



# ***COMMUNITY OUTREACH & ENGAGEMENT PROGRAMME IN EDO STATE, NIGERIA***

## ***CAPACITY BUILDING EXERCISE***

### ***MODULE 1: RSPO PRINCIPLES & CRITERIA (ENGLISH VERSION)***

**At Terminal Hotel & Resort, Benin City, Edo State, Nigeria**

**21 – 22 March 2023**



# ***COMMUNITY OUTREACH & ENGAGEMENT PROGRAMME IN EDO STATE, NIGERIA***

## ***RSPO CAPACITY BUILDING OVERVIEW***

# Training Program



Development and Sustainability Consultants

MODULE 1: PRINCIPLE & CRITERIA (P&C) 2018		
Time	Activity	Duration
09.00 A.M	Registration of Participants	40 Minutes
09.40 A.M	RSPO Principle and Criteria (P&C) 2018 [Introduction]	40 Minutes
10:20 A.M	<b>Session 1:</b> - RSPO Principle and Criteria (P&C) 2018 [Prosperity] - Question & Answer	1 Hour
11.20 A.M	Coffee Break	30 Minutes
11.50 A.M	<b>Session 2:</b> - RSPO Principle and Criteria (P&C) 2018 [People] - Question & Answer	1 Hour 30 Minutes
1.20 P.M	<b>Session 3:</b> - RSPO Principle and Criteria (P&C) 2018 [Planet] - Question & Answer	1 Hour
2:20 PM	<b>Session 4:</b> Closing Presentation/Remark	40 Minutes
3.00 P.M	Departure	

- **Preamble: RSPO Videos on Sustainable Palm Oil Production**
- **Introduction to Roundtable on Sustainable Palm Oil (RSPO) & the Community Outreach and Engagement Programme (COEP)**
- **Session 1: Prosperity**
- **Session 2: People**
- **Session 3: Planet**
- **Session 4: Closing Presentation/Remark**

# *Part One*



**Introduction to the Roundtable on Sustainable Palm Oil (RSPO)/**

**Community Outreach and Engagement Programme (COEP)**

# What is RSPO?

**The Roundtable on Sustainable Palm Oil (RSPO) is a global, multi-stakeholder initiative on sustainable palm oil.**

***RSPO was established in 2004 as a not-for-profit, international membership organisation that unites stakeholders from the key sectors of the palm oil industry to promote the growth and use of sustainable palm oil through credible global standards.***

***When was it formed and by Who?***

***RSPO founding members include the World WideFund for Nature (WWF), Malaysian Palm Oil Association (MPOA), Unilever, Migros, and AAK.***



## The development of new plantations has resulted in:

**What motivated  
its formation?**



**❑ Land ownership conflicts and  
Accusations of land grab.**

**❑ Displaced Communities.**



**❑ Infraction of workers rights and condition.**



## **What motivated its formation? (cont'd)**

- ❑ **Forest Conversion: Removal of forest releases carbon into the atmosphere thereby speeding global warming.**



- ❑ **Deforestation: changes the vegetation and can lead to soil loss/erosion.**



- ❑ **Conversion of HCV's and Biodiversity loss.**



*Members of the RSPO represent all stages in the supply chain and the world's largest palm oil producing regions. As members, they have a say in the RSPO's decision-making, shaping efforts to make sustainable palm oil the norm.*

## Who are members and benefits?

### Benefits of membership



Reputation



Sustainable Growth



Market Access



Use of Trademark



Influence and Global Network



Assurance and Third Party Validation

**+5000**  
RSPO members

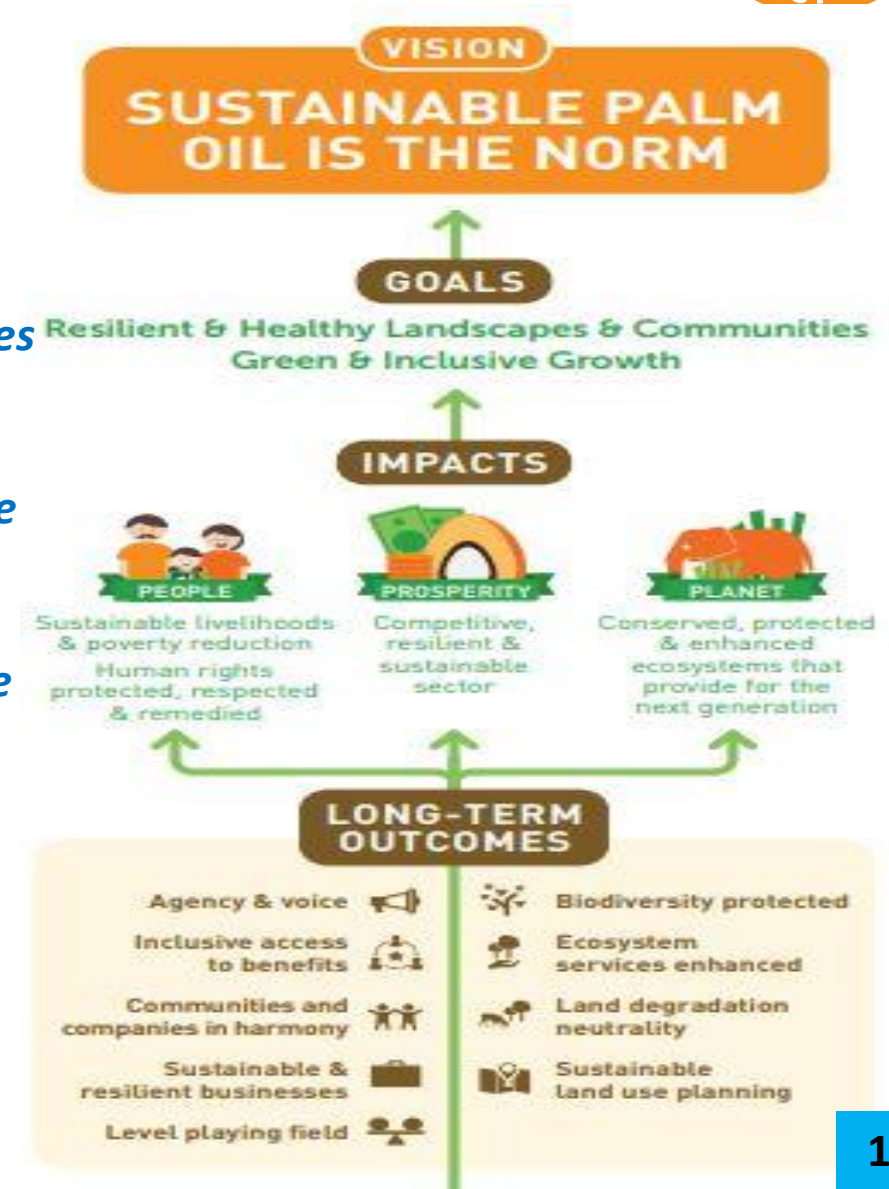
## Vision of RSPO & Theory of Change (ToC)



**"To transform the markets by making sustainable palm oil the norm".**

**"ToC" is the roadmap that underpins how RSPO intends to achieve its goals and vision of making sustainable palm oil the norm.**

**RSPO ToC defines the guiding principles, roles and strategies in creating an industry-wide ecosystem that supports and accelerates the production and consumption of sustainable palm oil, with the goal of creating a positive impact balance across three pillars: **People, Planet, and Prosperity.****



## What is Sustainable Palm Oil & Production

### Sustainable palm oil

This is palm oil produced and traded in a manner that is environmentally sound, socially responsible and economically viable (i.e. successful).

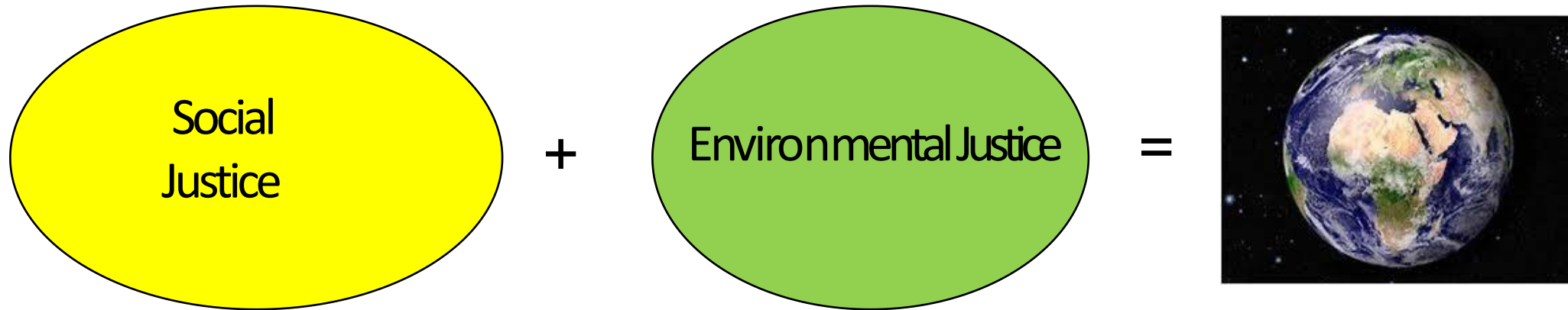
When well planned and implemented, oil palm establishment has the potential to improve rural livelihoods, resulting in local and national development and maintaining critical environmental values.

### Sustainable Palm Oil Production

comprises legal, economically viable, environmentally appropriate and socially beneficial management and operations.

This is delivered through the application of set **Principles and Criteria (P&C)**, and the accompanying Indicators and Guidance.

## **Why Sustainable Palm Oil?**



*“What we are doing to the forests of the world is but a mirror reflection of what we are doing to ourselves and to one another.”*

- Mathama Ghandi -

**RSPO**



***Some Members producing  
Sustainable Palm Oil in Nigeria***



**Presco Plc (Edo State)**



**Biase Plantation Ltd (Cross  
River State)**



**Okomu OPC (Edo State)**



**Siat Nig Ltd (River State)**



## Mechanisms for producing Sustainable Palm Oil?

Through the  
application of the  
RSPO Principles &  
Criteria

**Principles:** Are fundamental statements geared towards a desired outcome. It often provide greater detail about the objectives

**Criteria:** Means of judging whether or not a principle has been fulfilled.

**Indicator:** Variable to measure the implementation (Positive or Negative)

## Structure of the P & C

New Structure



**Impact Goal Prosperity:**

Competitive, Resilient and Sustainable Sector

- Principle 1.** Behave ethically and transparently
- Principle 2.** Operate legally and respect rights
- Principle 3.** Optimise productivity, efficiency, positive impacts and resilience

**Impact Goal People:**

Sustainable Livelihoods and Poverty Reduction

- Principle 4.** Respect community and human rights and deliver benefits
- Principle 5.** Support smallholder inclusion
- Principle 6.** Respect workers' rights and conditions

**Impact Goal Planet:**

Conserved, Protected and Enhanced Ecosystems that Provide for the Next Generation

- Principle 7.** Protect, conserve and enhance ecosystems and the environment



# Composition of the P&C

The RSPO P&C 2018 has;

- 7 Principles
- 41 Criteria
- 163 Indicators

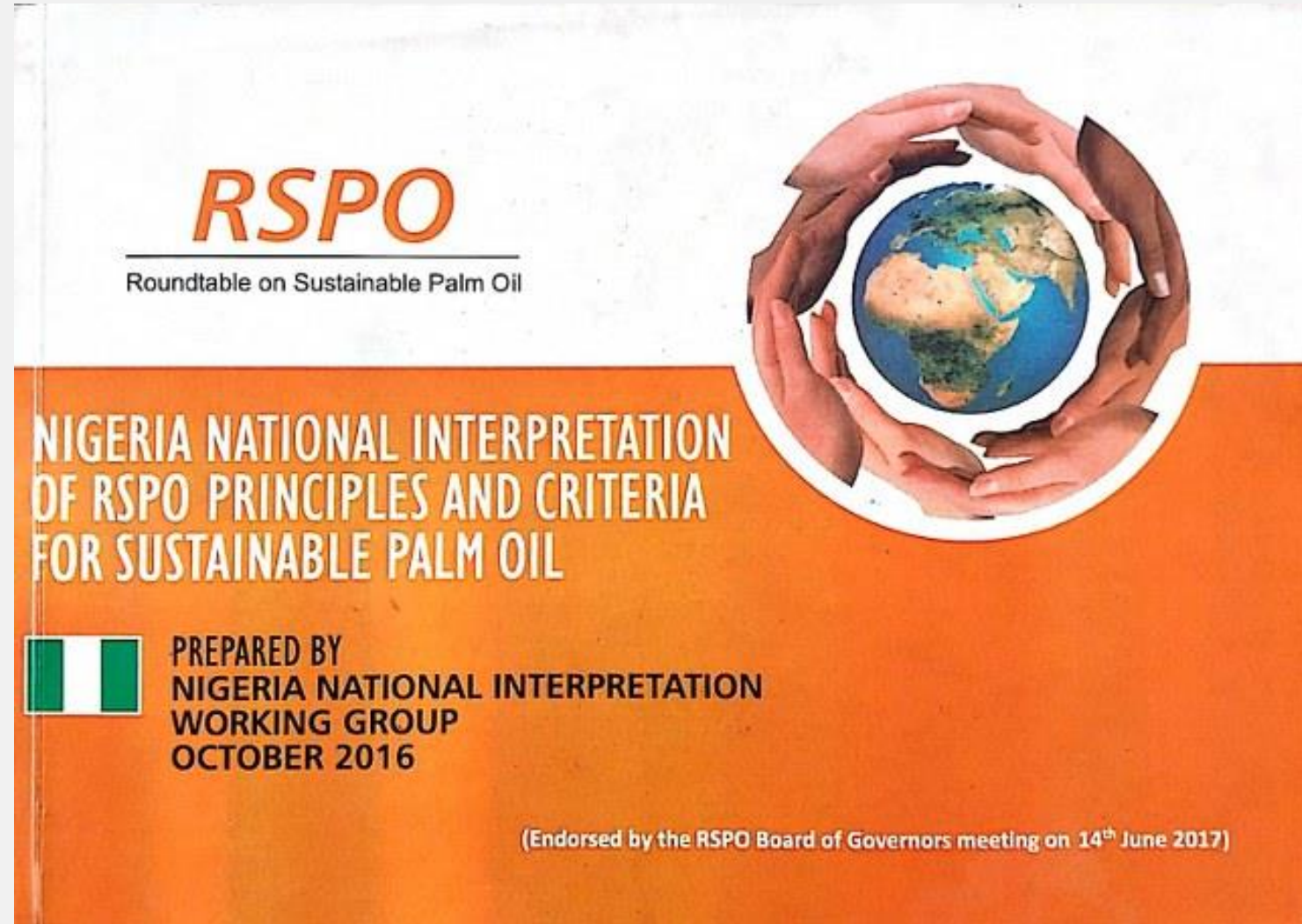
Principles	Criteria	Indicator	
		Critical	Normal
1 - Behave ethically & transparently	2	3	4
2 - Operate legally & respect rights	3	2	6
3 - Optimise productivity, efficiency, positive impacts & resilience	7	8	10
4 - Respect community & human rights & deliver benefits	8	13	19
5 - Support smallholder inclusion	2	6	7
6 - Respect workers' rights & conditions	7	16	15
7 - Protect, conserve & enhance ecosystems & the environment	12	27	26
Total	41	74	89
		163	

# RSPO P&C – Reviews

## 2007 - 2018



## RSPO P&C Nigeria National Interpretation



# *Community Outreach & Engagement Programme*

## *(COEP)*

## **Background**

- The RSPO has been rolling out programmes aimed at attaining a more comprehensive outreach through a network of intermediaries. One of such programme is the COEP.

**Background**  
**cont'd**

- The COEP aims to directly engage with stakeholders at all levels of society within palm oil producing countries, and to ensure an equitable playing field for all stakeholders including local communities, civil society organization, smallholder farmers, government agencies and oil palm companies.

**Background cont'd**

- In this regard, RSPO has appointed Foremost Development Services (FDS) as the intermediary organization (IMO) that will lead the implementation of the programme in Edo State, Nigeria.



## **Why COEP in Edo State?**

- Presco Plc, Okomu Oil Palm Company Plc who are RSPO certified members have a cumulative land holding of over 70,000ha in Edo State, Nigeria.
- In addition to this, the Edo State government under ESOPP has allocated about 65,000ha of land to nine (9) oil palm investors who have been mandated to produce sustainable palm oil.
- It is estimated that no less than 100 communities will therefore be involved in the production of sustainable palm oil.
- RSPO has therefore chosen Edo State for the kick off COEP in Nigeria.



## COEP

The major objective of COEP is;

- To secure informed and vigorous engagement of communities in RSPO at all levels, by establishing a strengthened outreach of RSPO through intermediary organizations in Asia, Africa and Latin America, in order to rebuild RSPO's credibility with civil society that it upholds its standards.

## Objectives of COEP

# COEP Activities



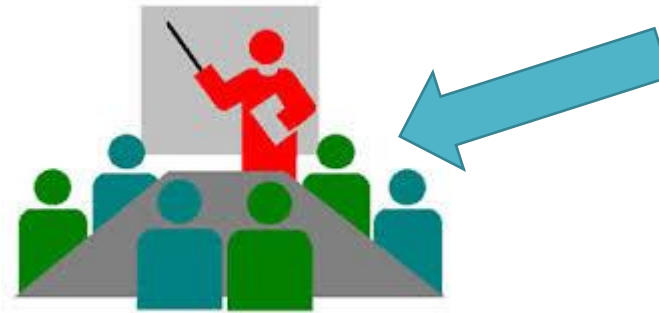
COEP



**Reconnaissance Survey**  
**13<sup>th</sup> – 16<sup>th</sup> December 2022**



**Baseline Studies of  
Community, SHF.**  
**20<sup>th</sup> – 30<sup>th</sup> December 2022**



**Training Sessions**

*COEP*

# We Are Here



Training on 



- Module 1: RSPO Principles & Criteria 2018



**February 2023 – July 2023**

# Part 2 - Training Sessions

## RSPO P & C 2018



Principles: 1,2,3

*Impact Goal*

*Competitive,  
Resilient, and  
Sustainable Sector*

# Session 1



## **Impact Goal**

***Competitive,  
Resilient, and  
Sustainable Sector***

A sustainable, competitive, and resilient palm oil sector ensures long-term viability of the entire supply chain and shared benefits for both private sector as well as the livelihoods of the communities where oil palm is grown. Effective planning and management system address economic viability, environmental and social compliance and risk, establishes procedures and systems for ensuring conformance to the RSPO P&C, and supports continuous improvement toward sustainable palm oil.

**Principle 1** - Behave ethically & transparently.

**Principle 2** - Operate legally & respect rights.

**Principle 3** - Optimise productivity, efficiency, positive impacts & resilience.



**1.1 The unit of certification (Plantation or Mill) provides adequate information to relevant stakeholders on environmental, social & legal issues relevant to RSPO Criteria, in appropriate languages & forms to allow for effective participation in decision making.**

- Relevant management documents are made publicly available.
- Information are accessible to stakeholders & made available in appropriate languages.
- Requests for information & responses' records are maintained.
- Consultation & communication procedures are properly documented, communicated to stakeholders & properly implemented.
- List of contact details of stakeholders & their nominated representatives are kept.





**1.2 The unit of certification commits to ethical conduct in all business operations & transactions.**

- An ethical conduct policy must be established & covers all business operations, including recruitment & contracts.
- A system is maintained for the monitoring of compliance implementation of ethical conduct policy & ethical business practice.



## 2.1 There is compliance with all applicable local national & ratified international laws & regulation.

- All applicable legal requirements must be observed by the unit of certification.
- A documented system must be put in place to ensure compliance by the unit of certification & its contracted third parties. The system should also keep tabs on the changes to the law.
- A clear demarcated & visibly maintained legal boundaries must be established, to ensure that no planting takes place beyond these boundaries.



## Principle 2- Operate legally & respect rights (Cont'd)



### 2.2 All contractors providing operational services & supplying labour, & Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements

- A list of all contracted parties are maintained.
- All contracts must include specific clauses on meeting relevant legal requirements & that third parties should be able to demonstrate this.
- All contracts must clearly outline that child, forced & trafficked labour are strictly banned. In cases where young labourers are used, a clause for their protection must be included in the contract.



### 2.3 All FFB supplies from outside the unit of certification are from legal sources

- For all directly sourced Fresh Fruit Bunches (FFB), the following information must be available to the mill by the supply bases:
  - Geo-location of FFB origins.
  - Evidence of ownership or right/claim to the land by the grower/smallholder.
  - Valid planting/operating/trading license for the purchase & selling of FFB (where applicable).
- For indirectly sourced FFB, the unit of certification must obtain the above information from the collection centres, agents or other intermediaries.



## Principle 3- Optimise productivity, efficiency, positive impacts & resilience



### 3.1 There is an implemented management plan for the unit of certification that aims to achieve long-term economic & financial viability

- A (minimum three years) documentation of business or management plan that includes a jointly developed business plan for Scheme Smallholders, where applicable.
- An annual replanting programme must be made available. The programme should be projected for a minimum of five years & a review every year.
- Management reviews must be held by the unit of certification at planned intervals (appropriate to the scale & nature of undertaken activities).



## Principle 3 - Optimise productivity, efficiency, positive impacts & resilience (Cont'd)



**3.2 The unit of certification regularly monitors & reviews their economic, social & environmental performance & develops & implements action plans that allow demonstrable continuous improvement in key positions.**

- A continuous improvement action plan must be implemented, taking into account the social & environmental impacts & opportunities of the unit of certification.
- Using the RSPO metrics template, annual reports must be submitted to the RSPO Secretariat for the monitoring & continuous improvement process.



3.3 Operating procedures are appropriately documented, consistently implemented and monitored

- The Standard Operating Procedures (SOPs) for the unit of certification should be in place.
- A system must be introduced that ensure consistent implementation of the SOPs.
- Monitoring records, which includes any actions taken, must be maintained & made available when required.



3.5 A system for managing human resources is in place.

- Recruitment, selection, hiring, promotion, retirement & termination procedures must be documented & made available for the workers & their representatives.
- The employment procedures should also be executed properly & records are maintained.





## 3.6 An occupational health & safety (H&S) plan is documented, effectively communicated & implemented.

- Risk assessments must be done to identify Health & Safety (H&S) issues in all operations. Mitigation plans & procedures should then be established, recorded & implemented.
- A monitoring of the effectiveness of the H&S plan in addressing the health & safety risks to people, should be exercised.



## Principle 3 - Optimise productivity, efficiency, positive impacts & resilience (Cont'd)



### 3.7 All staff, workers scheme smallholders, outgrowers & contract workers are appropriately trained.

- A documented training programme must be made accessible to all staff & stakeholders, in a form they understand. Participating staff & stakeholders, must also be able to do assessments of the training.
- Training records are maintained & where appropriate, on an individual basis.
- Relevant trainings must be provided for individuals assigned to carry out task(s) relating to the Supply Chain Certification Standards (SCCS). The trainings must be specific to the assigned task(s).





Principles: 4,5,6

Impact Goal

***Sustainable livelihoods and poverty reduction***

## Session 2

### **Impact Goal**

***Sustainable  
livelihoods and  
poverty reduction***



Human rights protected, respected and remedied. The palm oil sector contributes to reducing poverty and palm oil production is a source of sustainable livelihoods. Human rights are respected, people participate in processes that affect them with shared access and benefits. Everyone engaged in palm oil production has equal opportunities to fulfill their potential in work and community with dignity and equality and in a healthy working and living environment.

# Session 2- People



**Principle 4** - Respect community and human rights and deliver benefits.

**Principle 5** - Support Smallholder Inclusion.

**Principle 6** - Respect Workers' Rights and Conditions.



## Session 2- People (Cont'd)

**Principle 4** - Respect community and human rights and deliver benefits.



Respect community rights, provide equal opportunities, maximize benefits from engagement and ensure remediation where needed.

Criterion 4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.

- A policy to respect human rights including prohibiting retaliation against Human Right Defenders HRDs.
  - Documented and communicated at all level and to all stakeholders.
- Prohibition of intimidation and any form of Harassment.





## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



**Criterion 4.2** There is a mutually agreed & documented system for dealing with complaints & grievances which is implemented & accepted by all affected parties.

- A mutually agreed system to resolve dispute in an effective, timely and appropriate manner without risk of reprisal or intimidation is in place.
  - The system ensure where requested the anonymity of complainants.
  - The system should be understood by all the affected parties.
- Unit of Certification (UoC) keeps parties to a grievance informed of its progress in the agreed timeframe & outcomes communicated.
- The mechanism provides option to the complainants.
  - To have access to independent legal and technical advice.
  - To be supported by individuals or groups and/or act as observers.
  - To have a third-party mediator.



Criterion 4.3:

The UoC contributes local sustainable development as agreed by local communities.



## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



**Criterion 4.4** Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their Free, Prior & Informed Consent (FPIC).

- Documents showing legal ownership or lease, or authorized use of customary land authorized by customary landowners through a FPIC process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.
- Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available.
- Maps in the appropriate scale of the land leased developed through participatory mapping involving affected parties.



## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



### Criterion 4.4 Cont'd:

- All relevant information is available in appropriate forms and languages (SEIA, proposed benefit sharing, and legal arrangements).
- Evidence that communities are represented through institutions or representatives of their own choice (legal counsel included).
- Evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.



## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



**Criterion 4.5** 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 & other stakeholders to express their views through their own representative institutions.

- Documents showing identification and assessment of demonstrable legal, customary and user rights are available.
- FPIC is obtained through a comprehensive process, and relevant information and documents made available.
  - Option of resourced access to independent advice.
- The right to say 'No' to the operations planned on their land at any time of the project.



## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



### Criterion 4.5 Cont'd

- Ensure local food and water security, a participatory SEIA and participatory land-use planning with local peoples should be conducted as part of FPIC process.
- To identify the full range of food and water provision options.
- Evidence that affected parties had option to access information and advice on the legal, economic, environmental and social implications of the proposed operations on their lands.
- Evidence that the communities/Reps gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title.



Criterion 4.5 Cont'd

- No land acquisition by expropriations for national interest without consent, except in cases of smallholders benefitting from agrarian reform or anti-drug programme.
- No land acquisition in areas inhabited by communities in voluntary isolation.





## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



Criterion 4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous people, local communities & other stakeholders to express their views through their representative institutions

- Mutually agreed procedures are in place:
  - For Identifying of legal, customary or user rights,
  - For identifying people entitled to compensation
  - For calculating and distributing fair and gender-equal compensation.
  - Implemented, Monitored and evaluated in a participatory way.
- Equal opportunities are provided to both men and women to hold land titles for small holdings.



Criterion 4.6 - Cont'd

- Documentation of the process and outcomes of any negotiated agreements, compensation and payments.
- Evidence of the participation of affected parties.
- Made publicly available to them.



## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



**Criterion 4.7** Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions & relinquishment of rights, subject to their FPIC & negotiated agreements.

- A mutually agreed procedures are in place
  - For identifying people entitled to compensation
  - For calculating and distributing fair compensation (monetary or otherwise).
  - The procedures are documented and made available to affected parties.
- Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.



## Principle 4- Respect community and human rights and deliver benefits (Cont'd)



**Criterion 4.8 The right to use the land is demonstrated & is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.**

- Where there are or have been disputes, the following should be available.
  - Proof of legal acquisition of title.
  - Evidence that the compensation has been implemented with all the affected parties (at the time of acquisition).
  - And provided to parties to a dispute and that any compensation was accepted following a documented process of FPIC.
- No land conflict in the area of UoC;
  - Where land conflict exists, acceptable conflict resolution processes are implemented and accepted by the parties.



## Criterion 4.8 Cont'd.

- Where acquisition done through dispossession or forced abandonment of customary/user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)
- For any land conflict/dispute:
  - The disputed area is mapped out in a participatory way with the affected parties.



## Principle 5- Support Smallholder Inclusion



Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.



**Criterion 5.1: The unit of certification deals fairly & transparently with all smallholders (independent & Scheme) & other local businesses.**

- Make available current and previous FFB prices
- Regularly explain the pricing mechanism.
- Agree with Smallholders on a fair pricing & premium.
- Make sure that all affected parties are involved in decision-making processes and understand the contracts.
  - Finance, loans/credits, and repayments through FFB price reductions for replanting and/or other support mechanisms where applicable.





Criterion 5.1 Cont'd

- Contracts are fair, legal and transparent and have an agreed timeframe.
- Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.
- Weighing equipment verified by an independent 3rd party on a regular basis.
- Unit of Certification supports Independent Smallholder (ISH) with certification.
- Grievance mechanism for smallholders and dealt in timely manner



**Criterion 5.2 The unit of certification supports improved livelihoods of smallholders & their inclusion in sustainable palm oil value chains**

The unit of certification

- Consults with interested smallholders (irrespective of type) to assess their needs for support to improve their livelihoods and their interest in RSPO certification.
- Develops and implement livelihood improvement programme including;
  - Capacity building to enhance productivity, quality, organizational and managerial competencies.
  - Specific elements of RSPO certification.



Criterion 5.2 Cont'd

The unit of certification

- Support smallholders to promote legality of FFB production
- Trains smallholders on pesticide handling.
- Regularly reviews and publicly reports on the progress of the smallholder support programme.



Protect workers' rights and ensure safe and decent working conditions.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



### Criterion 6.1: Any form of discrimination is prohibited

- No discrimination & equal opportunity policy.
- No discrimination among the affected parties including vulnerable group.
- No payment of recruitment fees.
- Recruitment & promotion are based on skills, capabilities qualities and medical fitness.
- Pregnancy testing is not conducted as a discriminatory measure.
- Gender equality.
- Equal pay for the same work scope.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



**Criterion 6.2** Pay & conditions for staff & workers & for contract workers always meet at least legal or industry minimum standards & are sufficient to provide Decent Living Wages (DLW).

- Applicable labour laws, union and/or other collective agreements & documentation of pay & conditions are available to the workers in national languages & explained to them in a language they understand.
- Employment contracts and related documents detailing payments and conditions of employment and payroll documents give accurate information on compensation for all work performed, including work done by family members.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



### Criterion 6.2: Cont'd

- Demonstrate legal compliance;
  - Regular working hours, Deductions
  - Overtime, sickness, holiday entitlement,
  - Maternity leave, reasons for dismissal,
  - Notice period & other legal labour requirements
- UoC provides the following to national standards or above, where no such public facilities are available or accessible
  - Adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities.





## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



### Criterion 6.2: Cont'd

- UoC makes efforts to improve workers' access to adequate, sufficient and affordable food.
- A DLW is paid to all workers, including those on piece rate/quotas.
- The Core Work is performed by permanent, full-time employment.
  - Casual, temporary and day labour is limited to jobs that are temporary or seasonal.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



**Criterion 6.3** The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.



- Recognition of freedom of association and right to collective bargaining.
  - Published in national languages.
  - Explained to all workers in languages that they understand.
- Minutes of meeting between UoC and trade unions or workers reps freely elected.
- No interference of management in formation or operation Unions/labour organizations or associations, or other freely elected Reps.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



### Criterion 6.4 Children are not employed or exploited



- A policy for children protection, including prohibition of child labour and remediation is in place.
- Minimum age requirements are met.
- Young person are employed only for non-hazardous work with protective restriction.
- UoC demonstrate:
  - Communication on 'no child labour' policy and its negative effects
  - Promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



### Criterion 6.5 There is no harassment or abuse workplace, & reproductive rights are protected.

- The following policies should be in place, implemented and communicated to all levels of the workforce.
  - Policy to prevent sexual and all other forms of harassment and violence.
  - Policy to protect the reproductive rights of all, especially of women.
  - Assessment of the needs of the new mothers.
  - Grievances mechanism.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



### Criterion 6.6 No forms of forced or trafficked labour are used.

- All work is voluntary, and the following are prohibited:
  - Retention of identity documents or passports
  - Payment of recruitment fees
  - Contract substitution
  - Involuntary overtime
  - Lack of freedom of workers to resign
  - Penalty for termination of employment
  - Debt bondage
  - Withholding of wages
- A specific labour policy & procedures for migrant and temporary workers are established and implemented.



## Principle 6- Respect Workers' Rights and Conditions (Cont'd)



**Criterion 6.7** The unit of certification ensures that the working environment under its control is safe & without undue risk to health.



- HSE manager & HSE committee
- Accident and emergency procedures are in place and instructions are clearly understood by all workers.
- Personal protective equipment (PPE)
  - Appropriate
  - Provided to workers free of charge
  - Cover all potentially hazardous operations
- Medical care and accident insurance.
- Occupational injuries are recorded Lost Time Accident (LTA) metrics.



# Session 3



## Principle 7

***Impact Goal***

***Conserved, Protected  
and enhanced  
Ecosystem that  
provides for the next  
generation***



# Session 3

## Impact Goal

*Conserved,  
Protected and  
enhanced  
Ecosystem that  
provides for the  
next generation*



Conserved, protected, and enhanced ecosystems that provide for the next generation. Ecosystems and their services are protected, restored, and resilient, including through sustainable consumption and production and sustainable management of natural resources. Climate change is addressed through continuous Green House Gas reductions, air and water pollution are controlled.

## Objectives and Outcomes

Ecosystems and their services are protected, restored and resilient, supported by sustainable consumption and production, and sustainable management of natural resources (in line with SDG 15- sustainably manage forests, combat deforestation, halt and reverse land degradation, halt biodiversity loss).

- Climate change is addressed through continuous Green House Gas (GHG) reductions.
- Air and water pollution are controlled.
- There is greater resilience in our food and fibre production.
- The water and air are cleaner, and carbon is drawn out of the air to regenerate soil for current and future generations.
- Inputs decrease while yields are maintained, or even improved.



## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)**



Principle 7 ensures/encourage;

- ☀ IPM, Pesticides do not endanger lives.
- ☀ Proper disposal of Waste.
- ☀ Practices to maintain Soil fertility, minimize soil erosion, Topographical and soil survey information.
- ☀ Water Management (must be managed and conserved where necessary).
- ☀ Pollution Reduction Plans and GHG Monitoring.
- ☀ No damage to HCV/HCS and its Management.
- ☀ No planting on Peat, No use of Fire.



## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)**



### **A. HCV (HIGH CONSERVATION VALUE)**

➤ An initiative of the FSC in the 1990's to identify and manage outstanding and/or critical environmental and social values in production landscapes.

➤ HCVs are critically important: 'Globally, regionally or nationally significant.

➤ HCV approach aimed at Identifying, Managing and Monitoring of HCV

➤ There are 6 classes of HCV universally;

- (HCV 1,2,3,4,5,6)



## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)



### A. HCV (HIGH CONSERVATION VALUE) Cont'd

#### HCV 2 LANDSCAPE LEVEL ECOSYSTEM



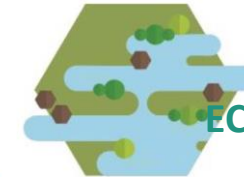
#### HCV 1 SPECIES DIVERSITY



#### HCV 3 ECOSYSTEM & HABITAT



#### HCV 4 ECOSYSTEM SERVICES



#### HCV 6 CULTURAL VALUES



#### HCV 5 COMMUNITY NEEDS



What are the HCVs?





## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)



### A. HCV (HIGH CONSERVATION VALUE) Cont'd

#### HCV 1 – SPECIES DIVERSITY

- Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.



## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)**



### **A. HCV (HIGH CONSERVATION VALUE) Cont'd**

#### **HCV 2 – LANDSCAPE LEVEL ECOSYSTEM, ECOSYSTEM MOSAICS & IFL**

- Large landscape-level ecosystems, ecosystem mosaics and Intact Forest Landscapes (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.





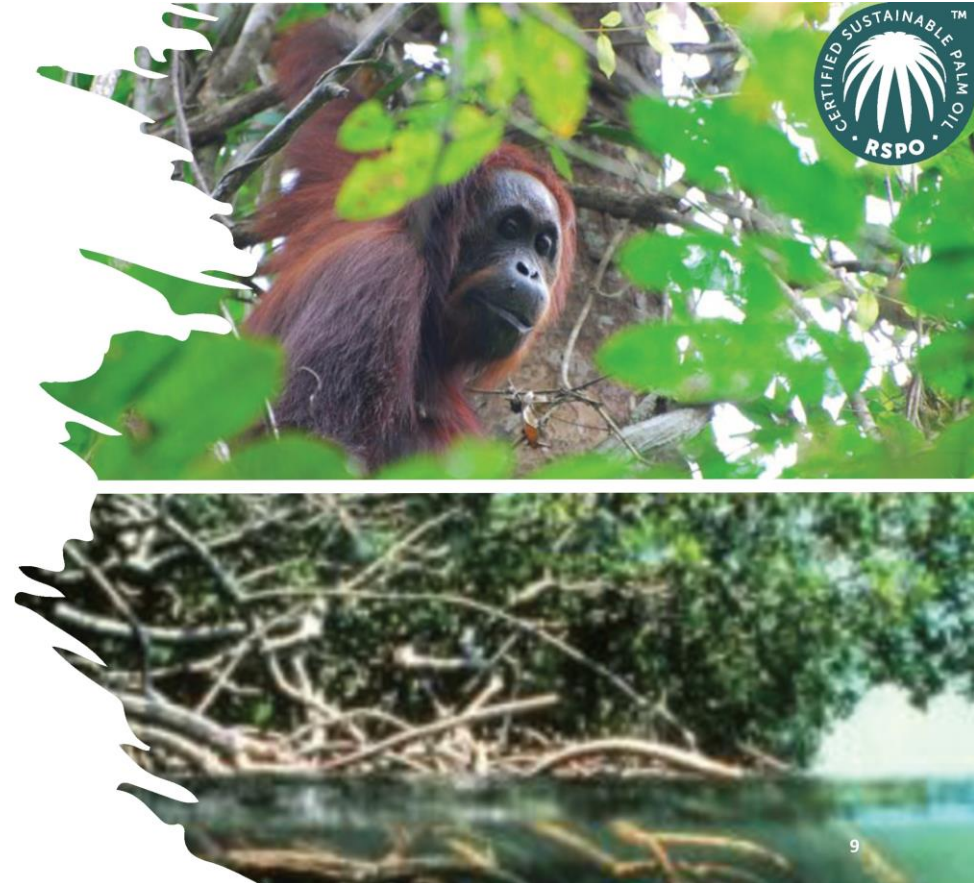
## Protect, Conserve and Enhance Ecosystems and Principle 7 –the Environment (Cont'd)



### A. HCV (HIGH CONSERVATION VALUE) Cont'd

#### HCV 3 –ECOSYSTEM & HABITAT

- Rare, threatened, or endangered ecosystems, habitats or refugia.



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## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)



### A. HCV (HIGH CONSERVATION VALUE) Cont'd

#### HCV 4 –ECOSYSTEM SERVICES

- Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.





## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)**



### **A. HCV (HIGH CONSERVATION VALUE) Cont'd**

#### **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.





## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)



### A. HCV (HIGH CONSERVATION VALUE) Cont'd

#### HCV 6 –CULTURAL VALUES

- Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or indigenous peoples, identified through engagement with these local communities or indigenous peoples



## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)**



### **A. HCV (HIGH CONSERVATION VALUE) Cont'd**

#### HCV in RSPO P&C 2018

- Criteria 7.12. Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.



## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)**



### **B. HCS (HIGH CARBON STOCK)**



#### What is Carbon Stock?

The quantity of carbon contained in a “pool”, meaning a reservoir or system which has the capacity to accumulate or release carbon.”-FAO,2005-

- AGB-Carbon in all living biomass above the soil, including stem, stump, branches, bark, seeds, and foliage.
- BGB - Carbon in all living biomass of live roots.
- Soil Carbon\* - Organic carbon in mineral and organic soils (including peat).
- Also includes Carbon in dead biomass\* (stumps, dead wood within specified diameter).
- & litter\* (dead leaves, dead wood below minimum diameter).

## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)



### B. HCS (HIGH CARBON STOCK) Cont'd

What is High Carbon Stock (HCS)?



The HCS approach is a tool for companies to implement 'no deforestation' commitments in practice on the ground. It is a procedure for identifying and separating degraded lands (non-HCS) that can be developed, from forest lands that should rather be secured as forest.

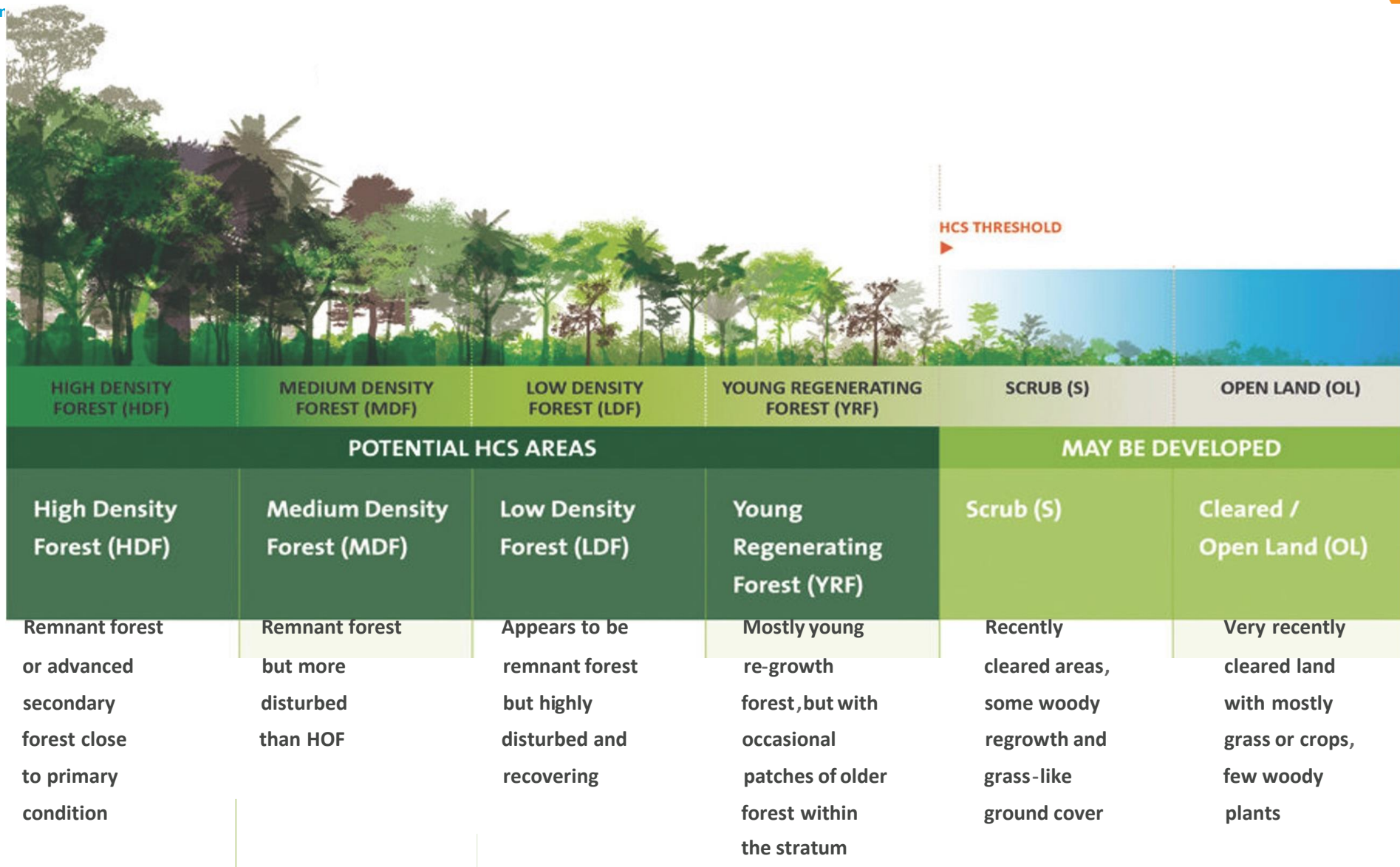
- *The approach was developed in 2013;*
- *The approach is designed to achieve 'no deforestation'; (No flexibility).*
- *The HCSA is exploring options for smallholders that are more flexible and easy to apply.*



## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)

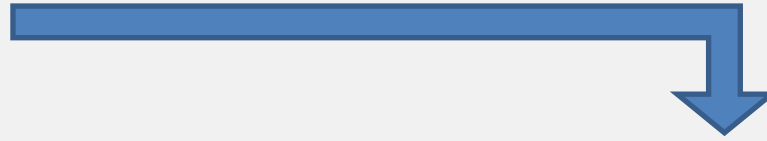


### B. HCS (HIGH CARBON STOCK) Cont'd



# What Next?

Training shall focus on



- Module 2: RSPO Grievance /Dispute Resolution



September 2023 – February 2024



# Questions/Clarification

# Acronyms/Abbreviations



- **AGB – Above Ground Carbon**
- **BGB – Below Gound Carbon**
- **DLW – Decent Living Wage**
- **FMT&I – Federal Ministry of Trade & Investment**
- **FMARD – Federal Ministry of Agriculture and Rural Development**
- **GHG – Green House Gas**
- **HCS – High Carbon Stock**
- **HCV – High Conservation Value**
- **IFL – Intact Forest Landscapes**
- **IPM – Integrated Pest Management**

- **ISH – Independent SmallHolder**
- **LUCA – Land Use Change Analysis**
- **MAN – Manufacturers Association of Nigeria**
- **POFON – Plantation Owners Forum of Nigeria**
- **RaCP - Remediation and Compensation Procedure**
- **RTE – Rare Threatened and Endangered**
- **SH - SmallHolder**
- **SSH – Scheme SmallHollder**

# References



- *Introduction to the RSPO P&C 2018 (Training material for IMO – October 2022).*
- *RSPO P&C 2018 – Prosperity (Training material for IMO – October 2022)*
- *RSPO P&C 2018 – People (Training material for IMO – October 2022)*
- *RSPO P&C 2018 – HCV& HCS (Training material for IMO – October 2022)*
- *RSPO P&C 2018 (Principles and Criteria for the production of Sustainable Palm Oil).*
- *RSPO P&C Nigeria National Interpretation (NGNI) 2017*
- *Transforming Markets to make sustainable palm oil the norm (Training material for IMO– October 2022)*



# ***COMMUNITY OUTREACH & ENGAGEMENT PROGRAMME IN EDO STATE, NIGERIA***

## **SESSION 4**

## ***CLOSING PRESENTATION***

# OUTLINE



- **Trainee Evaluation**
- **Benefits of RSPO to Stakeholders**
- **Closing Remarks**



## Trainee Evaluation

**Interactive Session, Questions from Facilitator, Obtain further inputs from Stakeholders**

## *Benefits of RSPO to Stakeholders*

*i). Enhancement of ethical business behavior, building trust and transparency among oil palm stakeholders to ensure strong and healthy relationships.*

*ii). Strengthening the capacity of all stakeholders to implement RSPO's framework and also to better collaborate to improve the performance of the palm oil industry.*

### **Benefits to All**

## *Benefits of RSPO to Stakeholders Cont'd*

*i). Upholding the rights of the community and enhancing livelihoods.*

*ii). Improved knowledge on preserving and protecting cultural/heritage sites which would hitherto be lost due to new farm development and clearance.*

**Benefits to the  
Community**

## **Benefits of RSPO to Stakeholders Cont'd**

### **Benefits to Smallholder**

- i). Improved livelihood through applying tools that increase their yields and support adoption of better management practices, including improved environmental and social performance.*
- ii). Achieving smallholder inclusion and opportunity to operate in a more level playing field and negotiate better based on improved access to information.*

## **Benefits of RSPO to Stakeholders Cont'd**

*i). Improved relations with communities and better worker friendly workplace.*

*ii). Conformance to global, national legislation and maintenance of critical environmental values.*

*iii). Enhanced access to finance.*

*iv). Certification benefits; Improved reputation, Market access, Use of Trademark, Sustainable Growth, Influence and Global Network, Assurance and Third-Party Validation.*

**Benefits to Oil Palm  
Companies**

## *Benefits of RSPO to Stakeholders Cont'd*

- i). Air and Water pollution control*
- ii). Continuous Greenhouse Gas reduction, which will address climate change issues.*
- iii). Better waste management practices.*
- iv). Enhanced Practices to maintain soil fertility, minimise soil erosion.*
- v). High Conservation Values and High Carbon Stocks are identified, managed and sustained.*

## **Benefits to the Environment**

## Closing Remark

