



TERMS OF REFERENCE

Independent Evaluator for Compensation Plans of RSPO Remediation and Compensation Procedure

1. Background

The RaCP was developed by the RSPO Compensation Task Force (CTF) at the request of the Board of Governors of the RSPO through a multi-stakeholder consultative process. The Procedure was formulated by the CTF in order to address circumstances related to land clearance without prior High Conservation Values (HCV) assessment, and with the aim of assisting growers to attain full certification in all their operating units. On March 6th 2014, the Board of Governors of the RSPO endorsed the initial RSPO Remediation & Compensation Procedures related to land clearance without prior HCV assessment and accepted the recommendation of CTF to start a staged implementation. The final procedure document was endorsed by the Board of Governors in November 2015.

2. Objective

To review the Compensation Plan received by the RSPO Secretariat from member growers, and make recommendations to the Compensation Panel(s).

3. Output

- I. A written report that evaluates each Compensation Plan received by the RSPO Secretariat from member growers, including recommendations for accepting or rejecting the plan; and with
- II. Recommendations for any improvements or corrections that might be needed.

4. Scope

The scope of services of the Independent Evaluator is as follows:

- I. Review and evaluate Compensation Plan(s) to ensure that they meet the requirements as set out in the RaCP, using Annex 3, Remediation and Compensation Plan Evaluator Reporting Checklist, as a guide.
- II. Assess the actions proposed in the plan to identify whether or not the actions are adequate to address the required compensation liability.

5. Reporting

- I. The Independent Evaluator will report to the RSPO Secretariat via the Environment Specialist, or the Environmental Management (Senior Executive) and Head of Integrity in the absence of the Environment Specialist.
- II. In order to maintain independence of the compensation plan evaluation process, the RSPO Secretariat will facilitate communication with the member growers to address any issues identified by the evaluator and the member growers will submit a revised



compensation plan and/or additional information to be reviewed by the independent compensation plan evaluator.

6. Expertise required

- I. Familiar with the palm oil sector and RSPO P&C requirements and RSPO Remediation and Compensation Procedures.
- II. Significant experience in conservation project development, management and evaluation.
- III. Regional experience/coverage of the main areas where RSPO members and palm oil is present - one or more of Southeast Asia, Latin America and Africa.
- IV. Applicants with a range of relevant expertise are encouraged, including experience in one or more of the following:
 - a) Conservation science
 - b) Habitat restoration
 - c) Experience in dealing with social HCVs and,
 - d) Environmental economics

7. Avoiding conflict of Interest

- I. Prior to each evaluation, the Independent Evaluator will need to assure the RSPO Secretariat that they are independent and have no conflicts of interest (including no commercial relations in the past 3 years) with the RSPO member seeking to apply the remediation and compensation procedure.
- II. The evaluator is required to report any attempts of contact by the growers.

8. Timelines

- I. The evaluation process must be completed within two (2) weeks upon the receipt of each work package (i.e. Compensation Plan).
- II. The RSPO Secretariat will communicate the results of the review to the growers.
- III. Compensation Plan(s) considered unsatisfactory will be handed to the grower for amendment and resubmission within 40 working days.

9. Nominal Fee

The review process conducted by the Independent Evaluator may involve multiple rounds of revisions and exchanges with member growers. A nominal fee, determined by the RSPO Secretariat, will be provided to the Independent Evaluator upon completion of the review, on a per-case basis.