

**MINUTES OF MEETING OF RSPO**  
**40th RSPO BHCVWG MEETING**

**Date: 22 January 2019**  
**Start time: 9.00 am**  
**Venue: Aloft Hotel, KL Sentral, Kuala Lumpur.**

**Attendance:**

<p><b><u>Members and Alternates</u></b></p> <ol style="list-style-type: none"> <li>1. Bukti Bagja (WRI)</li> <li>2. Dr. Gan Lian Tong (Musim Mas)</li> <li>3. Ginny Ng (Wilmar)</li> <li>4. Harjinder Kler (HUTAN)</li> <li>5. Laila Wilfred (OLAM)</li> <li>6. Lanash Thanda (SEPA)</li> <li>7. Lee Swee Yin (Sime Darby Plantations)</li> <li>8. Lim Sian Choo (Bumitama)</li> <li>9. Marcus Colchester (FPP)</li> <li>10. Martin Mach (Bumitama)</li> <li>11. Michael Guindon (ZSL)</li> <li>12. Michelle Desilets (Orangutan Land Trust)</li> <li>13. Richard Kan (GAR)</li> </ol> <p><b><u>Absent with Apologies</u></b></p> <ol style="list-style-type: none"> <li>1. Agus Purnomo (GAR)</li> <li>2. Anne Rosenbarger (WRI)</li> <li>3. Audrey Lee (OLAM)</li> <li>4. Benjamin Loh (WWF)</li> <li>5. Olivier Tichit (SIPEF)</li> <li>6. Tn. Syed Madhar bin Syed Hussain (FELDA)</li> <li>7. Norazam bin Abdul Hameed (FELDA)</li> </ol>	<p><b><u>RSPO Secretariat</u></b></p> <ol style="list-style-type: none"> <li>1. Khing Su Li</li> <li>2. Panglima Emir Bustami</li> <li>3. Yen Hun Sung</li> <li>4. Cheryl Ong Sue Peng</li> </ol> <p><b><u>Invited experts</u></b></p> <ol style="list-style-type: none"> <li>1. Glen Reynolds (SEARRP)</li> </ol>
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No	Description	Action points	Progress
1.0	<p><b><u>Opening Remarks</u></b>            The co-chairs welcomed everyone to the 40<sup>th</sup> BHCVWG meeting. Delegates were asked to make a round of introductions as there were new attendees in the room i.e. Panglima Emir Bustami from RSPO Secretariat.</p>		
2.0	<p><b><u>Review &amp; endorsement of the 39<sup>th</sup> BHCVWG meeting minutes</u></b>            A few items from the meeting minutes of the 40<sup>th</sup> meeting was discussed.</p> <p><b>a) Simplified HCV tool for independent smallholders</b>            The RSPO HCV app has been released for public use but limited usability to Malaysia, Thailand, Indonesia, Honduras and Ghana at the moment. The RSPO Secretariat has engaged with Proforest to develop additional HCV probability maps for 5 more countries: Cote d'Ivoire, Sierra Leone, Nigeria, Ecuador and Papua New Guinea. Users have reported of issues and the RSPO Secretariat would be looking to address the user issues.</p> <p><b>b) RSPO Independent Smallholder Standard</b>            The draft independent smallholder standard for certification is being discussed and in the process of completion by the Smallholder Interim Group (SHIG). Once the draft is finalised, the document would be open for public consultation to solicit feedback on the proposed certification process and the principles, criteria and indicators.</p> <p><b>c) BHCVWG representation</b>            Concerns were raised on the continuity of representation and discussions as there are members who have not been attending meetings consecutively. It was highlighted that FELDA has missed 2 meetings consecutively and needs to be informed that they are at risk of being terminated from BHCVWG representation should FELDA not participate for 3 meetings consecutively.</p> <p>The RSPO Secretariat informed that Michael Brady from IFC has left and IFC has appointed Conrad Savy to serve as a contact point for biodiversity issues.</p> <p>It was raised that there was a need for greater representation of the smallholder's perspectives in the BHCVWG discussions. The RSPO Secretariat to consider potential grassroot smallholder organisations.</p>	<p>RSPO Secretariat to address user issues on the RSPO HCV app and upload the additional probability maps when completed.</p> <p>RSPO Secretariat to send notification to the BHCVWG when the draft is ready for public consultation.</p> <p>The RSPO Secretariat to look into finalising the representation from LatAm, CGM and to pursue more information on social NGO representation from Africa.</p>	<p>The probability maps are being finalised by Proforest.</p> <p>Done. The draft RSPO Independent Smallholder Standard is open for the 3<sup>rd</sup> public consultation (10 April to 8 June 2019).</p> <p>Pedro Morales from FEMEXPALMA will represent LatAm in the BHCVWG.</p> <p>Solidaridad (Africa) was proposed but expertise on HCV-HCS tbc.</p> <p>IFC may not be able to participate actively and is open to another financial institution as alternate.</p>

	<p><b>d) Simplified guide to riparian management and rehabilitation</b> The print sample copy of the “Simplified guide to riparian management and rehabilitation” was distributed to the BHCVWG. The guide would be translated into Bahasa Indonesia, French and Spanish for the other regions.</p> <p>There being no further issues, the minutes of the 40<sup>th</sup> BHCVWG meeting was endorsed.</p>	RSPO Secretariat to look into the translation.	Print copies (EN) distributed during the RSPO P&C roadshows, and CB workshops in SEA. Translation completed, and printing to be undertaken by the respective regional offices.
3.0	<p><b><u>HCV Identification, Management &amp; Monitoring</u></b></p> <p><b>a) MY NI on the HCV toolkit</b> The second phase to develop the MY NI on the Common Guidance on HCV Management and Monitoring would be initiated, following the completion and publication of the MY NI on the Common Guidance on HCV identification in August 2018.</p> <p><b>b) HCV management and monitoring (Phase II)</b> An inquiry was made into the development and publication of the tender for the second phase of the HCV management and monitoring study. A draft of the work scope has been shared by FPP. The draft works scope was discussed. FPP recused itself from the discussion as it intended to bid for the tender.</p> <p>Owing to the limitations of the budget allocations, the scope of the tender would be limited to a literature review of currently available tools or toolkits globally (beyond Malaysia and Indonesia) that can be adapted for the oil palm landscape with a set of indicators that could be used to measure the performance or success of HCV management and monitoring activities, and case studies of successful and effective co-management arrangements with communities in the protection of set asides with identified enabling conditions in addition to case studies of effective safeguards for community livelihoods and food security.</p>	RSPO Secretariat to publish the tender.	Tri-party service agreement between WWF-MY, RSPO and Proforest Malaysia is being reviewed.  Tender to be submitted and reviewed through the procurement system. If no queries, the tender would be published in the week of 27 May 2019.
4.0	<p><b><u>RSPO Research Agenda Survey</u></b> The RSPO Research and Advisory Unit conducted an online survey in October 2018 to look at priority topics to be commissioned by the RSPO Secretariat. Biodiversity and social issues emerged as the key areas of concerns by respondents.</p>		Call for Tenders for Research Proposal on Contribution of RSPO

	<p>Research questions would be refined to look at more specific aspects of the priority areas and call for tenders would be published. There is also a need to have country comparisons, rather than focusing the research in one region.</p> <p>Cheryl Ong extended a humble request to the grower members to allow access to their concession areas for research, once the consultant(s) is selected and the research design and sampling sites finalised. There may also be a need for expert participation in the Research Steering Committee. If the BHCVWG has any contacts on research groups or experts, the contacts can be passed on to the RSPO Secretariat.</p>		<p>Certification to The Protection of Biodiversity in Oil Palm Plantations has been announced. Open until 7 June 2019.</p>
5.0	<p><b>Annual Communications of Progress (ACOP)</b></p> <p>Yen Hun Sung, the Data Scientist, has been working to clean up and compile the information submitted through the ACOP channel. The aim of the analyse was to look at the performance of RSPO members in meeting their commitments for RSPO.</p> <p>To this end, the information analysed has been compiled into individual ACOP report cards.</p> <p>The submission portal for ACOP will undergo changes this year and the submission is anticipated to be open on 11 March 2019 and deadline is on 10 May 2019.</p> <p>The announcement on ACOP will be communicated via email, which will include guidelines and instructional video.</p>		<p>ACOP window opened from 18 March to 17 May 2019.</p>
6.0	<p><b>RSPO P&amp;C (2018)</b></p> <p><b>a) RSPO P&amp;C Roadshow</b></p> <p>The RSPO Secretariat has planned a series of socialization events globally to introduce the RSPO Principles and Criteria (2018) to members, including CBs.</p> <p>The dates planned for the RSPO P&amp;C (2018) roadshow in the SEA region listed below:</p> <ul style="list-style-type: none"> <li>- 29<sup>th</sup> and 30<sup>th</sup> January 2019 (Holiday Villa, Subang)</li> <li>- 11<sup>th</sup> and 12<sup>th</sup> February 2019 (Sandakan)</li> <li>- 25<sup>th</sup> and 26<sup>th</sup> February 2019 (Kluang, Johor)</li> <li>- 11<sup>th</sup> and 12<sup>th</sup> February 2019 (Jakarta)</li> <li>- 14<sup>th</sup> and 15<sup>th</sup> February 2019 (Medan)</li> <li>- 19<sup>th</sup> and 20<sup>th</sup> February 2019 (Kalimantan)</li> </ul> <p>The roadshow will include a discussion session on the draft audit checklist. The feedback would be compiled and worked into a final draft version of the audit checklist. There would also be a review of the draft Independent Smallholder Standard, where applicable.</p> <p>The CBs would be trained in the new RSPO P&amp;C (2018) through the more focused CB workshops.</p> <p><b>b) Revision of the BHCVWG ToR</b></p> <p>The ToR for the BHCVWG has been revised with proposed additions of activities to include activities related to HCS and no deforestation.</p> <p>However, the main work to develop the HCS methodology in High Forest Cover Landscapes (HFCL) in High Forest Cover Countries</p>	<p>RSPO Secretariat to share dates for P&amp;C Roadshows including the events in Africa and LatAm.</p>	<p>Done.</p>

<p>(HFCC) would be undertaken by the No Deforestation Joint Steering Group (NDJSG). The NDJSG would include representatives from the HCSA.</p> <p>The implementation of the Criterion 7.12 and Annex 5 would be undertaken by the No Deforestation Task Force (NDTF).</p> <p><b>c) Revision of documents and timelines</b></p> <p><b>i. RaCP for ISH</b></p> <p><u>LUCA for ISH</u></p> <p>The RSPO Secretariat has been conducting the LUCA for ISH groups and absorbing these costs. The lesson learnt from this exercise is that the Landsat images at 30 m resolution is inadequate to be used for LUCA of smallholders at small scales, with farms plots scattered in the landscape rather than a contiguous block. Therefore, the LUCA methodology for the time being considers the landscape level features and uses the disclosure information to approximate change in the land cover.</p> <p>However, the GIS consultants that the RSPO Secretariat is currently engaging to conduct the LUCAs for ISH have expressed their unwillingness to take on the assignments because it is tedious and time consuming. An average time to conduct the LUCA for ISH is one month.</p> <p>On the ground, it is more complicated in Indonesia as authorities can change the boundary</p> <p><u>Remediation and compensation pathways</u></p> <p>The RSPO Secretariat presented a potential framework for remediation and compensation for ISH groups. However, more information on the typology and options needs to be finalised by the RSPO Secretariat to provide a more holistic picture and evidence-based consideration of the options and framework.</p> <p>Some members commented that some villages already exist in forest areas. Thus, it has to be noted that the compensation should not take the form of direct monetary compensation by the smallholders. Additional points of feedback as follow:</p> <ul style="list-style-type: none"> <li>- Alternative livelihoods</li> <li>- Governments should assist in the RaCP as smallholders have no incentive or the capacity to address the issue</li> <li>- The liabilities should not be calculated using the \$2,500/ha. Rather, the smallholders can be made to training on best management practices.</li> </ul> <p>The Taskforce on the ISH RaCP needs to be reconvened to address this issue on a more focused discussion.</p> <p><b>ii. Guidance documents and BMPs</b></p> <p>In the aim to align all the various guidance documents with the RSPO P&amp;C (2018), the RSPO Secretariat sought the advice on the prioritisation on the documents to be revised.</p>	<p>RSPO Secretariat would be looking for systems / pathways to make the LUCA more accurate, and to be conducted at a shorter time.</p> <p>RSPO Secretariat to reconvene the Taskforce on ISH RaCP and finalise the briefing paper.</p> <p>Subgroup from the BHCVWG to discuss the BMPs for revision.</p>	<p>RSPO Secretariat has engaged in discussion with various geospatial platforms.</p>
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	<p>The BHCVWG agreed that RaCP (2015) would have to be reviewed and a ToR for an independent RaCP review would also be developed. The RaCP review would help identifying gaps and improving the processes, while the BHCVWG works on establishing the ToR for the RaCP Taskforce to incorporate the HCS element into the revision of the RaCP document. Unfortunately, no budget was allocated in this year's financial allocation for the RaCP review. However, the RSPO Secretariat would look into the budget lines and evaluate if there are funds to cover this review.</p> <p>Smaller groups between the BHCVWG members would be formed to look at the existing documents e.g. BMP on human-wildlife conflict and propose revisions on the content. Subgroup(s) would also be formed to work on the ToR for the RaCP review and ToR for the RaCP Taskforce.</p>	<p>RSPO Secretariat to publish the draft tender for RaCP review before the next BHCVWG meeting.</p>	<p>Tender to be reviewed through the procurement system. If no queries, the tender would be published in the week of 27 May 2019. The review cost has been allocated in the FY20 budget.</p> <p>Draft ToR developed, to be finalised before getting approval from BoG.</p>
7.0	<p><b><u>Social liability and remediation</u></b></p> <p><b>Validation of social liability disclosure</b> It was highlighted that there should be a spot check or review of the social liability documents submitted by growers who reported zero liability.</p> <p>A subgroup to work on the ToR for the Social Remediation Panel. The proposed workflow would entail the first layer screening of the documents by the respective Compensation Panels. The findings would be compiled and submitted to the Social Remediation Panel that would be formed to review the findings and to discuss options should there be potential areas for additional validation.</p>	<p>ToR for Social Remediation Panel and workflow to be drafted by a subgroup of the BHCVWG.</p>	<p>Workplan to be developed for FY 20 to streamline review processes, considering capacity limitation at the RSPO Secretariat.</p>
8.0	<p><b><u>Post-NPP/HCV Monitoring project updates</u></b> The RSPO Secretariat has been analysing the dataset on the digitised maps for 171 NPPs submitted from the period of Jan 2010 to December 2016 from HCVRN and U.Hawaii. Since the last update on the project in RT 16 in Kota Kinabalu, the GIS unit has been looking at verification of potential land clearings within the HCV areas using medium to high resolution images.</p> <p>The methodology employed is simplified below:</p>	<p>Notification letters to be sent to companies after the GIS information has been cleaned up.</p>	<p>The third reiteration of digitised dataset was sent in April 2019, and still undergoing accuracy checks by U.Hawaii.</p> <p>The RSPO Secretariat has proceeded to</p>

	<div style="text-align: center;"> </div> <p><b>Stage 1</b>  <b>Identification of tree cover loss using GFW Pro</b></p> <ul style="list-style-type: none"> <li>Boundaries of NPP and HCV uploaded</li> <li>Potential hectareage of forest cover loss calculated for the HCV after the NPP was approved</li> </ul> <p><b>Stage 2</b>  <b>Verification using coarse-resolution images on Google earth Pro</b></p> <ul style="list-style-type: none"> <li>Tree cover loss is cross-referenced with satellite images on Google Earth Pro</li> </ul> <p><b>Stage 3</b>  <b>Verification using medium-resolution satellite ima</b></p> <p><i>Note: GFW Pro uses the Hansen tree cover dataset. The dataset does not distinguish between the types of vegetation e oil palm, and that tree cover loss does not equal to deforestation.</i></p> <p>Out of the 171 NPPs, these observations have been made:</p> <ul style="list-style-type: none"> <li>43% have land clearing detected within the HCV areas</li> <li>31% potential assessment error (namely river buffer issues, misalignment and misclassification of areas)</li> <li>26% false positive / no clearing / negligible.</li> </ul> <p>As some of these findings could be due to the use of outdated topography maps issued by the government, the decision was for the RSPO Secretariat to send out formal notification to the affected companies seeking clarification on the loss of HCV area.</p> <p>A standard template for response would be developed to assist companies in providing the same set of information for ease of verification. Companies would be given 30-days from the date of the letter issuance to respond.</p>		<p>conduct checks on sample datasets and have recorded potential assessment errors and land clearings within HCV using Google Earth Pro. The full exercise to be resumed after getting confirmation from U.Hawaii.</p>
9.0	<p><b>Legacy HCV cases (complaints related)</b></p> <p>Within the RSPO system, there are several complaints cases lodged on the basis of poor-quality HCV assessments leading to damage or clearance of potential HCV areas (pre-ALS). The caveat in these cases is that the HCV assessments were conducted by RSPO approved assessors. It is estimated that there are approximately 120 cases that maybe be affected by poor quality HCV assessment conducted by RSPO approved assessors. Rather than addressing the complaints on a case-by-case basis, BHCVWG was sought to provide a pathway to Complaints for future cases.</p>	<p>A subgroup to discuss the framework to address legacy HCV cases.</p>	<p>Done.</p>
10.0	<p><b>Self-disclosure of land clearing within HCV areas</b></p> <p>The RSPO Secretariat has received at least 3 cases from Africa and Indonesia of self-disclosures of land clearing within HCV areas. The RSPO Secretariat proposed a framework to the BHCVWG on the options for penalties based on a size threshold i.e. 200 ha (which includes the possibility of membership suspension until corrective actions have been met satisfactorily) for these cases of self-disclosures. The 200 ha size threshold is based on the study on the viability of HCV areas.</p> <p>The consideration for non-expulsion is to provide incentive for growers to be honest about non-compliances and compensate for the loss of HCVs adequately.</p> <p>There was a question raised on the proposed framework i.e. would this allow for clear and pay. A discussion ensued but there was an agreement that in the spirit of inclusivity and transforming the industry, only valid cases of self-disclosure would be accepted through this</p>		<p>Pathway developed agreed in principal. Threshold still under review.</p>

pathway. Initial diagnosis on the case history would be performed first before accepting the case directly under the pathway.

11.0 **RaCP Statistics Updates**

**RaCP Statistics (as of 21 January 2019)**

i) The NCLC and FCL disaggregated by country

Country	Total NCLC	Total FCL
Brazil	2,750.51	815.53
Cameroon	8,280.97	4,351.05
Colombia	40,915.80	2,534.70
Costa Rica	173.16	2.67
Cote d'Ivoire	2,165.24	785.96
Dominican Republic	7,446.62	74.11
Ecuador	15,579.35	2,952.45
Ghana	6,102.57	684.31
Guatemala	23,085.52	927.09
Honduras	12,593.84	316.63
Indonesia	682,562.34	93,128.60
Malaysia	72,249.37	10,158.43
Mexico	3,547.68	236.38
Nigeria	2,048.00	8
Peru	20,430.90	2,998.04
PNG	6,852.45	798.83
Sao Tome & Principe	1,330.99	483.38
Sierra Leone	14,289.47	287.8
<b>Grand Total</b>	<b>922,404.78</b>	<b>121,543.96</b>

ii. Status of LUCA reviews

Cumulative total of LUCA marked as 'Pass'	# additional between Oct 2018 and January 2019	% increase (pass)
October 2018, n = 135	9	6.7%
January 2019, n = 144		

iii) The NCLC and the FCL in June and October 2018

Period	NCLC (Ha)	FCL (Ha)
Oct-18	921,658.50	121,586.24
Jan-19	922,404.78	121,543.96

As of January 2019, the total NCLC reported was 922,404.78 ha and the total FCL was 121,543.96 ha (1.2 % decrease October 2018). The slight decrease was due to a calculation error in a grower's LUCA report.

In total, 282 LUCAs have been reviewed (cumulatively). Of these, 144 LUCAs have been marked as pass, 11 ongoing LUCA and 126 LUCAs have been returned to companies to provide clarification.

The increase in NCLC and FCL were from new membership applications particularly in the LatAm region under the group membership consolidation exercise.

iv) Land clearance by vegetation type and time period

VC	2005 - 2007	2007 - 2009	2010 - 2014	After 9th May 2014	TOTAL
1	16,722.13	9,909.10	15,657.22	432.56	42,721.01
0.7	96,477.42	68,072.37	57,443.39	7,519.49	229,512.67
0.4	24,736.13	38,397.08	30,262.34	1,485.35	94,880.90
0	198,517.57	167,571.43	174,901.05	14,407.61	555,397.66
<b>TOTAL</b>	336,453.25	283,949.98	278,264.00	23,845.01	922,512.24

iv. Status of concept note endorsement

Country	No. of Concept Notes	No. of endorsed Concept Notes
Colombia	6	3
Honduras	5	2
Ecuador	2	2
Ghana	1	1
Guatemala	5	5
Indonesia	21	13
Malaysia	4	3
Sierra Leone	1	1
Grand Total	45	30

The RSPO Secretariat updated the BCVWG that 45 concept notes have been received and have worked with the Compensation Panel for the approval of 30 concept notes. The remaining have been returned to companies for clarification.

v. Status of compensation plan evaluation

Country	No. of Compensation Plan	No. of endorsed Compensation Plan
Colombia	4	2 (conditional)
Ecuador	1	1
Ghana	1	0
Guatemala	1	0
Honduras	1	1

Indonesia	7	3 + 1 (conditional)
Malaysia	3	0
Grand Total	18	7

The RSPO Secretariat updated that 18 compensation plans have been submitted. The compensation plans endorsed for Musim Mas and SIPEF have been endorsed during the staged implementation of the Compensation Taskforce. The compensation plans from Colombia were being reviewed at the time of meeting.

vii) Compensation plan options

Country	Sum of land-land (ha)	Sum of land-dollar (USD)
Colombia	670.60	
Ecuador	1,956.45	
Ghana		212,500
Guatemala		3,126,750
Honduras		532,575
Indonesia	30,790.92	17,664,435
Malaysia	180.94	2,190,175
PNG	798.83	
Sierra Leone	240.24	
Grand Total	34,637.93 ha	USD 23,726,435

**Annex 9: Monitoring Report Template**

A rough draft of Annex 9 was reviewed. The subgroup made up of SIPEF, Musim Mas, FFI, RemarkAsia and ZSL to continue developing the draft.

**Streamlining the Remediation and Compensation Procedures**

A BHCVWG members also raised that an induction package and/or update and refreshment trainings must be undertaken to align the understanding of the RaCP requirements by the compensation plan evaluator. Growers are currently having issues with the evaluation findings and it is consuming much more time to provide clarification and revisions to address the evaluation findings. WWF-MY has offered to search within their programmes for training on project development.

12.0	<b>Compensation Projects</b> Presentation by RIMBA on the Tasik Kenyir conservation project.		
13.0	<b>Closing remarks</b> The next meeting to be targeted for April to May 2019. There being no other matters, the co-chairs thanked everyone for the participation.		

**40<sup>th</sup> RSPO BHCVWG Meeting  
22-23 January 2019  
Aloft Hotel, Kuala Lumpur**

No	Name	Organisation	22 January 2019	23 January 2019
1	Benjamin Loh	WWF		<i>Ben</i>
2	Bukti Bagja	WRI	<i>Bukti Bagja</i>	
3	Dr. Gan Lian Tong	Musim Mas	<i>GLT</i>	<i>GLT</i>
4	Ginny Ng	Wilmar	<i>Ginny</i>	<i>Ginny</i>
5	Harjinder Kler	HUTAN	<i>Harjinder</i>	<i>Harjinder</i>
6	Laila Wilfred	OLAM	<i>Laila</i>	<i>Laila</i>
7	Lanash Thanda	SEPA	<i>Lanash</i>	<i>Lanash</i>
8	Lee Swee Yin	Sime Darby Plantations	<i>Lee Swee Yin</i>	<i>Lee Swee Yin</i>
9	Lim Sian Choo	Bumitama	<i>Lim Sian Choo</i>	<i>Lim Sian Choo</i>
10	Marcus Colchester	FPP	<i>Marcus</i>	<i>Marcus</i>
11	Martin Mach	Bumitama	<i>Martin Mach</i>	<i>Martin Mach</i>
12	Michael Guindon	ZSL	<i>Michael Guindon</i>	<i>Michael Guindon</i>
13	Michelle Desilets	Orangutan Land Trust	<i>Michelle Desilets</i>	<i>Michelle Desilets</i>
14	Richard Kan	GAR	<i>Richard Kan</i>	<i>Richard Kan</i>
15	Glen Reynolds	SEARRP		<i>Glen Reynolds</i>
16	Khing Su Li	RSPO Secretariat		
17	Panglima Emir Bustami	RSPO Secretariat	<i>Panglima Emir Bustami</i>	<i>Panglima Emir Bustami</i>
18	Cheryl Ong Sue Peng	RSPO Secretariat	<i>Cheryl Ong Sue Peng</i>	
19	Yen Hun Sung	RSPO Secretariat		