

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (2)
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Company Name / Parent Company: Socfin SA
Client Company / Parent Company Address: 4 Avenue Guillaume 1650, Luxembourg
Certification Unit: Société Camerounaise de Palmeraies "SOCAPALM" S.A. – Edea Palm Oil Mill
Location of Certification Unit: Socapalm Edea - Along the national road N°7, 27 Km from Edéa to Kribi, Edea, 691 Douala, Littoral, Cameroon
Date of Final Report: 17/04/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Socfin SA		
RSPO Membership Number	1-0269-19-000-00	Membership Approval Date	15/02/2019
Address	4 Avenue Guillaume 1650, Luxembourg		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Société Camerounaise de Palmeraies "SOCAPALM" S.A. – Edea Palm Oil Mill		
Location / Address	Socapalm Edea - Along the national road N° 7, 27 Km from Edéa to Kribi, Edea, 691 Douala, Littoral, Cameroon		
Website	http://socapalm.com/?lang=en		
Management Representative	Céline Schmitz	E-mail	cschmitz@socapalm.org
Telephone	+237 658249053	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 751642	Certificate Start Date	20/04/2022
Date of First Certification	20/04/2022	Certificate Expiry Date	19/04/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Cameroon National Interpretation 2022 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	25 Mt/Hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
AFR 202307 CAM E SOC	ISO 14001	Bureau Veritas	4/03/2026

4. Location(s) of Mill & Supply Bases					
Name (Mill / Supply Base / Group Manager / Smallholders)	Location			GPS Coordinates	
				Latitude	Longitude
Socapalm Edea Palm Oil Mill	Kilometer 27, Edéa-Kribi road, Maritime Department; Cameroon	Littoral	Sanaga region,	03° 34' 16.65" N	10° 06' 39.98" E
Socapalm Edea Estate	Kilometer 27, Edéa-Kribi road, Maritime Department; Cameroon	Littoral	Sanaga region,	03° 34' 14.28" N	10° 06' 03.50" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Socapalm Edea Estate	5,036.41	1,472	471.28	6,979.69	72.16
Total	5,036.41	1,472	471.28	6,979.69	72.26

Note:
The difference of planted area is due to the creation of roads and census variations between years of planting.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Socapalm Edea Estate	1,113.09	2,077.57	664.38	1,181.37	3,923.32	1,113.09
Total (ha)	1,113.09	2,077.57	664.38	1,181.37	3,923.32	1,113.09

Note: Only Mature area is considered as production area
The difference of planted area is due to the creation of roads and census variations between years of planting.
The difference of immature hectares is due to the addition of 2020 planting

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2023 – Apr 2024)	Actual (Feb 23 – Dec 23)		Forecast (Mar 2024 – Apr 2025)
		Previous license period (Feb 23 – Mar 23)	Current license period (Apr 23 – Dec 23)	
Socapalm Edea Estate	91,518.00	24,015.94	35,206.08	92,746.00
Total	91,518.00	59,222.02		92,746.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2023 – Apr 2024)	Actual (Feb 23 – Dec 23)		Forecast (Mar 2024 – Apr 2025)
		Previous license period (Feb 23 – Mar 23)	Current license period (Apr 23 – Dec 23)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2023 – Apr 2024)	Actual (Feb 23 – Dec 23)		Forecast (Mar 2024 – Apr 2025)
		Previous license period (Feb 23 – Mar 23)	Current license period (Apr 23 – Dec 23)	
Planteurs villageois	57,031.00	14,991.70	19,700.16	53,093.00
Total	57,031.00	34,691.86		53,093.00

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Feb 23	10,792.46	5,856.84	16,649.30
2	Mar 23	13,223.48	9,134.86	22,358.34
3	Apr 23	7,345.70	4,586.88	11,932.58
4	May 23	4,222.04	2,478.48	6,700.52
5	June 23	3,602.22	1,709.82	5,312.04
6	July 23	2,494.14	1,563.18	4,057.32

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7	Aug 23	3,024.90	1,718.44	4,743.34
8	Sept 23	2,634.22	1,692.20	4,326.42
9	Oct 23	3,122.22	1,816.46	4,938.68
10	Nov 23	3,782.16	1,840.40	5,622.56
11	Dec 23	4,978.48	2,294.30	7,272.78
TOTAL		59,222.02	34,691.86	93,913.88

10. Summary of Certified Tonnage (MT) (not applicable for ISS)

Estimated last year (Mar 2023 - Apr 2024)	Actual (Feb 23 – Dec 23)		Forecast (Mar 2024 – Apr 2025)
	Previous license period (Feb 23 – Mar 23)	Current license period (Apr 23 – Dec 23)	
FFB	FFB		FFB
70,349.49 mt	24,015.94 mt	35,206.08 mt	92,746.00 mt
	TOTAL	59,222.02 mt	
CPO (OER: 22.03 %)	CPO (OER: 22.54 %)		CPO (OER: 22.30 %)
15,499.15 mt	5,472.35 mt	7,875.56 mt	20,691.11 mt
	TOTAL	13,347.91 mt	
PK (KER: 4.75 %)	PK (KER: 5.34 %)		PK (KER: 4.75 %)
3,344.98 mt	1,401.45 mt	1,760.70 mt	4,411.66 mt
	TOTAL	3,162.15 mt	

*Extension of volume, FFB: 21,840 mt, CPO: 4,826.64 mt, PK: 982.8 mt

10A. Monthly Records of Certified CPO & PK since the last audit

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Feb 23	2,428.304	723.095
2	Mar 23	3,044.045	678.365
3	Apr 23	1,656.455	369.489
4	May 23	971.914	321.297
5	June 23	792.488	175.068
6	July 23	563.676	109.992
7	Aug 23	654.286	132.188
8	Sept 23	569.255	105.632
9	Oct 23	701.875	135.817
10	Nov 23	846.447	174.736

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11	Dec 23	1,119.162	236.478
TOTAL		13,347.91	3162.15

11. Summary of Actual Volume sold					
Current License period (Apr 23 – Dec 23)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	0	0	7,875.559	7,875.559
PK (MT)	1,760.69	0	0	0	1,760.69
Credits	0	0	0	0	0
Previous License period (Feb – Mar 23)					
CPO (MT)	0	0	0	5,472.349	5,472.349
PK (MT)	1,401.45	0	0	0	1,401.45
Credits	0	0	0	0	0
Note: Conventional is RSPO certified material but sold as non-RSPO.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (Feb 23 – Dec 23)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXXXX	13,347.908	0.00
TOTAL		13,347.908	0.00

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11D. Records of Certified CPO Sold under RSPO Credits since the last audit (Feb 23 – Dec 23)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	N/A	N/A	N/A
TOTAL			N/A

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (key in period)			Actual (key in period)			Forecast (key in period)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
1	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A	N/A	N/A

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (key in period)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (key in period)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A	N/A	N/A	N/A

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639

Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)

Website: www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **15/01/2024 – 18/01/2024** The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **27/02/2024**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Cameroon National Interpretation 2022 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the certification unit with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

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This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Socapalm Edea Palm Oil Mill	✓	✓	✓	✓	✓
Socapalm Edea Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: January 20, 2025 January 13, 2025 January 23, 2025- January 16, 2025

Total Number of Mandays: 10 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mohamed Zainal (MHZ) Hidhir Abidin	Team Leader	<p>Education: Bachelor Degree in Chemical Engineering, National University of Malaysia, 2006.</p> <p>Work Experience:</p> <ol style="list-style-type: none"> 1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years 2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012 <p>Training attended:</p> <ol style="list-style-type: none"> 1) ISO 9001 Lead Auditor Course 2) ISO 14001 Lead Auditor Course 3) OHSAS 18001 Lead Auditor Course in 2012 4) Endorsed RSPO P&C Lead Auditor Course in 2013 5) MSPO Awareness Training in 2014 6) Endorsed RSPO SCCS Lead Auditor Course 7) SMETA Auditor training <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

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<p>Nor Halis Abu Zar (NHA)</p>	<p>Team Member</p>	<p>Education: Bachelor of Science, Plantation Technology and Management, graduated from UiTM in 2012 and Diploma in Plantation and Industry Management from UiTM in 2009.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day-to-day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for RSPO P&C 2018 MYNI 2019 and MS2530:2013. He mainly covered for ENV and OSH and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia and International Level.</p> <p>Training attended: He has completed RSPO P&C Lead Auditor Course in Oct 2020, Refresher RSPO P&C Lead Auditor Course in May 2022, RSPO ISH Standard 2019 in December 2021 and August 2023, RSPO SCC 2020 in September 2022, QMS 9001:2015 Lead Auditor Course in April 2019, OSH 45001:2018 Lead Auditor Course in June 2021, IMS (ISO 9001:2015 & ISO 14001:2015) Lead Auditor Course, HCV & HCS Training in August 2022, MSPO 2530:2013 Lead Auditor Course in February 2019, , MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Dennis Acquah</p>	<p>Team Member</p>	<p>Education: BSc. In Natural Resource management with specialization in Silviculture and Forest Management from Kwame Nkrumah University of Science and technology, Kumasi, Ghana; MSc in logistic and Supply Chain Management from Kwame Nkrumah University of Science and technology, Kumasi, Ghana</p> <p>Work Experience: RSPO Lead Auditor with audit experience across Asia, West, Central and South Africa, Rainforest Alliance Lead Auditor, Project Coordinator (Forest and Biodiversity). Also experienced in implementing forest governance project, building relations, and sustaining communications with forest communities, acting as resource person for awareness and training and engaging government towards policy reforms. 14 years of experience as an Operation Managers having worked with two of the leading timber processing industries in Ghana.</p> <p>Training attended: Non-Conformity writing, Interviewing 7-hour training, Gender Inclusion in Agri-commodity Production, Introduction to Responsible Business, Introduction to the Multi-stakeholder Process, Natural Resource Conflict Management, Respecting the Rights of IPs and LCs, Successfully completed the Endorsed RSPO P&C 2018 Lead Auditor Course; Endorsed RSPO SCCS Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Refresher Training, SA 8000, ISO 9001, ISO 45001, FSC Forest management/CoC Lead Auditor Course, Rainforest Alliance Sustainable Agriculture Standard (RA</p>

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		<p>SAS) Farm/CoC Lead Auditor Course. Have has also participated in ESIA and SEA trainings</p> <p>Attended several RSPO online trainings which includes, FPIC, DWL, RSPO Dispute Settlement Facility, RSPO Palm GHG Assessment, Introduction to RSPO P&C Metric Template, Gender Guidance to RSPO, Palm trace New Features for ISH, RSPO Remediation and Compensation Procedures, RSPO revised NPP 2021.</p> <p>Language proficiency: Fluent in verbal/written English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Aimé Fulgence GBAKRE (AFG)	Technical Expert	<p>Education: Vocational Bachelor in Quality Control and Environmental Management, ESTC, Abidjan, Côte d’Ivoire and MSc. Environmental Sciences, University of Cologne, Germany.</p> <p>Work Experience: Has five years’ experience in social audit, sustainable agriculture, and certification of agricultural production systems.</p> <p>Training attended: ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Child Labour Centred Due Diligence Process and Gender Workshop for Associated Trainers.</p>
Ms. Nkemtah née Nchongong Angeline (NNA)	Technical Expert	<p>Education: Bachelor’s Degree in English Modern Letters – Ecole Normal Supérieur (ENS) Bambili, University of Younde, Cameroon and Bachelors of Arts in English Translation and Interpretations, University of Buea, Cameroon.</p> <p>Work Experience: Worked as local expert and translator with auditing teams for RSPO P&C in several assignments in Africa. Performed various translation and field interpretation assignments (World Philosophy Day in Cameroon , International Women’s Day Conference); from French to English and vice versa , including written tasks.</p> <p>Training attended: Nil</p>

Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment.

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Date	Time	Subjects	MHZ	DYA	NHA	NCA	AFG
Sunday, 14/01/2024	AM	Audit team from Malaysia arrived in Douala, Cameroon via TK669 ETA 0150. Hotel check in at Douala.	-	-	✓	-	-
Sunday, 14/01/2024	PM	Audit team from Africa arrived in Douala KP0034, ETA 1505.	-	✓		-	✓
Sunday, 14/01/2024	AM/PM	Audit team travel to Edea and hotel check-in at Sanaga Hotel	✓	✓	✓	✓	✓
Monday, 15/01/2024 Socapalm Edea Estate	0730	Audit team travel to Socapalm Edea Estate	✓	✓	✓	✓	✓
	0830 - 0900	Opening Meeting: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).					
	0900 - 1200	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, waste management, worker housing, clinic, Landfill etc.	✓	✓	✓	✓	✓
	1200 - 1300	Lunch break	✓	✓	✓	✓	✓
	1300 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓	✓	✓
	1630 - 1700	Interim closing for day 1	✓	✓	✓	✓	✓
Tuesday 16/01/2024 Socapalm Edea Estate & Edea POM	0730 - 0800 - 1200	Audit team travel to Socapalm Edea Estate Continue document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓	✓	✓

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Date	Time	Subjects	MHZ	DYA	NHA	NCA	AFG
	1000 - 1200	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	-	✓	✓	✓
	1200 - 1300	Lunch break	✓	✓	✓	✓	✓
	1300	Audit team travel to Socapalm Edea POM	✓	✓	✓	✓	✓
	1330 - 1600	- Document review P1 – P7: Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	✓	✓	✓	✓	✓
	1630 - 1700	- Interim closing for day 2	✓	✓	✓	✓	✓
Wednesday, 17/01/2023 Socapalm Edea POM	0730 - 0800	Audit team travel to Socapalm Edea POM	✓	✓	✓	✓	✓
	0800 - 1200	- Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, Lab, weighbridge and palm product storage area, etc.					
	1200 - 1300	- Lunch break	✓	✓	✓	✓	✓
	1300 - 1630	- Continue with unfinished elements	✓	✓	✓	✓	✓
	1630 - 1700	- Interim closing for day 3	✓	✓	✓	✓	✓

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Thursday, 18/01/2024 Socapalm Edea POM	0730	Audit team travel to Edea POM	✓	✓	✓	✓	✓
	0800 - 1100	Supply chain requirements for POM – Mass Balance Module - Internal Audit - Outsourcing activities - Purchasing and Goods In - Sales and Goods Out - Outsourcing Activities - Record keeping - Extraction Rate - Processing - Registration of transaction - Claims					
	1100 - 1130	Audit team discussion and preparation	✓	✓	✓	✓	✓
	1130 - 1200	Closing meeting – presentation of finding and recommendation.	✓	✓	✓	✓	✓
	PM	Audit team travel back and hotel check-in at Douala	✓	✓	✓	✓	✓
Thursday 24/01/2024	AM	Audit team travel back to home destination via KP39 ETD 1010	-	✓	-	-	✓
Friday 25/01/2024	AM	Audit team travel back to home destination via TK667 ETD 0050 (midnight flight)	✓	-	✓	-	-

Major NC close out visit

PRELIMINARY AGENDA		
Time	Subjects	MHZA
Tuesday 27/02/2024		
0800	Audit team travel to Socapalm Edea	√
0830	Opening Meeting <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Briefing on the verification plan 	
0845 – 1130	Verification on previous Major NC i) 2444918-202401-M1 – document review and interview with relevant personal	
1130 – 1200	Closing meeting - conclusion and recommendation	√
PM	Audit team travel back to Douala. Check in Onomo hotel, Douala	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. The timebound plan for Socfin SA has listed all estates and mills under their management. Refer to the latest approved TBP dated 27/12/2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	PT. Socfin Indonesia have been an RSPO members since 6 December 2004. All management unit under the original PT. Socfin Indonesia Group has been RSPO certified. PT. Socfin Indonesia merge under Socfin SA since 15 February 2019 whereby grouping all Indonesian and African oil palm operations under one membership number. Socfin SA only becomes RSPO Member on 15 February 2019. Refer to the latest approved TBP dated 27/12/2023.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No. There are new acquisitions since membership. Remaining uncertified units will be certified on 2024 as per the latest approved TBP dated 27/12/2023.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Refer to the latest approved TBP dated 27/12/2023.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Refer to the latest approved TBP dated 27/12/2023.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There is no isolated lapse in implementation of the plan. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Latest Update: Okomu Extension 1 has been audited on 17/11/2023 and expected to be certified in 2024. Agrisalma Titulo 410 has been audited on 01/09/2023 and expected to be certified in 2024.	Complied

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	<p>PSG Subri has been audited on 21/09/2023 and expected to be certified in 2024. Refer to the latest approved TBP dated 27/12/2023.</p>	
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No. There is no fundamental failure. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Latest Update: Okomu Extension 1 has been audited on 17/11/2023 and expected to be certified in 2024. Agripalma Titulo 410 has been audited on 01/09/2023 and expected to be certified in 2024. PSG Subri has been audited on 21/09/2023 and expected to be certified in 2024. Refer to the latest approved TBP dated 27/12/2023.</p>	<p>Complied</p>
Un-Certified Units or Holdings		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Socfin SA have submitted LUCA for review of all uncertified unit to RSPO Secretariat on 13 December 2017. Later, Socfin SA submitted revision on 8 September 2018. The decision on replacement after 2005 for primary forest and/or area required to maintain or enhance HCV in accordance to RSPO P&C criterion – awaiting LUCA review from RSPO. Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved. Okomu: LUCA approved by RSPO on 22 June 2021. Safacam: LUCA approved by RSPO on 4 February 2021. RSPO finalized Annex 7 Concept Note in 12 May 2021. Annex 7 Concept Note validated by Compensation Panel 16 August 2021. RSPO approved the Annex 8 remediation and compensation plan on 8 September 2022. Socapalm Kienke: LUCA approved in December 2021. Brabanta: LUCA for all Brabanta was approved by RSPO on 22 October 2021. RaCP: Annex 7 was approved on 23 August 2022. Brabanta and Socfin are now drafting Annex 8.</p>	<p>Complied</p>

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	<p>Plantations Socfinaf Ghana (PSG): LUCA for PSG Manso MU submitted 26 May 2021. Approved on 7 October 2022.</p> <p>SoGB: LUCA for all SoGB submitted 22 July 2020. Approved LUCA by RSPO on 6 October 2020. RaCP submitted Annex 8 Remediation Plan on 9 July 2021. Approved on 19 May 2022.</p> <p>Agripalma: LUCA for Titulo 410 was approved on 8 November 2021. RaCP: The Annex 7 for Agripalma Titulo 410 was approved on 7 October 2022. SOCFIN and Agripalma now drafting Annex 8.</p> <p>Latest Update:</p> <p>Okomu Extension 1 has been audited on 17/11/2023 and expected to be certified in 2024.</p> <p>Agripalma Titulo 410 has been audited on 01/09/2023 and expected to be certified in 2024.</p> <p>PSG Subri has been audited on 21/09/2023 and expected to be certified in 2024.</p> <p>Refer TBP approved by RSPO on 27/12/2023.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>PT. Socfin Indonesia made New Planting Procedure Public Notification on 16 February 2017. After 30 days, there was no comment received by RSPO secretariat. Link</p> <p>https://www.rspo.org/certification/new_planting-procedure/public_consultations/socfin-group-pt-socfindo-and_socfinco-sa-pt-socfin-indonesia--lima-puluh_estate</p> <p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units</p>	<p>Complied</p>

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	with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>The labour and land dispute reported in the African Operation, published on January 2020 and January 2021; have been addressed as informed in RSPO website dated 21 June 2022. Related link: RSPO CONCLUDES VERIFICATION ASSESSMENT AT SOCAPALM - Roundtable on Sustainable Palm Oil (RSPO)</p> <p>SOCAPALM is required to undertake remediation and mitigation measures for each breach, and to submit a quarterly progress report to the RSPO Compliance Subdivision on the measures taken.</p>	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>Based on audit and based on review upon RSPO Case Tracker (https://askrspo.force.com/Complaint/s/casetracker) in October 2022, there is no legal non-compliance reported for Socfin SA and its subsidiary.</p> <p>Based on internal audit reports for uncertified unit, there is no legal non-compliance.</p>	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	<p>Yes. Socfin SA manages and monitors internal audit for uncertified management units. The internal audit covers RSPO P&C 2018 (Generic) and relevant RSPO P&C Certifications System June 2020. Internal audit reports covered RSPO P&C criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12.</p> <ul style="list-style-type: none"> • Internal audit for Agripalma (Sao Tome) carried out January 2021. • Internal audit for Okomu Oil Palm Company PLC – Extension 1 (Nigeria) carried out February 2021. • Internal audit for Plantations Socfinaf Ghana (PSG) Subri Management Units (Ghana) carried out May 2021. <p>Positive assurance: Socfin SA committed to fulfill all the requirement related to RSPO certification process. Socfin SA has detailed the correction and corrective action plan and any unresolved issues has been on the right path towards the certification process. The company keeps track of its compliance per P&C on a regular basis, last update is on 10 October 2022.</p> <p>The company gave a positive assurance statement as "Internal audits are, at our level, tools for continuous improvement. We have opted for a simple presentation of the discrepancies found during the audit. Positive statements provided by the auditors are included in the presentation of the internal and</p>	Complied

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	external audits findings inside the annual management review".	
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>Yes. The Critical (Major) non-compliance was issued related to RSPO P&C criterion 7.12. The management units prepared corrective action in form of carried out HCV assessment and Land Use Change Analysis to RSPO Secretariat.</p> <ul style="list-style-type: none"> • Agripalma finalized an HCV assessment of their whole concession in November 2020, with the field visit happening in October 2020. The LUCA for Titulo 410 was approved on the 8 November 2021. The Annex 7 for Agripalma Titulo 410 was approved on the 7 of October 2022. The Annex 8 was approved on the 23rd of May 2023. • Okomu Extension 1 finalized a HCV assessment in January 2016, with the field visit happening in September 2015. This was approved by the HCV RN. The LUCA for Okomu Extension 1 was submitted on the 3 of March 2021 and was approved by RSPO on 22 June 2021. The Annex 7 concept note was approved by the RSPO compensation panel on the 7 October 2022. The Annex 8 was approved on the 25th of August 2023. <p>PSG conducted an HCV assessment in 2017 on several prospected lands within the concession. This was validated by the HCV RN on 6 December 2017. PSG finalized an HCV assessment of their whole concession in July 2021, with the field visit happening in November 2020 and follow-up engagement visits with all stakeholders in February 2021. A LUCA has been conducted for the Manso MU and was approved on the 7 October 2022. The Annex 7 concept note for PSG Manso was approved by the RSPO compensation panel on the 11th of April 2022. The Annex 8 for PSG Manso was approved on the 7th of October 2023. The LUCA of PSG Subri was approved on the 21st of September 2023. The Annex 7 concept note for PSG Subri was approved by the RSPO compensation panel on the 7th of November 2023. The Annex 8 for PSG Subri was approved on the 26th of January 2024.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Yes. Stakeholder consultation carried out in uncertified management unit.</p> <p>Social Impact Assessment (SIA) report recorded the stakeholder consultation process for villages near Agripalma (Sao Tome): for Emolve village in 21 March 2011, Vila Clotilde in 15 March 2011, Ribeira Piexe in 15 March 2011, Monte Mario in 8 August 2011, Praia Pesqueira in 15 March 2011, Lo Grande</p>	<p>Complied</p>

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	<p>in 15 March 2011, Healthcare NGO (AMI) in 28 February 2011, Women group in 14 March 2011, FPIC meeting in Safacam (Cameroon) for Chefferie de Dikola in 7 December 2010, for Chefferie de Koungue in 11 September 2011.</p> <p>Sao Tome Agripalma Retrocession FPIC report June 2021_Final.</p> <p>FPIC 2014 PSG and Manso Chief, Elders and Farmers_New. FPIC 2017 PSG Estate Land Negotiations with Dabaose. MOU 2019 PSG and Tufuhene of Dabaose.</p>	
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>There are no scheme smallholders or scheme outgrowers within the Socapalm – Edea Certification Unit.</p>	<p>Not Applicable</p>

Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
PT Socfin Indonesia - Tanah Gambus	Indonesia	Tanah Gambu Mill	-	Certified	2011	2011	No			
PT Socfin Indonesia - Tanah Gambus	Indonesia	Tanah Gambu Estate	4974	Certified	2011	2011	No			
PT Socfin Indonesia - Bangun Bandar	Indonesia	Bangun Bandar Mill	-	Certified	2011	2011	No			
PT Socfin Indonesia - Bangun Bandar	Indonesia	Bangun Bandar Estate	4147	Certified	2011	2011	No			
PT Socfin Indonesia - Negeri Lama	Indonesia	Negeri Lama Mill	-	Certified	2014	2014	No			
PT Socfin Indonesia - Negeri Lama	Indonesia	Negeri Lama Estate	2165	Certified	2014	2014	No			
PT Socfin Indonesia - Mata Pao	Indonesia	Mata Pao Mill	-	Certified	2014	2014	No			
PT Socfin Indonesia - Mata Pao	Indonesia	Mata Pao Estate	2463	Certified	2014	2014	No			
PT Socfin Indonesia - Sungai Liput	Indonesia	Sungai Liput Mill	-	Certified	2014	2014	No			
PT Socfin Indonesia - Sungai Liput	Indonesia	Sungai Liput Estate	3842	Certified	2014	2014	No			

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PT Indonesia Loba	Socfin - Aek Loba	Indonesia	Aek Loba Mill	-	Certified	2015	2015	No			
PT Indonesia Loba	Socfin - Aek Loba	Indonesia	Aek Loba Estate	9674	Certified	2015	2015	No			
PT Indonesia Seumanyam	Socfin -	Indonesia	Seumanyam Mill	-	Certified	2015	2015	No			
PT Indonesia Seumanyam	Socfin -	Indonesia	Seumanyam Estate	4447	Certified	2015	2015	No			
PT Indonesia Seunagan	Socfin -	Indonesia	Seunagan Mill	-	Certified	2015	2015	No			
PT Indonesia Seunagan	Socfin -	Indonesia	Seunagan Estate	4506	Certified	2015	2015	No			
PT Indonesia Butar	Socfin - Lae Butar	Indonesia	Lae Butar Mill	-	Certified	2015	2015	No			
PT Indonesia Butar	Socfin - Lae Butar	Indonesia	Lae Butar Estate	4727	Certified	2015	2015	No			
Okomu Oil Company Estate Extension 1	Palm Main and Extension 1	Nigeria	Okomu Oil Palm Company Main Estate and Extension 1 Mill	-	Certified	2019	2020	No			
Okomu Oil Company Estate Extension 1	Palm Main and Extension 1	Nigeria	Okomu Oil Palm Company Main Estate	15578	Certified	2019	2020	No			
Okomu Oil Company Estate Extension 1	Palm Main and Extension 1	Nigeria	Okomu Oil Palm Company Extension 1 Estate	4154	Not Certified	2024		Yes	2024	Closing out critical non- conformities	27-Dec- 23

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<i>Okomu Oil Palm Company Extension 2</i>	<i>Nigeria</i>	<i>Okomu Oil Palm Company Extension 2 Mill</i>	<i>-</i>	<i>Certified</i>	<i>2023</i>	<i>2023</i>	<i>No</i>			
<i>Okomu Oil Palm Company Extension 2</i>	<i>Nigeria</i>	<i>Okomu Oil Palm Company Extension 2 Estate</i>	<i>11416</i>	<i>Certified</i>	<i>2023</i>	<i>2023</i>	<i>No</i>			
<i>Socfin Agricultural Company (SL) Limited (SAC)</i>	<i>Sierra Leone</i>	<i>SAC Mill</i>	<i>-</i>	<i>Certified</i>	<i>2020</i>	<i>2021</i>	<i>No</i>			
<i>Socfin Agricultural Company (SL) Limited (SAC)</i>	<i>Sierra Leone</i>	<i>SAC Estate</i>	<i>18473</i>	<i>Certified</i>	<i>2020</i>	<i>2021</i>	<i>No</i>			
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	<i>Cameroon</i>	<i>Safacam Mill</i>	<i>-</i>	<i>Certified</i>	<i>2020</i>	<i>2020</i>	<i>No</i>			
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	<i>Cameroon</i>	<i>Safacam TF129, TF136, TF180, TF, Bail Ossa</i>	<i>3993</i>	<i>Certified</i>	<i>2020</i>	<i>2020</i>	<i>No</i>			
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	<i>Cameroon</i>	<i>Safacam TF151</i>	<i>11403</i>	<i>Certified</i>	<i>2022</i>	<i>2023</i>	<i>No</i>			
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	<i>Cameroon</i>	<i>Safacam Provisional Concession</i>	<i>2161</i>	<i>Certified</i>	<i>2023</i>	<i>2023</i>	<i>No</i>			
<i>La Société des Caoutchoucs de</i>	<i>Côte D'Ivoire</i>	<i>SOGB Mill</i>	<i>-</i>	<i>Certified</i>	<i>2020</i>	<i>2021</i>	<i>No</i>			

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Grand Béréby (SoGB)										
La Société des Caoutchoucs de Grand Béréby (SoGB)	Côte D'Ivoire	SOGB TF464	6096	Certified	2020	2021	No			
La Société des Caoutchoucs de Grand Béréby (SoGB)	Côte D'Ivoire	SOGB TF465, TF466, TF467	28643	Certified	2022	2023	No			
Société Camerounaise de Palmeraies (Socapalm) Eséka	Cameroon	Socapalm Eséka Mill	-	Certified	2021	2021	No			
Société Camerounaise de Palmeraies (Socapalm) Mbongo	Cameroon	Socapalm Mbongo Mill	-	Certified	2021	2021	No			
Société Camerounaise de Palmeraies (Socapalm) Mbongo	Cameroon	Socapalm Mbongo Estate	6467	Certified	2021	2021	No			
Société Camerounaise de Palmeraies (Socapalm) Mbambou	Cameroon	Socapalm Mbambou Mill	-	Certified	2021	2021	No			
Société Camerounaise de Palmeraies (Socapalm) Mbambou	Cameroon	Socapalm Mbambou Estate	11112	Certified	2021	2021	No			
Société Camerounaise de Palmeraies (Socapalm) Edea	Cameroon	Socapalm Edea Mill	-	Certified	2021	2022	No			

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<i>Société Camerounaise de Palmeraies (Socapalm) Edea</i>	Cameroon	<i>Socapalm Edea Estate</i>	7770	<i>Certified</i>	2021	2022	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Dibombari</i>	Cameroon	<i>Socapalm Dibombari Mill</i>	-	<i>Certified</i>	2021	2022	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Dibombari</i>	Cameroon	<i>Socapalm Dibombari Estate</i>	11181	<i>Certified</i>	2021	2022	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Kienké</i>	Cameroon	<i>Socapalm Kienké Mill</i>	-	<i>Certified</i>	2022	2023	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Kienké/Camseeds</i>	Cameroon	<i>Socapalm Kienké / Camseeds Estate</i>	21720	<i>Certified</i>	2022	2023	No			
<i>Brabanta</i>	RDC	<i>Brabanta Mill</i>	-	<i>Certified</i>	2021	2022	No			
<i>Brabanta</i>	RDC	<i>Sanga Sanga, Kadima and Kanangai Estates</i>	1528	<i>Certified</i>	2021	2022	No			
<i>Brabanta</i>	RDC	<i>Lumbundji and Savannah Estates</i>	5971	<i>Certified</i>	2023	2023	No			
<i>Agipalma</i>	<i>Sao Tome et Principé</i>	<i>Agirpalma Mill</i>	-	<i>Certified</i>	2021	2021	No			
<i>Agripalma</i>	<i>Sao Tome et Principé</i>	<i>Titulo Estate 409</i>	665	<i>Certified</i>	2021	2021	No			

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<i>Agripalma</i>	<i>Sao Tome et Principé</i>	<i>Titulo Estate 410</i>	<i>1735</i>	<i>Not Certified</i>	<i>2023</i>		Yes	2024	Closing out critical non-conformities	27-Dec-23
<i>Plantations Socfinaf Ghana (PSG)</i>	<i>Ghana</i>	<i>PSG Mill</i>	<i>-</i>	<i>Certified</i>	<i>2022</i>	<i>2022</i>	No			
<i>Plantations Socfinaf Ghana (PSG)</i>	<i>Ghana</i>	<i>PSG Manso Estate</i>	<i>910.7</i>	<i>Certified</i>	<i>2022</i>	<i>2022</i>	No			
<i>Plantations Socfinaf Ghana (PSG)</i>	<i>Ghana</i>	<i>PSG Subri Estate</i>	<i>17242</i>	<i>Not Certified</i>	<i>2024</i>		Yes	2024	Change of timing due to RaCP validation process	27-Dec-23

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were one (1) Critical; no Minor nonconformities and no Opportunity For Improvement raised. The SOCAPALM – Edea Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment (not applicable for RSPO ISH standard/audit). The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2444918-202401-M1	Issued Date	18/01/2024
Due Date	18/4/2024	Closure Date	27/02/2024
Indicator & Category (Critical / Minor)	3.3.1 – Critical		
Statement of Nonconformity:	SOP established for medical surveillance matrix was not in line with legal requirement.		
Requirement Reference:	Standard Operating Procedures (SOPs) for the unit of certification are in place.		
Objective Evidence:	<p>Operational procedure, <i>Matrice De Surveillance Medical Postes</i>, code: MEDIC10, version:0 dated 11/2020 has stipulated the frequency of audiometric testing for mill workers that expose to high noise area (> 85 dBA) is 1 once per year and every 6 month for hearing impairment workers.</p> <p>Latest noise survey, <i>RAPPORT DE LA SONOMETRIE ET DE LA DOSIMETRIE DE L'UNITE INDUSTRIELLE SOCAPALM D'EDEA</i>, December 2023 by <i>CAP DEVELOPPEMENT Sarl CABINET D'ETUDES TECHNIQUES</i> has identified a few high noise area (> 85 dBA); extraction, clarification, palm kernel station, boiler station, electrical workshop, mechanical workshop and garage. The established procedure, <i>Matrice De Surveillance Medical Postes</i>, code: MEDIC10, version:0 dated 11/2020 stated workers from weighbridge station, loading ramp, palm kernel station, boiler, sterilization, hoisting and electrical workshop are required for annual audiometric testing. The latest noise survey has identified the additional work area which yet to be incorporated in the Operational procedure, <i>Matrice De Surveillance Medical Postes</i>, code: MEDIC10, version:0 dated 11/2020.</p> <p>Normative reference:</p> <p><i>i) ARRETE N° 039 /MTPS /IMT du 26 novembre 1984 fixant les mesures générales d'hygiène et de sécurité sur les lieux de travail, Article 44. - Les travailleurs exposés à une ambiance sonore nocive doivent faire l'objet d'un examen audiométrique périodique, et au moins deux fois l'an</i></p> <p><i>ii) RAPPORT DE LA SONOMETRIE ET DE LA DOSIMETRIE DE L'UNITE INDUSTRIELLE SOCAPALM D'EDEA, December 2023 by CAP DEVELOPPEMENT Sarl CABINET D'ETUDES TECHNIQUES</i></p>		
Corrections:	The procedure has been updated to be consistent with the legal requirements and effective implementation (frequency, posts concerned, etc.).		

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Root Cause Analysis:	Socapalm Edea respects the legal requirements by conduction 2 audiometrie examinations in 12 months however the procedure indicate "once per year" due to the fact that the procedure considered the frequency within an academic year (from January to December) and not within a period of 12 months.
Corrective Actions:	The corrective action plan contains; 1) Updating of SOP MEDIC.10. MATRICE DE SURVEILLANCE MÉDICALE DES POSTES 2) Communication of the SOP MEDIC.10 3) Implementation of the SOP MEDIC.10 (table of frequency and staff concerned follow-up)
Assessment Conclusion:	Major NC Close Out Verification: i) Operational procedure, Matrice De Surveillance Medical Postes, code: MEDIC10, version:2 dated 23/01/2024 has been revised and streamline with the legal requirement for the frequency of twice (2) times per year including those workers that expose to more than 85dB in respective work stations. ii) Related communication and sensitization on the medical surveillance matrix for each work function was carried out on 25/1/24 and 2/2/24. Evidence of attendance for those involved was made available for verification. Meeting minute/report during Edea medical center visit dated 1/2/24 was verified pertaining to the latest procedure on audiometric test. iii) Latest audiometric report dated 8/2/24 was verified with total of 67 workers were sent for audiometric testing. Total of 22 from out of 67 workers recorded with abnormal results and schedule for the next follow-up. All workers that sent for audiometric testing completed for twice per year (in 12 month period) programme (March 2023 and February 2024) except for 1 worker that left the company. iv) Summary of audiometric programme for 2023/2024 by specific work stations/numbers of workers by workstation updated in the summary table by medical doctor under Edea medical center. Implemented actions were found to be effective and sufficient to close the major NC on 27/2/2024. Continuous implementation will be further verified in the next audit.

Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation withgiven by the site management team and sustainability and management team.

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2309375-202302-M1	Issued Date	07/02/2023
Due Date	06/05/2023	Closure Date	18/04/2023
Indicator & Category (Critical / Minor)	3.6.2 (Critical)		
Statement of Nonconformity:	The Risk Mitigation Plans and Safety Norms were not adequately established.		
Requirement Reference:	The effectiveness of the H&S plan in addressing health and safety risks to people is monitored.		
Objective Evidence:	<p><u>Socapalm – Edea Estate</u></p> <p>1. During the site visit to the Spraying Operation at Division 3, it was noticed that the vehicle used for transporting the chemicals and workers had safety hazards that were not addressed. The vehicle did not use the vehicle manufactured cap for the diesel refueling tank. Instead, a plastic bottle was used to cover the inlet.</p> <p>2. During the site visit to the Spraying Operation at Division 3, it was noticed that water used for consumption was stored in a container labelled "Engine Oil".</p> <p><u>Socapalm – Edea POM</u></p> <p>3. During the site visit to the Effluent Treatment Tank, it was noticed that the rotating equipment (belting) at the pump was not covered.</p> <p>4. During the visit to the Engine Room, it was noticed that a worker was not wearing appropriate PPE (Earmuff) while working at the station which states the required PPE to be worn such as Earmuff, Safety Helmet, Overalls and Gloves.</p>		
Corrections:	<p>1. Removal of the plastic bottle and replacement of the cover.</p> <p>2. Completion of an accident/environmental incident form, with immediate removal of the container labelled "engine oil" and immediate transfer to the waste center. Awareness of cargo drivers on the obligation to check the people and items transported, in particular on the interdiction to carry containers or chemical products in the cargo compartment dedicated to the transport of personnel.</p> <p>3. Immediate replacement of the belt cover.</p> <p>4. Non-respect of the wearing of PPE is sanctioned. Request for explanation have been provided to the workers concerned.</p>		
Root Cause Analysis:	<p>1. The actual checklists (used by the transport department and by the workshop department) did not include a mechanism to regularly control the condition of cargo fuel tank between the two inspections conducted by the workshop.</p> <p>2. During the audit, the driver carried out a jerrycan of "engine oil" for his personal usage inside Socapalm truck. This is forbidden by the company however there were no official communication to the cargo drivers on the forbidden material to be carrying in their vehicles.</p> <p>3. At the time of the audit, the pump had just been repaired however the rotating equipment was not immediately covered due to the pressure of the operation on that day.</p> <p>4. Some workers did not respect the procedure of wearing appropriate PPE inside the Mill.</p>		
Corrective Actions:	<p>The following corrective actions have been put in place;</p> <p>1. Update the inspection checklist to include inspection of the cargo (including fuel tank) between the workshop maintenance.</p>		

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	<p>2. Memo from the Plantation Director to all cargo drivers on the restriction to carry hazardous products or container in the personnel transport and on the organization of spot checks by the transport department to assess their compliance to the memo.</p> <p>3. Awareness to all drivers on the content of the Memo mentioned in point 2.</p> <p>4. Update of the HSE Inspection template to include</p> <ul style="list-style-type: none"> • monitoring of the trucks. • evaluation of compliance to the Memo contents. • systematic presence of belt covers on all rotating equipment at the Mill. • Summary of PPE wearing on the staff interviewed. <p>5. Awareness conducted to all Mill staff to remind them on type of PPE to be worn in the Mill based on the "Matrice des EPI" displayed and on the obligation to wear them and the risk linked.</p> <p>6. Request for explanation to workers not respecting the wearing of PPE.</p>
Assessment Conclusion:	<p>Closing of NCR was conducted on-site on 18/04/2023. The following evidence was verified:</p> <p><u>Edea Estate</u></p> <ol style="list-style-type: none"> 1. The fuel cap has been replaced with an original cap. Plastic bottle is no longer in used. 2. The "engine oil" container has been disposed and a new container is now in use for keeping drinking water, which is labelled "EAU POTABLE" (drinking water). 3. Newly revised checklist entitled "Check List HSE des Camions De Transport Du Personnel" (HSE Check List for Personnel Transport Trucks) that shows the checking of fuel cap criteria has been included 4. Memo from the plantation director dated 14/02/2023 and attendance record dated 02/03/2023 that shows the drivers have been communicated about the memo. <p><u>Edea POM</u></p> <ol style="list-style-type: none"> 1. Appropriate cover had been provided to the belting to enhance safety and reduce hazard when it is rotating 2. The management has requested the two concerned workers provide a show cause through a memo dated 07/02/2023. The workers have acknowledged that they have breached the safety requirement and will not repeat their mistake. 3. Updated HSE Inspection checklist (ver. 4, dated 15/02/2023) that shows the systematic presence of belt covers on all rotating equipment at the mill has been included 4. Attendance record dated 10/02/2023 that shows the awareness training has been given to the mill staff to remind them PPE must be worn according to the "Matrice des EPI" (PPE Matrix) displayed. The PPE matrix was developed based on associated risks found in the risk evaluation. <p>The evidence of correction and corrective actions were found to be adequate to close the NCR. The NCR was closed on 18/04/2023. Continuous effective implementation of the corrective actions shall be verified in the next assessment visit.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Revised inspection checklist for HSE has been consistently utilized to monitor HSE practices to be in line with company policies and procedures. Evidence of HSE checklist for November to December 2023 available for verification. No negative issues reported in the checklist. Related PPE for specific work units were completely worn by workers to demonstrate PPE compliance among workers in operating machineries and carrying out hazardous task/jobs. No recurrence of issues observed thus the previous major NC is remained closed.</p>

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <p>2309375-202302-I1 <u>Indicator 6.5.3</u> Management assesses the needs of new mother through the gender committee to identify actions that has to be taken to address the identified needs. However, management can improve on their engagements with the gender committee to speed up the implementation of actions to address identified concerns of the new mothers.</p> <p>Verification / Follow-up actions: The company has a Gender Committee in place with 29 executive members. They have a documented program in place guides their activities every year. The annual program for the years of 2023 and the current for 2024 was made available for review. The committee has representatives across the different divisions of the estates. Interview with sampled workers during the estate visit confirmed they are aware of the Gender Committee and have had several interactions with them including implementation of actions to address identified concerns of the new mothers.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2309375-202302-M1	Critical	3.6.2	07/02/2023	Closed on 18/04/2023
2444918-202401-M1	Critical	3.3.1	18/01/2024	Closed on 27/02/2024

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss SOCAPALM – Edea Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal Stakeholder	Gender Committee	Face to face
Internal Stakeholder	Workers Representatives	Face to face
External Stakeholders	Independent Smallholders	Face to face
External Stakeholders	Contractors	Face to face
External Stakeholders	Communities	Face to face
External Stakeholders	Ministry of Environment and Sustainability Management	Face to face
External Stakeholders	Synapacarm, Earthworm	Unavailable for consultations

Stakeholders comment	
1	<p>Feedbacks: The company has a Gender Committee in place with 29 executive members. They have a documented program in place guides their activities every year. The annual program for the years of 2023 and the current for 2024 was made available for review. Sampled records of sensitization conducted with the workers were made available for review. The committee has representatives across the different divisions of the estates. Interview with sampled workers during the estate visit confirmed they are aware of the Gender Committee and have had several interactions with them. The committee indicated they have no issue of concern during the audit interview</p> <p>Audit Team verification and response: Review of documents and interview with workers did not identify any issue of concern</p>
2	<p>Feedbacks: The meeting brought together 12 of the workers representatives to the stakeholder consultations. They indicated relations with management keeps improving as a result of their monthly meetings with the Plantations Director and quarterly meetings with the Director General of Socapalm. During the meeting they stated having any issue of concern but asked to know the benefit of RSPO to workers.</p> <p>Audit Team verification and response: Review of documents and interview with workers did not identify any issue of concern</p>
3	<p>Feedbacks: The smallholder farmers basically do not have any issue outstanding with the company. They confirmed the existence of a cordial relation with the company. They have monthly trainings and meetings every six months which ensures all issues are well addressed.</p> <p>Audit Team verification and response: A follow up with document review did not identify any issue of concern</p>
4	<p>Feedbacks: Interview with a sampled number of the Contractors made up of contractors who provide security services and farm maintenance services indicates relations with the company is good. They compared their current relations with three years ago and said there has been a massive change in the working relationship.</p>

	<p>Audit Team verification and response: A follow up with document review and interview with management did not identify any issue of concern</p>
5	<p>Feedbacks: The meeting involved separate interviews with the chiefs or their representatives from Dehane, Koukue, and Edea communities. They indicated a good working relation with the company which is the result of continuous engagement between the two stakeholders. However, Adea raised concerns of limited meetings or visitation of the company to their communities. Although, they do not have any concerns with the company, they feel priority is giving to the other communities at the expense of Adea community.</p> <p>Audit Team verification and response: Interview with management indicates Adea although is a stakeholder, it is not one of the communities with territorial interest and as such is not involved in most of their meetings which seeks to resolve outstanding issues. However, management indicated they will improve on the engagement with the community.</p>
6	<p>Feedbacks: Interview with Divisional delegate at the Ministry of Environment and Sustainability Management indicates they have a working relationship with the Socapalm Edea. The Ministry as part of their responsibilities is required to conduct Environmental Inspections twice in a year. They also conduct monitoring of the implementations of the Social and Environmental plan of the company. However, he acknowledges the agency has not carried out any of such activities since 2019. What they do is a review of the report of implementation of recommendation by the company. However, he could not made the report available for review.</p> <p>Audit Team verification and response: Review of report and field visit did not identify any issue of concern</p>
7	<p>Feedbacks: Invitation letters was sent to Earthworm and Synapacarm but the audit team did not get a feedback from the stakeholder</p> <p>Audit Team verification and response: Not Applicable</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Socapalm - Edea	60 years, lease from government	6979.69 ha	Yes	No	Complied

Previous land owner / user comment	
	<p>Feedbacks: Government of Cameroon (This consultation was done during last IAV) The agreement to secure land for Socapalm operation was made between the Government of Cameroon and Socapalm. Socapalm has land title document captioned Bail Emphyteotique En faveur De La Societe Camerounaise Des Palmeraies (SOCAPALM) which shows legal rights to the use of the land for all their operations in Cameroon. Review of the land titled documents was signed between the Government represented by the Ministre d' Etat charge de l'Economie et des Finance, Ministre de l'Urbanisme et de</p>

I'Habitat and Socapalm represented by the Director General. The agreement indicates the land was leased for a duration of 60 years. The contract was signed on 30th June 2000. The total land area of 78,529 ha covers land for kienke, Dibombari, Eseka, Ongue among others. Ongue (Edea) covers an area of 5,212 ha. However, there was an amendment to the land documents captioned Avenant No Au Bail Emphyteotique En faveur De La Societe Camerounaise Des Palmeraies (SOCAPALM) Du 30 Juin 2000. One of the reasons for the amendment was to reduce the initial land area of 78,529 ha by 20,466 ha. Review of the document shows the initial land area for Ongue was reduced from 5,212 ha to 1,500 ha The document indicate that part of the 20,466 ha will be given to the communities for urbanization purposes. The company made available other land documents including Titre Foncier N°183, Titre Foncier N°184, Titre Foncier N°185 and reports titled Bordereau Recapitulatif Des Pieces Adressees with reference 018/y.2.5/MINDCAF/54/T300 with maps captioned Edea - Carte Concession avec Zones d'empiètements – 2021. Review of the land documents indicates Socapalm Edea currently operates on an area of 6,980 ha with additional area that are not in use by the company. However, following a series of reported cases of encroachment on land belonging to the communities by the company, the Ministry of Land and Cadastre and Land Affairs (MINDCAF) called for a consultative meeting between the four communities and Socapalm for the re-demarcation of the entire concession by the lands registry to confirm if the company was operating on land originally issued to them. Field checks which was done in consultations and participation of all the communities confirmed the company was operating in their original area as provided in the document. The company indicated they will retain the original 6,980 ha of planted areas and give back to government existing areas of their concession not in use by the company for possible redistribution to the communities

Audit Team verification and response:

Interview with communities confirmed such a meeting took place and the communities were represented Reviewed the minutes of meeting between the Communities, Socapalm and the government. The report titled Compte Rendu De La Ceremonie De Lancement Des Travaux D'Etat Des Lieux A La Plantation D'Edea took place on the 16/06/2021. In attendance were representatives of Socapalm led by the Director of Plantations, the four communities were represented by their local chiefs and the government was represented by the Sous-Préfet Edéa 1 er and two staff of MINDCAF. The field exercise was completed in August 2021 and the report was finalised in September 2021 which confirms the companies right to the use of the land. Copies of the report were made available to the communities. Furthermore the estates within the audit scopes were planted with Oil Palm prior to the takeover by Socfin and there were no evidence of community farms or settlements on the land

3.5 Impartiality and conflict of interest


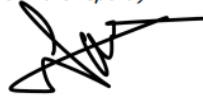
During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that SOCAPALM – Edea Palm Oil Mill has complied with the Cameroon National Interpretation 2022 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that SOCAPALM – Edea Palm Oil Mill is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mohamed Hidhir Bin Zainal Abidin	Name: Celine Schmitz
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Socapalm Edea

Title: Lead Auditor	Title: Sustainability Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 3/4/2024	Date: 11/04/2024

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>			
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -</p>	<p>Socapalm Edea has a list of management documents made publicly available to all relevant stakeholders either by displaying on the notice boards or sharing with relevant stakeholders including the communities. Interview with the community liaison manager indicates the company has shared copies of the documents with the communities and whenever any of the documents are updated, copies of the updated documents are also shared with them.</p> <p>However, some of the documents are made available only upon request by the stakeholders and these were communicated to the communities. Interview with the community chiefs and representatives confirmed copies of the company’s documents have been shared with them.</p> <p>During a field visit to the different divisions, it was observed that copies of the documents were displayed on the various notice boards</p>	<p>Complied</p>
<p>1.1.2</p>	<p>Information is provided in the official language used in the area in which the unit of certification is located and accessible to relevant stakeholders. - Minor compliance -</p>	<p>The official written and spoken language in Cameroon is French and as such all their information are documented in French and shared with all relevant stakeholders. However, the company did indicate during interview that at the request of the communities and to ensure a thorough understanding of the information, the local language which is</p>	<p>Complied</p>

		commonly spoken and understood by the relevant stakeholders (including communities and workers) are used during consultations. Copies of the company’s documented information have been shared with the relevant stakeholder as confirmed by the communities during the stakeholder consultations.	
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	The company keeps records of all requests they receive from their stakeholders and these were made available to the audit team for review. A review of the file shows all the request received by the company are mainly request for assistance. There were no request for information received by the company since the last audit.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official. - Critical (Major) compliance -	The company has a documented procedure for Communication and Consultation last updated on the 13/07/2021. The objective of the procedure is to ensure that there is transparent communication between Socapalm and entire stakeholder. It ensures accessibility to Socapalm procedures, policies and other relevant documents. The procedure is applicable to both internal and external sites within Socapalm. The document assigns responsibility of communicating the procedure to different persons in the company. However, the company’s liaison officer is responsible for explaining all company documents to the community.	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	The company presented their updated list of their stakeholders for review during this audit. The stakeholder list is dated 05/01/2024 and has information on the names, contact number and address among others of the stakeholders. Some of the stakeholders including the communities, state agencies and contractors were selected for interviews during this audit.	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	The company has a documented policy captioned <i>Politique en matiere de Conduite Ethique</i> . The policy states that Socapalm undertakes to have fair and open competition, by treating its competitors, suppliers,	Complied

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		<p>clients and colleagues according to the principles of fair competition. SOCAPALM has zero tolerance for all forms of "bribery", corruption and fraudulent use of funds and resources. SOCAPALM neither gives nor receives, directly or indirectly, "bribes" or other undue advantages. Disciplinary action will be taken against company employees and third parties who wilfully are in breach of this policy.</p> <p>The policy has been communicated to all contractors and also captured in their contract of service. It has also been communicated to the workers in addition with other company policies. Interview with the company indicates the Director of Plantations is responsible for ensuring compliance to the policy.</p>	
<p>1.2.2</p>	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>The company implements the policy through sensitization of their workers on the policy. Sampled records of the sensitization were made available for review.</p> <p>Example training on the 20/03/2023 for 11 Pesticide applicator. Another training on the 31/03/2024 at Division 2 for 5 workers.</p> <p>Base on the training presented to the workers which covers all workers, the company relies on the workers to report any unethical conduct such as bribery and extortions by their superiors or managers to the company through the Director. Interview with management and workers did not identify any acts of unethical conduct from both company staff and their contracted parties.</p>	<p>Complied</p>
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			

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2.1.1	<p>(C) The unit of certification complies with applicable legal requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm – Edea continues to comply with all applicable legal requirements. During the assessments legal permits and license were still valid and made available for verification. The plantation has established a procedure entitled <i>Procédure d'identification et d'évaluation des obligations de conformité</i>; <i>Revision Date: 1/06/022</i>; <i>Version: 04</i> which ensures the plantation is up to date and in compliance with all existing and new legal requirements.</p> <p>Sampled the license and permits as below:</p> <ol style="list-style-type: none"> 1. Certificate of Environmental Compliance; Document Number: CCE/ABS N 0000021; Certificate Date: 06/02/2018. The Certificate will require a bi-annual visit by the department to monitor compliance. 2. License for Operating and Installation Authorization; License Number: N° 003671; License Effective Date: 28/05/2019. 3. Water Withdrawal and Discharge Authorization License; License Number: N° 2020/000039/MINEE/SG/DGRE/DU 1 April 2020 valid for 5 years until 30 March 2025. 	Complied
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea relies on three ways to track changes in the law. They include a signed contract with Amadeo, a law firm which grants them access to multipurpose platforms, where they can access updates to the country's laws and legal requirements. Copies of the signed contract document was made available for verification.</p> <p>The company has also subscribed to "The Cameroun Tribune", an official newsletter which publishes newly passed laws in the country for circulation. Socapalm – Edea is also a member of an association of employers called GICAM (Groupement Inter Patronal Du Cameroun Employer's Association). They have a common platform through which they track any changes to any of the laws.</p>	Complied

		Socapalm – Dibombari have established a procedure entitled <i>Procédure d'identification et d'évaluation des obligations de conformité; Revision Date: 1/06/022; Version: 04</i> . The company has a documented legal register titled "TABLEAU D'EVALUATION DE LA CONFORMITE DE LA SOCAPALM AUX EXIGENCES LEGALES ET AUTRES EXIGENCES" dated 19/12/2023. The register contains all laws applicable to the company's operations.													
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Legal boundaries were clearly demarcated and visibly maintained by the estate. Management units have established a Edea Plantation Map entitled "<i>Edea – Carte des Bornes (2023)</i>" which identifies all the boundary markers located at the plantation boundaries. The map was available for verification during the assessment. Based on site visit, sample of boundary checking tabulated in the table below:</p> <table border="1"> <thead> <tr> <th>Boundary Point</th> <th>Field Number</th> <th>Neighbouring with</th> </tr> </thead> <tbody> <tr> <td>Pillar No. 10</td> <td>1996 A P3</td> <td>Smallholder</td> </tr> <tr> <td>Pillar No. 3</td> <td>2010 F P2</td> <td>Community farm, and outsider plantation</td> </tr> <tr> <td>Pillar No. 13</td> <td>1987 A P3</td> <td>Smallholder</td> </tr> </tbody> </table> <p>There were no evidence of plantings beyond the boundary stones. Socapalm – Edea POM is located within the Edea Estate concession. The mill is separated from the estate via fencing along the boundary of the mill compound. As per verification with adjacent stakeholders, there is no issue especially on land disputes and encroachment.</p>	Boundary Point	Field Number	Neighbouring with	Pillar No. 10	1996 A P3	Smallholder	Pillar No. 3	2010 F P2	Community farm, and outsider plantation	Pillar No. 13	1987 A P3	Smallholder	Complied
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<p>Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>															
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The company maintains a list of their contractors in the updated stakeholder list. The list is made up of suppliers, labour/service</p>	Complied												

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		contractors, Independent smallholders and Security. The list was made available to the audit team for review. Some of the contractors including the independent smallholders, labour contractors and security were selected for interviews during this audit.	
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. - Minor compliance -	Reviewed sampled contracts signed between the company and the following <ol style="list-style-type: none"> 1. Global 2. EST Horlong 3. ETS Krassivi 4. Interima 5. Proforma <p>The contracts were all valid at the time of this audit and contains clause on meeting applicable legal requirements. Some of the applicable requirements includes the payment of CNPS (social security) for all their workers which is complied with by the contractors and the annual renewal of the work permits were valid at the time of the audit.</p>	Complied
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection. - Minor compliance -	Reviewed sampled contracts signed between the company and the following <ol style="list-style-type: none"> 1. Global 2. EST Horlong 3. ETS Krassivi 4. Interima 5. Proforma <p>The contracts reviewed all contains clause on disallowing child, forced and trafficked labour. The company does not employ any workers below the age of 18 years. Review of sampled workers files and field observation did not identify any workers below the age of 18 years.</p>	Complied

Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.																														
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins; • Proof of the ownership status or the right/claim to the land by the grower/smallholder, signed by the chief of the concerned village and two leaders designated by the village council; • Where applicable, valid planting/operating/trading licence, or is part of a cooperative that allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	<p>The company sources FFB directly from their estate and also from the smallholders was available The company maintains a list of all their smallholders with records of their registration codes, GPS coordinates and Land Legalisation. Refer to 2023-<i>Liste et suivi PV</i> Edea 1. Sample of smallholder’s data verification as below:</p> <table border="1" data-bbox="1131 587 1971 1034"> <thead> <tr> <th>Farmer’s Registration Codes</th> <th>Latitude</th> <th>Longitude</th> </tr> </thead> <tbody> <tr> <td>070287</td> <td>3.62215</td> <td>10.0653</td> </tr> <tr> <td>070288</td> <td>3.9122</td> <td>10.0829</td> </tr> <tr> <td>070289</td> <td>3.39523</td> <td>10102</td> </tr> <tr> <td>070290</td> <td>3.58168</td> <td>10.1243</td> </tr> <tr> <td>070389</td> <td>3.61454</td> <td>10.2524</td> </tr> <tr> <td>070390</td> <td>3.60045</td> <td>10.2063</td> </tr> <tr> <td>070391</td> <td>3.43058</td> <td>10.1513</td> </tr> <tr> <td>070392</td> <td>3.6747</td> <td>10.107</td> </tr> </tbody> </table> <p>The smallholders also have an Attestation of Exploitation signed by their local chiefs who by the laws of Cameroun can grant access to the use of land while the occupants process the land title documents.</p>	Farmer’s Registration Codes	Latitude	Longitude	070287	3.62215	10.0653	070288	3.9122	10.0829	070289	3.39523	10102	070290	3.58168	10.1243	070389	3.61454	10.2524	070390	3.60045	10.2063	070391	3.43058	10.1513	070392	3.6747	10.107	Complied
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2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence is as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>The company does not source their FFBs indirectly as in the context of Cameroon where no collection centre or FFB trader exist in the country. thus this indicator was not applicable.</p>	Not Applicable																											
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>																														

Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.									
3.1.1	<p>(C) A business or management plan (minimum three (3) years) is documented that includes, where applicable, a jointly developed business case for scheme smallholders</p> <p>- Critical (Major) compliance -</p>	<p>Management Units business plan has been established for FY 2022 – 2024 dated 02/11/2023. The section in the business plan covered on:</p> <ol style="list-style-type: none"> 1. Physical data 2. Analysis for yield performance 3. Sales 4. CAPEX and OPEX 5. Replanting Programme 6. Plantation Operation Expenses 7. Mill Operation Expenses 8. General charges and Expenses 9. Running cost <p>The plan covers the entire SOCAPALM group and includes both industrial and smallholder plantations. The company uses clones from over 100 years’ experience research now established in Cameroon at Kienke Camseed project. The other budgets on CAPEX and OPEX are based on projection of yield per hectare (YPH) for FFB and CPO and PK for mill operation.</p>	Complied						
3.1.2	<p>An annual replanting programme projected for a minimum of five year with yearly review, is available</p> <p>- Minor compliance -</p>	<p>SOCAPALM Edea has a documented replanting programme covering 2019 to 2040. The programme covers both industrial and Smallholder plantations. Replanting is guided by the company SOP Planting and Replanting AGR 11, Version 2 of 01/2020. Replanting programme was revised on August 2023 and tabulated in the table below:</p> <table border="1" data-bbox="1131 1236 1973 1383"> <thead> <tr> <th>Year of Replanting</th> <th>Hectarage, Ha</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>231.30</td> </tr> <tr> <td>2025</td> <td>204.80</td> </tr> </tbody> </table>	Year of Replanting	Hectarage, Ha	2024	231.30	2025	204.80	Complied
Year of Replanting	Hectarage, Ha								
2024	231.30								
2025	204.80								

		2026	195.00	
		2027	174.00	
		2028	165.00	
		2029	150.70	
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken. - Minor compliance -	Management unit has conducted Management Review Meeting annually. Minutes of meeting was sighted and available. Refer Comité de direction Management Review dated 29/12/2023. The agenda for the meeting included the minimum elements required by this RSPO standard.		Complied
Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.				
3.2.1	(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. - Critical (Major) compliance -	<p>Continuous improvement plan related Social, safety and Environment has been established. It was implemented based on the status verification of the document and also interviewed with management representative. Refer to Copie de <i>EDEA Tableau RSE Socapalm-2023 (002)</i> that showed on the improvement plan related to social and environment. Sample of plan as below:</p> <ol style="list-style-type: none"> 1. Education amounted XAF Fr X,XXX,XXX.XX 2. Workers house maintenance amounted XAF Fr XX,XXX,XXX.XX 3. Road maintenance amounted XAF Fr XX,XXX,XXX.XX 4. Planting of Forest Trees 15Ha amounted XAF Fr XX,XXX,XXX.XX <p>The plan covers core concerns such as welfare of employees, workers living condition, relationship between relevant stakeholders, chemical reductions, GHG, water and waste management among others. On top of the established plan, allocation of capital expenditure for process improvement, social and environmental components were also verified.</p>		Complied

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3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.</p> <p>- Minor compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of SOCAPALM Edea Certification Unit's metrics (economic, social and environment). Data reporting period is January to December 2023 for (social and environment metrics) and economic metrics from Jan 2023 – Dec 2023 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>SOP for both Mill and Estate has been documented and available for verification in the <i>LISTE DES INFORMATIONS DOCUMENTEES</i>. Sampled latest updates was done on Procedure related Programme <i>d'audit interne on 12/12/2023, Procédure de gestion de la chaine d'approvisionnement et de la traçabilité incluant les exigences RSPO 2018 révisés relatives à la chaine d'approvisionnement des usines dated 15/11/2023 and Procédure d'audit interne et externe dated 15/11/2023</i>.</p> <p>The company has continued to implement the established SOPs for both the mills and the estate. The Estate SOPs dated 01/2020 is made up of 16 procedures which includes procedures on Planting and Replanting, Spraying, Harvesting and other related core plantation activities. The mill SOP is made up of 8 procedures and includes procedures for sterilization, weighbridge, FFB analysis and FFB reception until the POME treatment. During field visit by the audit team, it was observed that copies of the procedures were made available at the various operational sites. Interview with the relevant personnel has confirmed on the understanding of SOP for their task and job.</p> <p>Operational procedure, <i>Matrice De Surveillance Medical Postes, code: MEDIC10</i>, version:0 dated 11/2020 has stipulated the frequency of audiometric testing for mill workers that expose to high noise area (> 85 dBA) is 1 once per year and every 6 month for hearing impairment workers.</p>	Non-compliance

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		<p>Latest noise survey, <i>RAPPORT DE LA SONOMETRIE ET DE LA DOSIMETRIE DE L'UNITE INDUSTRIELLE SOCAPALM D'EDEA, December 2023</i> by CAP DEVELOPPEMENT Sarl CABINET D'ETUDES TECHNIQUES has identified a few high noise area (> 85 dBA); extraction, clarification, palm kernel station, boiler station, electrical workshop, mechanical workshop and garage. The established procedure, <i>Matrice De Surveillance Medical Postes</i>, code: MEDIC10, version:0 dated 11/2020 stated workers from weighbridge station, loading ramp, palm kernel station, boiler, sterilization, hoisting and electrical workshop are required for annual audiometric testing. The latest noise survey has identified the additional work area which yet to be incorporated in the Operational procedure, <i>Matrice De Surveillance Medical Postes</i>, code: MEDIC10, version:0 dated 11/2020. SOP established for medical surveillance matrix was not in line with legal requirement. Thus, a major NC was raised.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place. - Minor compliance -</p>	<p>Mechanism to check consistent implementation is based on internal check and balance via internal audit and HSE check by internal team. Refer Internal Audit Report @ RAPPORT D'AUDIT INTERNE DE SOCAPALM EDEA dated 14-17/11/2023. There is 1 Major, 4 Minors and 3 Observation was raised. All corrective action has been taken for the issue raised. Other than that, there is availability of HSE Checklist on Monthly basis in order for checking the implementation of health and safety plan also on Environmental matters. Latest record verification was on 13/11/2023 and 01/12/2023.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available. - Minor compliance -</p>	<p>Records of monitoring and any actions taken are maintained and available for verification. Refer Internal Audit Report @ RAPPORT D'AUDIT INTERNE DE SOCAPALM EDEA dated 14-17/11/2023. There is 1 Major, 4 Minors and 3 Observation was raised. All corrective action has been taken for the issue raised. HSE Checklist on Monthly basis in order for checking the implementation of health and safety plan also on</p>	Complied

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		Environmental matters was available. Latest record verification was on 13/11/2023 and 01/12/2023.	
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders, and including the impacts of any smallholder/outgrower scheme is documented. A copy of the executive summary of the SEIA and Environmental and Social Management Plan is deposited at the Town Hall.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting or operation in estate and mill. SOCAPALM Edea has SEIA to cover its operations. Refer SEIA Report <i>ETUDE D'IMPACT ENVIRONNEMENTAL ET SOCIAL DETAILLEE DU PROJET D'EXTENSION DES INSTALLATIONS DES COMPLEXES INDUSTRIELS SOCAPALM EDEA, MBAMBOU ET MBONGO, ARRONDISSEMENTS D'EDEA 1ER ET DIZANGUE DANS LE DEPARTEMENT DE LA SANAGA MARITIME, REGION DU LITTORAL</i> dated May 2023 by CAP Development Sari. CAPDEV is accredited by various administrations in Cameroon, including:</p> <ul style="list-style-type: none"> • Ministry of the Environment, Nature Protection and Sustainable Development (MINEPDED) • Ministry of water and Energy Supplier (MINEE) <p>The SEIA has been submitted to the government and is audited annually by the Ministry of the Environment through an environmental management plan called "PGES" with social and environmental objectives/recommendations. The submission and validation of SEIA will enable the Ministry to issue an environmental license. Every year, the Ministry of Environment requires a PTA (environmental yearly action plan), which needs validation before implementation. These PTAs are annually revised to include new objectives and requirements.</p>	Complied
3.4.2	<p>For the unit of certification, an SEIA, or an environmental and social impact audit is available and social and environmental management and monitoring plans have been developed with the participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>The Social and Environmental Impact Assessment (SEIA) for SOCAPALM Edea, which was initially conducted in 2017, underwent a revision in 2023. There is no new planting or operation in estate and mill. SOCAPALM Edea has SEIA to cover its operations. Refer SEIA Report <i>ETUDE D'IMPACT ENVIRONNEMENTAL ET SOCIAL DETAILLEE DU</i></p>	Complied

		<p><i>PROJET D'EXTENTION DES INSTALLATIONS DES COMPLEXES INDUSTRIELS SOCAPALM EDEA, MBAMBOU ET MBONGO, ARRONDISSEMENTS D'EDEA 1ER ET DIZANGUE DANS LE DEPARTEMENT DE LA SANAGA MARITIME, REGION DU LITTORAL</i> dated May 2023 by CAP Development Sari. Sighted evidence of certificate of Environmental Compliance by Ministry of Environmental for Edea Socapalm Mill and estate dated 10/08/2023.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>SOCAPALM Edea has put into action its Environmental Management and Monitoring Plan, initially developed as part of an independent SEIA assessment conducted in 2023. The implementation of this plan is scrutinized annually by the management authorities. This plan has been approved by the Minister of the Environment, Nature Protection, and Sustainable Development. Upon reviewing the document and interviewing stakeholders, it was confirmed that the plan's update has been a participatory process.</p>	Complied
<p>Criteria 3.5: A system for managing human resources is in place.</p>			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.</p> <p>- Minor compliance -</p>	<p>The company has documented procedure for recruitment dated 07/12/2021 and approved by the General Manager. The procedure covers only permanent staff of the company. The company does not employ temporal or contract workers. All Socapalm staff are employed as permanent staffs. There is also a documented negotiated agreement between the workers and management which regulate the activities of the workers and management. The document captioned <i>Accord D'entreprise Socapalm</i> and dated 09/11/2023 contains information on promotion, retirement and termination. All the information are documented in the French language which is the official language in Cameroon. Copies of the documented procedure and agreement have been shared with the workers through their representatives as confirmed by the workers representatives during the audit interview.</p>	Complied

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3.5.2	<p>Employment procedures are implemented and records are maintained. If necessary, there are calls for applications favouring the recruitment of local residents with equal competence.</p> <p>- Minor compliance -</p>	<p>Reviewed documents showing evidence of the implementation of the procedure leading to the recruitment of two plantation supervisors on the 11/05/2023 and 12/08/2023. Documents reviewed include the advertisement, application letter from the workers, interview and medical test records and contract of engagement.</p>	Complied
Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm – Edea Certification Unit has established a Risk Register documented named <i>GRILLE D'ANALYSE DES RISQUES</i> dated 6/12/2023, that has identified all risks associated to workstations in the estate and mill. The identified risks have been established its control measures. The mill and estate management conduct monthly site inspections to ensure the risk mitigation methods are adhered to accordingly. Training programs are in place to train all personals regularly on the mitigation plans as well. During the field visit document reviews, the implementation of the risk controls was verified. Evidence such as implementation of safe operating procedures, usage of PPEs and sensitisation programs were available and verified</p>	Complied
3.6.2	<p>(C) The effectiveness of the H&S plan in addressing health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm – Edea Certification Unit has established a document entitled <i>Plan De Gestion De La Santé Et De La Sécurité Au Travail, version:01, dated 15/04/2021</i>. The plan has included the following programme:</p> <ul style="list-style-type: none"> i) Health and Safety (H&S) monthly inspection report ii) Medical statistics and reporting on accident at work iii) H&S meetings (4 times per year) iv) Audiometric testing (2 times per year) v) Medical surveillance (every 6 months once – chemical handler/sprayer) 	Complied

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		<p>Monitoring and implementation of HSE plan summarized as per the following:</p> <table border="1" data-bbox="1131 435 1977 1152"> <thead> <tr> <th>HSE programme</th> <th>Date of programme</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Audiometric testing</td> <td>March 2023, Upcoming February 2024. (Twice in 12 months period)</td> <td>Follow up was done in October 2023.</td> </tr> <tr> <td>H&S monthly inspection</td> <td>Latest HSE check on 30/11/2023</td> <td>No major issue reported</td> </tr> <tr> <td>H&S committee meeting</td> <td>15/2/23, 6/4/23, 3/10/23</td> <td>December 2023 meeting postponed to January 2024 to due unavailability of delegate for Labour Office.</td> </tr> <tr> <td>Medical surveillance programme (sprayer)</td> <td>February & November 2023</td> <td>All fit to work based on certificate of fitness.</td> </tr> <tr> <td>Accident report and statistic</td> <td>HSE monthly report for 2023</td> <td>60 accidents reported with 112 lost time injuries.</td> </tr> </tbody> </table>	HSE programme	Date of programme	Remarks	Audiometric testing	March 2023, Upcoming February 2024. (Twice in 12 months period)	Follow up was done in October 2023.	H&S monthly inspection	Latest HSE check on 30/11/2023	No major issue reported	H&S committee meeting	15/2/23, 6/4/23, 3/10/23	December 2023 meeting postponed to January 2024 to due unavailability of delegate for Labour Office.	Medical surveillance programme (sprayer)	February & November 2023	All fit to work based on certificate of fitness.	Accident report and statistic	HSE monthly report for 2023	60 accidents reported with 112 lost time injuries.	
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<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>																					
<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, outgrowers and subcontractors, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p>	<p>Socapalm – Edea Certification Unit has established a training program for 2024 entitled “<i>Programmede sensibilisation et de formation - SOCAPALM – 2024</i>”. The program consists of training needs that has been identified for each worker at each operation as well as gender specific training, trainings for smallholders and stakeholders, etc. The</p>	<p>Complied</p>																		

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	- Critical (Major) compliance -	estate and mill have begun to implement the trainings that have planned for the year. The training plan for 2024 were also reviewed where all planned trainings have been conducted accordingly															
3.7.2	Records of training are maintained, where appropriate, on an individual basis. - Minor compliance -	<p>Socapalm – Edea Certification Unit have maintained all records of training and sensibilisation that has been conducted in accordance to the training programs. The records were made available for verification. Sampled the training records for the trainings stated below:</p> <table border="1"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Herbicides application training and test of understanding</td> <td>1/3/2023, 27/3/2023</td> </tr> <tr> <td>Harvesting training</td> <td>17/05/2023</td> </tr> <tr> <td>First Aid training</td> <td>18/12/2023</td> </tr> <tr> <td>Management of ramp operation training</td> <td>13/01/2024</td> </tr> <tr> <td>Chemical safety handling training</td> <td>2/9/2023</td> </tr> <tr> <td>Boiler Safe Operation training</td> <td>24/08/2023</td> </tr> </tbody> </table>	Training	Date	Herbicides application training and test of understanding	1/3/2023, 27/3/2023	Harvesting training	17/05/2023	First Aid training	18/12/2023	Management of ramp operation training	13/01/2024	Chemical safety handling training	2/9/2023	Boiler Safe Operation training	24/08/2023	Complied
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3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed. - Minor compliance -	<p>Socapalm – Edea POM has identified the following personnel as critical in the implementation of the supply chain. They are the Mill manager, Deputy Mill manager, Weighbridge Clerk and Personnel in-charge of expedition.</p> <p>The mill has established a training plan for Supply Chain Training and Development Plan Including RSPO P&C 2018 (Cameroon NI 2022) dated February 2020 for persons critical to the implementation of the SCCS.</p> <p>Records on training reviewed were:</p> <p>Supply Chain Management Procedure, RSPO Rules on Market Communication and Claims conducted on 20/11/2023.</p>	Complied														

Criteria 3.8: Supply chain requirements for mills.			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Socapalm – Edea POM uses the Mass Balance Module as it’s FFB are sourced from its own supply base estate which is certified and FFB Collection Centres and smallholders that are uncertified against the RSPO P&C 2018 Standard. Hence this indicator is not applicable.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Socapalm – Edea POM receives RSPO certified FFB and uncertified FFB. Therefore, the mill qualifies for the Mass Balance Supply Chain System and module. During the RSPO assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products. Based on the mass balance records, only volume of certified products has been declared for incoming and outgoing RSPO Mass Balance products.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in section 10 of this public summary report.</p>	Complied

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3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>The registration of PalmTrace is carried out by the Finance Department, Socapalm HQ. All transaction are registered in the PalmTrace. Details of Registration were captured as below:</p> <table border="1" data-bbox="1131 475 1977 850"> <thead> <tr> <th>Description</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>Member Name</td> <td>Societe Camerrounaise De Palmeraies "Socapalm" S.A. -Edea</td> </tr> <tr> <td>Commodity</td> <td>Palm Oil</td> </tr> <tr> <td>Type of Business</td> <td>Oil Mill</td> </tr> <tr> <td>Palm Trace Member ID</td> <td>RSPO_PO1000011304</td> </tr> <tr> <td>Supply Chain Model</td> <td>Mass Balance</td> </tr> <tr> <td>License Status</td> <td>Active</td> </tr> </tbody> </table>	Description	Details	Member Name	Societe Camerrounaise De Palmeraies "Socapalm" S.A. -Edea	Commodity	Palm Oil	Type of Business	Oil Mill	Palm Trace Member ID	RSPO_PO1000011304	Supply Chain Model	Mass Balance	License Status	Active	Complied
Description	Details																
Member Name	Societe Camerrounaise De Palmeraies "Socapalm" S.A. -Edea																
Commodity	Palm Oil																
Type of Business	Oil Mill																
Palm Trace Member ID	RSPO_PO1000011304																
Supply Chain Model	Mass Balance																
License Status	Active																
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. 	<ol style="list-style-type: none"> 1. Socapalm – Edea POM have established a Supply Chain Procedure entitled <i>Systeme De Management – Procedure De Gestion De La Chaîne D'Approvisionnement Et De La Tracabilite Selon Les Principes Et Criteres RSPO 2018 Revises Incluant Les Standards RSPO De Certification De La Chaîne D'Approvisionnement</i>; Document Creation Date: 09/2020; version:7, Doc Revision Date: 15/11/2023. The new revision is to update the latest RSPO Rules on Market Communication and Claims October 2022. 2. Records demonstrating compliance with the supply chain model requirements were available. Among the records verified were. <ol style="list-style-type: none"> a. Supply Chain Management Procedure, RSPO Rules on Market Communication and Claims conducted on 20/11/2023. 3. Identification of the roles of and responsibilities for the Supply Chain and Traceability at Edea POM was documented in the in <i>Systeme De Management; Role Et Responsabilite Du Perosnnel Implique</i> 	Complied														

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	<p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p><i>Dans Supply Chain De Socapalm – Edea; Creation Date: 03/01/2023.</i> The documents state the SCCS roles and responsibilities of each personal that have been identified in the process.</p> <p>Socapalm – Edea POM have established a Supply Chain Procedure entitled <i>Systeme De Management – Procedure De Gestion De La Chaîne D’Approvisionnement Et De La Tracabilite Selon Les Principes Et Criteres RSPO 2018 Revises Incluant Les Standards RSPO De Certification De La Chaîne D’Approvisionnement</i>; Creation Date: 09/2020; version:7, Doc Revision Date: 15/11/2023. The document details the procedure for receiving certified and uncertified FFB at the mill.</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p style="margin-left: 20px;">a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p style="margin-left: 20px;">b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Socapalm Edea POM has established a documented procedure for Internal Audit entitled Management Procedure – Internal and External Audit Procedure; Creation Date: 10/09/2020; version: 5, Revision Date: 15/11/2023.</p> <p>Latest internal audit was conducted for RSPO Supply Chain Requirements for Mills as per report Audit Internal Supply Chain dated 15/11/2023. No non-conformity regarding supply chain was issued during the assessment. Only (1) one observation raised with regards to certified volume removal in Palmtrace. All records and reports of the Internal Audits were maintained and available for verification.</p>	<p>Complied</p>
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p>	<p>The daily records are prepared at the entry point at the Edea POM weighbridge. When FFB delivered to the mill from the Edea Estate, the transporters presented Delivery Order (DO) to the mill weighbridge clerk in order the FFB to be received by the mill. Daily summary and monthly summary documented for all the certified FFB.</p>	<p>Complied</p>

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	<p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The mill received certified FFB from its own supply base estate and purchased from the outside FFB supplier and smallholders. The records of FFB received was recorded in FFB delivery/consignment note, FFB weighbridge ticket and summarize in Mass Balance sheet.</p> <p>Sample of Incoming FFB are as below:</p> <ul style="list-style-type: none"> - FFB Supplier: Socapalm – Edea Estate - FFB Document – <i>Livraison Regimes Usine</i> - Vehicle no: C127, - Field/block: division 2, 01B, 81C - Document Number: 0409636 - Date: 16/1/2023 - Tonnage: 8.92 mt <p>Mill weighbridge information</p> <ul style="list-style-type: none"> - Ticket no. 170016 - Vehicle no: C127 <p>The management will inform CB if there is any overproduction of certified tonnage. They are aware on the overproduction as per stated in the procedure. Based on last review period, no overproduction recorded.</p> <p>Socapalm – Edea POM have established a Supply Chain Procedure entitled <i>Systeme De Management – Procedure De Gestion De La Chaine D’Approvisionnement Et De La Tracabilite Selon Les Principes Et Criteres RSPO 2018 Revises Incluant Les Standards RSPO De Certification De La Chaine D’Approvisionnement</i>; Creation Date: 09/2020; version:7, Doc Revision Date: 15/11/2023.. The document under clause 6.1.2 – <i>Produits et/ou des documents de palmier a huile a huile non conformes</i> which states, <i>for all industrial FFB sent to the factory without</i></p>	
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		<i>delivery documents, the weigher is not authorized to admit the tractor on the bridge for weighing; he has to return them to the truck.</i>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>As of to date all RSPO Products are sold as conventional. There were no sales of RSPO Certified products from the mill. Nevertheless, the mill has established procedure - Supply Chain Procedure entitled <i>Systeme De Management – Procedure De Gestion De La Chaîne D’Approvisionnement Et De La Tracabilite Selon Les Principes Et Criteres RSPO 2018 Revises Incluant Les Standards RSPO De Certification De La Chaîne D’Approvisionnement</i>; Creation Date: 09/2020; version:7, Doc Revision Date: 15/11/2023. The procedure details out the minimum information required for RSPO Certified Products available in a document form.</p>	Complied
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification. 	<p>Socapalm Edea does not outsource any of the activities. Transportation of CPO and PK is by the buyer themselves. Therefore the responsibility of the mill ends at the mill exit point. Hence this indicator is not applicable.</p>	Complied

	<p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Details of contractors are available in the list of contractors.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	The list of contractors is updated from time to time by the mill. The information of any newly appointed contractor is shared with BSI through pre-audit information request prior to the audit. The information is provided to the assessment team.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory</p>	<p>The company keeps both hard and soft copies of all records of information which includes weighbridge ticket, ARC, delivery note, Mill and training reports and many more. The retention time for record keeping is for a minimum of 2 years as stated in their procedures.</p> <p>The company has a production report titled Certified Finished Product in which they record all production and sales of CPO. Review of the document shows the company balances their account on daily basis</p>	Complied

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	<p>requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>using the real time accounting system. As to date, no physical RSPO product claim made.</p>					
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The oil extraction rate (OER) and the kernel extraction rate (KER) is based on actual production performance. For the last review period (February 2023 - December 2023), the OER and KER;</p> <table border="1" data-bbox="1133 1040 1973 1141"> <tr> <td>OER</td> <td>KER</td> </tr> <tr> <td>22.53</td> <td>5.34</td> </tr> </table>	OER	KER	22.53	5.34	<p>Complied</p>
OER	KER						
22.53	5.34						
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Extraction rates updated periodically to ensure accuracy against actual performance or industry average. As for SOCAPALM Edea, OER and KER updated on daily basis based on actual production performance</p>	<p>Complied</p>				
<p>3.8.15</p>	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil</p>	<p>N/A. Mill is under MB.</p>	<p>Complied</p>				

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	palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.		
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p><u>Registration of Transactions</u></p> <p>Written under 6.6 of Procedure Supply and Traceability Produce according to RSPO P&C 2018 and including standard for supply certification system, Doc code: PR.01 GAT, revision: 5, dated 24/2/2022. Exportation of certified product, sales announcement done via PT within 3 months from date of physical delivery. Only CSPK delivery occurred in last review period. CSPO volume removed for RSPO IT platform due to conventional sales as summarized below:</p> <ul style="list-style-type: none"> - PT volume removed (CPO): 2,424.61 mt - Allocation: 2,030 mt 	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	Review of the Socfin Group website (https://www.socfin.com/en/certifications) establishes communication about the company's commitment to the RSPO standards.	Complied
4.2	In corporate communications, a member is allowed to: <ul style="list-style-type: none"> A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member's history with regard to RSPO 	Corporate communication made by SOCFIN group is towards certification progress (latest update: 9/3/2023) as reported in the (https://www.socfin.com/en/certifications).	Complied

	E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership	No RSPO trademark with a valid trademark licence number used in SOCFIN website to promote its RSPO membership	
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	No RSPO corporate logo used by SOCAPALM.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	No misleading statement made by the company as verified on the website	Complied
4.5	Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include: <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	No misleading statement made by the company as verified on the website	Complied
4.6	RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following: <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p>	No misleading statement made by the company to make product-related claims in their corporate communication as verified on the website	Complied

	<p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	No product specific communications made about an individual product that contains RSPO certified sustainable palm oil made by SOCFIN.	Complied
5.1.2	Product-specific communications are voluntary.	No product specific communications made about an individual product that contains RSPO certified sustainable palm oil made by SOCFIN.	Complied
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	No RSPO label displayed for product-specific communications made by SOCAPALM Edea	Complied
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	No RSPO label displayed for product-specific communications made by SOCAPALM Edea	Complied
5.1.5	If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO	Not applicable. SOCAPALM Edea is not producing end products which involve retailers, traders or distributors.	Not Applicable

	<p>Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
5.1.6	<p>Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain</p>	<p>Not applicable. SOCAPALM Edea is not producing end products which involve retailers, traders or distributors.</p>	<p>Not Applicable</p>
5.2 Off pack claims			
5.2.1	<p>Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.</p>	<p>No off-pack claim made in any product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.</p>	<p>Complied</p>
5.2.2	<p>When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the</p>	<p>If there is any physical RSPO claim, Shipping documentation will be verified and conformance with the requirements of RSPO SCCS. In the</p>	<p>Complied</p>

	supply chain model and certificate number under which the claim is being made.	weighbridge ticket, it stated that i.e product/commodity with SCC model (CPO/Palm Kernel RSPO MB) and RSPO certificate number.	
5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	SOCAPALM Edea is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable
5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* 	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable

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	<ul style="list-style-type: none"> • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>Add RSPO TM Licence Number below or next to the claim.</p>		
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
5.3.3	On pack claims shall not include information about the claimant’s RSPO membership status.	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers’ RSPO membership status.	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	Not applicable as no on pack claims made by SOCAPALM Edea	Not Applicable

MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	Oil palm content is 100% CPO and claim as RSPO MB-certified.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	Non-certified FFB comes from external crop and since SOCAPALM Kienke is using Mass Balance module, the non-certified volume is covered in the Mass Balance sheet.	Complied
Messaging			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 	SOCAPALM Edea has not made any product-specific communications in any RSPO MB product claims.	Complied
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	SOCAPALM Edea has not made any product-specific communications in any RSPO MB product claims.	Complied

<p>Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRDs), is documented and communicated to all levels of the workforce, operations, supply chain and local communities, and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a documented human right policy dated 07/03/2019 and signed by the Director General. The company commit itself to respect the rights of all persons irrespective of race, sex, nationality, ethnicity, language and religion. The company condemns any form of intimidation or harassment in its activities and services as well as to the contractors. The policy has been shared with all the communities and communicated to their understanding. The policy is also included in the service contract for all the company's third party contractors. Interview with the labour contractors indicates they are aware of all the company's policies including the human right policy and they do not have any issue of human right abuses by the company.</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>Interview with community chiefs and representatives from Koukoue, Dehane and Adea and the workers representatives all confirmed there has not been any incident of human right abuses by the company.</p>	Complied
<p>Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRDs, community spokespersons and whistleblowers, where requested, without the risk of reprisal or intimidation and follows the RSPO policy on respect for HRDs.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a documented procedure captioned <i>Procedure de Gestion des Plaintes</i> dated 30/05/2022 and approved by the Director general. The documented procedure reviewed has provisions for addressing a complaint depending on the nature of the grievance. For major grievances, the procedure provides for a period from between 60 to 90 days. For minor grievances, the procedure provides for a 30 to 45 days to address the grievances.</p>	Complied

		There are also provisions on ensuring the anonymity of a complainant if requested.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including illiterate parties. - Minor compliance -	Copies of the procedure has been shared with the communities through the chiefs. Also, during the quarterly meetings, the procedure together with other company information are communicated to the communities. The company liaison manger is responsible for ensuring all the information is understood by the communities. Interview with the chiefs and other representatives from Koukoue, Dehane, and Adea during the stakeholder engagements confirmed the procedure along with other company documents has been shared and communicated to their understanding.	Complied
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against the agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	The company maintains a log where all grievance received including anonymous ones are recorded. At all stages, the complainant is made aware of the progress of the grievance. A review of the log book shows all the complains has been resolved and within the time frame as indicated by the procedure. The company has a form which is filled with information on the progress of the complaints and shared with the corresponding complainant.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	The document as reviewed makes provisions for a complainant to have access to an independent legal advice or an observer to be present or a mediator.	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated.	The company has made a number of contributions to the various communities. Some of the projects completed by the company for the	Complied

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	<p>- Minor compliance -</p>	<p>communities includes Road rehabilitation and construction of boreholes for Apouh Ongue and Dehane communities. The company also pays the salaries of some of the teachers as part of their contributions to the communities. Reviewed records of meetings where agreement was reach with the company for all these projects. They include</p> <ol style="list-style-type: none"> 1. Community Engagement Report Date: 17/10/2023 Attendance: 16 community members and 3 Socapalm staff Venue: Dehane 	
<p>Criteria 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 and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>The company has documents showing their right to the use of land for Socapalm operations. The original agreement was made between the state and <i>Societe des Plantations Pannies de l'Ouest Africain</i> (SPROA) a private investor. Over the years' ownership has changed hands from one investor to another. Currently, Socapalm Edea has acquired the operations and has documents showing their rights to the use of land. The company presented the different copies of land certificates (No 195, 183, 196, 184 and 197) approved by representatives from the Land Tenure Ministries. Interview with the communities indicates Socapalm Edea acquired their land from the state and there are no land conflict with the company.</p>	<p>Complied</p>

<p>4.4.2</p>	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <ul style="list-style-type: none"> - Minor compliance - <p>4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making;</p> <p>4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken;</p> <p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>The agreement leading to the acquisition of the land for Socapalm Edea operations was mainly between the state which owns the land and the company. The communities did not contribute land towards the operations of Socapalm. Hence FPIC process not required.</p> <p>The agreement leading to the acquisition of the land for Socapalm Edea operations was mainly between the state which owns the land and the company. The communities did not contribute land towards the operations of Socapalm.</p> <p>Socapalm Edea is an existing plantation on state land which was acquired after negotiations with the state. However, interview with the chiefs and representatives from the communities indicates there have been engagements with the company on the environmental and social impact of the company on their communities.</p>	<p>Complied</p>
<p>4.4.3</p>	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights, and resources of social, economic and cultural significance are developed through participatory mapping involving affected parties (including neighbouring communities, where applicable, and relevant authorities).</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>The company has maps showing their right to the areas of operation. The map titled <i>Plan D'état des lieux et de situation des parcelles occupees et exploitees par la Societe Camerounaise des palmeraies (Socapalm) Edea ler</i> dated 06/04/2022 and drawn to a scale of 1:5000. The map provides information on the different areas of Socapalm Edea operations with their total area. The maps were developed in consultation and participation of the communities as confirmed by the communities during the community consultations. Also document review established sensitization of the communities on the mapping process which were scheduled as;</p>	<p>Complied</p>

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		<ol style="list-style-type: none"> 1. Dehane 18/07/2021 2. Koukoue 24/06/2021 3. Ongue 18/06/2021 4. Apouh 26/06/2021. <p>All communities have been issued copies of the map on the 25/08/2021.</p>	
4.4.4	<p>All relevant information is available in appropriate forms and in the official language used in the area in which the unit of certification is located, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>All the documents of the company are written in the French language which is the official written and spoken language in Cameroon. However, the company liaison manager indicated that where necessary, the local language is also used to ensure everyone understands the information been communicated.</p> <p>The company has also shared some copies of the documents including the maps to the communities and others are also available on request</p>	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>Although the communities by convention are represented by their traditional authorities, the company at the beginning of each year request for the list of community representatives from all the communities. These information are fed into the stakeholder list.</p>	Complied
4.4.6	<p>There is evidence that the implementation of the agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>Not applicable as community did not contribute land to Edea's operations</p>	Not Applicable
<p>Criteria 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 and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are made available to all affected communities.</p> <p>- Critical (Major) compliance -</p>	<p>N/A. The company has not under taking any new planting within the year under review</p>	Not Applicable

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4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	N/A. The company has not under taking any new planting within the year under review	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	N/A. The company has not under taking any new planting within the year under review	Not Applicable
4.5.4	<p>To ensure local food and water security as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	N/A. The company has not under taking any new planting within the year under review	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	N/A. The company has not under taking any new planting within the year under review	Not Applicable

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4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	N/A. The company has not under taking any new planting within the year under review	Not Applicable
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes. - Minor compliance -	N/A. The company has not under taking any new planting within the year under review	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	N/A. The company has not under taking any new planting within the year under review	Not Applicable
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or use rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	Socapalm Edea is an existing plantation acquired as a result of agreement between the state and the company. The process did not require the payment of compensation because communities did not contribute land to the company's operations.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	Socapalm Edea is an existing plantation acquired as a result of agreement between the state and the company. The process did not require the payment of compensation because communities did not contribute land to the company's operations. Nevertheless, the company has a documented procedure captioned Compensation Procedure and dated 04/11/2029 and approved by the managing director. The objective of the document is to identify the legal and customary rights attached to the use of land for the compensation. It is also to make sure the people with rights to use the land are compensated in a transparent manner.	Complied

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		Although the company has the procedure in place, interview with the Liaison manager indicates the company has not paid any compensation as no one has made any claim of destruction of property	
4.6.3	Evidence is available that equal opportunities are provided to the vulnerable sections of local populations and indigenous people to hold land titles for small holdings. - Minor compliance -	The company does not have smallholding in their operations.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	Socapalm is an existing plantation acquired as a result of agreement between the state and the company. The process did not require the payment of compensation because communities did not contribute land to the company's operations.	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	Socapalm is an existing plantation acquired as a result of agreement between the state and the company. The process did not require the payment of compensation because communities did not contribute land to the company's operations. Nevertheless, the company has a documented procedure captioned Compensation Procedure and dated 04/11/2029 and approved by the managing director. The objective of the document is to identify the legal and customary rights attached to the use of land for the compensation. It is also to make sure the people with rights to use the land are compensated in a transparent manner. Although the company has the procedure in place, interview with the Liaison manager indicates the company has not paid any compensation as no one has made any claim of destruction of property	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	Socapalm is an existing plantation acquired as a result of agreement between the state and the company. The process did not require the payment of compensation because communities did not contribute land	Complied

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	- Critical (Major) compliance -	to the company's operations. Nevertheless, the company has an established Grievance Procedure for External Stakeholders that has been cascaded to the surrounding communities to be used as a mechanism to address any land conflicts or compensation that may arise in the future.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	Socapalm is an existing plantation acquired as a result of agreement between the state and the company. The process did not require the payment of compensation because communities did not contribute land to the company's operations. However, the company gives priority to the communities when there is the need for employment by the company. Notices are sent to the communities through their chiefs who receive their applications and send same to the company.	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Interview with chiefs and other representatives from Koukoue, Dehane, and Adea all confirmed none of the communities contributed land to Socapalm Edea operations and there are no dispute over the land managed by the company.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Interview with chiefs and other representatives from Koukoue, Dehane, and Adea all confirmed none of the communities contributed land to Socapalm Edea operations and there are no dispute over the land managed by the company.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations, and there remain parties with demonstrable customary and land use	Interview with chiefs and other representatives from Koukoue, Dehane, and Adea all confirmed none of the communities contributed land to	Complied

	rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	Socapalm Edea operations and there are no dispute over the land managed by the company.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with the involvement of affected parties (including the vulnerable sections of neighbouring communities and indigenous people where applicable). - Minor compliance -	Interview with chiefs and other representatives from Koukoue, Dehane, and Adea all confirmed none of the communities contributed land to Socapalm Edea operations and there are no dispute over the land managed by the company. The company has an established Grievance Procedure for External Stakeholders that has been cascaded to the surrounding communities to be used as a mechanism to address any land conflicts or disputes that may arise in the future. The representatives acknowledged that they are aware of such procedures and mechanisms during the interview.	Complied
<p>Principle 5: Support smallholder inclusion Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.</p>			
<p>Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	<p>The prices for the FFBs are determined and set by the government of Cameroon in consultations with the growers and producers. Currently the FFB prices ranges from 55,000 CFA to 65,000 CFA per tonne depending on the quantity of FFB supplied by the farmer. Up to 10,000kg has a set price of 55,000 CFA whiles supplies in excess of 100,001 kg gets a price of 65,000 CFA.</p> <p>However, if a supplier is able to maintain a constant supply of FFB to the company for 6 months, he gets an additional 2,000 CFA on top of the set state prices.</p> <p>The company has displayed the FFB prices on the notice boards in the office of the smallholder manager, at the weighbridge and at the different locations of the FFB suppliers. The group also has a common WhatsApp platform where all the members are placed. The company</p>	Complied

		shares any adjustment in prices on the platform so members can access it.	
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The company communicates all changes in the FFB prices to their FFB suppliers during their regular meetings every six months. Evidence of the last meeting with the farmers was made available for review. The record has the following information.</p> <ol style="list-style-type: none"> Minutes of the Last Meeting Date: 24th November 2024 Venue: Socapalm Guest House Attendance: 146 smallholder farmers <p>Among the list of agenda for the meeting is FFB purchase prices. Interview with sampled smallholder farmers during the audit consultations confirmed the FFB prices are regularly explained to them.</p>	Complied
5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>In Cameroon, the FFB prices are determined and set by the state in consultations with the growers and the producers. Also, the independent smallholder farmers supplying FFB to the company are not RSPO certified.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>The company holds monthly trainings with the farmers and also every six months they hold general meetings where all information available is shared with the farmers and also their concerns are taken and addressed. Such meetings are open to all stakeholders in the FFB supplier chain. Records of the last meeting were made available to the audit team for review.</p> <ol style="list-style-type: none"> Minutes of the Last Meeting Date: 24th November 2024 Venue: Socapalm Guest House Attendance: 146 smallholder farmers 	Complied

		Interview with the smallholder confirmed the general meetings are open to all who have an interest in the smallholder association.	
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	The company has an agreement with all their FFB suppliers who wish to supply FFB to the company. The agreement requires all the smallholder farmers to comply with the policies of the company so long as they supply FFB to the company. To this, copies of the agreement has been shared with all the farmers.	Complied
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	The company has an agreement with the smallholder farmers for the payment of the FFB supplied in the month to be paid in the first week of the succeeding month. This is clearly stated in the documented procedure captioned Procedure for the Management of Smallholder dated 17/07/2021. The procedure also indicates that any payment in excess of 500,000 CFA will be made by bank transaction. However, by a memo to the farmers dated 18 th October 2023 the company stated that farmers are allowed to request for 80% payment of the FFB supplied in the course of the month when they feel the need to.	Complied
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government). - Minor compliance -	The company uses one main scale for checking the weight of all FFB received in the mill. The weighing scale is check ones every year and the verification is done by CAPI a state approved private organisation to conduct such verification exercise. The last verification certificate issued to the company was made available for review. The certificate is captioned <i>Certificate de Verification Metrologique</i> and dated 21/08/2023 with license number PR3.PRO.01.FO3.	Complied
5.1.8	The unit of certification supports independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	The company holds monthly training meetings with their FFB suppliers. Some of the training topics are to enhance their understanding of the RSPO certification. The trainings include 1. Training on GAP	Complied

	<p>- Minor compliance -</p>	<p>Date: 24/11/2023 Venue: Socapalm guesthouse Attendance: 146 smallholder farmers</p> <p>2. Training on Chemical Application Date: 26/05/2023 Venue: Socapalm guesthouse Attendance: 112 smallholder farmers</p> <p>The independent smallholders are currently not certified to the RSPO Independent Smallholder Standard. However, interview with the farmers indicates they have received several trainings on the RSPO certification process and they will consider the process in future.</p>	
<p>5.1.9</p>	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -</p>	<p>The company has a documented grievance procedure which is applicable to all their external stakeholder including the FFB suppliers. Interview with the farmers who are mostly community members confirmed they knowledge of the grievance procedure.</p>	<p>Complied</p>
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
<p>5.2.1</p>	<p>The unit of certification consults with interested smallholders (irrespective of type), including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -</p>	<p>The company holds regular meetings with the farmer every six months. During such meetings the farmers are allowed to state their concerns and needs to the company who takes notes of all their concerns and work to address their needs. Some of the support the company has provided to address the needs of the farmers include road rehabilitations to the farms, supplier of EFB to interested farmers, Mapping of their farms, facilities the collection of the FFB from the farms, sale of subsidised fertilizer and seedlings to the farmers. All these were confirmed by the smallholder farmers during the audit consultations.</p>	<p>Complied</p>

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<p>5.2.2</p>	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance –</p> <p>PROCEDURAL NOTE:</p> <p>The RSPO has recently developed a separate standard for independent smallholders and the Cameroon NI Working Group has decided to make it applicable to all independent smallholders in Cameroon.</p>	<p>The company holds monthly training meetings with their FFB suppliers. Some of the training topics are to enhance their understanding of the RSPO certification. The trainings include:</p> <ol style="list-style-type: none"> 1. Training on GAP Date: 24/11/2023 Venue: Socapalm guesthouse Attendance: 146 smallholder farmers 2. Training on Chemical Application Date: 26/05/2023 Venue: Socapalm guesthouse Attendance: 112 smallholder farmers 	<p>Complied</p>
<p>5.2.3</p>	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of Fresh Fruit Bunch (FFB) production.</p> <p>- Minor compliance -</p>	<p>The company holds monthly training meetings with their FFB suppliers. Some of the training topics are to enhance their understanding of the RSPO certification. The trainings covers the company’s policies on child labour, land rights documents, farm mappings and many more. Interview with the farmers confirmed their understanding of the RSPO certification process. All the farmers have proof of right to the use of their land for palm production and also complies with the policies of the company including No child or forced labour.</p>	<p>Complied</p>
<p>5.2.4</p>	<p>(C) Evidence exists that the unit of certification trains scheme smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Not Applicable</p> <p>The company does not have scheme smallholders in their operations.</p>	<p>Not Applicable</p>
<p>5.2.5</p>	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	<p>The company holds regular meetings with the farmer every six months. During such meetings the company publicly report to the farmers and communities as a whole on the smallholder activities and gains made</p>	<p>Complied</p>

		over the year. At such meetings the company also in consultations with the farmers review the support they provide to the farmers.	
Principle 6: respect workers’ rights and conditions Protect workers’ rights and ensure safe and decent working conditions.			
Criteria 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>The company has documented policy captioned <i>Politique sur l’Egalite des Chances en Matiere D’Emploi</i> dated 26/04/2016 and approved by the Director General. The policy states that Socapalm is committed to providing an environment which is free from discrimination by complying with relevant national laws and international agreements.</p> <p>Interview with workers in block 2010 D in division three of the Estates indicates the policy has been communicated to them and they demonstrated knowledge of the policy. They indicated that there are no issues of discrimination at their work place. The policy has been displayed on the various notice boards in the company and shared with the communities.</p> <p>During interview with the communities during this audit, they confirm knowledge of the policy and also indicated there are no cases of discrimination which has come to their knowledge. Also, a review of the grievance log did not identify any reported case of discrimination.</p>	Complied
6.1.2	<p>(C) Evidence is provided that workers and groups including vulnerable sections of local communities, indigenous people, women, and migrant workers have not been discriminated against. Evidence includes migrant workers’ non-payment of recruitment fees.</p> <p>- Critical (Major) compliance –</p> <p>PROCEDURAL NOTE:</p>	<p>Interview with 19 workers in block 2010D of division 3 during the filed visit did not identify any worker been discriminated against. All the workers seen and interview are Cameroonians. This was further confirmed by the workers representatives during the stakeholder engagements. The company also has a documented procedure in place which guides the recruitment process to ensure transparency and is open to everyone</p>	Complied

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	When recruiting, the rights and needs of persons with disabilities and vulnerable persons must be taken into account.		
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, and access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>The company has documented procedure for recruitment dated 07/12/2021 and approved by the General Manager. The procedure covers only permanent staff of the company. The company does not employ temporal or contract workers. All Socapalm staff are employed as permanent staffs. When there is a need for a worker, announcements are displayed on the notice boards or sent to the various communities for announcements through their chiefs. Applications received are combined with already existing application and are sorted based on qualification. The selected workers are interviewed and the most qualified are recruited after passing the medical test. It is worth mentioning that the company does not hire temporal workers either directly or through third party service providers. The company outsources farm maintenance activities and ad-hoc contracts during peak periods to the third-party contractors, who comes with their team of workers. Nevertheless, the management ensures the protection of workers' rights via the contract agreements and continuous monitoring. The contract workers are eligible for the companies housing facilities and health care as well during the job tenure.</p> <p>Reviewed documents showing evidence of the implementation of the procedure leading to the recruitment of two plantation supervisors on the 11/05/2023 and 12/08/2023. Documents reviewed include the advertisement, application letter from the workers, interview and medical test records and contract of engagement.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Interview with the gender committee indicates the company does not conduct pregnancy test on their female workers unless on request by the worker. Interview with sampled female workers in block 2010B in Division 3 indicates during recruitment, the company undertakes general</p>	Complied

		medical test but no one has been denied employment for the reason of been pregnant.	
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, and identify opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	The company has a Gender Committee in place with 29 executive members. They have a documented program in place guides their activities every year. The annual program for the years of 2023 and the current for 2024 was made available for review. Sampled records of sensitization conducted with the workers were made available for review. The committee has representatives across the different divisions of the estates. Interview with sampled workers during the estate visit confirmed they are aware of the Gender Committee and have had several interactions with them.	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	The company has an updated salary structure captioned Grille des Salaries dated 09/11/2023 and approved by the Director General. The salary structure determines the salary of all the workers depending on the grade. For the contract workers, the rate of pay is based on the piece rate and as such the volume of work done determines how much you earn. Interview with 19 contract workers indicates there is equal pay for same work done. This was also confirmed by the workers representatives during the audit interview.	Complied
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in the official languages used in the area in which the unit of certification is located, and explained to them in a language they understand.</p> <p>- Critical (Major) compliance -</p>	The company has a documented negotiated condition of service captioned <i>Accord D'entreprise</i> Socapalm dated 09/11/2023. These negotiated conditions are based on the country's labour code. These <i>Accord D'entreprise</i> Socapalm are available to the workers through the workers representatives (Delegates). At the end of each month, all workers are issued payslips which details the rate of pay, overtime deductions, leave and many more. All these information are documented in French which is the official written and spoken language in Cameroon. Interview with the workers representatives and sampled workers in	Complied

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		block 2010B in Division three all indicated the contents of the documents has been explained to their understanding.	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members. Remuneration must be based on the position held and length of service must be taken into account for the evolution of the level of the salary step.</p> <p>- Critical (Major) compliance -</p>	There are two categories of workers in the operations of Socapalm Edea. The permanent workers under the direct control and management of Socapalm Edea and the contract workers under the management of third party contractors. Socapalm Edea workers have a documented negotiated agreement which details the payments, working hours, deductions, overtime, leave and others. All workers at the time of recruitment are also issued appointment letters which has information on the conditions of works. Contract workers under the management of the third-party contractors are also provided with contract letters which states the workers conditions of service. Each month, they are also issued payslips which states their rate of pay and deductions	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	The collective agreement review stated that the regular working hours for a week is 48 hours for agricultural workers and any other time after that is paid as overtime. Also, all public holidays are treated overtime. Reviewed sample payslips for Socapalm workers with registration number SCP39078, SCP37763, SCP37990, SCP36718 AND SCP39062 and it has information on the working hours, deductions, leave, overtime and many more. The information were confirmed to be consistent with the Cameroon labour code.	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, drinking water supplies, electricity, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (five (5) years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	The company provides housing facilities to both the permanent and contract workers. For workers who are not housed by the company, they are given rent allowance each month to cater for their accommodation needs. This was also confirmed by the workers and the Third party contractors during the audit interviews. A visit to the housing facility in Division 3 (village 3 and village 3Bs) shows the facilities are well maintained. The workers’ houses were completed with sanitation facilities, water supply and electricity. The company also has a medical facility that is open to workers and their families at no cost.	Complied

6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Most of the workers communities have markets where they access all their food and other necessities	Complied
6.2.6	A Decent Living Wage (DLW) is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. - Minor compliance -	The country has a national minimum wage of 45,729 CFA below which no industry is allowed to pay. Currently the company is paying 46.279 CFA as its minimum wage. In addition, there are some in-kind benefits that the company makes to their workers. The in-kind benefits include housing, transportation for school children, free medical care for worker, spouse and family, water and electricity. The company has assessed the payment and in-kind benefit that they provide to their workers. A review of the assessment report indicates the company in total pays a minimum wage of 111,269 CFA to their workers which is more than the national minimum wage. Reviewed sampled workers' pay slips for both permanent and contract workers and did not identify payments below the national minimum wage	Complied
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal. - Minor compliance -	The company employs only permanent workers in their establishment for their operations. However, the company also engages the services of third party independent contractor for farm maintenance and ad-hoc jobs. These contractors such as Interima, Pro-Services and Sayo Granol employs the services of contract workers in the plantations.	Complied
Criteria 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.			
6.3.1	(C) A published statement recognising freedom of association and right to collective bargaining in the official language used in the area in which the unit of certification is located is available and is explained to all workers in languages that they understand, and is demonstrably implemented. - Critical (Major) compliance -	The company has a documented policy captioned <i>Politique de Liberte D'Association et de Negociation</i> Collective dated 25/04/2019 and approved by the Director General. The policy indicates the company respects the rights of workers to belong to any association of their choice without any reservation. The document is in French, displayed on notice	Complied

		boards and has been communicated to their workers. This was confirmed by the workers' representatives during the audit interview.	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in the official language used in the area in which the unit of certification is located and made available upon request.</p> <p>- Minor compliance -</p>	<p>Interview with the workers representatives during this audit interview indicates meetings are held with the Plantations manager ones every month and also quarterly with the Director General of Socapalm. Records of meetings between the meetings are filed and shared with the workers representatives. Some of the records of the meetings made available for review are:</p> <ul style="list-style-type: none"> a. Records of meeting between management and Workers union Date: 17th October 2023 Attendance: 7 workers union and 2 management representatives b. Records of meeting between management and Workers union Date: 17th October 2023 Attendance: 7 workers union and 2 management representatives 	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/labour organisations or associations, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	Interview with the union indicates management does not interfere in the formation and operations of the association	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation, is in place and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	The company has a documented policy on Child labour last revised on the 19/05/2023 and approved by the General Director. The policy has been revised to refer in the recruitment procedure that child labour is prohibited in the company. The policy defines Child labour as work that deprives children of their childhood, their potential and their dignity and that is harmful to their physical and mental development. Review of sampled contractor agreement shows a clause on the prohibition on the	Complied

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		use of child labour in their operations. The policy has also been communicated to all workers during their morning musters.	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	Review of the company’s recruitment procedures shows that as part of the conditions for recruitment, individuals seeking employment are required to submit birth certificate and a valid national identity card as a means of verifying and confirming the age. Review of sampled workers file SCP39078, SCP37763, SCP37990, SCP36718, SCP39062, EDE050, EDE007, EDE010, EDE005, EDE033, EDE032, EDE037 and EDE014 and interview during field visit to block 2010D did not identify any workers below the age of 18 years.	Complied
6.4.3	<p>(C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	Review of sampled employment file with registration numbers SCP39078, SCP37763, SCP37990, SCP36718, SCP39062, EDE050, EDE007, EDE010, EDE005, EDE033, EDE032, EDE037 and EDE014 and field visit did not identify the use of children below the age of 18 years in their operations.	Complied
6.4.4	<p>The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	The company has displayed the policy on child labour on their notices and have also shared same with the communities. These documents have been communicated with the workers during their morning musters and also with the communities. The policy has also been included in the contract of agreement with the contractors providing services to the company.	Complied
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	The company has a documented policy captioned <i>procedure de mise en oeuvre de la politique concernant le harcèlement</i> dated 05/09/2022 and approved by the Director General. The objective of the document is to ensure sexual harassment and other violence at work place are monitored. Interview with 19 sampled workers in Division 3, block 2010D confirmed the policy has been communicated to their understanding and there has not been any reported case of sexual	Complied

		harassment in the company. This was also confirmed by the gender committee during the audit interview.	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	The company has a reproductive rights policy dated 23/04/2019 and approved by the Director General. The document states that the company recognise the rights of employees to decide freely the number of children and the time of having children. Interview with 19 sampled workers in Division 3, block 2010D confirmed the policy has been communicated to their understanding and there has not been any reported case of sexual harassment in the company. This was also confirmed by the gender committee during the audit interview.	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	Management through the gender committee has assessed the needs of new mothers in the company. Review of the records of meeting identify a list of concerns from the nursing mothers. They include breacktime to feed their babies, time for health visits, assess to provisions and others. In response, management issued a memo dated 22/10/2021 permitting all nursing mothers to visit the clinic and still be marked full day, the company has started the construction of provision stores in Division 1 and 3 where the mothers can have easy access to some of their basic needs and extended breastfeeding time.	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	The company has documented procedure captioned <i>Procedure de Gestion des Plaintes Internes</i> dated 24/05/2022 and approved by the Director general. The objective of the procedure is to reduce the complains in an efficient and constructive manner and document it. The procedure makes provision for ensuring the confidentiality and anonymity of the complainant and also different resolution times depending on the nature of the complaint. The procedure has been communicated to the workers as confirmed during field visit and also with the workers' representatives. There were no reported complaints during the year under review.	Complied

Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports or international vaccinations cards; • Payment of recruitment fees by the job seeker; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages; • The suppression of the right to annual leave. <p>- Critical (Major) compliance -</p>	<p>The company does not have migrant workers in their operations but review of documents and interview with sampled workers confirm the use of temporal workers in their operations. During the period under review, the company received five internal complaints and one external complaint. A review of the log shows all the grievance has been closed and it also followed the timelines provided for in the procedure.</p>	Complied
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented..</p> <p>- Critical (Major) compliance -</p>	<p>The company engages the services of temporal workers in their operations through a third-party service provider. And in line with the requirement has a policy for migrant and temporal workers dated 25/04/2019 and approved by the General manager. There were no temporal workers directly managed by the company</p>	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Under the <i>ARRETE N° 039 /MTPS /IMT du 26 novembre 1984 fixant les mesures générales d'hygiène et de sécurité sur les lieux de travail</i>, Chapter III, article 8-1, formation of health and safety committee is required if for minimum of 50 workers. The operational head of the organisation is responsible of all Health and Safety matters in the organisation. Edea Plantation have identified the Directeur de Plantation, Mr. Francois Deniaud as the president for Health and Safety or <i>Du Comite et Securite au Travail</i>. A safety committee has been established</p>	Complied

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		<p>lead by the Directeur de Plantation, which includes representatives from the management and workers. The representatives from the workers were elected among the workers by the workers themselves to represent them at the Safety Committee. The establishment of the Safety Committee was verified in the document entitled Actualisation du <i>Du Comite et Securite au Travail</i>, dated 10/01/2024. The Safety Committee conducts quarterly Safety and Health meetings to address all issues related to health, safety and hygiene in the estates and mills. Evidence of meetings carried out in 2023 as per the following table:</p> <table border="1" data-bbox="1131 660 1977 1072"> <thead> <tr> <th>Meeting reference</th> <th>Date of meeting</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1/2023</td> <td>15/02/2023</td> <td rowspan="3">Nil</td> </tr> <tr> <td>2/2023</td> <td>6/04/2023</td> </tr> <tr> <td>3/2023</td> <td>3/10/2023</td> </tr> <tr> <td>4/2023</td> <td>10/01/2023</td> <td>December 2023 meeting postponed to January 2024 to due unavailability of delegate for Labour Office.</td> </tr> </tbody> </table>	Meeting reference	Date of meeting	Remarks	1/2023	15/02/2023	Nil	2/2023	6/04/2023	3/2023	3/10/2023	4/2023	10/01/2023	December 2023 meeting postponed to January 2024 to due unavailability of delegate for Labour Office.	
Meeting reference	Date of meeting	Remarks														
1/2023	15/02/2023	Nil														
2/2023	6/04/2023															
3/2023	3/10/2023															
4/2023	10/01/2023	December 2023 meeting postponed to January 2024 to due unavailability of delegate for Labour Office.														
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the official language used in the area in which the unit of certification is located. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Socapalm – Edea has established INSTRUCTION EN CAS DE SITUATION D'URGENCE, rev:0 dated April 2021. This emergency plan is implemented to deal with emergency situations that may arise on the site of the SOCAPALM mill in Edea, in particular fires and/or explosions and their consequences, accidents etc. It defines the organization of rescue and intervention in the event of an accident, to react promptly to emergency situations that may occur on their site and aims to protect personnel, populations and the environment.</p>	Complied													

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		<p>Accident and emergency procedures are available in the mill and estate and displayed at various locations in the head office, divisional office and mill compound. Workers are trained on the procedures and evacuation and response drills are simulated to prepare the workers for the actual situations. Emergency Simulation Training for work related accident was conducted on 5/5/23 (fall from height), 18/12/23 (road accident, cuts/bruises, burnt and animal bite)</p> <p>First Aiders were available in the mill and estate. In the estate the first aid boxes were placed in the trucks of each operations. The <i>Chef d'equipe (supervisor)</i> of each operations has been identified as the First Aider responsible for handling the First Aid Boxes. While for the mill the First Aid box is placed at the respective stations with the Station Head identified as the First Aiders responsible for handling the boxes. All personals responsible for the First Aid Boxes have undergone specific trainings, conducted by the Edea Medical Centre. Sighted the records of training on first aid for staffs dated 14/12/23 and 18/12/23 available for verification. Interview with the sampled First Aiders indicated that they were able to distinguish the items in the first aid boxes and its uses.</p> <p>The Medical Centre of Edea maintains the accident records for all accidents and incidents that occur are Socapalm Edea Certification Unit. The records were available in the document entitled "<i>Registre d'Accidents, d'Incidents et de Premiers Secours</i>". The report itself is updated by the Doctor in-charge. The accidents are divided into categories such as accidents that lead to death, minor accidents and severe accidents. For 2023, 1 occupational disease and 1 major accident reported with total of 60 occupational accident with 112 total of lost man days.</p>	
6.7.3	(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all	Socapalm – Edea Certification unit have ensured all workers, regardless of being own employed or contractor's workers are all provided appropriate PPEs with accordance to the job they conduct. The document named MATRICE DES EPI SOCAPALM, dated 20/11/2023 is	Complied

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	<p>potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>referred to. During the visit to the circle spraying activity at field 23B, loose fruit picking, harvesters and FFB carrier at 09B, it was sighted that the workers were wearing all appropriate required PPEs based on the established PPE matrix. Interview with the workers indicated that the PPEs were provided free of charge without any deductions to their salary. Sanitisation facilities were available at each division in the estate. Visit to the Sanitisation Facility at Division 2 indicated that the facilities were well maintained and used by the herbicide applicators to clean themselves prior to returning home.</p>							
<p>6.7.4</p>	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection.</p> <p>- Minor compliance -</p>	<p>Edea Certification Unit has its own Medical Centre with qualified medical personnel that provide various health care services to workers, spouse and children at no cost. In cases of referrals to major hospitals for severe accidents and injuries and sickness other than work related accidents, the company provides a guaranteed letter to the hospital. If the workers are to visit the hospitals by themselves, they are then reimbursed of the hospitalization costs. All SOCAPALM workers including contractor's workers are covered with CNPS @ Caisse Nationale de Prevoyance Sociale. Anything related to occupational accident and disease is covered under CNPS. Non-accident-related disease/illness will be covered by company's medical insurance. Evidence of CNPS contribution was verified as per the following table:</p> <table border="1" data-bbox="1133 1066 1977 1310"> <thead> <tr> <th data-bbox="1133 1066 1552 1118">Reference no.</th> <th data-bbox="1552 1066 1977 1118">Receipt/policy no.</th> </tr> </thead> <tbody> <tr> <td data-bbox="1133 1118 1552 1198">Employer no.020-0301901-D (employer contribution)</td> <td data-bbox="1552 1118 1977 1198">901165336/2023 dated 2/11/2023</td> </tr> <tr> <td data-bbox="1133 1198 1552 1310">Online declaration of : 2-07-11-2023-13-50-39 (employee contribution)</td> <td data-bbox="1552 1198 1977 1310">Report ID, XXXXXX</td> </tr> </tbody> </table>	Reference no.	Receipt/policy no.	Employer no.020-0301901-D (employer contribution)	901165336/2023 dated 2/11/2023	Online declaration of : 2-07-11-2023-13-50-39 (employee contribution)	Report ID, XXXXXX	<p>Complied</p>
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Employer no.020-0301901-D (employer contribution)	901165336/2023 dated 2/11/2023								
Online declaration of : 2-07-11-2023-13-50-39 (employee contribution)	Report ID, XXXXXX								

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA). - Minor compliance -	Records of Lost Time Accident (LTA) and other statistics were maintained and available at the Medical Centre of Edea and available for verification. Records were summarized as below. <table border="1" data-bbox="1131 475 1977 801"> <thead> <tr> <th data-bbox="1131 475 1702 555">Description</th> <th data-bbox="1702 475 1977 555">Total Number of Days</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 555 1702 608">Total Number of Accidents Cases</td> <td data-bbox="1702 555 1977 608">60</td> </tr> <tr> <td data-bbox="1131 608 1702 655">Total Number of Severe Accidents Cases</td> <td data-bbox="1702 608 1977 655">1</td> </tr> <tr> <td data-bbox="1131 655 1702 708">Occupational Disease Cases</td> <td data-bbox="1702 655 1977 708">1</td> </tr> <tr> <td data-bbox="1131 708 1702 756">Number of Accidents with Lost Days</td> <td data-bbox="1702 708 1977 756">9</td> </tr> <tr> <td data-bbox="1131 756 1702 801">Number of Lost Days due to Accident Cases</td> <td data-bbox="1702 756 1977 801">112</td> </tr> </tbody> </table>	Description	Total Number of Days	Total Number of Accidents Cases	60	Total Number of Severe Accidents Cases	1	Occupational Disease Cases	1	Number of Accidents with Lost Days	9	Number of Lost Days due to Accident Cases	112	Complied
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Number of Lost Days due to Accident Cases	112														

Principle 7: PROTECT, CONSERVE AND ENHANCE ECOSYSTEMS AND THE ENVIRONMENT
 Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.

Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	Socapalm Edea have established IPM Plans, available in the <i>De'partement Agricole Agricultural Department; Plan De Gestion Integree des Ravageurs; Version: 01; Updated: 04/2021.</i> The objective of the plan states that "The plan makes it possible to examine the techniques currently used to control harmful organisms, to integrate appropriate methods minimizing the increase in pest populations by making it possible to maintain the use of pesticides at economically justified levels, thus reducing the risks for health and the environment". Evidence of implementation of IPM plans were verified as below:	Complied
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		<ol style="list-style-type: none"> 1. Outbreak of pest and diseases in the plantations are monitored and treatment or control carried out only when specific thresholds are reached thus minimizing the use of pesticides. 2. Establishment of beneficial plants i.e <i>tunera</i> that is used to attract natural predators for pests such as leaf eating insects and caterpillars at nursery. 	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. The unit of certification sets up a control mechanism for invasive species, for example for <i>Mucuna</i> spp, <i>aumania</i> spp, etc.</p> <p>- Minor compliance -</p>	<p>No species referenced in Global Invasive Species Database and CABI.org are used in managed areas. This was confirmed based on the interviews with the management, workers, and local surrounding communities. Records of pest and disease control also confirmed that there was no use of such species in the managed area.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e., where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea Certification Unit has a zero-fire use policy. No use of fire was observed at the time of the audit.</p>	Complied
<p>Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products (pesticides approved by the State of Cameroon) and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea Certification Unit maintains and applies chemicals within the approved list of pesticides in Cameroon - <i>Liste Des Pesticides Homologues au Cameroun, au 18/04/2019, Liste réservée au Grand Public</i>".</p> <p>Besides that, the organisation has established a controlled documented, titled "<i>Standards De Traitements Herbicides 2019</i>". The document states the types of pesticides, its targeted pests and the mode of application accordingly. All documents were available for verification during the assessment.</p>	Complied

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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are made available by the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea Certification Unit maintains records of pesticides used to include the specific records required by this RSPO Standard. These records were available at the divisional office and reviewed during the assessment. These records are maintained in <i>Rapport Mensuel: Suivi Utilisation Des Produits Chimiques 2023</i>. The records include the pesticide used, the active ingredients, the amount of pesticide, the area treated, the amount of active ingredient used and their LD 50s. Summary of Ai per Ha by type of chemicals as per below:</p> <table border="1" data-bbox="1133 635 1971 932"> <thead> <tr> <th>Chemical</th> <th>Ai/Ha</th> <th>Chemical</th> <th>Ai/Ha</th> </tr> </thead> <tbody> <tr> <td>Glyphosate</td> <td>795.69</td> <td>Fluroxypyr</td> <td>122.1588</td> </tr> <tr> <td>Amine</td> <td>325.5228</td> <td>Haloxyfop</td> <td>276.6564</td> </tr> <tr> <td>Metsulfuron</td> <td>5.76</td> <td>Fixant</td> <td>0.31068</td> </tr> <tr> <td>Evisect</td> <td>145.875</td> <td>Deltamethrin</td> <td>1.57125</td> </tr> <tr> <td>Cypermethrin</td> <td>0.474</td> <td></td> <td></td> </tr> </tbody> </table>	Chemical	Ai/Ha	Chemical	Ai/Ha	Glyphosate	795.69	Fluroxypyr	122.1588	Amine	325.5228	Haloxyfop	276.6564	Metsulfuron	5.76	Fixant	0.31068	Evisect	145.875	Deltamethrin	1.57125	Cypermethrin	0.474			Complied
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7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea demonstrated its plan to reduce the use of pesticides in its operations as part of its IPM plans. The company's IPM plan, De'partement Agricole Agricultural Department; Plan De Gestion Integree des Ravageurs; Version: 01; Updated: 04/2021 is implemented to identify pests and diseases and the appropriate control methods to minimize the use of pesticides. Outbreak of pest and diseases in the plantations are monitored and treatment or control carried out only when specific thresholds are reached thus minimizing the use of pesticides.</p>	Complied																								
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea has developed an IPM Plan (<i>De'partement Agricole Agricultural Department; Plan De Gestion Integree des Ravageurs</i>; Version: 01; Updated: 04/2021) for the management of identified pest</p>	Complied																								

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		<p>categories such as <i>Coelaenomodera minuta</i>, <i>Oryctes monoceros</i>, rats, birds and <i>Cercospora elaeidis</i>.</p> <p>The IPM plan clearly stipulates that prophylactic use of pesticides in pest control is not a recommended approach at Socapalm - Edea. Pesticides are used uniquely for curative treatment.</p>			
7.2.5	<p>Pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks:</p> <p>- Minor compliance -</p> <p>The due diligence refers to:</p> <p>7.2.5a Judgment of the threat and verify why this is a major threat.</p> <p>7.2.5b Why there is no other alternative which can be used.</p> <p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p> <p>7.2.5d What is the process to limit the negative impacts of the application.</p> <p>7.2.5e Estimation of the timescale of the application and the steps taken to limit application to the specific outbreak.</p>	<p>Socapalm - Edea did not use pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions. The certification unit maintain a list of pesticides in use (<i>Rapport Mensuel: Suivi Utilisation des Produits Chimiques 2023</i>) which was made available for review during the assessment. The WHO categorizations had been specified for each of these products and none of them was found to be in the Class 1A or 1B. Review of the company's records of pesticides consumption at the various Divisions and the Palm Nursery (<i>Rapport Mensuel: Suivi Utilisation des Produits Chimiques 2023</i>) and inspection at the Chemical Stores did not come across any evidence of use of any WHO Class 1A or 1B pesticide. Interviews with pesticide handlers, applicators and chemical storekeepers further confirmed this.</p>	Complied		
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide operators and handlers are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators were verified via site visit and PPE issuance forms. Records of training provided were available for verification and sampled as below.</p> <table border="1" style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 70%;">Trainings</td> <td style="width: 30%;">Date</td> </tr> </table>	Trainings	Date	Complied
Trainings	Date				

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		<table border="1"> <tr> <td>Agro-chemical handling training</td> <td>01/03/2023</td> </tr> <tr> <td>Chemical/pesticides spraying application (chemical type, material/equipment used and PPE requirement)</td> <td>22/03/2023</td> </tr> </table> <p>Interview with the sampled pesticide applicators and chemical storekeeper further confirmed that they have been provided with adequate trainings as they were well aware on the procedure and safety aspects of handling pesticides and chemicals.</p>	Agro-chemical handling training	01/03/2023	Chemical/pesticides spraying application (chemical type, material/equipment used and PPE requirement)	22/03/2023	
Agro-chemical handling training	01/03/2023						
Chemical/pesticides spraying application (chemical type, material/equipment used and PPE requirement)	22/03/2023						
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea stored all pesticides according to the recognized best practices. The company have established pesticides storage procedure ("<i>Procedure De Gestion Des Produits Chimiques</i> dated 04/04/2020). The company has chemical storage facilities to include temporary chemical storage facilities at its main office, nursery and at the divisions. Visit to the main office store and facilities at the main office and at the divisions found pesticides in storage to have been well stored according to procedure. Chemicals were seen to be labelled and the SDS were available on site. The stores were under lock and key and only authorized personals are able to enter the store with appropriate PPEs.</p>	Complied				
7.2.8	<p>All pesticide containers are properly disposed of and/or handled responsibly and may not be reused for the same purpose nor, for example, for mixing.</p> <p>- Minor compliance -</p>	<p>SOCAPALM Edea disposed all pesticide properly and those reused for other purposed were done responsibly. The company's waste management procedures "procedures de gestion des deshets GNAC version 3 of 30/04/2020" together with the chemical storage procedures Section 10.5 "<i>stockage des produits Chimiques</i>" of the chemical management procedures "<i>Procedure de gestion des produits chimiques</i> of 4/4/2020 give the approach for handling empty pesticide containers. Some empty pesticides containers are reused for pesticide application and those not used are sent to dedicated areas at the company's waste centre where they are lifted by Government approved hazardous waste</p>	Complied				

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		handling third party company. Details of waste disposal records reported under indicator 7.3.2.	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea Certification Unit does not use aerial spraying to apply pesticide. Interview with managers established that the company does not encourage this approach as it is considered not appropriate and capital intensive. Direct observation at the stores, workshop and in the field also indicated there were no evidence of using aerial spraying in the application of pesticides.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea conducted specific bi-annual medical surveillance for its pesticide operators. The plantation maintains up-to-date list of workers applying and handling pesticides and this was available and reviewed during the assessment. The company has procedures for monitoring its pesticide applicators who needs to undergo annual medical test documented in "<i>Prise en charge medicale et suivi des travailleurs exposes aux produits chimiques</i>", Doc. No: MEDIC 09.</p> <p>Prior to being appointed as a pesticide operator, the worker has to undergo a medical check up to understand their health condition prior be appointed as a pesticide operator. Subsequently, medical surveillance are conducted twice a year for them. Records of bi-annual medical surveillance for pesticide applicators were available at the company's medical centre and were reviewed during the assessment. The records included summary report for batches of pesticide applicators. The latest medical surveillance conducted February and November 2023. If the worker's results comes up negative, the worker is the recommended by the medical personnel for removal from chemical related work and subsequent actions will be taken by the plantation management.</p> <p>The test results for physical examination, full blood count, x-ray, liver and kidney function test, blood pressure were among the test done. For each batch of workers, the records included their names, date of birth</p>	Complied

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		(age), the names and details of the specific pesticides they handle to include the active ingredients and their LD50. Interview with sample of pesticide applicators confirmed that they have undertaken their annual medical test and are treated at the company's clinic or referred to other medical facilities should their results show any related medical condition.	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm – Edea Certification Unit does not employ workers below the age of 18 in the plantation and mills. This was verified during the assessment conducted. Socapalm – Edea certification unit has established a Medical Operating Procedure which states medical care and monitoring of workers exposed to chemicals (Page 12; Code: MEDIC.09; Version: 00; creation date: 11/2020) 7.5 Special Cases (Page 5) - <i>A pregnant or breastfeeding woman working with chemical products (or in any other high-risk position) will be removed from her position and transferred to another equivalent position that does not entail any risks for the smooth running of her pregnancy or breastfeeding.</i></p> <p>Records were available where chemical operators who were identified to be pregnant were transferred to other non-chemical related operations for 13 months, where a recommendation letter is submitted to the Director General and the Plantation Manager for their execution.</p>	Complied
Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p> <p>- Minor compliance -</p>	<p>A waste management plan has been created and put into action in accordance with laws and regulations. SOCAPLM Edea has documented this plan titled "<i>Plan de gestion des dechets: Plantation de Edea, PGD, Version 00 of 05/04/2021</i>". It identifies where the company's waste comes from and sorts it into different types, like general waste, hazardous waste, and non-hazardous waste, based on their characteristics. The plan outlines how each type of waste is managed, including recycling for things like EFBs, reusing some empty pesticide</p>	Complied

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		containers or oil fiber for the boiler, and disposing of general waste at waste dumps or through approved agents. Through direct observations, inspections at dump sites and waste centers, record reviews, and worker interviews, it's confirmed that the company is following its waste management plan.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	SOCAPALM Edea consistently disposes of its waste in accordance with its waste management procedures, which are well understood by the workers. The company's procedures are outlined in the document " <i>Plan de gestion des déchets</i> : Code: GDE, Version 04 of 05/10/2022." The waste is categorized into different types, including general waste, hazardous waste, and non-hazardous waste. Approved third-party hazardous waste service providers handle the disposal of hazardous waste like empty pesticide containers and used oil. Sample inventory and disposal record was verified. A summary of the waste disposal arrangement is provided in <i>Liste des sociétés agréées pour le Traitement des déchets</i> SOCAPALM. All licence was valid. Interview with the person In charge of waste and management confirmed that they understand on the waste management procedure.	Complied
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	SOCAPALM Edea refrains from using open fire for waste disposal. The company adheres to the Socfin Group Policy for Responsible Management, specifically outlined in Section 5: Commitment to our planet, as of the policy dated 30/3/2022. This policy emphasizes the company's dedication to combating deforestation and preserving the environment, explicitly prohibiting the use of fire. Furthermore, the commitment to environmental protection is reiterated in the HSE policy dated 26/4/2019. This policy underscores the company's pledge against the use of fire for both soil preparation and waste disposal. Interviews with workers have confirmed the existence of a company policy against the use of fire for waste disposal.	Complied

		During the audit, direct observations did not reveal any evidence of the company employing open fire for waste disposal, further affirming their commitment to environmentally responsible practices.	
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts - Minor compliance -	<p>Socapalm - Edea has documented Standard Operating Procedures (SOPs) for Good Agriculture Practices, and these procedures are actively put into practice to manage soil fertility in its plantation, optimize yield, and minimize environmental impact. The following procedures were made available and reviewed during the audit:</p> <ul style="list-style-type: none"> • Procedures for Soil Analysis, Soil, and Leaf Sampling: Source: SOCFINCO Planters manual. <i>Legume Cover Crop Procedures: Document: Etablissement de la plante legumineuse de couverture</i> AGR15 Version 02, approved on 10/02/2020. • Palm Leaves Sampling Procedures: Document: <i>Echantillonnage Follaire des Palmiers</i> AGR 14 Version 2, approved on 10/02/2020. • Organic Fertilization Procedures: Document: <i>Fertilization Organique</i> AGR 12 Version 02, approved on 10/08/2020. • Inorganic Fertilization Procedures: Document: <i>Fertilization Minerale AGR13</i>, approved on 01/2020. • Road and Erosion Maintenance Procedures: Document: <i>Procedures D'entretien des Routes Et Erosion</i>, AGR 0 of 15/04/2021. <p>A comprehensive review of these procedures, along with the examination of implementation records, direct field observations, and interviews with workers during the audit, confirmed that these SOPs are actively and effectively being implemented.</p>	Complied
7.4.2	Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.. - Minor compliance -	To monitor and manage changes in soil fertility and plant health, Socapalm - Edea conducts periodic soil and tissue sampling. According to information gathered from interviews with the agronomic department staff, soil analyses are carried out at regular intervals, while tissue	Complied

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		<p>analyses are performed annually. The implementation of these analyses follows the guidelines outlined in the procedure "<i>Echantillonnage Foliaire des Palmiers</i> AGR 14 Version 2," approved on 10/02/2020.</p> <p>The annual tissue sampling report for the year 2023, titled "<i>Campagne de Diagnostic Foliaire PALMIER – 2023</i>," has been documented and is available. For the soil sampling report for the year 2023, refer <i>Rapport Analyses de Sols PALMIER – 2023</i>. The results obtained from these samplings play a crucial role in determining the quantities of fertilizers that are applied, aiding in the effective management of soil fertility and ensuring the health of the plants.</p>	
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>SOCAPALM Edea has implemented a nutrient recycling strategy for the reuse of Empty Fruit Bunches (EFB), fiber, sludge, and ashes. The goal is to achieve optimal utilization of inorganic fertilizers. This strategy is detailed in the company's "Organic Fertilization Procedures" documented in the "<i>Fertilisation Organique AGR12 Version 02</i>" dated 01/2020.</p> <p>Records are maintained by the estate to track the application of EFB as organic fertilizers, particularly as mulch. During a site visit to the estate, the actual application of EFB was observed and confirmed to align with the records provided. This practice ensures transparency and accuracy in the recycling process, contributing to the company's efforts to optimize the use of inorganic fertilizers and promote sustainable agricultural practices.</p>	Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>An Annual Fertilizer Plan is in place and documented in the "Programme Fumure 2023 Selon UDF" (Fertilizer Program 2023 According to UDF). During the audit, the plan for the year 2023 was reviewed, along with the accompanying application records. These records provide details such as the quantities and types of fertilizers applied per division of the plantation, the active ingredient, and other relevant information.</p>	Complied

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		The quantities of fertilizer applied and documented in these records are determined based on the results obtained from both tissue and soil analyses. The " <i>Departement Agricole</i> " is responsible for developing these analyses, ensuring that the application of fertilizers is tailored to the specific needs of each division, contributing to effective soil management and plant health within the plantation.	
Criteria 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	Practices minimise and control erosion and degradation of soils. - Minor compliance -	<p>Socapalm - Edea possesses maps that delineate geology, soils, and topography. Extracted from the High Conservation Value (HCV) Assessment Report conducted by HCV Africa on 08/03/2021, examples include "Topography: Elevation" and "Topography: Slope (Edea)." These maps categorize the company's plantation based on slopes, distinguishing between 1-9 degrees, 10-25 degrees, and slopes exceeding 25 degrees. The report notes that the study area comprises mostly flat areas with gently undulating plains and plateaus, along with fairly gentle slopes, justifying the establishment of oil palm and rubber.</p> <p>To address erosions and soil degradation, Socapalm has established procedures outlined in the "Road and Erosion Maintenance Procedures" (Procedures D'entretien des Routes Et Erosion, AGR 0 of 15/04/2021). These procedures serve as a guide for managing erosions and preserving soil quality.</p> <p>Additionally, the plantation management has incorporated practices to minimize soil erosion. This includes placing heaps of cut fronds at steep areas. Notably, there is no blanket application of agrochemicals, and the plantation maintains good vegetation. These measures collectively contribute to the effective management of soil erosion and support sustainable agricultural practices within the plantation.</p>	Complied
7.5.2	There is no extensive replanting of oil palm on steep terrain. - Minor compliance -	Socapalm - Edea does not engage in the replanting of oil palm on steep terrain. This information has been verified through the High Conservation Value (HCV) Assessment Report conducted by HCV Africa	Complied

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		on 08/03/2021. The report, particularly the sections on "Topography: Elevation" and "Topography: Slope (Edea)," emphasizes that the study area comprises relatively flat areas with gently undulating plains and plateaus featuring fairly gentle slopes. Therefore, it is justified that Socapalm - Edea does not have steep terrains within its concession. This strategic decision aligns with sustainable land use practices and contributes to effective plantation management.	
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Socapalm - Edea has not undertaken new planting of oil palm on steep terrain. This information has been substantiated through a review of the area statement and interviews conducted with managers and a Civil Society organization. Both sources confirm that there have been no new plantings within the concession on steep terrain. This strategic decision aligns with considerations for sustainable and responsible land use practices, contributing to the conservation and proper management of the plantation environment.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for oil palm cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. The most recent old plantation was established on June 30, 2000. Despite the absence of recent plantings, the estate maintains an established soil map documented in the High Conservation Value (HCV) Assessment Report conducted by HCV Africa on 05/05/2021, titled "Regional Soils." According to this report, the plantation comprises two types of soils: Orthic Ferral soils and Xanthic Ferral soils. This soil mapping provides valuable information for sustainable land management practices and ensures the continued well-being of the plantation environment.	Complied
7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, done in accordance with the soil management plan for best practices.	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Importantly, all the oil palm plantations that have been established align with the organization's	Complied

	- Minor compliance -	management plans and adhere to best practices. This commitment to established plans and best practices underscores the company's dedication to sustainable and responsible agricultural practices, ensuring the well-managed growth and development of their oil palm plantations.	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Socapalm - Edea has refrained from engaging in new planting activities since November 15, 2018. Despite this, the company utilizes available soil surveys and topographic information documented in the High Conservation Value (HCV) Assessment Report conducted by HCV Africa. The report, titled "Regional Soils" (Created: 05/05/2021), "Topography: Slope" (Created: 05/03/2021), and "Topography: Elevation" (Created: 03/03/2021), provides valuable insights. This information is instrumental in guiding the planning of drainage and irrigation systems, roads, and other essential infrastructure within the plantation. The use of such data demonstrates Socapalm - Edea's commitment to informed and sustainable land management practices.	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa in November 2019. The written report from this assessment did not identify the presence of peat soils in the company's plantation.	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective 15 November 2018) to the RSPO Secretariat.. - Minor compliance -	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa in	Complied

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		November 2019. The written report from this assessment did not identify the presence of peat soils in the company's plantation.	
PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with the RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa latest on January 2022. The written report from this assessment did not identify the presence of peat soils in the company's plantation.	Complied
7.7.4	(C) A documented water and ground cover management programme is in place - Critical (Major) compliance -	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa latest on January 2022. The written report from this assessment did not identify the presence of peat soils in the company's plantation.	Complied
7.7.5	(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five (5) years prior to replanting. The assessment result is used to set the timeframe for future replanting, and for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -	Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa latest on January 2022. The written report from this assessment did not identify the presence of peat soils in the company's plantation.	Complied

7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for Existing Oil Palm Cultivation on Peat' version 2 (2018) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa latest on January 2022. The written report from this assessment did not identify the presence of peat soils in the company's plantation.</p>	Complied
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has refrained from undertaking any new planting activities since November 15, 2018. Additionally, there have been no identified peat soils within its existing plantation based on assessments or reports. One such example is the High Conservation Value Assessment for the existing plantation conducted by HCV Africa latest on January 2022. The written report from this assessment did not identify the presence of peat soils in the company's plantation.</p>	Complied
<p>Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources, and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p>	<p>Socapalm - Edea has an implemented water management plan for both its mill and estate, as outlined in the documented plan titled "<i>Plan de Gestion des Eaux du Complexe Industriel SOCAPALM D'eeda Situe Dans le Departement de la Sanaga Maritime, Region du Littoral.</i>" This plan, prepared by CAP Development Sari in November 2020, addresses key requirements of the RSPO (Roundtable on Sustainable Palm Oil) indicator and includes the identification of water sources, efficient water use, and effluent management.</p> <p>The company holds a permit for water abstraction, specifically "Permit # No 2020/000039 of 01/04/2020," valid for five years, allowing a total abstraction of 115m³/h. Water is sourced from the river for treatment</p>	Complied

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		<p>at the mill, and the villages are served by both mechanized and manual boreholes.</p> <p>The water management plan encompasses legal compliance requirements, including monthly water analysis and semi-annual reporting to the Ministry of Water and Energy. Access to clean water is reported as part of this compliance. Monthly water analysis records for the year 2022 and 2023 were available and reviewed during the audit.</p> <p>A monitoring report on water quality has been conducted by CAP Development Sari, as referenced in the "<i>PLAN DE GESTION DES EAUX - DU COMPLEXE INDUSTRIEL SOCAPALM D'EDEA SITUE DANS LE DEPARTEMENT DE LA SANAGA MARITIME, REGION DU LITTORAL.</i>" This comprehensive approach to water management reflects the company's commitment to sustainability and regulatory compliance.</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Socapalm - Edea provides clean water to its workers, making it available at each house camp. Ensuring access to clean and safe drinking water is a vital aspect of promoting the well-being and health of the workforce. This practice contributes to a positive living and working environment for the employees, aligning with responsible and ethical standards for workplace conditions.</p>	
	<p>7.8.1c Depending on the agroecological zones, set up a guide for interpreting the results of water analyses (Ph) by an accredited body. - Minor compliance -</p>	<p>An accredited body has been appointed to establish a guide for interpreting the results of water analyses, particularly the pH levels. The latest results, referenced as SCP/EDE-D04/28-11-2023, indicate a pH result of 5.5, which falls within the specified range limit of 6.5 - 8.5.</p> <p>Additionally, the approval from the ministry is referenced as AR/0439/A/MINMIDT/SG/DI/SDRI/SEC/MM dated June 2019. This approval likely pertains to the adherence to specific standards or regulations set by the Ministry, ensuring that water quality meets established guidelines.</p>	<p>Complied</p>

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<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with the 'RSPO Manual on BMPs for the Management and Rehabilitation of Riparian Reserves' (April 2017). - Critical (Major) compliance -</p>	<p>Socapalm - Edea has a comprehensive approach to protect water courses and wetlands, as outlined in the Water Management Plan and the High Conservation Value (HCV) Management and Monitoring Plan. The commitment to water protection includes riparian and buffer zone maintenance and protection. The company adheres to the guidelines provided by the RSPO (Roundtable on Sustainable Palm Oil) Manual on Best Management Practices for the management and rehabilitation of riparian reserves.</p> <p>Reviewing maps that identify various palms in the river, with distinctions made between those present year-round and those appearing only during the rainy seasons, demonstrates a detailed understanding of the local environment. The differentiation of palms through colour coding to separate them from chemical applications during different seasons further showcases a conscientious approach to environmental care.</p> <p>The updated procedure, specifically the "Protected Area Procedure" revised in September 2021, adds an extra layer of consideration for palms within riparian areas and those affected by overflowed banks. This procedure acknowledges the presence of the river in proximity to these areas, indicating a commitment to responsible practices.</p>	<p>Complied</p>
<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>Socapalm - Edea is actively managing its mill effluent to ensure compliance with national requirements. The use of an open pond system, coupled with an Effluent Management Plan, reflects a commitment to responsible environmental practices.</p> <p>Effluent Management Plan include a defined strategy, assignment of responsible persons for the ponds with specific targets, and a regular analysis and check schedule. The company's proactive approach to monthly effluent analysis by a third party (QHSE Consulting) as part of compliance obligations is commendable.</p> <p>The parameters tested in the effluent analysis cover a comprehensive range, including pollution parameters (COD, BOD, Oil and Grease,</p>	<p>Complied</p>

		<p>Nitrogen Kjeldahl, Phenol, Ammonium, Nitrates), organoleptic parameters (Odour, Salinity, Turbidity), and physico-chemical parameters (pH, conductivity, temperature, dissolved O2, TDS).</p> <p>The results for 2023 and 2024, up to the present date, indicate that no off-specification parameters have been recorded, especially since the mill processes less than its rated capacity. The average BOD recorded is less than 50 mg/l, consistently complying with the set limits.</p> <p>This commitment to regular monitoring, analysis, and compliance demonstrates Socapalm - Edea's dedication to environmental stewardship and aligns with industry best practices.</p>	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea is actively monitoring and recording its water use, specifically the mill water use per tonne of Fresh Fruit Bunches (FFB). The installation of flow meters for recording water intake and use reflects a commitment to accurate measurement and responsible resource management.</p> <p>The daily readings from the flow meters are diligently taken and recorded in a registered notebook, providing a detailed account of water consumption. The monthly summaries, captured and analyzed in a spreadsheet titled "Reporting POM Edea 2023," further contribute to a comprehensive overview of water usage patterns.</p> <p>The recorded water use from January 2023 to July December 2023 is documented at 0.79 m3 per tonne of FFB processed against baseline 1.30 m3. This demonstrates the company's efficiency in water utilization and its commitment to sustainable practices by operating below the set target.</p> <p>Such monitoring and reporting practices align with best management practices, ensuring transparency, and promoting responsible water use within the mill operations.</p>	Complied

Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised

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<p>7.9.1</p>	<p>A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.- Minor compliance -</p>	<p>Socapalm - Edea has a well-structured management plan in place for improving the use of fossil fuels and optimizing renewable energy. The plan, titled "Plan <i>d'optimisation de L'utilisation De L'energie et de Gestion des Energies Renouvelables</i>, Référence: PL/DT/H/01, Revision 0 of 28/07/2019," provides a comprehensive overview of the company's energy sources and outlines clear procedures and responsibilities.</p> <p>The different sources of energy, including a turbine generating power of 1000 KW, a grid power line with a 630 KVA transformer, and generators of varying capacities (320 KVA and 635 KV), showcase a diversified approach to energy management.</p> <p>The plan includes a detailed action plan with assigned responsibilities, required resources, and performance indicators. It also incorporates reporting and monitoring tools, such as daily and monthly energy production reports, maintenance of energy meter reading books at the power station and the mill, and a machine maintenance tracking file.</p> <p>The implementation and monitoring of the plan align with RSPO (Roundtable on Sustainable Palm Oil) indicators, ensuring compliance with sustainable energy practices. The availability and review of monthly summaries and analysis for 2023 during the audit further demonstrate the commitment to transparency and accountability.</p> <p>The achieved targets for 2023, such as a turbine utilization factor of 95% (above the target of >90%) and kWh per Fresh Fruit Bunch (FFB) of 16.37 (exceeding the target of >16), highlight the effectiveness of the plan in meeting and surpassing set benchmarks.</p> <p>Socapalm - Edea's proactive approach to energy management reflects a commitment to sustainability and aligns with best practices in the industry.</p>	<p>Complied</p>
<p>Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>			

7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has a comprehensive Greenhouse Gas (GHG) management and reduction plan in place, as documented in the "<i>Plan de reduction des gaz a effets de serre et autres polluants importants</i>" TECH, Version 02 of 06/2020. This plan identifies the company's operations that serve as sources of GHG emissions and outlines actions to reduce these emissions.</p> <p>The plan includes key elements such as assigning responsibilities for each action, specifying monitoring frequency, required documentation and procedures, and defining the means of evaluating performance. The commitment to transparency is reflected in the public reporting of results on the RSPO Palm GHG platform, with the FY 2023 results available under Appendix B.</p> <p>While there is a current trend showing an increase in emissions, the management is dedicated to ensuring a decrease over time through the implementation of the GHG Management and Reduction Plan. This commitment aligns with the goal of continuous process efficiency and sustainability.</p> <p>It's noted that the mill currently lacks a methane capturing facility, but the management is exploring ways to increase process efficiency to mitigate emissions. The emphasis on technology-based approaches aligns with the goal of achieving more significant reductions compared to nature-based emission reduction.</p> <p>Overall, Socapalm - Edea's commitment to GHG management, continuous improvement, and the transparent reporting of results on a public platform demonstrate responsible environmental stewardship.</p>	Complied
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them is prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p>	<p>No new development within SOCAPALM Edea concession area.</p>	Complied

	- Critical (Major) compliance -		
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has identified other significant pollutants beyond greenhouse gases and developed plans to reduce them. The document "<i>Plan de reduction des gaz a effets de serre et autres polluants importants</i>" TECH, Version 02 of 06/2020, specifically addresses these pollutants from the company's operations. The fact that there were no observed changes in this document and it continues to be valid at the point of assessment reflects a commitment to consistent management and monitoring.</p> <p>The pollutants identified, including dust, noise, and hexane (chemical exposure), have associated plans for reduction, and these plans are actively monitored. The availability and review of records during the audit indicate a proactive approach to environmental management.</p> <p>One of the monitoring reports verified during the audit includes the "<i>Rapport d'analyses des fumées, poussières et de la qualité de l'air obtenues de certaines activités sur le site d'Edea</i>" dated March 2022. Another report, dated December 2023, indicates an ongoing commitment to monitoring air quality and pollutants associated with specific activities. This focus on monitoring and addressing various pollutants demonstrates Socapalm - Edea's dedication to maintaining a responsible and sustainable environmental footprint.</p>	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has not engaged in new planting, and the company adheres to the Socfin Group Policy for Responsible Management. The specific commitment outlined in Section 3 of the policy, dated 22/03/2017, underscores the group and its subsidiaries, including Edea, pledging to minimize and prevent their environmental impact. This commitment encompasses aspects such as pollution of water and air, emission of greenhouse gases, and the prohibition of the use of fire.</p>	Complied

		<p>The management's commitment to responsible environmental practices, as indicated in the interview, aligns with the company's dedication to minimizing its environmental impact. The decision to commence the next replanting in April 2023 suggests a thoughtful and planned approach, ensuring that the process adheres to sustainability principles.</p>	
<p>7.11.2</p>	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea has implemented comprehensive fire prevention and control measures for the areas under its direct management. These efforts reflect a commitment to environmental stewardship and responsible land management practices. Here are some key highlights from the information provided:</p> <ul style="list-style-type: none"> • Full-time Fire Guards: The company has established full-time fire guards who patrol the plantation day and night during the dry season, demonstrating a proactive approach to fire prevention. • Firefighting Preparedness: Socapalm - Edea has developed firefighting preparedness, including a standby firefighting team and facilities such as a tractor with two water tanks. The presence of fire extinguishers at appropriate points further enhances the company's readiness for firefighting. • Community Engagement: The company engages with local communities to prevent and control fires. Community members are hired on contract for fire prevention and control, with assigned areas clearly delineated on a map. This collaborative approach involves communities in safeguarding the plantation from fire incidents. • Community Responsible Person: As part of community agreements, there is an assigned community responsible person who reports daily to the company's Divisional Management on events of the previous day, including any incidence of fire. This promotes effective communication and coordination. • Legal Compliance: Socapalm - Edea demonstrated compliance with legal fire obligations by possessing a valid fire certificate. This 	<p>Complied</p>

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		<p>underscores the company's commitment to meeting legal requirements.</p> <ul style="list-style-type: none"> Global Forest Watch Monitoring: The company is registered on the Global Forest Watch fire alert monitoring through RSPO (Roundtable on Sustainable Palm Oil). This registration allows Socapalm - Edea to receive fire alerts for verification, enabling timely response and records if there is a fire hotspot detected within its concession area. <p>These practices collectively indicate a proactive and responsible approach to fire management and prevention.</p>	
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea has actively engaged with adjacent stakeholders, particularly local communities, on fire prevention and control. The company's commitment to involving communities in fire prevention measures demonstrates a collaborative and inclusive approach.</p> <ul style="list-style-type: none"> Community Engagement on Contract: Socapalm - Edea has engaged communities on contract as "firefighters and fire guards" for fire prevention and control. This involves daily patrols and readiness for firefighting, showcasing the community's direct involvement in safeguarding the plantation. Development and Sharing of Procedures: The company has developed and shared fire prevention and control procedures with contracted communities. The availability of records, such as a memo titled "Memo Interne; <i>Objet: Procédure Garde Anti Incendie</i>" dated 01/12/2020, indicates a systematic approach to communication and training. Community Responsible Persons: As part of community agreements, there is an assigned community responsible person for each community. These individuals play a crucial role in reporting daily to the company's Divisional Management on events of the previous day, including any fire incidents. This establishes a clear 	Complied

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		<p>communication channel between the communities and the company.</p> <ul style="list-style-type: none"> Records of Assigned Areas: The company maintains records of assigned areas to communities, as evidenced by maps such as "Carte de Gardiennage anti-incident" indicating surveillance zones for the Ongue, Koukoue, Dehane, and Apouh communities. This practice ensures clarity and accountability in the community's fire prevention efforts. Latest Community Engagement: The latest engagement process with communities was carried out on 17/02/2023 at BAMONO BA MBENGUE II. Regular communication and engagement sessions help strengthen the relationship between the company and the local communities. <p>Overall, these practices reflect a proactive and community-oriented approach to fire prevention and control.</p>	
<p>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.</p>			
<p>7.12.1</p>	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has not carried out any new planting since November 15, 2018. However, the company has an approved Land Use Change Analysis (LUCA) with a Final Conservation Liability (FCL) of 669.82 hectares for its plantation establishment between 2007 and May 2014. This LUCA approval was granted for land clearing that occurred without a prior High Conservation Value (HCV) assessment. Key points from the information provided:</p> <ul style="list-style-type: none"> LUCA Approval: The company's LUCA has been approved, indicating that there is a plan in place for addressing conservation liabilities associated with the land clearing activities. 	<p>Complied</p>

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		<ul style="list-style-type: none"> Final Conservation Liability (FCL): The FCL is specified at 669.82 hectares, reflecting the area for which the company is responsible in terms of conservation efforts. Verification Process: The verification process for the LUCA, as outlined in the "LUC Analysis Verification Result Document for RSPO Regarding: Socapalm Edea, Socfin SA Version 3 of 28/07/2021" conducted by PT Hijau Daun, was available and reviewed during the audit. This verification process ensures compliance with RSPO (Roundtable on Sustainable Palm Oil) standards. RSPO Membership: The approving reviewer noted that Socfin SA, the parent company, has been a member of RSPO since February 15, 2019. The company's HCV report was issued on November 30, 2019, making the land clearing activities considered as prior to RSPO membership. <p>This information indicates a commitment to addressing conservation liabilities associated with past land clearing activities, aligning with the principles of sustainable and responsible palm oil production.</p>	
7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</p> <p>7.12.2a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p>	<p>Socapalm - Edea has not carried out any new land clearing within the scope of the audit after November 15, 2018. The company has an existing plantation and has undertaken a High Conservation Value (HCV) assessment, with the report dated November 2019. The HCV assessment was conducted by HCV Africa. Key points based on the information provided:</p> <ul style="list-style-type: none"> Existing Plantation: The company's focus on not engaging in new land clearing after November 15, 2018, reflects a commitment to sustainability and responsible land management. HCV Assessment: Socapalm - Edea has conducted a High Conservation Value assessment for its existing plantation. This assessment is essential for identifying and managing areas of high conservation value within the plantation. 	Complied

		The audit team has verified the credentials of the assessors from HCV Africa. Ensuring that the assessors have the necessary experience and qualifications is crucial for the credibility of the HCV assessment.	
	7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations. PROCEDURAL NOTE , 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCSA assessments.	SOCAPALM Edea has not carried out any new planting or clearing in its existing plantation since 15 November 2018.	
7.12.3	(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies. - Critical (Major) compliance -	SOCAPALM Edea is located in Cameroon. Cameroon is not included in the list of the list of High Cover Landscapes (HFCLs).	Complied
7.12.4	(C) Where HCVs and HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five (5) years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).	Socapalm - Edea has not carried out any new planting since November 15, 2018, and has undertaken a High Conservation Value (HCV) assessment for its existing plantation. <ul style="list-style-type: none"> HCV Assessment: The HCV assessment for Socapalm - Edea's existing plantation was conducted by HCV Africa and resulted in a written report titled "Socapalm - Edéa Plantation, High Conservation Value Assessment, Cameroon latest on January 2022." Identification of HCV Categories: The assessment identified the presence of all six HCV categories in the company's concession. This includes significant sites such as an ancestral grave site of sacred 	Complied

	<p>- Critical (Major) compliance -</p>	<p>importance to the Apouh community and a World War 1 burial site with historic importance.</p> <ul style="list-style-type: none"> • Management and Monitoring Recommendations: The HCV assessment developed management and monitoring recommendations based on threat assessments for each identified HCV. These recommendations are crucial for ensuring the protection and preservation of the identified high conservation value areas. • No Disturbance at Identified Sites: During the site visit to the respective sites, it was observed that there was no disturbance, and the areas are protected from any plantation activities. • Continuous Communication with the Community: As recommended by HCV Africa, there is a focus on continuous communication with the chief of the village to ensure that people can continue to practice their cultural and religious beliefs. <p>Incorporation in Management Plan: The recommendations from HCV Africa have been incorporated into the management plan, as indicated in the report dated January 2022 titled "Socapalm – Edéa Plantation HCV Monitoring Study."</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, to encourage their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea has not carried out any new land clearing since November 15, 2018, and has conducted a High Conservation Value (HCV) assessment for its existing plantation.</p> <ul style="list-style-type: none"> • Presence of HCV Categories: The HCV assessment identified the presence of all six HCV categories in the company's plantation. Specifically, HCV 5 is associated with communities that use the forest for various essential purposes, such as providing building materials, collecting firewood, obtaining drinking water, and fishing for a protein source. The Déhané community is specifically mentioned in this context. On the HCV 6, already verified the availability of Management Plan and all action has been taken effectively. Verified during the site visit, the area was maintained 	Complied

		<p>and there is no operation activity conducted there. Based on interview with Local Communities during stakeholder consultation confirmed that there is no issue especially regard on HCV 6 between Socapalm Edea with local communities</p> <ul style="list-style-type: none"> • Mapping of HCV Areas: The identified HCV areas, including those associated with communities, have been mapped for all four communities: Koukoue, Apouh, Déhané, and Ongué. • Stakeholder Consultation: Stakeholder consultation, including the communities, was part of the HCV assessment process. This aligns with the principles of Free, Prior, and Informed Consent (FPIC), ensuring that the communities are involved in decision-making processes. • Management and Monitoring Recommendations: The HCV assessment developed management and monitoring recommendations based on threat assessments for each identified HCV. This is crucial for implementing measures to address potential threats to the identified conservation values. • HCV Management and Monitoring Plan: Socapalm - Edea has developed and is implementing an HCV management and monitoring plan, further indicating its commitment to responsible land management. • Riparian Management and Monitoring: The company is implementing riparian management and monitoring procedures, as well as conducting water quality analysis. Training sessions on riparian zones have been conducted, as evidenced by the training report on the HCV and riparian zone dated 12/12/2023. <p>Community Rights: Consultation with the communities during the audit did not reveal any evidence of reduction in their rights concerning the identified HCV. This suggests that the company is actively engaging with and respecting the rights of the local communities.</p>	
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<p>7.12.6</p>	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to have captured, harmed, collected, traded, possessed, or killed these species.</p> <p>- Minor compliance -</p>	<p>Socapalm - Edea is actively involved in the protection of rare, threatened, and endangered (RTE) species within its concession area.</p> <ul style="list-style-type: none"> • Identification in HCV Assessment: The company's High Conservation Value (HCV) assessment, conducted in November 2019 and updated in July 2021, identified the presence of all six HCV categories in the concession area. This includes HCV1, which encompasses flora, aquatic, and terrestrial species such as chimpanzees and their habitats. • Management and Monitoring Recommendations: Socapalm - Edea is implementing management and monitoring recommendations derived from its HCV assessment. This proactive approach ensures the conservation and protection of identified high conservation value areas and species. • Conservation Training and Education: The company has undertaken conservation training with stakeholders, including continuous education efforts through the use of posters. The latest HCV training, as per the training report, was conducted on FY 2023. Posters have been strategically placed in communities to educate stakeholders about these rare and protected species. <p>Disciplinary Measures: The company has established procedures that include taking disciplinary action against workers found engaging in activities that could harm, capture, collect, trade, possess, or kill these protected species. This indicates a commitment to enforcing conservation measures and holding individuals accountable for actions that could negatively impact RTE species.</p>	<p>Complied</p>
<p>7.12.7</p>	<p>The status of HCVs and HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>	<p>Socapalm - Edea is actively monitoring the status of its High Conservation Values (HCVs) and other natural ecosystems.</p> <ul style="list-style-type: none"> • HCV Assessment and Categories: The company conducted an HCV assessment of its existing plantation, identifying the presence of all six HCV categories. This comprehensive assessment provides a 	<p>Complied</p>

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	<p>- Minor compliance -</p>	<p>foundation for understanding and managing high conservation value areas within the concession.</p> <ul style="list-style-type: none"> • HCV Management and Monitoring Plan: Socapalm - Edea has developed an HCV management plan titled "<i>Plan De Gestion des Hautes Valeurs de Conservation</i>" for the period 2023 - 2024. This plan includes recommendations from the HCV assessment and outlines strategies for the monitoring of identified HCVs and natural habitats. • Implementation of Monitoring: The company is actively implementing its HCV management and monitoring plan through on-the-ground patrols conducted by Eco guards. These patrols serve as a means of monitoring the condition and integrity of HCVs and natural habitats. • Monitoring Records: Records of monitoring activities were available and reviewed during the audit. Examples include monitoring reports such as "<i>Formulaire Rapport Mensuel Surveillance Des Zones HCV Par L'Eco Patrouillie</i>" FY 2023. <p>Conservation Efforts: The commitment to monitoring and reporting demonstrates Socapalm - Edea's dedication to the conservation of high conservation value areas and natural ecosystems. The involvement of Eco guards and the systematic approach to monitoring contribute to the responsible management of these valuable areas.</p>	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm - Edea has actively engaged in the RSPO (Roundtable on Sustainable Palm Oil) process, specifically the Land Use Change Analysis (LUCA) and Remediation and Compensation Plan (RaCP).</p> <ul style="list-style-type: none"> • Approved LUCA and RaCP: The company has successfully completed the LUCA process, resulting in an approved summary of the company wide RaCP. This indicates the company's commitment to addressing land use change issues in a responsible and sustainable manner. 	Complied

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		<ul style="list-style-type: none"> Submission to RSPO: The RaCP, including the disclosure and remediation plan, has been submitted to RSPO. This demonstrates the company's adherence to the RSPO standards and its willingness to undergo scrutiny in ensuring sustainable practices. <p>Continuous Communication with RSPO: Socapalm - Edea has maintained ongoing communication with RSPO regarding the progress of the RaCP. This proactive engagement is crucial for transparency and ensuring that the company aligns with RSPO requirements.</p>	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023 for Edea POM** and supply base was calculated using the PalmGHG Calculator version 4. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2023** for **Edea POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.65
PKO	1.65

Extraction	%
OER	22.85
KER	5.10

Production	t/yr
FFB Process	106,886.42
CPO Produced	24,419.47
PKO Produced	5,452.86

Land Use	Ha
OP Planted Area	5,336.11
OP Planted on peat	0.00
Conservation (forested)	1,472.00
Conservation (non-forested)	0.00
Total	6,808.11

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	44,647.29	0.66	0.00	0.00	0.00	0.00	44,647.29	0.66
CO ₂ Emission from fertilizer	1,164.04	0.02	0.00	0.00	0.00	0.00	1,164.04	0.02
NO ₂ Emission	639.29	0.01	0.00	0.00	0.00	0.00	639.29	0.01
Fuel Consumption	1,017.65	0.01	0.00	0.00	0.00	0.00	1,017.65	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-34,634.95	-0.51	0.00	0.00	0.00	0.00	-34,634.95	-0.51
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	12,833.33	0.19	0.00	0.00	15,518.66	0.00	12,833.33	0.19

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	20,951.55	0.20
Fuel Consumption	56.26	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	21,007.81	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

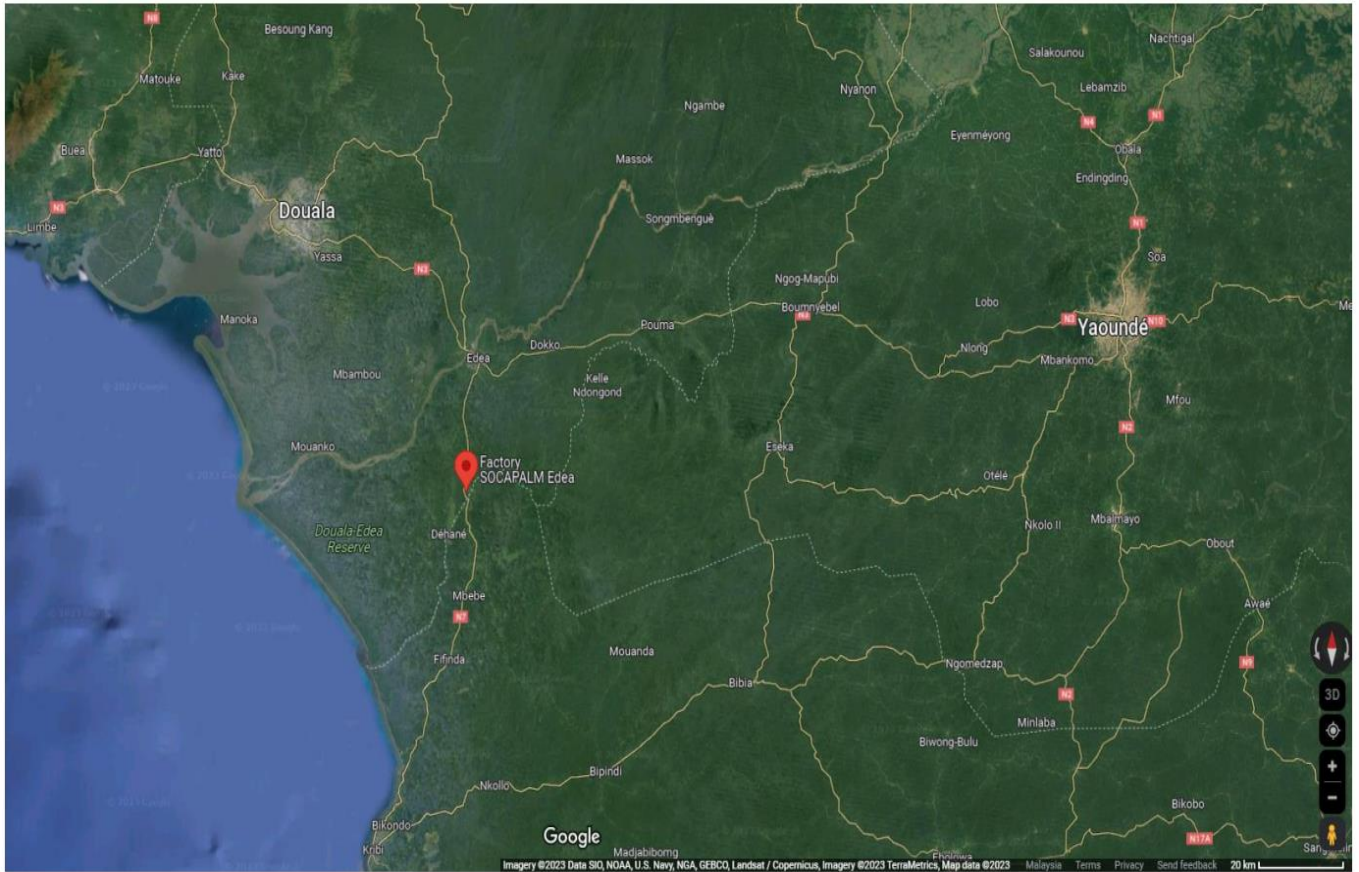
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

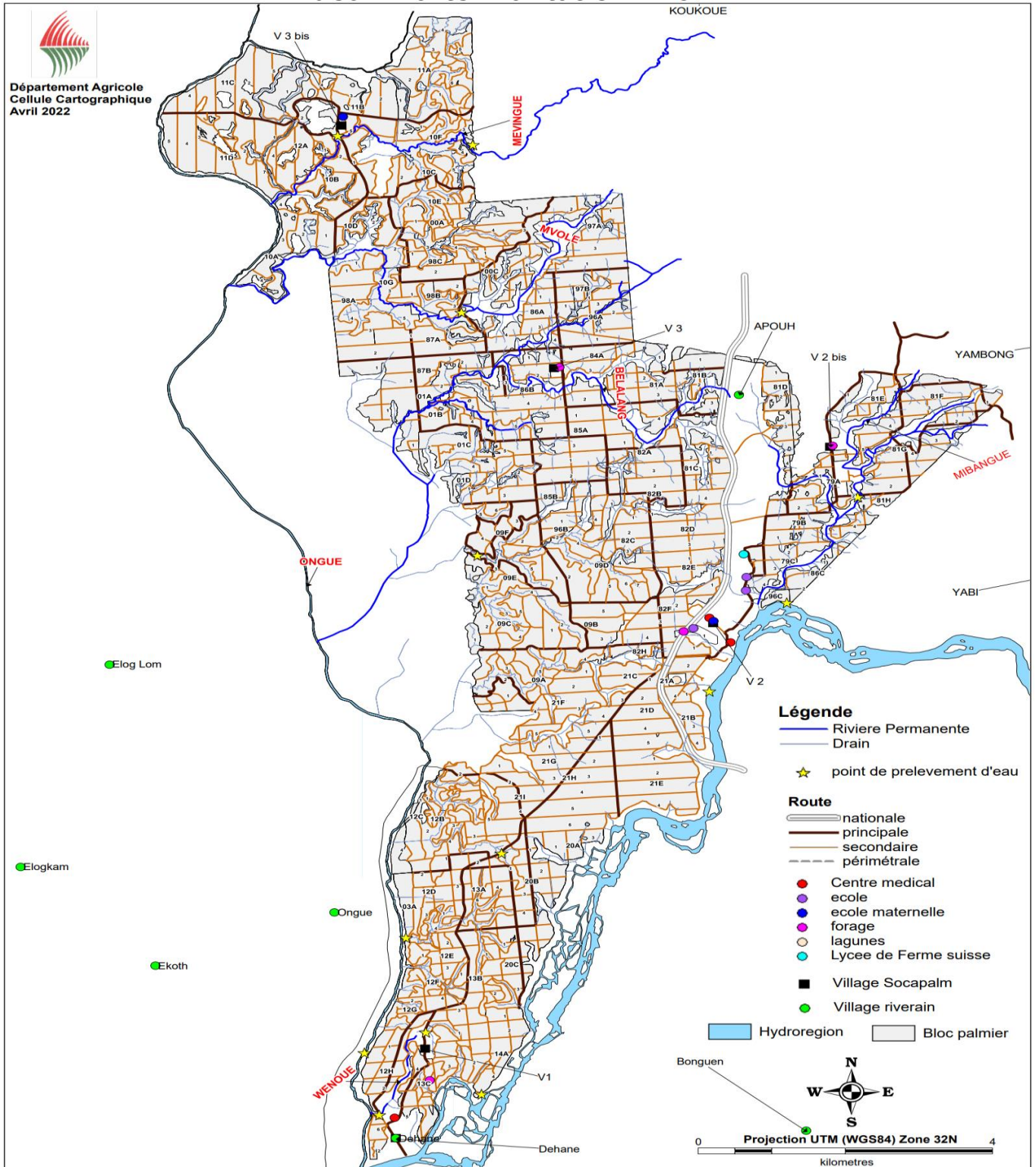
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied			
Number of samples			
Remarks			

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
Total									

Note: * are smallholders sampled in this audit.

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure