2023/12/RR
Date Filed	03 August 2023
Respondent	PT. Sari Dumai Sejati (a subsidiary of AAA Oils and Fats Pte Ltd (APICAL Group)
Membership Category	Processors and / or Traders
Country	Indonesia
Complainant	Mr. Hidayat Rasyid
Complaint Description	<ul style="list-style-type: none"> • The Complainant is a representative of a community, and the Respondent is a Crude Palm Oil producer. • Allegations are with regards to unsustainable operations at the Respondent’s plant, causing severe air and noise pollution, disrupting and affecting the daily lives of the community.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Secretariat is in the midst of drafting an updated Briefing Note. 2. Pending receipt of further documentation from the Respondent.



Complaint 1.2 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	<ol style="list-style-type: none"> 1. The Secretariat furnished the Complainant's response to the Respondent and requested the Respondent to confirm its position on the request for confidentiality of documents. 2. Pending receipt of a response from the Respondent.



Complaint 13 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 Description	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent is affecting the compliance of the act on corporate due diligence obligations for the prevention of human right violations in the supply chain. • 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 Respondent furnished a fresh response requesting for confidentiality to be applied to some documents based on legal reasons. 2. The Secretariat is in the midst of reviewing the said response.



Complaint 1.4 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. The Complainant responded with new facts and allegations that were not included in the Complaints Form. 2. The Secretariat has requested clarification from the Complainant. Pending receipt of a response from the Complainant.



GROUP 2

Complaint 2.1 PT Perkebunan Nusantara V (PERSERO) vs Requested for confidentiality	
Case Reference	RSPO/2022/03/CRP
Date Filed	04 March 2022
Respondent	PT. Perkebunan Nusantara V (PERSERO)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Respondent is alleged of illegally controlling some of the KKPA (Primary Member Cooperative Credit) objects, as well as violating the KKPA agreement. • The Respondent is alleged of embezzling funds and fraud in the development of oil palm plantations. • The Respondent is alleged of violating the agreement related to the sale of the farmers' fruits which should have been disbursed to the Complainant to be distributed to its members and illegal bailout funds.
Status	Appeals Submitted
Decision / Justification	<ol style="list-style-type: none"> 1. Appeal process ongoing.



Complaint 2.2 PT Tungal Mitra Plantation (a subsidiary of SD Guthrie Berhad) vs Requested for confidentiality

Case Reference	RSPO/2024/02/RR
Date Filed	23 February 2024
Respondent	PT. Tungal Mitra Plantation (a subsidiary of SD Guthrie Berhad)
Membership Category	Oil Palm Grower
Country	Riau, Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none">Alleged failure by the Respondent Company to carry out its corporate social responsibility with regard to community empowerment and building a sustainable partnership with the community.
Status	Investigation/Deliberation - (Bilateral Engagement process)
Decision / Justification	<ol style="list-style-type: none">Draft decision letter furnished to CP for endorsement.



Complaint 2.3 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	Kalimantan Barat, 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	<ol style="list-style-type: none"> 1. Both Parties have confirmed and agreed to the Mediation Process Agreement. 2. The DSF Mediation process will proceed accordingly.



Complaint 2.4 PT Swadaya Mukti Prakarsa (a subsidiary of First Resources Limited) vs Requested for confidentiality

Case Reference	RSPO/2024/05/RR
Date Filed	20 March 2024
Respondent	PT Swadaya Mukti Prakarsa (a subsidiary of First Resources Limited)
Membership Category	Oil Palm Grower
Country	Kalimantan Barat, Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Allegations raised against the Respondent are pertaining to a variety of workers rights violations, such as poor working conditions, non-provisions of subsidy, non-payment of social security (BPJS), poor safety conditions, workers health, unreasonable working hours, amongst others. • The Complainant also alleged that several of its workers had been arrested by the police, for protesting against the Respondent company pertaining to their rights.
Status	Investigation/Deliberation - Bilateral Engagement process
Decision / Justification	1. Bilateral Engagement process ongoing.



Complaint 2.5 PT Mitra Karya Sentosa (a subsidiary of First Resources Limited) vs Requested for confidentiality

Case Reference	RSPO/2024/10/RH
Date Filed	10 July 2024
Respondent	PT Mitra Karya Sentosa (a subsidiary of First Resources Limited)
Membership Category	Oil Palm Grower
Country	Kalimantan Barat, Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none">The Respondent conducted land clearing, planting, and construction of a concession boundary road beyond the boundaries set out under its plantation business license (IUP) and/or right-to-cultivate land title (HGU).
Status	Investigation/Deliberation
Decision / Justification	<ol style="list-style-type: none">Complaint formally accepted.Pending receipt of a formal response from the Respondent.



GROUP 3

Complaint 3.1 PT. Kartika Prima Cipta (GAR) vs Forest Peoples Programme & TuK	
Case Reference	PreCAP/2014/03/IR
Date Filed	13 October 2014
Respondent	PT. Kartika Prima Cipta (PT.KPC) - Golden Agri Resources (GAR)
Membership Category	Oil Palm Grower
Country	Indonesia – Kapuas Hulu, West Kalimantan
Complainant	Forest Peoples Programme (FPP) and (Transformasi untuk Keadilan) TuK Indonesia
Complaint Description	<p>Points raised:-</p> <ul style="list-style-type: none"> ● PT KPC is in persistent violation of the RSPO P&C pertaining HCV assessment, the recognition of customary land rights and free, prior, and informed consent (FPIC). Lack of FPIC of the local Dayak and Malay people in the process of land take over. ● Land takeover was done without land tenure study and participatory mapping. ● Late HCV assessment which was done by IPB, final consultation was in May 2014. ● Dissatisfaction by smallholders and resentment because of reduced post facto set aside for HCV rather than getting plasma scheme (20%). ● Set aside land as HCS area that made no provision for customary land uses and tenure and local people livelihood. ● GAR as the parent company of all 18 subsidiaries listed in acting in violation of the New Planting Procedure (NPP) by submitting information which is known as false. No HGU in 16 of 18 NPP. ● The assessors which have endorsed GAR's HCV assessment, ESIA's and social engagement actions, are in violation of their responsibility to provide impartial assessment of company compliance with RSPO P&C.
Status	Investigation / Deliberation
Decision / Justification	<p>1. The CP is in the midst of reviewing the draft decision letter.</p>



Complaint 3.2 Golden Agri Resources (GAR) vs Forest Peoples Programme & Elk Hills Foundation	
Case Reference	RSPO/2020/04/IR
Date Filed	2 March 2020
Respondent	Golden Agri Resource (GAR)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Forest Peoples Programme & Elk Hills Foundation
Complaint Description	<ul style="list-style-type: none"> • The Respondent, through its subsidiaries located in Central Kalimantan, operate its plantations with permits which never had the force of law; • The Respondent, through its employees have been involved in the payment of bribes to provincial officials in Central Kalimantan.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Briefing Note has been peer-reviewed and will be circulated to the CP members.



Complaint 3.3 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	<ol style="list-style-type: none"> 1. The Independent Investigator is still in communication with the parties to have the NDA in place prior to circulating the draft investigation report for the factual verification process. 2. The Respondent has signed the NDA as required by the Independent Investigator.



Complaint 3.4 PT Inecda (a subsidiary of S&G Biofuel Pte. Ltd) vs Requested for confidentiality

Case Reference	RSPO/2021/06/SW
Date Filed	19 March 2021
Respondent	PT Inecda (a subsidiary of S&G Biofuel Pte. Ltd)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Respondent is operating in the area own by the Luak Talang Parit Community without obtaining prior consent from the community; • Respondent did not develop the plasma plantations for the community; and • Respondent did not have an internal grievance mechanism that the stakeholders can access
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	<ol style="list-style-type: none"> 1. Decision delivered on 13.09.2024. Pending expiry of the appeals period.



Complaint 3.5 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. Independent Investigation by Independent Investigator ongoing.

Complaint 3.6 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	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. Revised Special Audit report received from the CB. 2. The Secretariat is currently reviewing the said report.

Complaint 3.7 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	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Special Audit report was furnished to the parties for their perusal and comments. 2. Both parties have responded with their comments. 3. The Secretariat is in the midst of reviewing the responses.