



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

## ***CAPACITY BUILDING EXERCISE***

### ***MODULE 1: RSPO PRINCIPLES & CRITERIA (PIDGIN 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

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

- Preamble: RSPO Videos for How to Produce Palm Oil Wey go Sustain
- Introduction to talk talk for RSPO & the Community Outreach and Engagement Programme (COEP)
- Session 1: Prosperity (To make am)
- Session 2: People (Pipo)
- Session 3: Planet (The World)
- Session 4: Closing Presentation/Remark

# Part One



## **Introduction to the Ogbonge Discussion wey dem dey Call Roundtable on Sustainable Palm Oil (RSPO)/Community Outreach and Engagement Programme (COEP)**

## Wetin be RSPO?

**The Roundtable (ogbonge discussion) on Sustainable Palm Oil (RSPO) na word-wide, multi-stakeholder initiative wey concern how to produce palm oil wey go sustain.**

# RSPO



*Dem form RSPO for the year 2004 as international membership organisation way no wan make profit for imself and we go bring together de pipo wey get interest and wey dey for de major sectors of the palm oil industry to promote the growth and use of sustainable palm oil wey go sustain through de standard wey de whole world gree to*

**When dem form am and na who form am?**

*The members wey form RSPO include the World Wide Fund for Nature (WWF), Malaysian Palm Oil Association (MPOA), Unilever, Migros, and AAK.*





As pipo dey develop new plantations e don cause:

**Wetin make  
dem form am?**



☐ Quarrel and katakata about who get land and land tief tief

☐ Communities wey dem pursue comot



☐ Abuse of workers rights and condition



# RSPO



## **Wetin make dem form am? (cont'd)**

- ❑ Changing of forest: Bush wey dem clear and burn dey release bad smoke put for air come dey make everywhere dey hot.



- ❑ Deforestation: as dem clear bush comot, e fit cause erosion make de soil to loss



- ❑ Conversion of area (HCV's) and Biodiversity loss



# RSPO



*Members of RSPO dey represent all stages for the supply chain and the largest palm oil producing regions for the world. Because dem be members, dem fit put mouth for RSPO important talk for wetin to do, to make palm oil wey go sustain and stand gidigba.*

## Who be members and how e take benefit dem ?

### Benefits of membership



Reputation



Sustainable Growth



Market Access



Use of Trademark



Influence and Global Network



Assurance and Third Party Validation

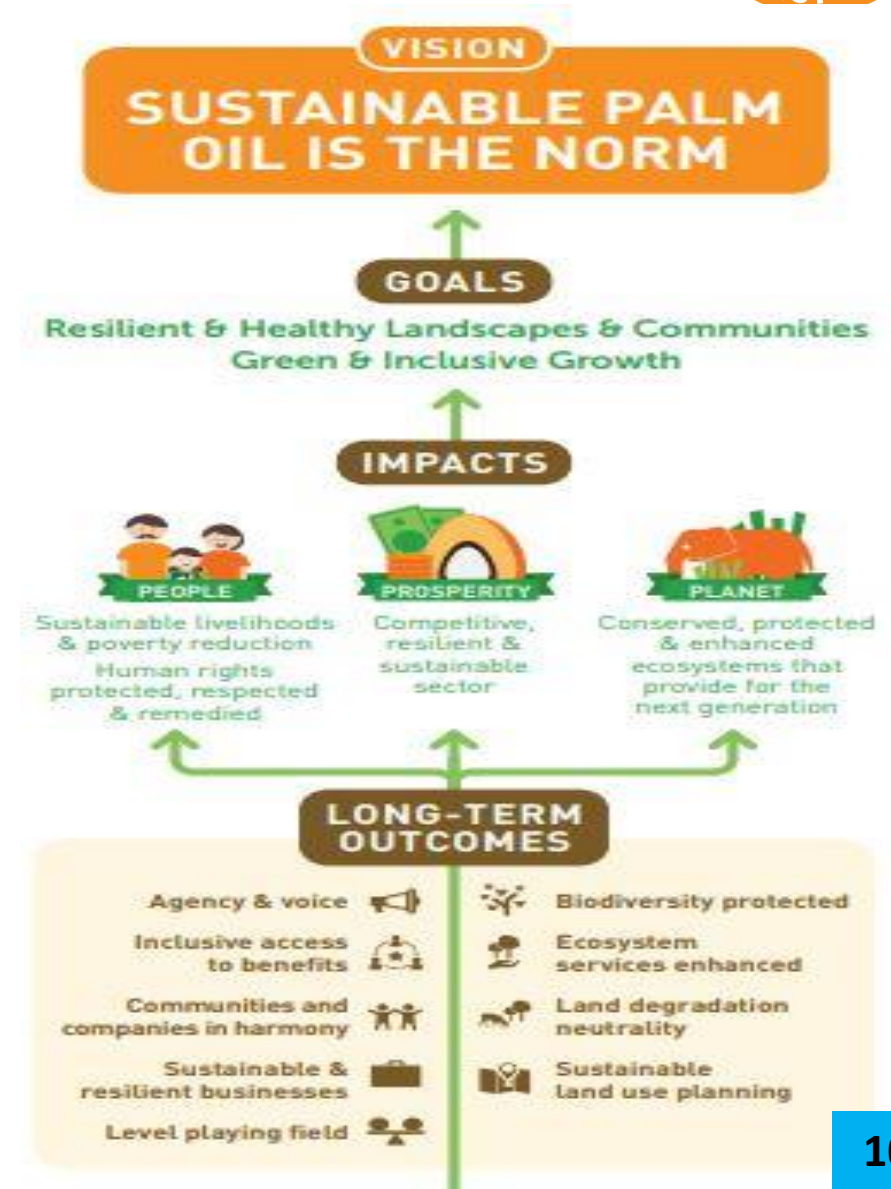
**+5000**  
RSPO members

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



“To transform the markets by making palm oil way go dey sustain and make am way of life”.

“ToC na the manua way show how RSPO wan take achieve him goal and vision of making palm oil way go dey sustain and make am the way of life. RSPO ToC don set the way and manner to create an industry-wide ecosystem way helep the making and consumption of palm oil way go sustain, with the goal say e go create better effect around the three pillars: **People (Pipo)**, **Planet (World)**, and **Prosperity**. (To make am)



**Wetin Be palm oil  
(banga) wey dey  
sustain and dem  
dey produce am**

## **Sustainable Palm Oil (banga wey dey sustain)**

Dis na palm oil (banga) wey dem produce and sell in a manner wey no dey spoil environment, wey go pay pipo and wey no go offend dem. Wen dem plan and do am well, oil palm (bang) go make pipo live and country beta and the environment dey kampe.

## **Sustainable Palm Oil Production (Production of banga wey sustain)**

include management and operations wey follow the law, wey pay pipo and good for environment.

Dem dey use set of **Principles and Criteria (P&C)**, and the Indicators and Guidance wey follow am, to make am work.

**Why palm oil  
(banga) wey  
dey sustain?**



*"The thing wey we dey do to de forests they show wetin we dey do to ourselves and to another people."*

- Mathama Ghandi -



***Some Members wey dey produce  
Palm Oil (banga) wey dey sustain  
for Nigeria***



**Presco Plc (Edo State)**



**Okomu OPC (Edo State)**



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



**Siat Nig Ltd (River State)**



## How dem dey produce Palm Oil (banga) wey dy sustain?

### Through the RSPO Principle & Criteria

**Principles:** Na ogbonge statements wey dey help pipo achieve the result wey dem want.

**Criteria:** Na means to judge weda dem don fulfil principle.

**Indicator:** means to see how far dem don dey use am. E fit be say dem don use am well or bad



Structure

(Arenggee) 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

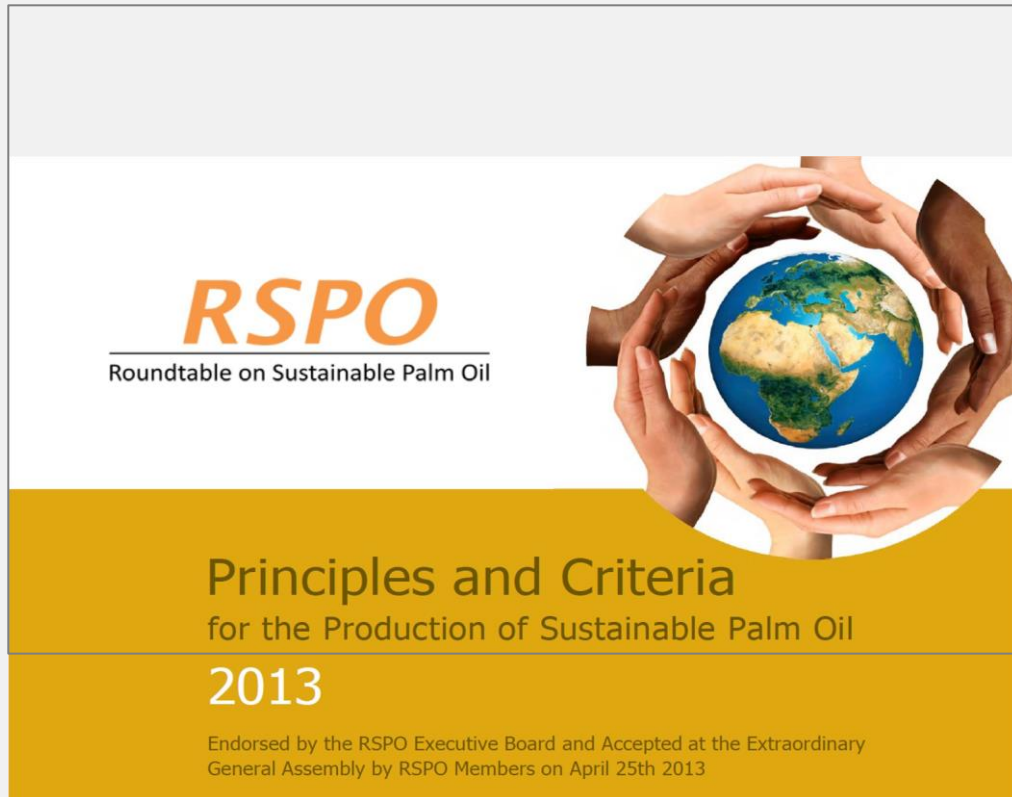
Composition of  
the P&C

De RSPO P&C  
2018 get;

7 Principles,  
41 Criteria  
163 Indicators

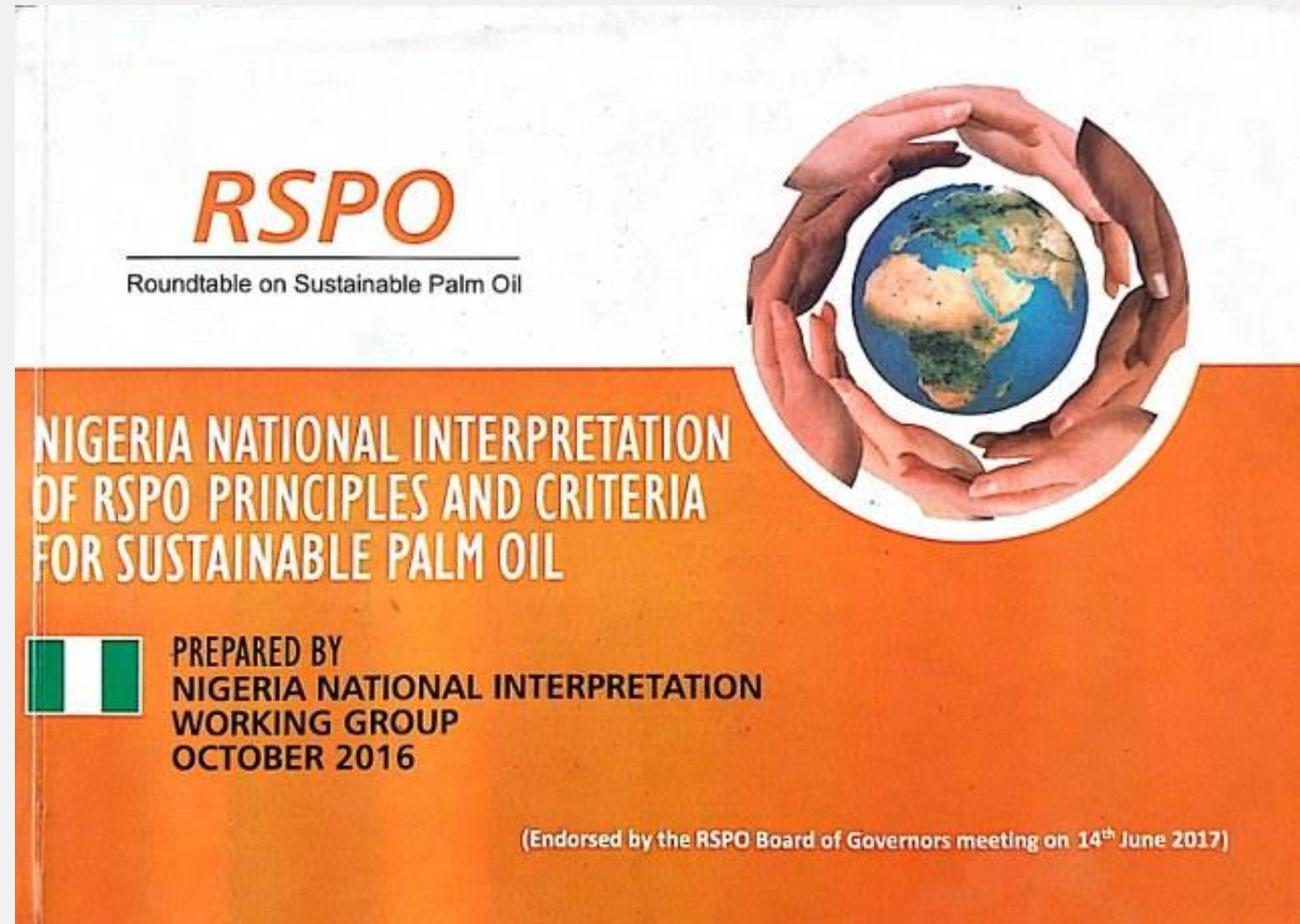
Principles	Criteria	Indicator	
		Critical	Normal
1 - Behave ethically & transparently	2	3	4
2 - Operate legally & respect rights	3	2	6
3 - Optimise productivity, efficiency, positive impacts & resilience	7	8	10
4 - Respect community & human rights & deliver benefits	8	13	19
5 - Support smallholder inclusion	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 don dey bring many programmes wey go helep reach the grassroot and oda pipo wey dey inside banga business. Na ogbonge organization dem dey use as the link. Na de kind programme be this COEP.

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

- The COEP want to dey work directly with pipo wey dey inside banga business for all levels of the society inside countries wey dey produce banga, and to make sure say wayo or cheatin no dey for all of dem wey include local communities, civil society organization, small small banga farmers, government agencies and companies wey dey produce banga.



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

- Because of dis, RSPO don appoint Foremost Development Services (FDS) as the ogbonge go between organization wey go lead the implementation of the programme for Edo State, Nigeria.

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

- Presco Plc, Okomu Oil Palm Company Plc wey be RSPO certified members get a total land holding wey pass 70,000ha for Edo State, Nigeria.
- On top of dis, the Edo State government under ESOPP don allocate about 65,000ha of land to nine (9) oil palm investors and wey government don talk say dem must produce palm oil wey dey sustain.
- E com mean say, communities wey go dey involve inside production of banga wey dey sustain for Edo State no go less than 100 communities.
- Sake of dat, RSPO don chose Edo State for the kick off COEP in Nigeria.

## COEP



The major objective of COEP na;

### **Objectives of COEP**

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

# 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 dey Here**



**Training on**



- **Module 1: RSP0 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 wey ensure long-term survival of the pipo wey dey involve and shared benefits for both private sector as well as the means to chop of the communities wey dey plant the banga.

# Prosperity



**Principle 1** - Behave ethically & transparently  
(Behave well well and dey open)



**Principle 2** – Operate legally & respect rights  
(Obey law for work & give pipo dem right).

**Principle 3** – Optimise productivity, efficiency, positive impacts & resilience (Work well well make dem feel your contribution, & no dey quick give up).

**1.1 The unit of certification dey give ogbonge information to pipo wey mata for environment, for society and for law mata wey concern RSPO Criteria. De information go dey for correct languages wey go let pipo participate well well for decision making.**

- Management document wey dey relevant go dey available to the pipo.
- Information go dey available for pipo for language wey dem understand.
- Information wey pipo ask for and the answers wey follow am go dey for record.
- The way wey dem take meet & talk go dey documented, and de pipo wey mata go know dem and do wetin agree inside.
- Record of how to reach de pipo wey mata or de pipo wey dey represent dem dey available.



**1.2 The unit of certification go accept to do dem business and transaction in de way wey proper.**

- Policy go dey wey go show how to behave for all business operations wey go include how dem go take employ and award contract.
- System go dey to take check check weda dem dey carry out wetin dem talk for the policy.



## Principle 2- Operate Legally & Respect Rights



### 2.1 Follow all the law wey mata weda e be local, national or international

- The unit of certification must to use all the law wey matter.
- A system go dey wey go fit show say the unit of certification and the people wey they follow am do business they follow the law. And the system go check anytime wey the law don change.
- Legal boundaries go dey wey every body go they see to make sure say planting no dey outside the boundaries.



## Principle 2- Operate Legally & Respect Rights (Cont'd)



### 2.2 All the contractors wey dey provide operational services & bring workers, & Fresh Fruit Bunch (FFB) suppliers, obey wetin dey for law

- Write down and keep record of everybody wey dem give contract.
- All de contracts must to add specific condition on how to fit do wetin law require & that third parties should be able to demonstrate this.
- All contracts must show say dem no go ever use small pikin and anybody wey dem force & and carry come work. Even if say dem go use young labourers, dem must talk how dem go protect dem for the contract.



2.3 All Banga supplies from outside the unit of certification come from area wey dem follow the law

- The banga wey dem go get the supply directly, the supply bases must give the following information to the mill:
  - Geo-location of FFB origins (area wey dem from get the FFB)
  - Wetin to show say na dem get the land or dem get permission to use the land
  - Correct license for planting/operating/trading, to dey buy& sell FFB (where applicable)
- For de FFB wey dem no collect directly, the unit of certification must to collect the above information from the collection centres, agents or other pipo wey dey in-between.





## Principle 3 - Optimise Productivity, Efficiency, Positive Impacts & Resilience (Cont'd)



### 3.1 Implemented management plan for the unit of certification dey for ground and wetin e wan achieve na long-term economic & financial viability

- At least three years record of business or management plan wey include a business plan for Scheme Smallholders, wey dem gather to develop
- Must to show a yearly replanting programme. De programme suppose to plan for at least five years & and dem go dey check am again every year.
- Unit of certification go dey do Management check check for special periods wey dem plan well (as e take concern de size and type of the thing wey dem dey do).



**3.2 The unit of certification dey regularly check check & review dem performance for area of how dem dey take manage their economy, social & environmental performance & develops & implements action plans wey dem go take demonstrate continuous improvement in key positions.**

- continuous improvement action plan wey go take into account the social & environmental impacts & opportunities wey dey for the unit of certification.
- Must to submit yearly report wey dem prepare with the RSPO metrics template, to the RSPO Secretariat for the check check of the continuous improvement process.



3.3 Must to carefully document and constantly carry out and check the procedure and manner way dem dey take operate.

- De Standard Operating Procedures (SOPs) for the unit of certification must to dey for ground.
- Must to find a way to make sure say dem dey follow wetin dey the SOPs constantly.
- Must to keep check check records, wey concern any actions taken, and provide the record wen dem need am.



### 3.5 A system for managing workers day in place.

- Recruitment (employment), selection, hiring, promotion, retirement & termination (sack) procedures must be documented & made available for the workers & their representatives.
- Carry out the procedure for employment well well and keep the records well.



## Principle 3 - Optimise Productivity, Efficiency, Positive Impacts & Resilience (Cont'd)



### 3.6 Write down a health & safety (H&S) plan wey concern your occupation and communicate and carry am out well.

- Must to find de danger wey concern Health & Safety (H&S) issues for every operation. Den make and implement plans wey go reduce de danger dem.
- Also carry out check check to know how well the H&S plan dey address de health & safety risks wey concern de pipo.



## Principle 3 - Optimise Productivity, Efficiency, Positive Impacts & Resilience (Cont'd)



### 3.7 Give correct training to all staff, workers scheme smallholders, outgrowers & contract workers wey mata.

- Must to provide training programme wey dem write down for all de staff and pipo wey mata for the manner wey dem go fit see am and understand am. Pipo dem train must talk how dem see the training.
- Training records dey maintained & where dem need am on pipo by pipo basis.
- Must to provide important trainings for pipo wey dey in charge of some work wey concern the Supply Chain Certification Standards (SCCS). The trainings must to also fit the work wey dem send dem.



# Prosperity

## Question & Answer



# Session 2



**Principles: 4,5,6**

**Impact Goal**

***Sustainable  
livelihoods and  
poverty reduction***

# Session 2

**Impact Goal**

***Sustainable livelihoods and poverty reduction***



Human rights dey protected, respected and remedied. The palm oil sector dey contribute to reduce poverty and banga production na source of sustainable livelihoods. Respect dey for human rights, pipo dey participate for the processes wey affect them with shared access and benefits. Everyone wey dey produce banga get equal opportunities to fulfill their potential for work and community with dignity and equality and for inside 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 the rights of the community, provide equal opportunities, make full use of benefits from engagement and make correction where the need arises.

Criterion 4.1 The unit of certification dey respects human rights, wey include to dey respect the rights of Human Rights Defenders.

- A policy wey go respect human rights and wey go ban retaliation against Human Right Defenders HRDs.
  - Write am down and send am for all level and to all de stakeholders.
- No allow intimidation and any kain Harassment.



## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



**Criterion 4.2** E get documented system wey everybody agree to & wey dem dey take deal with complaints & grievances which dem dey implement and everybody wey dey involved dey accept am.

- A system dey for ground wey everybody accept to dey take settle disagreement well well and quick quick, without risk say person go retaliate or intimidate anybody.
  - Where complainants no wan make dem know who dem be, the system make sure say e hide dem identity.
  - Everybody wey dey affected suppose to understand the system.
- Unit of Certification (UoC) dey inform de pipo wey get issues of how far de mata dey go for inside de time wey dem agree plus de results wey dem communicate.
- The mechanism go provide option for de pipo wey get complain.
  - To fit get access to independent legal and technical advice.
  - To get support from individuals or groups and/or to act as observers.
  - To get a third-party mediator.



## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



- Criterion 4.3 The UoC dey contribute local development wey dey sustain according to wetin local communities don agree.





## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



**Criterion 4.4** Use of the land for oil palm no dey reduce the legal, customary or user rights of other users except say na with their Free, Prior & Informed Consent (FPIC).

- Documents wey dey show de person wey legally get or lease, or get authority to customary land authorized by customary landowners through a FPIC process.
- Documents wey concern de history of land tenure and the actual legal or customary use of the land dey available.
- Copies of documents showing how dem take make agreement, how dem take negotiate agreements, and wey clearly show the FPIC process dey available.
- Maps wey dey correct scale of the land wey dem lease, wey dem develop through participatory mapping wey involve de pipo wey dey affected.



## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



### Criterion 4.4 Cont'd:

- All relevant information dey available in language wey dem understand (SEIA, proposed benefit sharing, and legal arrangements).
- Proof saying that communities dey represented through dem institutions or representatives wey dem choose (including lawyer).
- Evidence to show say de implementation of de agreements wey dem negotiate through FPIC, say dem dey review am yearly together with affected parties.



## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



**Criterion 4.5** Dem no go fit establish new plantings for land wey belong to local pipo if dem go fit show say dem get legal, customary or user rights, without their FPIC. Dem dey handle dis one through one documented system wey dey let dem & other stakeholders to express their views through their own institutions wey dey represent dem.

- Documents wey dey show identification and assessment of demonstrable legal, customary and user rights dey available.
- Dem dey get FPIC through a serious and complete process, and relevant information and documents wey dey available.
- De pipo get freedom to ask for advice on dem own.
- The right to say 'No' to the operations wey dem plan for their land for any time of the project.



Criterion 4.5 Cont'd

- Make sure say dem conduct local food and water security, a participatory SEIA and participatory land-use planning with local pipo dem as part of FPIC process.
- To identify the full range of food and water provision options.
- Evidence wey show say de affected parties be get option to collect information and advice concerning the legal, economic, environmental and social implications of the operations wey dem plan do for their lands.
- Evidence to show say de communities/Reps give approval to the initial planning phases of the operations before dem issue a new concession or land title.



Criterion 4.5 Cont'd

- Dem no go acquire any land through government authority for sake of national interest without consent, except for cases wey smallholders dey benefit from agrarian reform or anti-drug programme.
- Dem no go acquire land for areas wey communities wey separate themselves on their own dey live.



Criterion 4.6 Any negotiations wey concern compensation for loss of legal, customary or user rights, dem dey do am through a documented system wey dey allow indigenous people, local communities & other stakeholders to talk dem mind through their representative institutions.

- Procedures wey dem agree together dey in place.
  - To Identify legal, customary or user rights,
  - To identify de pipo wey get right to receive compensation
  - To calculate and share compensation wey balance weda na man or woman.
  - Dem dey do am, dem dey check check am togeda with the pipo wey dey involve .
  - Equal opportunities dey for both men and women to hold land titles for small holdings.



## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



### Criterion 4.6 - Cont'd

- De process and result dey for record for wetin dem agree for negotiation, for compensation and for payment.
- Evidence to show say de pipo wey dey affected, participate for the process.
- De record dey available weneva dem wan see am.



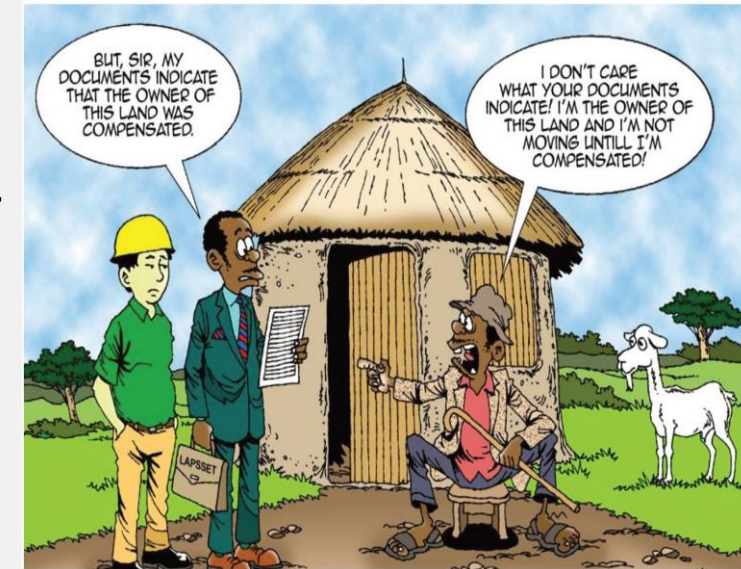


## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



**Criterion 4.7** Where dem go fit show say local pipo get legal, customary or user rights, dem go compensate dem for any land acquisitions & relinquishment of rights wey dem agree, wey folow the FPIC & negotiated agreements.

- Procedures wey dem agree together dey in place.
  - To identify de pipo wey get right to receive compensation
  - To calculate and share fair compensation (for money or otherwise).
  - The procedures go dey for document and e go dey available to affected parties.
- Communities wey don loss access and rights to land for plantation expansion, dey get opportunities to benefit from plantation development.



## Principle 4- Respect Community and Human Rights and Deliver Benefits (Cont'd)



**Criterion 4.8 Local pipo wey fit show say dem get legal, customary, or user rights, dey demonstrate the right to use the land ; dem nor dey argue am for law.**

- For where argument or disagreement no dey, the following suppose dey available:
  - Proof of legal acquisition of title.
  - Evidence say dem don do the compensation with all the affected parties (for the time of acquisition)
  - And provided to parties to a dispute and that compensation wey dem accept, follow a documented process of FPIC.
- No land conflict in the area of UoC;
  - For where land conflict dey, dem dey implement acceptable conflict resolution processes wey all the parties dey accept.



Criterion 4.8 Cont'd.

- For where dem acquire by force or dem chase de pipo comot for wia dem get customary/ user rights before the current operations, and where some parties wey get demonstrable customary and land use right still dey, dem go settle these claims with the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)
- For any land katakata:
  - Dem go join hand take map out the area wey katakata dey together with the pipo wey de mata concern.



Include smallholders for RSPO supply chains and improve their chop chop through fair and transparent partnerships



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

- Make available current and previous Banga prices
- Regularly dey explain how the pricing take be.
- Agree with Smallholders on a fair pricing & wey dey attractive.
- Make sure say all affected parties dey involved for decision-making processes and dem 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 dey fair, legal and transparent and dem get agreed timeframe.
- Make agreed payments in a timely manner and give receipts weyspecify price, weight, deductions and amount paid.
- Check check Weighing equipment by an independent 3rd party on a regular basis.
- Unit of Certification supports Independent Smallholder (ISH) with certification.
- How to take settle katakata for smallholders fast fast.



**Criterion 5.2 The unit of certification supports improved livelihoods of smallholders & their inclusion in value chain of palm oil wey dey sustain.**

- The unit of certification
  - Dey consult with interested smallholders (irrespective of type) to know wetin dem need for support and to improve dem chop chop and dem interest for RSPO certification.
  - Dey arrange and do programme wey go improve dem chop chop like;
    - Training wey go helep dem productivity, quality, organizational and managerial skill.
    - Specific elements of RSPO certification.





Criterion 5.2 Cont'd

- The unit of certification
  - Dey support smallholders to promote FFB production wey dey legal.
  - Dey train smallholders for pesticide handling.
  - Dey regularly check check and publicly dey give report 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 dey prohibited



- No discrimination & equal opportunity policy.
- No discrimination among the affected parties including group wey dey weak.
- No payment for recruitment.
- Recruitment & promotion dey based on skills, capabilities qualities and how u tanda gidigba medically.
- Pregnancy testing no go dey 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 De Pay & conditions for staff & workers & for contract workers always meet at least legal or industry minimum standards & e dey sufficient to provide Decent Living Wages (DLW).**

- Applicable labour laws, union and/or other collective agreements & documentation of pay & conditions dey available for the workers for the national languages & dem explain am to dem for the language wey dem understand.
- Employment contracts and related documents wey spell out payments and conditions of employment and payroll documents, dey give accurate information on compensation for wey dem do including 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 dey provide the following to national standards or above, for where no such public facilities dey available or pipo no fit reach dem:
  - 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 dey make efforts to improve workers' access to adequate, sufficient and affordable food.
- Dem dey pay a DLW to all workers, including those wey dey on piece rate/quotas.
- For the major work, na staff wey dey permanent, full-time employment dey do am.
  - Dem limit casual, temporary and day labour to jobs wey no dey permanent or wey dey seasonal.



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



**Criterion 6.3** The unit of certification dey respect the rights of all personnel to form and join trade unions wey dem like and to bargain collectively. For where the law restrict the right to freedom of association and collective bargaining, the employer go facilitate another 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 wey dem understand
- Minutes of meeting between UoC and trade unions or representatives of workers wey dem freely elect.
- 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 dey for children protection, including prohibition of child labour and remediation.
- Minimum age requirements are met.
- Dem dey only employ young pipo 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 Harassment or abuse no dey for workplace, & reproductive rights dey protected.

- The following policies suppose to dey for ground, dem go implement and communicate dem to all levels of the workforce:
  - Policy wey go prevent sexual and all other kain harassment and violence.
  - Policy wey go 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 na voluntary and no be by force, and the following dey prohibited:
  - Retention of identity documents or passports
  - Payment of recruitment fees
  - Contract substitution
  - Overtime work wey be by force
  - 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 go dey and dem go dey folow am.



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



**Criterion 6.7** The unit of certification go ensure say the working environment under dem control dey safe & without undue risk to health.



- HSE manager & HSE committee
- Accident and emergency procedures dey ground and all the workers dey clearly understand the instructions.
- Personal protective equipment (PPE)
  - Dey Appropriate
  - Dey Provided to workers for free
  - Dey Cover all operations wey fit get danger.
- Medical care and accident insurance
- Occupational injuries are recorded Lost Time Accident ( LTA) metrics.



# **Session 2- People**

## **Question & Answer**

# 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*



E dey save, protecte, and improve natural environments wey dem dey call ecosystems wey dey provide for the next generation. Ecosystems and their services dey protected, restored, and dey quick recover, including through sustainable consumption and production and sustainable management of natural resources. E dey address climate change through continuous Green House Gas reductions, air and water pollution dey controlled.



## **Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment**



### Objectives and Outcomes

Ecosystems and their services are protected, restored and they recover quickly; demand is 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 is controlled.
- We get greater recovery for our food and fibre production.
- The water and air are cleaner, and carbon does not come from the air to regenerate soil for current and future generations.
- Inputs decrease while yields are maintained, or even do improve.



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



Principle 7 ensures/encourage;

- ☀ **IPM, Pesticides no dey threaten lives**
- ☀ **Troway dirty for de correct way**
- ☀ **Practices to maintain Soil fertility, reduce soil erosion, Topographical and soil survey information**
- ☀ **Water Management (must to manage water and save am where necessary)**
- ☀ **Pollution Reduction Plans and GHG Monitoring**
- ☀ **No damage to HCV/HCS and its Management**
- ☀ **No planting on top of Peat, No use of Fire**



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



### A. HCV (HIGH CONSERVATION VALUE)

➤ Something wey FSC do in the 1990's to identify and manage outstanding and/or important environmental and social values for areas of production.

➤ HCVs dey very very important 'for the whole world, for the region or for nation.

➤ HCV approach wey dey target how to **Identify, Manage and Monitor** HCV

➤ Dem be 6 classes of HCV for the whole world;

- (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 6 CULTURAL VALUES



#### HCV 4 ECOSYSTEM SERVICES



#### HCV 5 COMMUNITY NEEDS



Wetin be 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 may include species that are native, rare, threatened or endangered, and deemed 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) are very significant for global, regional or for national levels, and they contain viable populations of the great many many species that occur naturally for natural patterns of distribution and abundance.



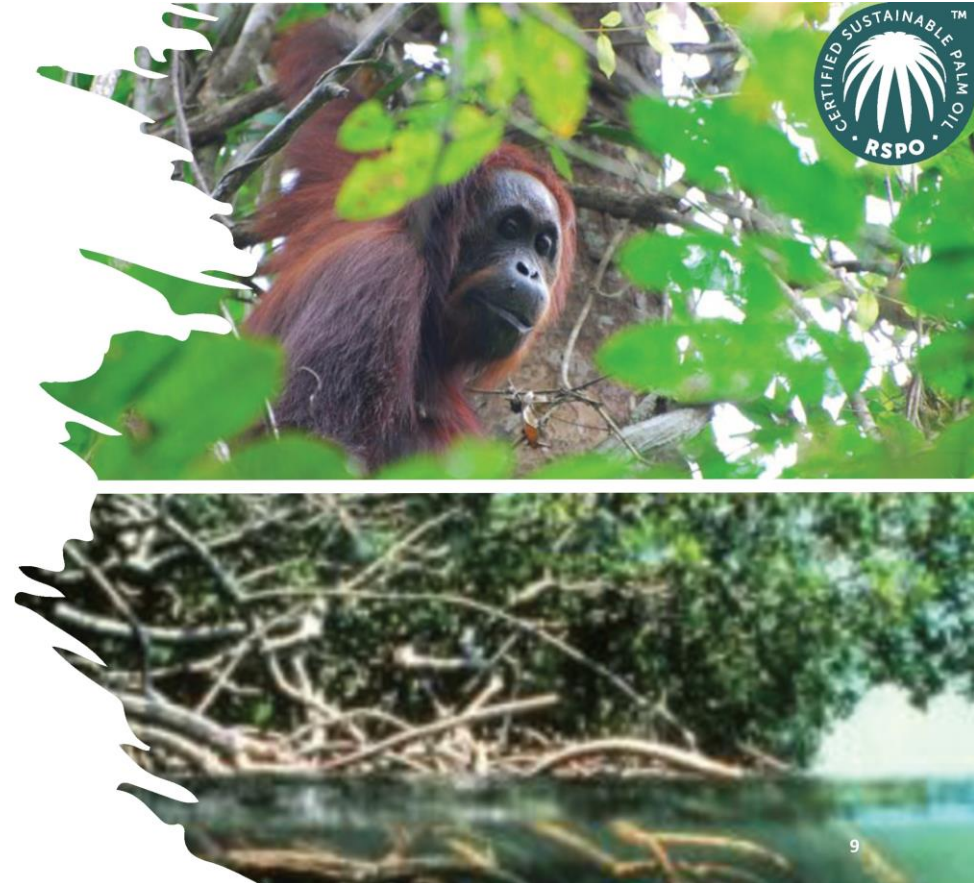
## Principle 7 – Protect, Conserve and Enhance Ecosystems and the Environment (Cont'd)



### 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 for situations wey dey serious, including protection of where water dey gather and control of erosion of soils and slopes wey dey exposed or vulnerable.



## 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 wey dey fundamental to dey satisfy the basic necessities of local communities or indigenous pipo (for livelihoods, health, nutrition, water, etc ...), and dem identify am togeda with the communities or indigenous pipo dem.





## 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 pipos, and dem identify am togeda with the local communities or indigenous pipos dem.



## 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 no dey cause deforestation or damage any area wey dem need to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests for inside the managed area go dey identified and protected or enhanced.



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



### B. HCS (HIGH CARBON STOCK)



Wetin be Carbon Stock?

The quantity of carbon we dey for inside a “pool”, meaning a reservoir or system we get the capacity to gather or release carbon.” -FAO,2005-

- AGB-Carbon we dey inside living biomass above the soil, including stem, stump, branches, bark, seeds, and foliage.
- BGB - Carbon we dey inside all living biomass of live roots
- Soil Carbon\* - Organic carbon we dey inside mineral and organic soils (including peat)
- Also includes Carbon we dey for 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

Wetin be High Carbon Stock (HCS)?



The HCS approach na tool wey companies dey take implement 'no deforestation' commitments in practice for ground. Na procedure to take identify and separate degraded lands (non-HCS) wey dem fit develop, from forest lands wey dem suppose secure as forest.

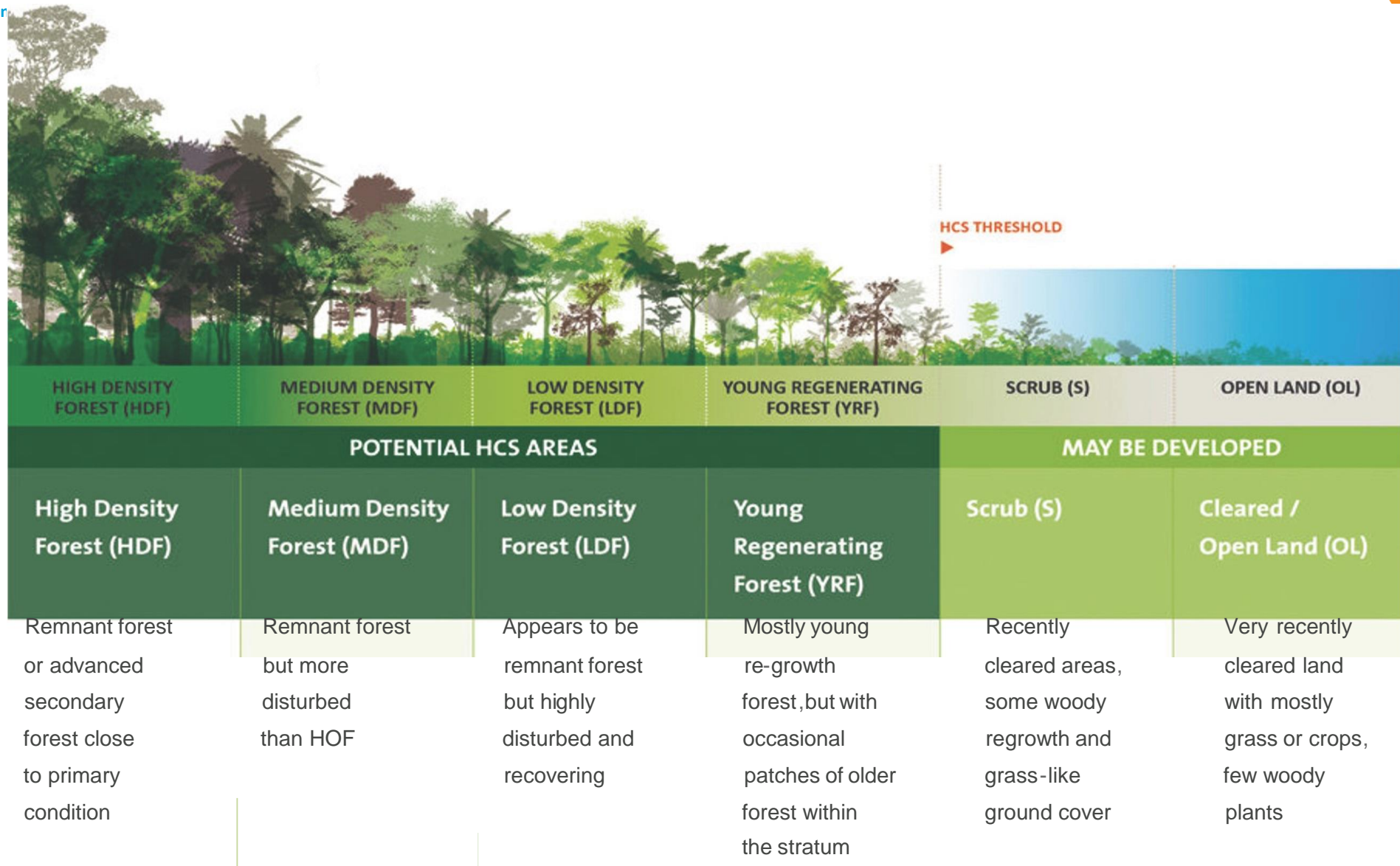
- *Dem develop the approach for 2013;*
- *Dem do the approach to take achieve 'no deforestation'; (No flexibility)*
- *The HCSA dey check options for smallholders wey dey more flexible and easy to apply.*



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



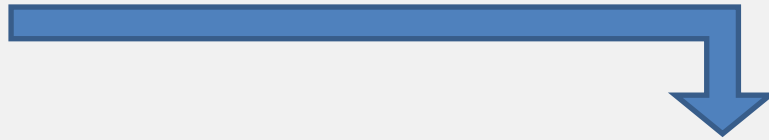
### B. HCS (HIGH CARBON STOCK) Cont'd





# Wetin dey again?

**Training wey go 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)***

**Wese !**





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

## **SESSION 4**

## ***CLOSING PRESENTATION***

# OUTLINE



- **Trainee Evaluation (Tell us Wetin una don learn)**
- **Benefits of RSPO to Stakeholders**
- **Closing Remarks**



## Trainee Evaluation

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

## **Benefits of RSPO to Stakeholders**

*i). Trust go dey, how we dey take do bizness go beta, trust go dey because wayowayo no involve again. Me and you go fit do bizness anytime.*

**Wetin be the**

**Benefits to everyone**

*ii). Wen we don sabi the RSPO way, sote we don know am welwel, e go betta the framework wey RSPO don put for grand and the banga bizness for de country go dey perform welwel.*

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

*i). De right of the community no go shake sake of say dem don know dem right and e go betta the way the community dey find dem chop chop.*

*ii). De culture, de way wey dem ancestors leave behind to dey do things no go end because say new plantation dey come.*

**Wetin be de benefits to  
Community dem**

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

*i). Wen dem don sabi the corect way to plant and manage de banga, sote e no cause katakata for de environment and neighbor, de farmer harvest go plenty sote e go beta dem life and dem chop chop.*

*ii). De farmer go get mouth to negotiate and dem go fit make decision sake of say dem don get enof informate about de banga bizness and de correct way to dey do am.*

**Wetin be de  
Benefits to  
Smallholder**

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

**Wetin be de  
benefits to  
Companies wey dey  
do Banga bizness**

*i). De pipo and de company no go dey fight, de company workers mind go rest welwel to dey do dem work.*

*ii). Dem go fit dey obey de law weda na local or international so tey de environment go dey beta.*

*iii). Enhanced access to finance. Dem go fit get chance to take get money do dem bizness.*

*iv). **Certificate wey dem get go allow dem;** dey recognized for world, dem bizness go get future, dem go fit use the logo wey go bring beta bizness for dem and dem go dey get more customers anywhere everywhere.*

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

- i). Air and Water no go dey polluted or spoil.*
- ii). Greenhouse Gas go dey reduce and dis wan no go dey make everywhere dey hot hot or rain wey fit spoil property or cause flood no go dey happen.*
- iii). De way and mana we dey kip and troway our dirty go betta.*
- iv). We go use de method wey go betta de soil and wey go reduce soil erosion.*
- v). High Conservation Values and High Carbon Stocks we go fit kno dem, manage dem and kip dem sote dem no go end.*

**Wetin be de  
benefits to de  
Environment**

# Closing Remark

