

**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: Societe Camerounaise De Palmeraies "Socapalm" S.A.– Dibombari Palm Oil Mill Location of Certification Unit: National Road N5 - Nkapa City, Littoral, Cameroon
Date of Final Report: 13/03/2024

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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	06/12/2004
Address	4 Avenue Guillaume 1650, Luxembourg		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Societe Camerounaise De Palmeraies "Socapalm" S.A.– Dibombari Palm Oil Mill		
Location / Address	National Road N5 - Nkapa City, Littoral, Cameroon		
Website	http://socapalm.com/?lang=en		
Management Representative	Celine Schmitz	E-mail	cschmitz@socapalm.org
Telephone	+237 658249053	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 751643	Certificate Start Date	29/03/2022
Date of First Certification	29/03/2022	Certificate Expiry Date	28/03/2027
Scope of Certification	Production on Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<p>The objective of Audit was to:</p> <ul style="list-style-type: none"> • Confirm that the elements of the proposed scope of registration and the management system are conforming to the requirements of the assessment standard. • To confirm that the organization has effectively implemented and addressed the management system. • To confirm the ability of the management system is able to meet applicable statutory and regulatory, contractual requirements, organization policies and wherever are applicable. 		
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 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	40 mt/Hour
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	04/03/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Dibombari POM	National Road N5 - Nkapa City, Littoral, Cameroon	4°13'14.11" N	9° 36' 24.59" E
Socaplam Dibombari Estate	National Road N5 - Nkapa City, Littoral, Cameroon	4°13'14.11" N	9° 36' 28.92" 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
Socaplam Dibombari Estate	3,813.07	1,904.00	5,664.67	11,381.74	33.50
Total	3,813.07	1,904.00	5,664.67	11,381.74	33.50

Note:

- There is a difference in planted area of 7.35 Ha between the year 2022 (3,805.72) and 2023 (3813.070 Ha). This difference is due to local factors linked to replanting procedure (presence of ganoderma, census, methodology, distance between palms, adjustment on road during replanting etc.). There is no new planting in the differences.
- There is a difference in Infrastructure in the total surface area due to a mistake in 2022 calculation report from the resurvey conducted and updated lease documents. This total is the sum of the 8 ownership documents which has not change being (TF_12277 (791.06ha), TF_12276 (1031.49ha), TF_533 (993.51ha), TF_440 (207.20 ha), TF_12275 (1093.07 ha), TF_12278 (168.89 ha), TF_12279 (6889.87 ha), TF_421 (206.65) makes a total of 11,381.74 ha of lease land.
- There is a difference in surface planted between this document and PalmGHG as the total of ha of "infrastructure and other" has been inputted in the category of "planted area" giving a total on PalmGHG of 9577.74 instead of 3813.07 (planted area) and 5664.67 (other).

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Socapalm Dibombari Estate	232.16	1,390.51	117.12	2,073.28	3,580.91	232.16
Total (ha)	232.16	1,390.51	117.12	2,073.28	3,580.91	232.16

Note: Only Mature area is considered as production area

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2023 – Feb 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Mar 2024 – Feb 2025)
		Previous license period (Jan 2023 – Feb 2023)	Current license period (Mar 2023 – Dec 2023)	
Socapalm Dibombari Estate	49,987.00	11,696.00	35,389.70	48,175.00
Total	49,987.00	47,085.00		48,175.00

Note: Additional volume extension has been requested and verified in the palm trace for FFB, CPO and PK. For FFB additional of 11,239 MT makes a total new estimated FFB was 49,987.00 MT

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2023 – Feb 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Mar 2024 – Feb 2025)
		Previous license period (Jan 2023 – Feb 2023)	Current license period (Mar 2023 – Dec 2023)	
N/A		N/A	N/A	
Total		N/A		18858.64

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2023 – Feb 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Mar 2024 – Feb 2025)
		Previous license period (Jan 2023 – Feb 2023)	Current license period (Mar 2023 – Dec 2023)	
Out growers /smallholders	N/A	11,874.00	19,878.00	N/A
Total	N/A	31,752.00		N/A

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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	Jan 2023	4217.00	1,612.00	5,829.00
2	Feb 2023	7479.00	10,262.00	17,741.00
3	Mar 2023	11551.00	8,016.00	19,567.00
4	Apr 2023	7,730.00	4,281.00	12,011.00
5	May 2023	4,859.00	1,827.00	6,686.00
6	Jun 2023	2,475.00	680.00	3,155.00
7	July 2023	1,295.00	625.00	1,920.00
8	Aug 2023	1,365.00	625.00	1,990.00
9	Sept 2023	1,253.00	654.00	1,907.00
10	Oct 2023	1,535.50	810.00	2,345.50
11	Nov 2023	1,446.10	950.00	2,396.10
12	Dec 2023	1,880.10	1,410.00	3,290.10
TOTAL		47,085.70	31,752.00	78,837.70

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Mar 2023 – Feb 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Mar 2024 – Feb 2025)
	Previous license period (Jan 2023 – Feb 2023)	Current license period (Mar 2023 – Dec 2023)	
FFB	FFB		FFB
49,987.00 mt	11,696.00 mt	35,389.70 mt	48,175.00 mt
	TOTAL	47,085.70 mt	
CPO (OER: 21.80%)	CPO (OER: 21.10%)		CPO (OER: 21.42%)
10,915.82 mt	2,623.00 mt	7,314.00 mt	13,646.78 mt
	TOTAL	9,937.00 mt	
PK (KER: 4.88%)	PK (KER: 4.55%)		PK (KER: 4.50%)
2,439.16 mt	507.10 mt	1,634.80 mt	2,168.00 mt
	TOTAL	2,141.90 mt	

Note: Additional volume extension has been requested and verified in the palm trace for FFB, CPO and PK. For FFB additional of 11,239 MT makes a total new estimated FFB was 49,987.00 MT. For CPO additional of 2,585 MT makes a total new estimated of CPO was 10,915.82. For PK additional of 618 MT makes a total new estimated of PK was 2,439.16 MT.

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Jan 2023	949.00	185.50
2	Feb 2023	1,674.00	321.60
3	Mar 2023	2,327.00	554.50
4	Apr 2023	1,693.00	384.20
5	May 2023	1,030.00	224.50
6	Jun 2023	484.00	96.80
7	July 2023	253.00	69.00
8	Aug 2023	257.00	57.70
9	Sept 2023	244.00	42.60
10	Oct 2023	325.00	65.60
11	Nov 2023	295.00	58.10
12	Dec 2023	406.00	81.80
TOTAL		9,937.00	2,141.90

11. Summary of Actual Volume sold					
Current License period (Mar 2023 – Dec 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0.00	0.00	0.00	7,857.70	7,857.70
PK (MT)	0.00	0.00	0.00	1,660.40	1,660.40
Credits	0.00	0.00	0.00	0.00	0.00
Previous License period (Jan 2023 – Feb 2023)					
CPO (MT)	0.00	0.00	0.00	2,015.90	2,015.90
PK (MT)	0.00	0.00	0.00	466.00	466.00
Credits	0.00	0.00	0.00	0.00	0.00

Note: Major NC has been raised for removal has not been made in Palm Trace for certified CPO sold as conventional. Refer 2447871-202401-M1

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)
N/A	N/A	N/A	N/A	N/A

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TOTAL	N/A	N/A
Note: Data is consolidated, and each transaction were verified against PalmTrace		

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)
N/A	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 (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXXX	9,873.60	2,126.40
TOTAL		9,873.60	2,126.40
Note: Major NC has been raised for removal has not been made in Palm Trace for certified CPO sold as conventional. Refer 2447871-202401-M1			

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Jan 22 – Dec 22)			Actual (Mar 22 – Sep 22)			Forecast (Jan 23 – Dec 23)		
	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			-			-			-
IS-CSPO	-	-		-	-		-	-	
IS-CSPKO	-	-		-	-		-	-	
IS-CSPKE	-	-		-	-		-	-	
CSPK	-	-		-	-		-	-	

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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)
-	-	-	-	-	-	-
TOTAL		-	-	-	-	-

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 (Mar 22 – Sep 23)							
Credits				-	-	-	-
Physical	-	-	-				
Previous License period (-)							
Credits				-	-	-	-
Physical	-	-	-				

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)
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
TOTAL			-	-	-	-	-

Note:

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 **19, 20, 22 & 23/01/2024**. 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 **28/02/2024**. 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. RSPO P&C 2018 for Production of Sustainable Palm Oil 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 Société Camerounaise de Palmeraies Socapalm S.A. – Dibombari POM and Supply Bases 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)
Dibombari POM	✓	✓	✓	✓	✓
Socaplam Dibombari Estate	✓	✓	✓	✓	✓

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

Total Number of Mandays: 9.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mr. Nor Halis Abu Zar (NHA)	Team Leader	<p>Education: Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p> <p>Work Experience: He has 6 years’ experience in Oil Palm Estate Management with Kulim Plantations Sdn. Bhd. The last position held was Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He is a qualified Lead Auditor for MSPO and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed ISO IMS 9001 and 14001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor Course, ISO 45001 Lead Auditor Course, ISO 9001:2015 Lead Auditor Course, MSPO SCCS Auditor Course and SMETA Requirement Training.</p> <p>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: <input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>

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<p>Mr. Dennis Yaw Acquah (DYA)</p>	<p>Team Member</p>	<p>Education: Holds a BSc. in Natural Resource management with specialization in Forestry from Kwame Nkrumah University of Science and technology, Kumasi, Ghana and MBA in logistic and Supply Chain Management from Kwame Nkrumah University of Science and technology, Kumasi, Ghana.</p> <p>Work Experience: Has 14 years of experience as an Operation Managers having worked with two of the leading timber processing industries in Ghana. Experienced in implementing forest governance project, building relations, and sustaining communications with forest communities, acting as resource person for awareness and training activities and engaging government towards policy reforms. Currently work as a Project Coordinator (Forest and Biodiversity).</p> <p>Training attended: Completed Endorsed RSPO P&C (2018) Lead Auditor Training, RSPO P&C Refresher training 2021, Endorsed RSPO SCCS Lead Auditor, RSPO Independent Smallholder Standard (2019), ISO 9001:2015 Lead Auditor Training, ISO 45001:2018 Lead Auditor Training, ISO 19011 Lead Auditor Training, SA 8000 Auditor Training, FSC Forest management/CoC Lead Auditor Training, Rain Alliance Sustainable Agriculture Standard (RA SAS), Farm/CoC Lead Auditor Training, Gender Inclusion in Agro Commodity Production Training, Introduction to Responsible Business Training, Introduction to Multistakeholder Process Training, Natural Resource Conflict Management and Respecting the Rights of Indigenous People and Local Communities Training and Participated in ESIA and SEA trainings.</p> <p>Language proficiency: Fluent in English</p> <p>Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Mr. Aimé Fulgence Gbakre (AFG)</p>	<p>Team member</p>	<p>Education: Holds a Vocational Bachelor in Quality Control and Environment Management, ESTC, Abidjan and MSc. Environmental Sciences, University of Cologne - Germany.</p> <p>Work Experience: Has 4 years working experience as research/scientific assistant, University of Cologne</p> <p>Training attended: Completed 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> <p>Language proficiency: Fluent in English and French</p> <p>Aspect covered in this audit: <input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p>

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		<input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements <input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Ms. Nkemtah née NCHONGONG ANGELINE (NNA)	Translator & Technical Expert	<p>Education: Holds a Bachelors Degree in English Modern Letters – Ecole Normal Supérieur (ENS and Bachelor of arts in English translation and interpretations)</p> <p>Work Experience: Has worked as local expert and translator with the Auditing teams of SCS Global services for RSPO in several assignments. Translator during several seminars in view to improve the skills of young learners of French and English. Translator and moderator during several conferences on Gender issues. (March 2022). Translated Live speaking presentations on child abuse. Performed various translation and field interpretation assignments (World ii) Philosophy Day in Cameroon, International Women’s Day Conference; from French to English and vice versa, including written tasks.</p> <p>Training attended: N/A</p> <p>Language proficiency: Fluent in in English and French</p> <p>Aspect covered in this audit: Translator</p>
Mr. Ndikefor Chrysantus Alotang (NCA)	Translator	<p>Education: Holds an (Higher National Diploma) in Agricultural Production Technology</p> <p>Work Experience: Has worked as local expert and translator with the Auditing teams of SCS Global services for RSPO in several assignments.</p> <p>Training attended: N/A</p> <p>Language proficiency: Fluent in in English and French</p> <p>Aspect covered in this audit: Translator</p>

Accompanying Persons:

Name	Role
Mr. Mohamed Hidhir Zainal Abidin (MHZ)	Qualifying Review
Mr. Apongntegh Wazinezi Winslow (AWW)	Translator for Mohamed Hidhir

2.3 Assessment Plan

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

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Date	Time	Subjects	NHA	DYA	AFG	NNA	NCA	MHZ	AWW
Friday, 12/01/2024 – Sunday 14/01/2024	AM/ PM	Audit Team Travel to Cameroon from origin destination, gathering and check in at Hotel. (Refer to Edea POM Audit Plan) 14/01/2024 – Auditor Malaysia Arrival via TK669 ETA 0150. Check in at Doula 14/01/2024 – Auditor from Africa arrival via KP0034, ETA1505 Check in at Doula 14/01/2024 – Auditor team travel to Edea and Hotel Check in at Sanaga Hotel	√	√	√	√	-	√	-
Monday 15/01/2024 – Thursday 18/01/2024	AM/ PM	Auditing at Socapalm EDEA POM. (Refer to Edea POM Audit Plan)	√	√	√	√	-	√	-
Thursday 18/01/2024	1200	Auditors travel to Doula and check in at Hotel at Doula	√	√	√	√		√	
	1400	Arrival using Public Transportation ETA 2 PM Check in Hotel at Doula					√		√
Friday 19/01/2024 Socapalm Dibombari 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.	√	√	√	√	√	√	√

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Date	Time	Subjects	NHA	DYA	AFG	NNA	NCA	MHZ	AWW
	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 Briefing	√	√	√	√	√	√	√
Saturday 20/01/2024 Socapalm Dibombari Estate	0800 - 1200	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.)	√	√	√	√	√	√	√
	1200 - 1300	Interim Closing Briefing	√	√	√	√	√	√	√
Sunday 21/01/2024	-	Sunday (Rest Day)	√	√	√	√	√	√	√

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Monday 22/01/2024 Socapalm Dibombari 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. Meeting with Stakeholder (Government, village rep., smallholders, Union Leader, contractor etc)	✓	✓	✓	✓	✓	✓	✓
	1200 - 1300	Lunch Break	✓	✓	✓	✓	✓	✓	✓
	1300 - 1630	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 Briefing	✓	✓	✓	✓	✓	✓	✓
Tuesday 23/01/2024 Socapalm Dibombari POM	0800 - 1200	Continue - 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.	✓	✓	✓	✓	✓	✓	✓
	1200 - 1300	Lunch Break	✓	✓	✓	✓	✓	✓	✓

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Date	Time	Subjects	NHA	DYA	AFG	NNA	NCA	MHZ	AWW
	1300 - 1600	Supply chain requirements for POM <ul style="list-style-type: none"> • 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 • Rules on market communication and claim 	√	√	√	√	√	√	√
	1600 - 1700	Audit Team Discussion and Closing Meeting	√	√	√	√	√	√	√
Thursday 24/01/2024	AM	Audit team travel back to home destination via KP39 ETD 1010 Travel back to Home Destination	-	√	√		√	√	-
25/01/2024 – 28/01/2024	AM	Audit team travel back to home destination via TK667 ETD 0050 (midnight flight)	√	-	-	-	-	√	-

Major NC Close Out

Date	Time	Subjects	MHZ
Tuesday 27/02/2024	AM/ PM	Auditor Travelling (Major NC was conducted by Mohamed Hidhir Zainal Abidin)	
Wednesday 28/02/2024	0900 - 1200 AM/ PM	Opening Meeting <ul style="list-style-type: none"> • Verification on previous Major NC: 2413044-202310-M1 • Site observation, workers interview (individual and group session) if necessary • Document review – implemented evidence Closing Meeting	√

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 TBP approved on 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 TBP approved on 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 TBP approved on 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 TBP approved on 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 TBP approved on 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. Agripalma 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 TBP approved by RSPO on 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 TBP approved by RSPO on 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	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) 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.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	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. Based on internal audit reports for uncertified unit, there is no legal non-compliance.	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.	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. <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. 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. 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	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. • 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>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 Daboose. MOU 2019 PSG and Tufuhene of Daboose.</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>Not applicable as there are no scheme smallholders or scheme outgrowers under the certification unit.</p>	<p>Not Applicable</p>

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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			

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<i>PT Socfin Indonesia - Sungai Liput</i>	<i>Indonesia</i>	<i>Sungai Liput Estate</i>	<i>3842</i>	<i>Certified</i>	<i>2014</i>	<i>2014</i>	<i>No</i>			
<i>PT Socfin Indonesia - Aek Loba</i>	<i>Indonesia</i>	<i>Aek Loba Mill</i>	<i>-</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Aek Loba</i>	<i>Indonesia</i>	<i>Aek Loba Estate</i>	<i>9674</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Seumanyam</i>	<i>Indonesia</i>	<i>Seumanyam Mill</i>	<i>-</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Seumanyam</i>	<i>Indonesia</i>	<i>Seumanyam Estate</i>	<i>4447</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Seunagan</i>	<i>Indonesia</i>	<i>Seunagan Mill</i>	<i>-</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Seunagan</i>	<i>Indonesia</i>	<i>Seunagan Estate</i>	<i>4506</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Lae Butar</i>	<i>Indonesia</i>	<i>Lae Butar Mill</i>	<i>-</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>PT Socfin Indonesia - Lae Butar</i>	<i>Indonesia</i>	<i>Lae Butar Estate</i>	<i>4727</i>	<i>Certified</i>	<i>2015</i>	<i>2015</i>	<i>No</i>			
<i>Okomu Oil Palm Company Main Estate and Extension 1</i>	<i>Nigeria</i>	<i>Okomu Oil Palm Company Main Estate and Extension 1 Mill</i>	<i>-</i>	<i>Certified</i>	<i>2019</i>	<i>2020</i>	<i>No</i>			
<i>Okomu Oil Palm Company Main Estate and Extension 1</i>	<i>Nigeria</i>	<i>Okomu Oil Palm Company Main Estate</i>	<i>15578</i>	<i>Certified</i>	<i>2019</i>	<i>2020</i>	<i>No</i>			

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<i>Okomu Oil Palm Company Main Estate and Extension 1</i>	<i>Nigeria</i>	<i>Okomu Oil Palm Company Extension 1 Estate</i>	<i>4154</i>	<i>Not Certified</i>	<i>2024</i>		<i>Yes</i>	<i>2024</i>	<i>Closing out critical non-conformities</i>	<i>27-Dec-23</i>
<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>			

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

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

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<i>Agripalma</i>	<i>Sao Tome et Principé</i>	<i>Titulo Estate</i>	<i>409 665</i>	<i>Certified</i>	<i>2021</i>	<i>2021</i>	No			
<i>Agripalma</i>	<i>Sao Tome et Principé</i>	<i>Titulo Estate</i>	<i>410 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; One (1) Minor nonconformities and One (1) of OFI Opportunity For Improvement raised. The Socapalm Dibombari 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 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 #	2447871-202401-M1	Issued Date	23/01/2024
Due Date	22/04/2024	Closure Date	28/02/2024
Indicator & Category (Critical / Minor)	3.8.16 Critical		
Statement of Nonconformity:	There is no removal of CPO has been made in RSPO IT Platform for Certified CPO sold as conventional.		
Requirement Reference:	Registration of Transactions 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. 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.		
Objective Evidence:	Based on verification of Mass Balance Record 2023 and CPO Delivery Record sighted availability RSPO Certified CPO sold as conventional= 2015.90 MT and RSPO Certified PK sold as conventional= 460.00 MT in the period Jan 2023 to Feb 2023 (Previous License Periods). Verification with RSPO IT Platform (Palm Trace), removal has been made for PK however, there is no evidence of removal has been made for the CPO.		
Corrections:	A monitoring system must be created in order to ensure that conventional sales are always removed from palmtrace within the licence period.		
Root Cause Analysis:	RSPO Certified CPO is sold as conventional from the Mill but is not removed automatically on Palmtrace because we did not develop a monitoring system allowing us to systematically record the transactions in Palmtrace.		
Corrective Actions:	The following corrective actions will be conducted; 1. Development of traceability table resuming all sales of CPO and PK (with dates and quantities) 2. Creation of a monitoring system ensuring that removal of RSPO certified CPO and PK is recorded on monthly basis on palmtrace platform 3. Meeting with the Mill responsible to describe this new monitoring system and set up the responsibility of each person		
Assessment Conclusion:	Major NC Close Out		

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	<p>The following corrective actions will be conducted;</p> <ol style="list-style-type: none"> 1. Development of traceability table resuming all sales of CPO and PK (with dates and quantities) - Creation of a monitoring system ensuring that removal of RSPO certified CPO and PK is recorded on monthly basis on palmtrace platform 2. Meeting with the Mill responsible to describe this new monitoring system and set up the responsibility of each person <p>Major NC Close Out Verification:</p> <ol style="list-style-type: none"> 1. A monitoring system named, SYTEME DE SURVEILLANCE VENTES CPO PK PALMTRACE FINAL has been created to monitor all transaction of RSPO certified deliveries, Credit Allocation and Claim and non-RSPO delivery for volume removal. The latest January 2024 closing was verified and tally with the palmtrace account. 2. Meeting with Dibombari POM team was carried out on 29/1/2024 to explain on how the monitoring system work in comparison with RSPO palmtrace account updating. Roles of each personnel involved has been explained; financial controller - to record and monitor palmtrace transactions, mill personnel - updating and record all physical deliveries of palm products (RSPO and non RSPO). <p>Implemented actions were found to be effective and sufficient to close the major NC on 28/02/2024. Continuous implementation will be further verified in the next assessment</p>
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Non-conformity			
NCR Ref #	2447871-202401-N1	Issued Date	23/01/2024
Due Date	Next Assessment (ASA2_2)	Closure Date	Next Assessment (ASA2_2)
Indicator & Category (Critical / Minor)	6.7.2 Minor		
Statement of Nonconformity:	Lack of compliance to the provision and use of the first aid kit		
Requirement Reference:	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.		
Objective Evidence:	During a visit to block D6 in Division 2, interview with the supervisor of the slashing team indicates they is the first aider on site and responsible for administering the first aid in the event of an accident. This was confirmed by the truck driver on site who keeps the first aid kit. However, further interview with the supervisor indicates he has not been trained on first aid administration and hence uses his own knowledge to administer the first aid when an accident occurs. A follow up visit to the company's clinic and a review of training documents did not identify the workers name on the list		

	<p>In a related case, a visit to block G3 in Division 1 did not identify first aid kit at the work site. An interview with the supervisor and his team of 5 slashers indicate since they started working as slashers from January, they have not been provided with a first aid kit. This is found to be inconsistent with the requirement of the standard</p>
<p>Corrections:</p>	<p>All first aider will receive an additional training on their role, responsibility and representation in the field.</p> <p>A sensitization campaign will be organized in the field to repeat to all workers the first aid procedure including the location of the first aid box and their first aiders.</p> <p>Inspections in the field will be conducted to verify and ensure the knowledge of the workers in the field regarding the first aid measures.</p> <p>In preparation of the audit, a campaign will be organized to ensure the workers are not stressed or afraid to speak during the audit process.</p> <p>The team leader of division 2 will be sanctioned as he took a role that was not assigned to him and he did not received any training on first aid.</p>
<p>Root Cause Analysis:</p>	<p>In division 2, during the interview, the team leader as the superior in hierarchy took the lead in the speech to the auditor. He started to describe Socapalm procedure on first aid box and declared himself as first aider however he has not been trained on first aid and it was not his role. The person in charge of the first aid box was in fact the driver. However, he did not dare to speak in front of the team leader who clearly asked him to not speak as he was the chief of the team. As the audit context is stressful, the driver decided to follow the instruction of the team leader. The cause of the issue is therefore the non-respect of the procedure by the team leader and the absence of participation by the driver, person in charge of the first aid box.</p> <p>In division 1, when there are no spraying operations the sprayers are allocated to other operations in the field where the same first aid procedures applied. However, when they have been reallocated they did not received a clear explanation on the location of the first aid box neither the person in charge even it is the same procedure (the safe box is in the truck and the driver is the first aider). The cause is therefore that location of the safety box was not described to the sprayers and the person in charge of the safety box was not introduced to them even if there were present in the blue truck.</p>
<p>Corrective Actions:</p>	<p>The corrective actions are the following;</p> <ol style="list-style-type: none"> 1. Trainings to workers in the field on first aid measures (location of the first aid box, content of the box, staff in charge. 2. Trainings with evaluation to the first aiders with records of their understanding to ensure they understood and take their role seriously 3. Sensitization to workers to ensure they are not afraid to speak in front of auditors. 4. Evaluation of competences will be carried out on the workers in the field in a spontaneous basis to verify their knowledge on the location of the safety box and the name of the person in charge. 5. Sanction record for the team leader that did not respect the procedure. 6. Revised HSE checklist to include inspection in the field on the knowledge of first aid kits

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	7. Monitoring of the first aid boxes and first aiders to ensure their availabilities in the field
Assessment Conclusion:	The correction action plan is accepted. Effectiveness of corrective action taken will be further verified in the next surveillance

Opportunity for Improvements	
OFI #	Description
OFI 1	2447871-202401-I1 3.6.2 Socapalm Dibombari has a documented accident report. The current accident report is a combination of accident records from the oil palm operations and the rubber plantation operations. However, the accident reporting for oil palm plantation itself can be further improved.

Positive Findings	
PF #	Description
PF 1	Good cooperation given by the management team of SOCAPALM Dibombari.
PF 2	High commitment toward compliance to RSPO P&C.

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2305724-202301-M1	Issued Date	2/2/2023
Due Date	1/5/2023	Closure Date	19/4/2023
Indicator & Category (Critical / Minor)	3.6.1 (Major)		
Statement of Nonconformity:	Risk assessment to identify H&S issues and safety practices were not adequately established and implemented.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented		
Objective Evidence:	<ol style="list-style-type: none"> 1. During the visit to the Reception Station, it was seen that a worker was "working at height", where he was cleaning the loose fruits that was lodged at a raised platform with no rail guards or safety harness. The risk associated to this work was not captured in the Dibombari Risk Assessment. 2. During the visit to the Reception Station, it was seen that workers were working below the ramp, channeling the bunches from the ramp to the cages. They were seen wearing rubber boots instead of safety shoes. The risk associated to the bunches potentially falling and injuring the workers were not identified and assessed in the Risk Register. 3. During the visit to the Mill Workshop, it was noticed that lubricant was "refurbished" in a non-appropriate bottle for temporary usage to take a smaller quantity. Old labels were still attached indicating other consumable substance. 		

	<p>4. Risks and hazards related to General Maintenance such as cleaning and raking work at the mill were not adequately identified in the Risk Register of the Mill.</p>
<p>Corrections:</p>	<p>To correct the issue observed during the audit, the risk assessment has been updated to include the function of cleaning the loose fruits lodged at the raised platform at the reception area. The preventive measures and hazards linked to this function have therefore been identified, put in place, described to the working staff and implemented immediately.</p> <p>To correct the problem of the PPE control of the subcontractor staff, a Memo has been prepared by the Plantation Director to remind that all subcontractors employed for a repair at the Mill must wear the appropriate PPE (as indicated in their contract). Also a sensitization has been done to the sustainability department and technical department to remind them on the importance to systematically control the PPE of the staff before starting their work even if they are stressed by an audit.</p> <p>An accident form has been filled for this matter and a request for explanation has been given to the worker due to non-respect of compliance to the company procedures.</p> <p>All risks linked to general maintenance have been analyzed based on each post concerned in order to clearly identify the risk to each post.</p>
<p>Root Cause Analysis:</p>	<ol style="list-style-type: none"> 1. The cleaning of the loose fruits lodged at the raised platform at the reception station was not captured during in the risk assessment due to the fact that this is a punctual function linked to the exceptional situation of loose fruit lodged in this platform. 2. All subcontractors employed to conduct a maintenance work must receive appropriate PPE based on the location of their work however due to the emergency of the need at the Mill during the RSPO audit period, the control on the PPE of the subcontractor staff has not been done which has led to incorrect wearing of PPE at the working post. 3. Socapalm is certified ISO 14001:2015 and has sensitized its workers on the handling of hazardous products at several times. This issue has been observed due to non-respect of the workers on the procedures, training contents and instructions displayed. 4. The function of general maintenance were not clearly/specifically identified by post in the risk assessment as they were included in one general operation called "mill maintenance" but not specifically by post.
<p>Corrective Actions:</p>	<p>To correct the issue observed during the audit, the risk assessment has been updated to include the function of cleaning the loose fruits lodged at the raised platform at the reception area. The preventive measures and hazards linked to this function have therefore been identified, put in place, described to the working staff and implemented immediately. To correct the problem of the PPE control of the subcontractor staff, a Memo has been prepared by the Plantation Director to remind that all subcontractors employed for a repair at the Mill must wear the appropriate PPE (as indicated in their contract). Also a sensitization has been done to the sustainability department and technical department to remind them on the importance to systematically control the PPE of the staff before starting their work even if they are stressed by an audit. An accident form has been filled for this matter and a request for explanation has been given to the worker due to non-respect of compliance to the company procedures. All risks linked to general</p>

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	<p>maintenance have been analyzed based on each post concerned in order to clearly identify the risk to each post.</p>
Assessment Conclusion:	<p>Closing of NCR was conducted on-site on 19/04/2023. The following evidence was verified:</p> <p>Reception station</p> <ol style="list-style-type: none"> 1) Updated risk assessment (01/02/2023) that shows the additional of exceptional function has been risk assessed. Working at height is no longer required for the workers at the ramp. It has been taken over by the maintenance team and the risk of working at height was evaluated under their section. The maintenance staff was also able to demonstrate the putting on of safety harness. 2) Fencing which also functioned as harness lifeline has been installed at the raised platform to minimize the risk of felling. Contractor’s workers at the reception station <p>Verification</p> <ol style="list-style-type: none"> 1) Memo from the Plantation Director 13/02/2023 that shows all the contractors were reminded to adhere the donning of PPE in accordance with the SOP. 2) Workers at the reception station were also found to be wearing safety shoes while working. 3) Permis de Feu (Work Permit), doc no. PSR/HSE/MS/AFR, dated 02/04/2023 for a contractor (Futura Engineering SARL) that shows the management has conducted the checking of safety measures including PPE prior to granting a permit to work. 4) Field Inspection Report (doc. No. EVST/FOR1(00)) dated 08/04/2023 that shows the management is inspecting the adequacy of PPE worn by the contractor Workshop 5) Incident report (doc. No. SITU/FOR2), dated 03/02/2023, that shows the correction and corrective action of the incident about incorrect container used for keeping small amount of lubricant have been established. 6) It was observed at the workshop that the container to keep a small amount of lubricant has been correctly labeled. The container used was also not of a former edible product container. Through interview, workers were able to show a good awareness on the importance of having the right way to keep hazardous chemicals. 7) A training entitled “Respect and application of procedure and instruction on the handling and management of hazardous product” that shows the workers have been communicated about the correct way to contain/keep lubricants was conducted on 08/02/2023. Training record was made available for verification. 8) Guidance of handling of chemicals has been displayed at the mill workshop’s notice board <p>Risk Register</p> <ol style="list-style-type: none"> 1) Updated risk assessment that shows the risks associated to the general maintenance such as cleaning and raking have been included 2) Training records on identification, evaluation, and prevention of risk dated 06/02/2023 was conducted by the CEDD (the Health and Safety Coordinator). The main objective of the training is to enhance the knowledge of the staff about the function of the risk register and how to identify the risk related to the work they are doing. The evidence of correction and corrective actions

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	were found to be adequate to close the NCR. The NCR was closed on 19/04/2023. Continuous effective implementation of the corrective actions shall be verified in the next assessment visit
Effectiveness Closure (for previous audit closed Critical NC):	Review of documents shows the company has revised their Risk Assessment report in December 2023 to include identified potential risk to workers. The company also conduct regular monitoring and training on the use of PPEs by the workers. Some of the monitoring and training records were made available for review. The audit team observed a continuous implementation of the action plan. Thus the Major NC was remained closed.

Previous Audit Minor Non-conformity			
NCR Ref #	2305724-202301-N1	Issued Date	02/02/2023
Due Date	23/01/2024	Closure Date	23/01/2024
Indicator & Category (Critical / Minor)	6.2.7 (minor)		
Statement of Nonconformity:	The company uses temporal workers for its core activities		
Requirement Reference:	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.		
Objective Evidence:	The company employs permanent and temporal workers in their operations. Review of the workers list and interview with the HR manager confirmed the use of temporal workers in the plantations. This goes against the requirements of the indicator.		
Corrections:	Socapalm will communicate to the recruitment agencies to ensure that a strict surveillance is applied to the timeline of their function.		
Root Cause Analysis:	Socapalm employs temporary workers from recruitment agencies called "Interima" and "Proservices" for seasonal operations. However at the time of the audit some of these workers were employed for a longer period as their contracts have been renewed several times. This is exceptional as the amount of temporary staff decrease year after year.		
Corrective Actions:	<p>The corrective actions put in place to resolve this matter are the followings;</p> <ol style="list-style-type: none"> 1) Meeting records with Interima and Proservices in order to define the strategy to follow the time of employment of each worker and ensure respect of their working period. 2) Statistic table showing the reduction of the temporary staff employed showing that after the "temporary" period for which they are employed, either they decide to leave, either they are confirmed at permanent employee. 		
Assessment Conclusion:	<p>At the time of the audit, Socapalm Dibombari will provide meeting plans with the recruitment and placement agencies for Temporary and Proservices workers. The meeting was chaired by the director of planning, with the Head of the Administrative and Accounting Department and his deputy.</p> <p>The agenda on the south side:</p>		

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	<ul style="list-style-type: none"> • Corrective actions for non-conformities relating to the status of workers made available, by port to the requirements of the RSPO • Management of the contractual relationship with the collaborators at their disposal <p>Examination of the summary of the content of their discussions shows that Socapalm Dibombari uses temporary plantation workers for permanent activities such as harvesting, contrary to the requirements of the RSPO which requires permanent workers for basic activities.</p> <p>The solution found by mutual agreement is to establish indefinite contracts for the duration of a period for the various workers available to Socapalm Dibombari for these companies; After the one year period, you are free to continue to renew your contracts or renew your contracts. In previous years, workers were available for six-month temporary contracts.</p> <p>Apart from this observed evidence, the auditor demanded the registers of the workers of the two worker placement companies (Interima and Proservices) and it emerged that all the workers have renewable one-year contracts.</p> <p>Interviews on the field in the division confirmed this reality.</p> <p>Thus, Minor NC was effectively closed on 23/01/2024</p>
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Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: N/A</p> <p>Verification / Follow-up actions: N/A</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2110623-202109-M1	Critical	3.1.1	14/09/2021	Closed, 26/10/2021
2110623-202109-M2	Critical	7.2.6	14/09/2021	Closed, 26/10/2021
2110623-202109-M3	Critical	7.2.2	14/09/2021	Closed, 26/10/2021
2110623-202109-M4	Critical	3.8.6	14/09/2021	Closed, 26/10/2021
2110623-202109-N1	Minor	2.1.2	14/09/2021	Close out on 2/2/2023
2110623-202109-N2	Minor	2.2.3	14/09/2021	Close out on 2/2/2023
2110623-202109-N3	Minor	4.2.3	14/09/2021	Close out on 2/2/2023
2110623-202109-N4	Minor	6.3.2	14/09/2021	Close out on 2/2/2023
2110623-202109-N5	Minor	7.3.2	14/09/2021	Close out on 2/2/2023
2110623-202109-N6	Minor	7.3.3	14/09/2021	Close out on 2/2/2023
2305724-202301-M1	Critical	3.6.1	02/02/2023	Close out on 19/4/2023

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2305724-202301-N1	Minor	6.2.7	02/02/2023	Closed on 23/01/2024
2447871-202401-M1	Critical	3.8.16	23/01/2024	Closed on 28/02/2024
2447871-202401-N1	Minor	6.7.2	23/01/2024	Open

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 Dibombari 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	Stakeholder name / organization	Means of communication
Internal	Comité Genre (Gender Committee)	Face to face interview
Communities	Village de Souza (Souza Village)	Face to face interview
Communities	Village de Nkende (Nkende Village)	Face to face interview
Internal	Comité Hygiène Santé et Sécurité (Hygiene Health & Safety Committee)	Face to face interview
Internal	Délégués du personnel (Staff representative)	Face to face interview
External	Planteurs Villageois (Smalholders)	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: GENDER COMMITTEE</p> <p>The gender committee has demonstrated through the evidence of its activities that it is made up of men and women from different departments whose essential mission is to promote gender balance within the company, monitor the well-being and gender equality and to fight against all forms of violence at work.</p> <p>The committee is made up of a total of 35 members spread across the 03 divisions and belonging to all departments of the company.</p> <p>Audit Team verification and response:</p>

	<p>The committee’s activity reports were reviewed; several rape cases handled with full documentation; the needs of new mothers detected, in collaboration with the medical service were made available.</p> <p>In a word, the committee functions efficiently and manages to correctly document all the activities announced.</p>
<p>2</p>	<p>Feedbacks: SOUZA VILLAGE</p> <p>Exchanges with the village of Souza made it possible to address topics on:</p> <ul style="list-style-type: none"> • Relations between Socapalm and the community • The socio-environmental impacts of the presence of Socapalm on the community • Community development and social development projects <p>The community of Souza declared that it did not have good relations with Socapalm because according to its representatives, Socapalm made several promises during the bipartite meetings without keeping them.</p> <p>The community said that communications are one-way and Socapalm only comes to them when a need arises at their level. In addition, recruitment notices are communicated within short deadlines which do not allow them to react effectively.</p> <p>Audit Team verification and response:</p> <p>The audit team's checks with management noted that there are documented exchanges between the two parties (Socapalm and the Souza community); signing of joint meeting reports, sharing of information both on the procedures and the policies that Socapam has shared with this community.</p> <p>Furthermore, Socapalm provided a clear report on the actions carried out in favor of the Souza community, based on the social development projects concluded between the two parties.</p>
<p>3</p>	<p>Feedbacks: NKENDE VILLAGE</p> <p>Just like the village of Souza, the village of Nkende complained of the tense relations between it and Socapalm. For her, Socapalm only communicates when it suits it; several promises were made without this being kept by the management of Socapalm which, according to village representatives, does not keep its promises.</p> <p>The village chief of Souza mentioned article 6 paragraph H which, according to him, obliges Socapalm to relinquish 250 ha around the limits of the concession.</p> <p>The village chief also affirms that since taking office, Socapalm has never carried out an act of social utility (donations, participation in the development of the village).</p> <p>Audit Team verification and response:</p> <p>Based on the investigations carried out at Socapalm management level, it clearly emerged, from the documented evidence observed, that there are indeed exchanges in the form of meetings and the submission of letters (information, job advertisements) between the two parts. The village received several communications which were signed by these designated representatives.</p> <p>Also, it should be noted the documented evidence of activities carried out, within the framework of social development projects, for the benefit of the Nkendé community.</p> <p>The management of Socapalm Dibombari presented documented proof (signatures and stamps) that the Nkende chiefdom received several gifts (oil and food) from Socapalm; anything that shows that the complaints and accusations are unfounded.</p>
<p>4</p>	<p>Feedbacks: HYGIENE-HEALTH & SAFETY COMMITTEE</p>

	<p>Discussions with the Occupational Health and Safety Committee focused on a set of clear subjects:</p> <ul style="list-style-type: none"> • Legal basis of existence and operation • Role and composition • Means and operating tools • Activities carried out and prospects • Challenges and difficulties in carrying out their missions <p>It is obvious, from the presentation of the actors present, that the committee has a mission to ensure compliance with all the rules which ensure good working conditions for employees, to identify the possible causes of dysfunctions and look for solutions to propose to management.</p> <p>The committee meets frequently and works on the basis of a quarterly program over the year. During the year 2023; we note the following activity reports:</p> <ul style="list-style-type: none"> - 1st quarter 2023: March 17, 2023 - 2nd quarter 2023: June 25, 2023 - 3rd quarter 2023: September 13, 2023 - 4th quarter 2023: December 22, 2023 <p>Audit Team verification and response:</p> <p>All verifications carried out at the level of the administration of Socapalm Dibombari confirmed the statements of the committee members.</p>
<p>5</p>	<p>Feedbacks: DELEGUES DU PERSONNEL (Staff representative)</p> <p>The auditor in charge of discussions with the committee reviewed the evidence and reports of their activities; and noted that the committee consists of 10 members; the minutes of installation of the committee date from 01/12/2023. The committee identified a real challenge: the adaptability of personal protective equipment to the conditions sought by workers. The staff will monitored the enforcement on PPE usage and also communicate from time to time with management.</p> <p>Audit Team verification and response:</p> <p>The committee's activity reports were reviewed; the auditor also appreciated the minutes of the establishment of the committee, as announced.</p> <p>The sample of workers interviewed said they were aware of the existence of the committee because the committee carries out unannounced inspections on sites and their working conditions.</p>
<p>6</p>	<p>Feedbacks: SMALLHOLDERS</p> <p>The interview with the village planters noted that they have a contact at the Socapalm administration level who identifies them, organizes them, trains them and gives them technical supervision for the responsible management of their plantations.</p> <p>Payments are made over time, transparently, on the basis of their weighing tickets carried out in front of them.</p> <p>It appears from the discussions that the relationships between Socapalm Dibombari and the village planters are appreciable.</p> <p>Their grievances focused on two essential subjects:</p> <ul style="list-style-type: none"> • That Socapalm can grant them financial loans

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	<ul style="list-style-type: none"> That Socapalm strengthen the seed bunch collection system to avoid delays which often expose them to cases of theft and loss of weight of their bunches which can remain two days on the harvest beach.
	<p>Audit team verification:</p> <p>The auditor had an interview with the service which is in charge of village planters.</p> <p>There is a procedure at the administration level for the management of village planters (GPV), created on 03/25/2021; the last update was made on 07/17/2021 (16 pages).</p> <p>A clear register summarizing all village planters in the Socapalm Dibombari database (266 village planters).</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 Dibombari	The emphytéotique lease held by Socapalm covers a period of 60 years	11,381.74 ha	Yes	No	Compliance

Note: Updated based on total is the sum of the 8 ownership documents which has not change being (TF_12277 (791.06ha), TF_12276 (1031.49ha), TF_533 (993.51ha), TF_440 (207.20 ha), TF_12275 (1093.07 ha), TF_12278 (168.89 ha), TF_12279 (6889.87 ha), TF_421 (206.65) makes a total of 11,381.74 ha of lease land.


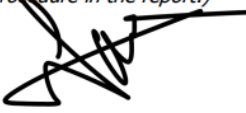
Previous land owner / user comment	
1	<p>Feedbacks: NA</p> <p>Audit Team verification and response: Since there is no change on the lease term or any right to use the land, the interview with the previous land owner was carried out by the previous audit team</p>

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

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Socapalm Dibombari 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 Dibombari is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
<p>Name: NOR HALIS ABU ZAR</p>	<p>Name: Céline Schmitz</p>
<p>Company Name: BSI SERVICES MALAYSIA SDN BHD</p>	<p>Company Name: Socapalm</p>
<p>Title: CLIENT MANAGER</p>	<p>Title: Sustainability Manager</p>
<p>Signature:</p> 	<p>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></p> 
<p>Date: 29/02/2024</p>	<p>Date: 04/03/2024</p>

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>The documentary review noted that the official and normative documents indicated in Appendix 2 of the RSPO guidelines are made available to stakeholders identified by Socapalm.</p> <p>The relevant documents relate to management relating to relevant environmental, social and legal issues relating to compliance with the RSPO Criteria.</p> <p>Socapalm has therefore listed its stakeholders and a check has been made to ensure that all parties have received copies or reports of the official documents concerned.</p> <p>Among the documents concerned cited: Interview with community chiefs confirmed receipt of the company documents. The documents include:</p> <ol style="list-style-type: none"> 1. Policy on the protection of reproduction rights 2. Policy on sexual harassment and other forms of harassment 3. Policy on child labour 4. Human rights policy 5. Policy of freedom of association and collective bargaining 	<p>Complied</p>

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		<ol style="list-style-type: none"> 5. Special labour policy 6. Ethical conduct policy 7. Whistle blower policy 8. HSE policy 10. Policy on Equal Employment Opportunities 9. Policy on Equal Employment Opportunities 10. The procedure for handling external complaints 11. Policy on the protection of protected areas <p>Proof of communication and provision of the cited documents was given by confirmations of receipt of the documents, with the signatures of the third parties.</p> <p>For example:</p> <ul style="list-style-type: none"> • Riverine communities: (Mbonjo 1&2: 08/10/2021; Souza: 06/23/2021; Kende: 08/05/2021; Bomono Gare: 08/05/2021; Bomono Ba Mbengue 1&2: 08/04/2021) . • NGO (SYNAPACAM): 02/05/2021 • Administration: On site, at the company bulletin board level, in each division and in each department. <p>It appears from this verification that the documents communicated differ from one party to another, depending on their status and the activities they carry out.</p>	
1.1.2	<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.</p> <p>- Minor compliance -</p>	<p>French is the official language spoken in Cameroon. The documentary review noted that all documents are produced in French and translated, some into English.</p> <p>Interviews with communities and other stakeholders met during the audit revealed that the documents received from Socapalm are</p>	Complied

		<p>explained as necessary, in dialects or local languages when the need arises.</p> <p>Official documents are given to communities during bipartite meetings during which local translators are responsible for carrying out translations if necessary.</p>	
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm has a system that allows it to leave traces of official documents made available to stakeholders who express the need. Indeed, when a document of an official nature is given to a stakeholder, this party is required to discharge (sign) on the document in question so that proof is archived that it has received the documents. Samples of records of request and responses as at January 2024 was verified. There is no outstanding issue or unresolved issue sighted.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>In order to ensure effective communication with external stakeholders, Socapalm Dibombari has developed a communication and consultation procedure which makes it possible to regulate the exchange of information and its processing. This procedure was established in April 2013 and is in its 6th version, in 33 pages and validated in July 2021.</p> <p>A responsible person has been designated by Socapalm and appears in the organization chart as Assistant in Charge of Relations with Stakeholder Parties (ACRPP).</p> <p>Evidence of communication of this procedure and key information is documented in stakeholder meeting reports. The latest communications based on a schedule of annual meetings with stakeholders took place as follows:</p> <ul style="list-style-type: none"> • 1st Quarter: January 2023 • 2nd quarter: May 2023 • 3rd quarter: August 2023 	Complied

		<ul style="list-style-type: none"> • 4th quarter: November 2023 <p>Consultation of the reports clearly shows that a clear agenda including information to share with communities exists.</p>	
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Socapalm Dibombari provided a clear and detailed list of the different stakeholders with whom it maintains relationships of various types even before the audit began.</p> <p>Examination of the list of stakeholders submitted to the audit team notes a variety of stakeholders who are involved in various areas:</p> <ul style="list-style-type: none"> • Administrative authorities • Customary and village authorities • Judicial and military authorities • Non-governmental organizations (NGOs) <p>Consultation of the list of stakeholders also shows that Socapalm has up-to-date information on them which allowed the audit team to enter into effective contact with the selected stakeholders. This information concerns, among other things:</p> <ul style="list-style-type: none"> - Identification of the stakeholder - His telephone contact - Its location - The legal representative of the designated entity 	Complied
<p>Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p>	<p>A code of ethics for Socapalm employees and the company (Edited in December 2017, version 2) in 17 pages, was presented by Socapalm Dibombari during the annual surveillance audit 2.</p>	Complied

	<p>- Minor compliance -</p>	<p>Examination of this code of ethics shows that it addresses several subjects with the aim of creating responsible and honest behavior on the part of those involved in the life of the company.</p> <p>Topics covered include:</p> <ul style="list-style-type: none"> • Competition issues • Confidential intellectual property information • Conflicts of interest • Drugs, alcohol and firearms • Use of email and internet • Use of company assets • Environment, Health and Safety • Government relations • Human rights and the workplace • Payment of illicit sums • Sales and marketing • Political, religious or philosophical activities 	
<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 interview with the Environment and Sustainable Development Correspondent (CEDD) and the Human Resources Manager noted that a set of methods and tools are developed to ensure compliance with the code of ethics:</p> <ul style="list-style-type: none"> • Raising awareness • HSE minutes of which evidence has been presented to the auditor 	<p>Complied</p>

		<ul style="list-style-type: none"> Check sheets for compliance with the code of ethics. This control is carried out by an Environmental and Sustainable Development Correspondent, on the basis of a sample; the monitoring frequency is monthly. 	
Principle 2: Operate legally and respect rights			
Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The unit of certification complies with applicable legal requirements.</p> <p>- Critical (Major) compliance -</p>	<p>The company has identified the laws of land which are applicable to their operations. The list includes both national and international laws and have been put together into a single document dated 16/12/2023. Some of the laws in the list include</p> <ol style="list-style-type: none"> N°015 du 11 October 1979 "Compliance: 20 (3) Periodic medical examinations: a) All employees must undergo a systematic medical examination with chest x-ray at least once a year. Subjects under 18 years of age are examined every six months. N°039 de 1984 "127: (1) Heads of establishments must put in place appropriate equipment so that any outbreak of fire can be quickly detected and effectively fought. (2) For this purpose it is necessary: <ul style="list-style-type: none"> To set up an alert system that operates automatically, or failing that, organize a patrol service; 	Complied

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		<ul style="list-style-type: none"> • To have pressurized water and a sufficient number of water outlets and outlets equipped with appropriate pipes, or even an automatic water spraying system; • To always have a sufficient number of fire extinguishers, suitably distributed and using a product adapted to the types of fires likely to occur in each workplace. These fire extinguishers must be maintained in good, constant working order and be subject to periodic testing and verification by an appropriate person or organization. • The name and status of the person or organization, the date of the tests and verifications as well as the observations to which these gave rise are recorded on a control sheet: • To have containers containing sand, buckets, shovels and dignified canvases; • To provide exposed persons with the use of fire blankets or other appropriate equipment." <p>Some evidence of compliance to applicable legal requirement by Socapalm Dibombari reviewed include payment of CNPS (National Insurance) for all workers including both permanent staff of Dibombari and all third party contract workers. Evidence of payment for the month of November 2023 was confirmed from the review of payslips with corresponding list of beneficiaries of the scheduled list from the CNPS office.</p>	
2.1.2	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.	The company has a documented procedure captioned Procedure for the Identification and Compliance to the Law dated 03/06/2023. The procedure indicates the company track changes to the laws through a number of means which includes external means such as through the Cameroon tribune which is a National newspaper, ACEQ (Assistance in	Complied

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	- Minor compliance -	Charge of Environmental and Quality) and internally through the exchange of mails. The company also monitors compliance to all applicable legal requirements by their third party service providers which included labour contractors, Transportation of FFB and workers and Security. Records of the legal compliance audit conducted on the 26/10/2023 was made available for review.													
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	Legal boundaries were clearly demarcated and visibly maintained by the estate. Management units have established a Dibombari Plantation Map entitled " <i>Dibombari – 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: <table border="1" data-bbox="1131 837 1971 1069"> <thead> <tr> <th>Boundary Point</th> <th>Field Number</th> <th>Neighbouring with</th> </tr> </thead> <tbody> <tr> <td>D1</td> <td>F1/76</td> <td>Smallholder</td> </tr> <tr> <td>HCV</td> <td>G4/75</td> <td>River/ Riparian</td> </tr> <tr> <td>HCV</td> <td>G3/76</td> <td>Sacred Area</td> </tr> </tbody> </table> There were no evidence of plantings beyond the boundary stones. Socapalm – Dibombari POM is located within the Dibombari Estate concession. The mill is separated from the estate via fencing along the boundary of the mill compound.	Boundary Point	Field Number	Neighbouring with	D1	F1/76	Smallholder	HCV	G4/75	River/ Riparian	HCV	G3/76	Sacred Area	Complied
Boundary Point	Field Number	Neighbouring with													
D1	F1/76	Smallholder													
HCV	G4/75	River/ Riparian													
HCV	G3/76	Sacred Area													
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.															
2.2.1	A list of contracted parties is maintained. - Minor compliance -	Based on the documentary review, it is evident that Socapalm Dibombari maintains a list of their contractors in the updated stakeholder list. The list is made up of suppliers, labor/service contractors and smallholders.	Complied												

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		<p>The list was made available to the audit team for review. Some of the contractors were selected for interviews during this audit.</p>	
<p>2.2.2</p>	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>During the documentary review, Socapalm Dibombari compiled and presented a list of contractual companies with which it subcontracts various activities. Consultation of this list shows 09 contract workers, with each, their areas of activity, telephone numbers, names of managers, operating contract numbers, duration of contracts:</p> <ul style="list-style-type: none"> • ETS TCHEWA & fils • MANEFRIENI SEWOYYEBAH • ETS MBE LOGISTIC • MBERE DAKSALA • CESCO • SHAMMAH SERVICE • ETS DJM • MANIE EPSE DJEUDJE • TCHAKOUNTE (ETS AFRIQUE NEGOCE). <p>For each of the contractors, an operating contract, signed by both parties is available with the same specimen which provides in article 27 "LEGAL AND REGULATORY ASPECTS AND COMMITMENT OF THE ENTREPRENEUR that the contractual companies must comply with all the requirements legal regulations in force which apply to their respective activities, under penalty of unilateral termination of the contract by Socapalm.</p> <p>Interviews with certain contract workers, as stakeholders, revealed that in the event of failure to comply with one of their legal obligations, they are directly contacted by the Head of the Administrative and Accounting</p>	<p>Complied</p>

		<p>Department (CSAG). These breaches may relate to the failure to declare a worker to the CNPS or otherwise which Socapalm does not accept for any reason. All contract workers called for interviews were able to produce their contracts.</p> <p>To ensure that contract workers comply with legal aspects, Socapalm requires them to provide legal and official administrative documents which demonstrate, for example:</p> <ul style="list-style-type: none"> • Their up-to-date status with the tax administration (Certificate of Tax Regularity) • Their up-to-date status with the CNPS (to ensure that they declare their workers). 	
2.2.3	<p>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.</p> <p>- Minor compliance -</p>	<p>Based on the documentary review carried out, Socapalm Dibombari made available to the audit team the official contracts of reciprocal obligations between it and its service providers.</p> <p>Examination of around ten contracts, established under the same model, reveals, for companies operating in the same field, a clause (Article 10), for companies operating in agricultural maintenance.</p> <p>With regard to the contracts of transport service providers, Socapalm requires them, in article 7, to comply with the requirements of RSPO policies, including the prohibition of work by minors. For this, proof of receipt of policies was provided as well as reports of information activities and explanation of Socapalm Dibombari's policies to subcontractors. The last explanation meeting took place on 04/10/2023; a documented report (summary of explanations and participation list) was made available to the auditor in charge of the verification.</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 source their FFB directly from their estate. Information on the geo-location have been provided in Section 4 (Location of Mill & Supply Bases) of this summary report. Also, right to the use of land by Socapalm Dibombari is also provided in indicator 4.4.1.</p>	Complied																				
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 also sources part of their FFBs from independent smallholder farmers and in most cases rely on contracted agents to source the fruits for the company. Socapalm Dibombari has a total of 266 farmers from whom they source their FFB. Of the total number of 266 the company has obtained the geo-locations for all the farms and the proof of right to use land for 258 farmers. The company is in the process of regularising the documents for the remaining 8 farmers.</p> <p>Some of the farms</p> <table border="1" data-bbox="1131 1008 1975 1327"> <thead> <tr> <th>Registration No.</th> <th>Location</th> <th>Latitude</th> <th>Longitude</th> </tr> </thead> <tbody> <tr> <td>010011</td> <td>MALEKE</td> <td>4.319789</td> <td>9.641327</td> </tr> <tr> <td>010027</td> <td>BOMONO</td> <td>4.093353</td> <td>9.584623</td> </tr> <tr> <td>010055</td> <td>NDOULOU</td> <td>4.240499</td> <td>9.609412</td> </tr> <tr> <td>010070</td> <td>KOMPINA</td> <td>4.349175</td> <td>9.553281</td> </tr> </tbody> </table>	Registration No.	Location	Latitude	Longitude	010011	MALEKE	4.319789	9.641327	010027	BOMONO	4.093353	9.584623	010055	NDOULOU	4.240499	9.609412	010070	KOMPINA	4.349175	9.553281	Complied
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Principle 3: Optimise productivity, efficiency, positive impact and resilience

Implement plans, procedures and systems for continuous improvement.			
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 Dibombari 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</p>	Complied

		<p>programme was revised on August 2023 and tabulated in the table below:</p> <table border="1" data-bbox="1131 440 1977 847"> <thead> <tr> <th>Year of Replanting</th> <th>Hectarage, Ha</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>161.45</td> </tr> <tr> <td>2025</td> <td>189.12</td> </tr> <tr> <td>2026</td> <td>327.37</td> </tr> <tr> <td>2027</td> <td>307.40</td> </tr> <tr> <td>2028</td> <td>293.19</td> </tr> <tr> <td>2029</td> <td>346.28</td> </tr> </tbody> </table>	Year of Replanting	Hectarage, Ha	2024	161.45	2025	189.12	2026	327.37	2027	307.40	2028	293.19	2029	346.28	
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3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>SOCAPALM Dibombari conducted its annual management review for the year 2023. The records of the minutes of the review, titled "Rapport de Comite de Direction de synthèse de l'année 2023" and dated 29/12/2023, were accessible and examined during the audit. The agenda for the meeting included the essential elements mandated by the RSPO (Roundtable on Sustainable Palm Oil) standard.</p>	Complied														
<p>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.</p>																	
3.2.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<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 Dibombari Tableau RSE Socapalm-2023 (002)" that showed on the improvement plan related to social and environment. Sample of plan as below:</p>	Complied														

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		<ol style="list-style-type: none"> 1. Education amounted XAF Fr X,XXX,XXX.XX 2. Workers house maintenance amounted XAF Fr XXX,XXX,XXX.XX 3. Road maintenance amounted XAF Fr XX,XXX,XXX.XX 4. Construction fences at the final discharge to avoid encroachment 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>	
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>SOCAPALM Dibombari has reported RSPO metric template version 2.1 for reporting the Certification Unit's metrics, covering economic, social, and environmental aspects. The data reporting period spans from January to December 2023 for social and environmental metrics. Upon verification with the input data, there were no discrepancies found in the reported data for all metrics during the specified period. This suggests that the data reported aligns accurately with the actual information for the economic, social, and environmental aspects.</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 "LISTE DES INFORMATIONS DOCUMENTEES". Sampled latest updates was done on Procedure related Programme 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 (Supply chain and traceability management procedure) dated</p>	Complied

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		<p>15/11/2023 and Procédure d'audit interne et externe (Internal and external audit procedure) dated 15/11/2023.</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>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- 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 DIBOMBARI dated 22-24/11/2023. There is 1 Major, 3 Minors and 3 Observation was raised. All corrective action has been taken for the issue raised. Refer Internal Audit Report AUDIT INTERNE DU SITE SOCAPALM DIBOMBARI LE dated 26/07/2023.</p> <p>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. Record verification was on 02/10/2023 and 26/10/2023.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- 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 DIBOMBARI dated 22-24/11/2023. There is 1 Major, 3 Minors and 3 Observation was raised. All corrective action has been taken for the issue raised. Refer Internal Audit Report AUDIT INTERNE DU SITE SOCAPALM DIBOMBARI LE dated 26/07/2023.</p>	Complied

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		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. Record verification was on 02/10/2023 and 26/10/2023.	
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 Dibombari has SEIA to cover its operations. Refer SEIA Report Etude D'impact Environnemental Et Social Detailee Du Projet D'extention Des Installations Des Complexes Industriels Socapalm Dibombari, Mbambou Et Mbongo, Arrondissements D'dibombari, Departement Du Moungo, Region Du Littoral (Detailed Environmental And Social Impact Study Of The Project To Extension The Facilities Of The Socapalm Dibombari, Mbambou And Mbongo Industrial Complexes, Dibombari, Moungo Department, Littoral Region) dated June 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

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		<p>Interviews with the Agronomic department and those in charge of sustainable development, as well as consultation of the concession map, show that there has been no creation of new plantations at Socapalm Dibombari. However, Socapalm Dibombari took it upon itself, with the aim of minimizing the risks that its activities could have on local communities, to conduct a social and environmental impact study and the results of this study are recorded in a report entitled "Evaluation Report of the SOCAPALM Plantation of Dibombari ESMP".</p> <p>The study involved several stakeholders including NGOs, local communities, representatives of the public administration; the results were also made public.</p> <p>An update of this report was carried out and a management and survival plan of recommended actions, in accordance with the provisions of the Ministry of the Environment, Nature Protection and Sustainable Development (MINEPDÉ). Evidence of follow-up actions has been presented.</p>	
<p>3.4.2</p>	<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 Dibombari, which was initially conducted in 2017, underwent a revision in 2023. There is no new planting or operation in estate and mill. SOCAPALM Dibombari has SEIA to cover its operations. Refer SEIA Report Etude D'impact Environnemental Et Social Detaillée Du Projet D'extension Des Installations Des Complexes Industriels Socapalm Dibombari, Mbambou Et Mbongo, Arrondissements D'dibombari, Département Du Moungo, Région Du Littoral (Detailed Environmental And Social Impact Study Of The Project To Extension The Facilities Of The Socapalm Dibombari, Mbambou And Mbongo Industrial Complexes, Dibombari, Moungo Department, Littoral Region) dated June 2023 by CAP Development Sari. Sighted evidence of certificate of Environmental</p>	<p>Complied</p>

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		<p>Compliance by Ministry of Environmental for Dibombari Socapalm Mill and estate dated 10/08/2023.</p> <p>SOCAPALM Dibombari has a Social and Environmental Impact Study management and monitoring plan which was developed with the participation of relevant stakeholders and which is currently being implemented. This independent study carried out by CAPDEV for the company and entitled - "Update of the Environmental and Social Management Plan of the Socapalm Dibombari Industrial Complex Located in the Moungo Department, Littoral Region", included social activities and management plans and environmental monitoring. According to the evaluation methodology, the subsequent plan was also developed with the participation of stakeholders. Consultations with stakeholders in Dibombari, notably those of Nkende and Souza, have confirmed this state of affairs.</p> <p>Plans are documented, available and being implemented. The plan is reviewed every 2 years in consultation with stakeholders where mitigation measures are discussed. Social project agreements were signed and proof of implementation for each of the villages concerned was presented.</p>	
<p>3.4.3</p>	<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 Dibombari 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> <p>SOCAPALM Dibombari presented a social and environmental management plan, supported by a monitoring plan whose object and</p>	<p>Complied</p>

		<p>interest is the update of the Environmental and Social Management plan of the SOCAPALM Dibombari Industrial Complex, from June 2023.</p> <p>This plan is implemented, reviewed and updated regularly to include its reporting obligations to the Ministry of the Environment (Environmental and Social Management Plan of the Dibombari industrial complex as prescribed by MINEPDED). The established plan is carried out in a participatory manner and complies with MINIPED requirements.</p> <p>Issue that has been raised during stakeholder meeting was verified with records and interview with the management. It was concluded that there is no issue on the compliance towards the requirements.</p>	
<p>Criteria 3.5: A system for managing human resources is in place.</p>			
<p>3.5.1</p>	<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>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination was documented and made available to the workers and their representatives.</p> <p>To effectively manage its staff in order to obtain better results from them and ensure a good working atmosphere, Socapalm Dibombari has developed a set of procedures as follows:</p> <ul style="list-style-type: none"> • Recruitment procedure created on 04/19/2011 and last updated on 12/06/2021 (04 pages) • Promotion: provision provided for in article 14 "Position vacancy" in the company agreement updated on 09/11/2023. <p>The documentary review at the management level of Socapalm Dibombari demonstrated that recruitment, promotion, dismissal and management of staff careers is subject to clear procedures:</p> <ul style="list-style-type: none"> • Recruitment procedure created on 04/19/2011 and last updated on 12/06/2021 (04 pages); 	<p>Complied</p>

		<ul style="list-style-type: none"> • Promotion: provision provided for in article 14 "Position vacancy" in the company agreement updated on 09/11/2023. <p>With regard to the procedure, in the event of a vacancy, management favors internal sliding which consists of a sort of internal promotion in the event that a worker is able to meet the profile (knowledge, experience and diplomas sought), management launches external recruitment. An official announcement is then made and disseminated even to neighboring communities.</p> <p>The application files include the candidates' affiliations, their proof of skills, etc. The human resources department is in charge of examining applications and selecting those selected. Once all tests have been passed, the new worker receives all company policies as well as the company's internal regulations.</p> <p>Furthermore, once the worker is retained and integrated into the company, after his medical examination and the signing of his contract, he also benefits from the possibility of evolving in the company, changing his status, his profile and improving his position. "For this, each year, on the basis of the company agreement, annual evaluations are carried out by department and the results constitute a basis for decisions for internal promotion cases when a need arises. Regarding changes within a category, they are automatic and provided for by labor law so that the levels of workers change every three years.</p> <p>The tools used to manage the different movements of the workforce include:</p> <ul style="list-style-type: none"> • The staff request form (RHU/F1/E1) • the job definition sheet (RHU/F1/E2) • The competency criteria sheet (RHU/F1/E8) 	
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		<ul style="list-style-type: none"> • The fixed-term or indefinite contract (RHU/F1/E2) • The position tenure form (RHU/F1/E5) • The post confirmation form (RHU/F1/E6) • The individual staff file (RHU/F1/E7) <p>No cases of discrimination or favoritism were observed or denounced by workers in the field or at the administrative level. The social policy of Socapalm Dibombari formally prohibits it. This shows in the Socapalm Dibombari workforce, both national and non-national workers.</p>	
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>Employment procedures was implemented and records was maintained. Based on the documentary review carried out, it is obvious that Socapalm Dibombari has a recruitment procedure (cited above) for personnel management. The verifications carried out make it easy to declare that this procedure is followed and executed according to the planned provisions. The material evidence resulting from the effective implementation of the procedure is available and consultable in the individual files of workers kept by the human resources department, with the head of the administrative and accounting department. Thus, in a worker file, it is possible to find:</p> <ul style="list-style-type: none"> • His marital status • Their diplomas and/or certificates which constitute proof of their competence • Notes of changes of position or categories or assignments to other conditions; • Leave of absence notes for departure on maternity leave (applicable only to women); 	Complied

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		<ul style="list-style-type: none"> • Requests for explanations... to name only these administrative documents punctuating the lives of employees, the auditor in charge of social issues was able to observe these recordings in the files of a sample of workers numbering 18 (corresponding to (√ 300/x0. 8). <p>Management should also keep statistical reports on staff movements, so that for the year 2023, at the time of the audit (January 2024), we note:</p> <ol style="list-style-type: none"> 1. Total workforce: 476 workers (347 men) and (129 women); 2. 38 recruitments; 3. 03 layoffs (job abandonment and destruction of company equipment); 4. 01 resignation; 5. 10 departures on maternity leave; 6. 06 retirements. 	
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<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 Dibombari has risked assessed their operations to identify possible risk to workers and also have in place mitigation measures to reduce risk of accidents to workers. The assessment report captioned Document Unique and last revised in December 2023 was made available for review. The operations assessed include harvesting, pruning, transportation of workers and FFBS, reception of FFB at the mill and many more. Some of the mitigation measure in place to mitigate the identified risk includes provision of appropriate PPEs, Simulations and training to the workers.</p> <p>During field visit to block F9 (Division 2) and block G3 (Division 1) workers were seen in their appropriate PPEs such as wellington boots, overall coats, helmets, goggles and gloves. The audit team also</p>	<p>Complied</p>

		<p>reviewed some records of training on PPE for the workers and they include</p> <ul style="list-style-type: none"> • Sensitization on PPE Use • Date: 13/02/2023 • Venue: Mill Department • Attendance: 41 workers 	
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 Dibombari has a documented health and Safety plan in place captioned Plan des Gestion de la Sante et de la securite au travail dated 18/04/2021 and approved by the Director General. The company uses a number of activities to ensure the implementation of the plan. They include trainings, sensitizations, simulations and communications of their health and safety policies. To monitor the effective of the H&S plan, the company conduct monthly and yearly analysis of accidents cases recorded in their operations.</p> <p>Socapalm Dibombari has a documented accident report. The current accident report is a combination of accident records from the oil palm operations and the rubber plantation operations. However, the accident reporting for oil palm plantation itself can be further improved. Thus, OFI was raised.</p>	OFI
<p>Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>			
3.7.1	<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>- Critical (Major) compliance -</p>	<p>The company has a documented training plan for year 2023 captioned Programme for Sensitisation and Training-Socapalm dated December 2022. The programme covers training for workers, smallholders, contractors and some of the training topics including IPM. Health and Safety, RSPO P n C and many more.</p>	Complied

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3.7.2	<p>Records of training are maintained, where appropriate, on an individual basis.</p> <p>- Minor compliance -</p>	<p>Some records of training based on the programme was reviewed and its as below</p> <ol style="list-style-type: none"> 1. Training for Smallholders Date: 5th & 6th December 2023 Venue: Dibombari Meeting Hall Attendance: 355 farmers 2. Training on RSPO and H&S Date: 09/06/2023 Attendance: 16 Mill Maintenance workers 	Complied
3.7.3	<p>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.</p> <p>- Minor compliance -</p>	<p>Training conducted from time to time to all personnel critical in SCCS effective implementation. Latest training was conducted by Sustainability Team "<i>Développement Durable</i>", attended by Mill Manager, Assistant Mill Manager, Lab Supervisor, Lab Despatch Operator, Weighbridge Clerk. Refer Training record dated 04/01/2024.</p>	Complied
<p>Criteria 3.8: Supply chain requirements for mills.</p> <p>Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
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</p>	<p>Socapalm – Dibombari 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

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	RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is 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 – Dibombari POM gets both RSPO certified and uncertified FFB. This makes the mill eligible for the Mass Balance Supply Chain System and module. In the RSPO assessment, the audit team checked the amounts and origins of certified FFB coming to the mill, how processing controls are applied, and the sales volume of RSPO certified products. According to the mass balance records, only the volume of certified products has been reported for both incoming and outgoing RSPO Mass Balance products (production ET Achats Regimes Plantation Dibombari 2023)</p> <ul style="list-style-type: none"> - Certified FFB Jan to Dec 2023: 47,085.70 MT - Non certified FFB Jan to Dec 2023: 31,752.00 MT 	Complied
3.8.3	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.	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.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>The Finance Department at Socapalm HQ handles the registration of PalmTrace. All transactions are recorded in PalmTrace, and the registration details are as follows:</p> <p>Member Name: Societe Camerounaise De Palmeraies "Socapalm" S.A. - Dibombari</p>	Complied

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		<p>Commodity: Palm Oil Type of Business: Oil Mill Palm Trace Member ID: RSPO_PO1000011314 Supply Chain Model: Mass Balance License Status: Active</p>	
<p>3.8.5</p>	<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> <ul 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. 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>Documented Procedures:</p> <ul style="list-style-type: none"> a) Socapalm – Dibombari has developed a Supply Chain Procedure named "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." The document was created on 09/2020 and revised on 15/11/2023. b) Records indicating adherence to the requirements of the supply chain model were accessible. One of the verified records includes the Supply Chain Management System Training held on 04/01/2024. c) The roles and responsibilities related to Supply Chain and Traceability at Dibombari POM were documented in the "Systeme De Management; Liste Des Points Crtiques Et Du Perosnnel Implique Dans La Chaîne De Tracabilite De Socapalm-Dibombari Selon Les SCCS 2020." The document, last updated on 12/01/2023 and created on 06/01/2021, outlines the SCCS roles and responsibilities of each individual identified in the process. d) Additionally, Socapalm – Dibombari has established a Supply Chain Procedure with the same title as mentioned earlier. This document, created on 09/2020 and revised on 15/11/2023, specifies the 	<p>Complied</p>

		procedure for receiving both certified and uncertified Fresh Fruit Bunches (FFB) at the mill.	
3.8.6	<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>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>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 Dibombari has implemented a documented procedure for Internal Audit titled "Management Procedure – Internal and External Audit Procedure," which was created on 10/09/2020 and revised on 15/11/2023.</p> <p>The most recent internal audit focused on RSPO Supply Chain Requirements for Mills, as indicated in the Internal Audit Supply Chain report dated 23/11/2023. During the assessment, no non-conformities related to the supply chain were identified or issued. All records and reports from the Internal Audits have been preserved and are accessible for verification.</p>	Complied
3.8.7	<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>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>Purchasing and Goods In:</p> <p>i) At SOCAPALM – Dibombari Oil Mill, certified and uncertified Fresh Fruit Bunches (FFB) are received for processing. At the weighbridge, where the tonnage and the certified and uncertified sources are confirmed, Delivery Documents (Livraison Regimes Usine) are provided for all incoming FFB. Sample records of incoming FFB were taken,:</p> <ul style="list-style-type: none"> • 16/01/2024, Smallholder AA, FFB Weight: 8.82 MT, Ticket No: 156XXX • 15/01/2024, Smallholder BB, FFB Weight: 7.82 MT, Ticket No: 156XXX 	Complied

		<ul style="list-style-type: none"> ii) The mill is aware of its responsibility to notify the Certification Body (CB) in case of any anticipated overproduction of certified tonnage. As of the audit date, there were no instances of overproduction of certified tonnage. iii) Socapalm – Dibombari has mechanism in place for handling non-conforming FFB and established in Supply Chain Procedure named "Systeme De Management – Procedure De Gestion De La Chaîne D'Approvisionnement Et De La Tracabilite Selon Les Principes Et Criteres RSPO 2018 Revises Includant Les Standards RSPO De Certification De La Chaîne D'Approvisionnement." The document, created on 09/2020 and revised on 15/11/2023, includes Clause 6.1.2 – Produits et/ou des documents de palmier a huile non conformes. It states that for all industrial FFB sent to the factory without delivery documents, the weigher is not authorized to admit the tractor on the bridge for weighing; instead, they must return them to the truck. 	
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; 	<p>RSPO products from the mill are sold as conventional, and there have been no sales of RSPO certified products. Despite this, the mill has established a procedure - the Supply Chain Procedure titled "Systeme De Management – Procedure De Gestion De La Chaîne D'Approvisionnement Et De La Tracabilite Selon Les Principes Et Criteres RSPO 2018 Revises Includant Les Standards RSPO De Certification De La Chaîne D'Approvisionnement." The document was created on 09/2020 and revised on 15/11/2023. This procedure outlines the minimum information required for RSPO certified products, even though they are currently being sold as conventional.</p>	Complied

	<ul style="list-style-type: none"> 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>3.8.9</p>	<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. ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes 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. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide 	<p>Socapalm Dibombari does not engage in outsourcing any activities, and the transportation of Crude Palm Oil (CPO) and Palm Kernel (PK) is carried out by the buyer. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>

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	relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.		
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.	Information about contractors is accessible in the list of contractors (Stakeholders List 2023).	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.	There is no new contractors handle physical RSPO product. The mill updates the list of contractors periodically. Details about any newly appointed contractor are communicated to BSI through a pre-audit information request before the audit takes place.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> 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. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. 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. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> 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>The company maintains both physical and digital copies of all records, encompassing weighbridge tickets, Agricultural Receipt Certificate (ARC), delivery notes, mill and training reports, and more. According to their procedures, these records are retained for a minimum of 2 years.</p> <p>A production report named Certified Finished Product is employed by the company to document all CPO production and sales. Upon reviewing the document, it was found that the company conducts daily account reconciliation using a real-time accounting system. Importantly, there have been no physical RSPO product claims made as of the current date.</p>	Complied

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	<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>		
3.8.13	<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>	The oil extraction rate (OER) and the kernel extraction rate (KER) is based on actual production performance. Refer Table 11.	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	Extraction rates at SOCAPALM Dibombari are regularly updated to maintain accuracy in alignment with actual performance or industry averages. Specifically, the Oil Extraction Rate (OER) and Kernel Extraction Rate (KER) for the mill are updated on a daily basis, reflecting the current actual production performance. This practice ensures that the extraction rates remain closely aligned with the mill's operational efficiency and real-time production data.	Complied
3.8.15	<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 palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Mill is under MB. Hence, this requirement is not applicable.	Not Applicable
3.8.16	<p>Registration of Transactions</p>	As outlined in Section 6.6 of the "Procedure Supply and Traceability Produce according to RSPO P&C 2018, including the standard for supply	Non-compliance

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	<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>certification system" with document code PR.01 GAT, revised on 15/11/2023 (Revision: 7), exportation of certified products requires a sales announcement via PT within 3 months from the date of physical delivery. It's important to note that as of the current date, SOCAPALM Dibombari has not made any physical RSPO claims.</p> <p>There is no removal of CPO has been made in RSPO IT Platform for Certified CPO sold as conventional.</p> <p>Based on verification of Mass Balance Record 2023 and CPO Delivery Record sighted availability RSPO Certified CPO sold as conventional= 2015.90 MT and RSPO Certified PK sold as conventional= 460.00 MT in the period Jan 2023 to Feb 2023 (Previous License Periods). Verification with RSPO IT Platform (Palm Trace), removal has been made for PK however, there is no evidence of removal has been made for the CPO.</p> <p>Thus, Major NC was raised.</p>	
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>	<p>Although the RSPO trademark was not utilized, the facility is cognizant of the RSPO Rules on Market Communications and Claims. This awareness suggests an understanding of the guidelines governing how RSPO-related information and claims should be communicated in the market, even if the specific trademark is not employed.</p>	Complied
General corporate communications			
4.1	<p>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.</p>	<p>The SOCAPALM Dibombari POM website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications.</p>	Complied

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4.2	<p>In corporate communications, a member is allowed to:</p> <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 E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership 	<p>The SOCAPALM Dibombari POM website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil.</p> <p>The website had not displayed the RSPO website and had not display any RSPO Trademark.</p>	Complied
4.3	<p>Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.</p>	<p>The SOCAPALM Dibombari POM website was reviewed and confirm the communications are mainly on the efforts and commitments towards production of sustainable palm oil. The website has published reports, statements, policies, procedures and performances of such implementation. The website did not use RSPO corporate logo.</p>	Complied
4.4	<p>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.</p>	<p>The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications and selling of its oils are considered RSPO certified.</p>	Complied
4.5	<p>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:</p> <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.” 	<p>There is no statement that highlight their RSPO certification and product-related claims in their corporate communication tools as verification through website SOCAPALM.</p>	Complied

	<ul style="list-style-type: none"> • "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." 		
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <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> <ul style="list-style-type: none"> i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)." 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>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>	<p>This UoC has been certified with RSPO P&C with certificate number RSPO751643. Therefore, this indicator is not applicable as SOCAPALM Dibombari POM is a certified member.</p>	<p>Not Applicable</p>
<p>Product-specific communications</p>			
<p>5.1 General</p>			

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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 packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Complied
5.1.2	Product-specific communications are voluntary.	No Product-specific communications are being made by the UoC.	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.	There is no RSPO Label is displayed for product specific communication from SOCAPALM Dibombari POM.	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.	The website had not displayed the RSPO website and had not display any RSPO Trademark.	Complied
5.1.5	<p>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 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. 	Not applicable since SOCAPALM Dibombari POM is not under retailers, traders or distributor category.	Not Applicable

	<p>Auditor notes: This requirement is not applicable if it is RSPO P&C and SCC audits</p>		
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>Auditor notes: This requirement is not applicable if it is RSPO P&C and SCC audits</p>	Not applicable since SOCAPALM Dibombardi POM is not under retailers, traders or distributor category.	Not Applicable
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>The product-specific communications via shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews were made accordingly and as per requirements.</p> <p>No RSPO Label is use on the product-specific communications via shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.</p> <p>RSPO products from the mill are sold as conventional, and there have been no sales of RSPO certified products. Despite this, the mill has established a procedure - the Supply Chain Procedure titled "Systeme De Management – Procedure De Gestion De La Chaine</p>	Complied

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		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." The document was created on 09/2020 and revised on 15/11/2023. This procedure outlines the minimum information required for RSPO certified products, even though they are currently being sold as conventional.	
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	RSPO products from the mill are sold as conventional, and there have been no sales of RSPO certified products. Despite this, the mill has established a procedure - the Supply Chain Procedure titled "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." The document was created on 09/2020 and revised on 15/11/2023. This procedure outlines the minimum information required for RSPO certified products, even though they are currently being sold as conventional.	Complied
5.2.3	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: <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. 	Not applicable since SOCAPALM Dibombari POM is not under distributor or wholesaler category.	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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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* • 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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* 	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for	Not Applicable

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	<ul style="list-style-type: none"> Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
	<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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo	Not Applicable

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		lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
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 for CPO and PK is 100% RSPO MB certified. Non-certified FFB is come from external crop and since SOCAPALM Dibombari POM is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	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.	SOCAPALM Dibombari POM only applies MB model and the conventional CPO are downgraded from MB whenever demanded. Non-certified FFB is come from external crop and since SOCAPALM Dibombari POM is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	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. 	No messaging involved since SOCAPALM Dibombari POM is producing crude palm product and does not involve in any labelling of end product. Hence, this requirement is not applicable.	Not Applicable
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". 	<p>No RSPO label and storytelling in product-related communications used as CPO and PK is semi-finished product. No label been used for the mill products. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>
<p>Principle 4: Respect community and human rights and deliver benefit</p>			
<p>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>			
<p>4.1.1</p>	<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>Socapalm Dibombari has developed a Human Rights Policy, validated, signed by the General Director and published on 03/07/2019. This policy aims to create a climate favorable to a working atmosphere where all workers can express themselves and enjoy their fundamental rights. The policy has been communicated to all level of workforce including contracted services. Verification was done as per training and briefing record For the year 2023.</p> <p>Consultation of the policy notes that it promotes the rights of employees and prohibits any form of violation that could dehumanize them.</p> <p>The use of violence, or any form of behavior that could deprive workers of their rights, is strictly prohibited by Socapalm Dibombari.</p>	<p>Complied</p>

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		<p>Individual interviews and those with communities during consultations did not reveal any denunciation of violations of workers' rights.</p> <p>For workers dismissed or at the end of their contracts, Socapalm Dibombari management has provided all proof of payments linked to their official legal compensation, with the signatures of the people concerned and the state structures involved in the compensation calculations.</p>	
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>Socapalm Dibombari has published a human rights policy and, through this same publication, encourages the promotion of attitudes that can promote a working climate favorable to their development; The policy formally prohibits any use of violence and any form of moral constraint (harassment) that could be exercised on the person of workers.</p> <p>Based on interviews with workers and consultation of complaint registers, no cases of violations carried out by military forces have been recorded.</p> <p>Socapalm Dibombari has prohibited in its policy, any form of use of force to resolve problems with local residents; in case of doubt about the origin of seed plan products or any infiltration or unauthorized presence on its property, security agents are hired to carry out investigations and put, through the plantation management, the persons at fault, at the disposal of the national public force to answer for their actions. None of the communities interviewed during the consultations reported violence against a member of the community.</p> <p>Furthermore, consultation of the register of complaints did not show any complaint from a complainant against Socapalm Dibombari, regarding the use of security forces to carry out brutality.</p>	Complied

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.

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<p>4.2.1</p>	<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>An external complaints management procedure (GPE), published in May 2019 and last updated on May 30, 2022 (20 pages), in version 04, was adopted at Socapalm Dibombari level.</p> <p>The deadlines for complaints, the means (calls, direct contacts, emails, anonymity, etc.) are specified in the procedure to allow anyone interested to exercise their right of expression and appeal.</p> <p>In addition, the contacts of the people to be contacted are officially communicated by means of poster distribution.</p> <p>Examining the complaint mechanism in place ensures that any complainant can exercise their right without fear of reprisal.</p> <p>Furthermore, the traceability carried out on a sample of 12 complaints recorded in the complaints register clearly showed that the procedure described works effectively and in reality. Indeed, all the steps planned (introduction of the complaint, either by a form or by telephone call; the recording, the notification made to the client, the recording of the listening to the parties or confrontation, until the closure of the complaint) are verifiable in the available archives. All complaints processed are included in an Excel summary file managed by the secretary of the plantation director. This file which contains several pieces of information:</p> <ul style="list-style-type: none"> • The complaint number or code • The date the complaint was received • The date of recording • The complainant's references • The reason for the complaint, • The solution found or proposed 	<p>Complied</p>
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		<p>The status of the complaint (closed, pending resolution, etc.) which allows to have an overview of the history and outcome of a grievance issued, but above all to trace and locate responsibilities in the event of a complaint. dissatisfaction of either party, with material evidence.</p>	
<p>4.2.2</p>	<p>Procedures are in place to ensure that the system is understood by the affected parties, including illiterate parties.</p> <p>- Minor compliance -</p>	<p>Socapalm Dibombari has developed a Communication and Consultation Procedure (COM), in 33 pages. The procedure was published on 04/01/2013 and the last revision (version 6) was carried out on 07/13/2021.</p> <p>Examination of the communication procedure shows that it distinguishes:</p> <ul style="list-style-type: none"> • on the one hand: public information accessible to all parties, consulted, copied, etc. • on the other hand: information of a confidential, sensitive nature, because it affects life and company secrets. <p>Additionally, a list of documents and information that may be disclosed to relevant parties is available; without limitation:</p> <ul style="list-style-type: none"> • Company policies that are received with acknowledgment of receipt from communities and other stakeholders that the audit team may have met as part of the audit; • Free Prior Informed Consent Procedure (FPIC); • The conditions for compensation in the event of destruction of the property of others (Compensation procedure: COMPENS, created on 01/11/2019); <p>For illiterate people, they can get help from people designated by them to guarantee the accuracy of the translations to be carried out.</p> <p>The stakeholders unload (sign) the copies of the documents they receive to certify that Socapalm Dibombari has made them available to them.</p>	<p>Complied</p>

		<p>During the consultations, the stakeholders met confirmed that they had indeed received the documents cited above from the company.</p> <p>Furthermore, different evidence from the different meetings, within the framework of the bipartite meetings which took place with the communities, was presented to the audit team, for the different quarters of the year 2023.</p>	
<p>4.2.3</p>	<p>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.</p> <p>- Minor compliance -</p>	<p>Based on the documentary review carried out, it is evident that Socapalm Dibombari has developed an External Complaints Management Procedure (GPE) created on 04/04/2019 and last revised on 05/30/2022, version 4, to allow any natural or legal person to express their grievance against any Socapalm action or approach which could harm their interests. For this, a complex and complementary mechanism has been put in place, to:</p> <ul style="list-style-type: none"> • Receive and record any complaints (in writing, by telephone call, anonymously and by any other possible means); • Handle complaints received through committees (gender, CHSST or other, depending on the nature of the complaint) • Carry out additional investigations if necessary • Make proposals for sanctions (reparations, disciplinary sanctions, etc.) to the management of the plantation; • Communicate with the parties involved, the final decisions observed (entrusted to a police, judicial, administrative, religious authority, etc.). <p>Also, for better traceability of grievances received, a general electronic register is kept by the secretary of the plantation director, to trace and provide any information relating to a grievance that has been brought to the attention of the administration.</p>	<p>Complied</p>

		<p>This register includes, among other things:</p> <ul style="list-style-type: none"> • Complaint reference number; • Date of letter receipt and complaint registration; • Date of sending acknowledgment of receipt to the complainant; • Nature of the complaint; • Desired anonymity • Identity of the complainant if not anonymous; • Concerned stakeholder; • Contact details of the complainant (location and address, telephone number); • Complaint located in/outside the dealership? • Criticality of the complaint (Major or minor)Subject of the complaint... <p>To be honest, complaint management takes place in three main phases:</p> <ul style="list-style-type: none"> • Phase 1: details of the complaint • Phase 2: resolution of the problem • Phase 3: closure and evaluation of the effectiveness of the action. <p>Based on the documentary review, Socapalm Dibombari received a total of 21 complaints which were handled following the documented procedure presented to the audit team. Verification has been made on the sample of complaint dated September 2023 and December 2023 and all issues has been resolved.</p>	
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4.2.4	<p>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.</p> <p>- Minor compliance -</p>	<p>The documentary review carried out made it possible to note that Socapalm Dibomabri has developed a complex mechanism to know and deal with all complaints both internally and those that may come from third parties (outside the company). We therefore distinguish:</p> <ul style="list-style-type: none"> • Internal complaints management procedure (GPI): edited on 05/21/2019 and last revised on 05/24/2022 (version 5); • External complaints management procedure (GPE): edited on 04/04/2019 and last revised on 05/30/2022 (version 4), in 20 pages. <p>On page 11 of the procedure, at the point "legal aid and third party mediator", that "<i>any complainant has the possibility of accessing, at his own expense, independent legal and technical advice, of choosing individuals or groups, to support them and or act as observers, as well as the option of a third party mediator</i>".</p>	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>In order to contribute to the development of riparian communities, Socapalm Dibombari maintains exchange platforms with them, maintained through bipartite meetings (Socapalm Dibombari and riparian communities) and tripartite meetings (Socapalm Dibombari – riparian communities – Public administration).</p> <p>These annual meetings serve to discuss the social projects that exist between Socapalm Dibombari and the communities, within the framework of their needs for their developments. Regarding the year 2023, the last review meeting which sets the agreements for 2023 was held on February 17, 2023.</p> <p>These projects are discussed, harmonized and validated by mutual agreement, with minutes. These review meetings are an opportunity to</p>	Complied

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		<p>establish "monitoring and evaluation of the implementation of social projects for the year 2022; point 7 of the report".</p> <p>Furthermore, lists of grievances exist and communities can formulate various kinds of requests for help and assistance within the framework of their well-being and development. Among the supports provided to communities, we note:</p> <ul style="list-style-type: none"> • Assistance with electrification through donations of solar panels; • Road maintenance; • Donations of chairs and tarpaulins for funerals; • Job vacancy and recruitment announcements for several local residents in the Socapalm Dibombari workforce. <p>The discussions and consultations with the communities met did not declare the contrary, even if they expected more effort from Socapalm of Dibombari. Socapalm Dibombari's support for local communities can be presented as follows, for the year 2023:</p> <table border="1" data-bbox="1131 959 1960 1393"> <thead> <tr> <th data-bbox="1131 959 1193 1050">N°</th> <th data-bbox="1193 959 1435 1050">COMMUNAUTIES</th> <th data-bbox="1435 959 1960 1050">ACTIONS</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 1050 1193 1131">1</td> <td data-bbox="1193 1050 1435 1131">Souza</td> <td data-bbox="1435 1050 1960 1131">* 6,210 palm plants (3,105,000 F): August 2023</td> </tr> <tr> <td data-bbox="1131 1131 1193 1212">2</td> <td data-bbox="1193 1131 1435 1212">Nkende</td> <td data-bbox="1435 1131 1960 1212">* construction of a borehole (2,300,000 F): October 2023</td> </tr> <tr> <td data-bbox="1131 1212 1193 1303">3</td> <td data-bbox="1193 1212 1435 1303">Bamono Bengue 1 Ba</td> <td data-bbox="1435 1212 1960 1303">*Construction of a water tower (3,278,400 F): September 2023</td> </tr> <tr> <td data-bbox="1131 1303 1193 1393">4</td> <td data-bbox="1193 1303 1435 1393">Bamono Bengue 2 Ba</td> <td data-bbox="1435 1303 1960 1393">*Construction of a water tower (3,498,500 F): September 2023</td> </tr> </tbody> </table>	N°	COMMUNAUTIES	ACTIONS	1	Souza	* 6,210 palm plants (3,105,000 F): August 2023	2	Nkende	* construction of a borehole (2,300,000 F): October 2023	3	Bamono Bengue 1 Ba	*Construction of a water tower (3,278,400 F): September 2023	4	Bamono Bengue 2 Ba	*Construction of a water tower (3,498,500 F): September 2023	
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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.									
4.4.1	<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>Based on the documentary review, it is evident that Socapalm Dibombari has demonstrated its right of ownership and legal use of the concessions it operates through authentic documents whose existence has been made known. communities met and who did not contest it.</p> <p>As a reminder, Cameroonian legislation</p> <p>The documents observed are:</p> <ul style="list-style-type: none"> • TF 533: Area of 993.51 ha. • TF 440: area of 207.20 ha. • TF 421: Area of 206.65 ha. • TF12279: Decree n°73/453 of 08/13/1973 art 1-3; area of 6989.87 ha. TF12278: Decree n°73/453 of 08/13/1973 art 1-2 area of 168.89 ha. TF12275: Decree n°73/453 of 08/13/1973 art 1-3; area of 1093.07 ha. TF12277: Decree No. 71-210/COR of 01-12-1971; Area of 791.06 ha. TF12276: Decree n°73/453 of 08/13/1973 art 1.1; area of 1031.49 ha. <p>Source: Agricultural Department Source: Field data January 2023</p>	Complied						

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		Dibombari - Concession card following the inventory report of October 14 – 2021.	
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <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>As a reminder, under Cameroonian legislation, land belongs to the State which grants it to an individual or an applicant, in return for exploitation titles duly issued and subject to royalty payments.</p> <p>As for the concession operated by Socapalm Dibombari, it is subject to an agreement between the State of Cameroon and the company Socapalm, based on referenced land titles. Each year, Socapalm Dibombari pays the rental payment for the concession, as provided for in the contract with the State of Cameroon. This information is shared with stakeholders during bipartite and tripartite meetings.</p> <p>Socapalm Dibombari therefore did not inherit the lands of the communities, but in its approach, takes into account their customary rights of use so as not to spoil their subsistence activities.</p>	Complied
	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>Documented evidence that Socapalm Dibombari discusses with local communities, as part of the deployment of its activities which could affect them in one way or another, was made accessible to the audit team.</p> <p>The bipartite reports which consist of annual meetings, with a quarterly frequency, have been proven (summaries of discussions + attendance lists and signatures of participants). The communities consulted during the audit (Souza and Nkende) confirmed the holding of quarterly meetings which allow them to update and agree points of view with Socapalm.</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	Evidence that all steps taken by Socapalm Dibombari that may be of direct or distant interest to the communities are brought to their attention has been reported to the audit team.	

	<p>legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>During the consultations, the communities did not declare the opposite or denounce cases of isolated actions by Socapalm, causing them harm. All communities have representatives duly registered and recognized by Socapalm Dibombari who can submit requests to the process at any time.</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> <p>- Critical (Major) compliance -</p>	<p>Based on the basis of the documentary review, it is evident that Socapalm Dibombari has demonstrated its right of ownership and legal use of the concessions it operates through authentic documents whose existence has been made known. communities met and who did not contest it.</p> <p>As a reminder, Cameroonian legislation provides that land belongs to the State.</p> <p>The documents observed are:</p> <ul style="list-style-type: none"> • TF 533: Area of 993.51 ha. • TF 440: area of 207.20 ha. • TF 421: Area of 206.65 ha. • TF12279: Decree n°73/453 of 08/13/1973 art 1-3; area of 6989.87 ha. TF12278: Decree n°73/453 of 08-13-1973 art 1-2 area of 168.89 ha. TF12275: Decree n°73/453 of 08/13/1973 art 1-3; area of 1093.07 ha. TF12277: Decree No. 71-210/COR of 01-12-1971; Area of 791.06 ha. TF12276: Decree No. 73/453 of 08-13-1973 art 1.1; area of 1031.49 ha. <p>Source: Agricultural Department</p> <p>Source: Field data January 2023</p> <p>Dibombari - Concession card following the inventory report of October 14 – 2021.</p>	<p>Complied</p>

<p>4.4.4</p>	<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>Based on the documentary review carried out, it is evident that Socapalm Dibombari uses different communication channels and platforms to inform stakeholders both on the method of acquisition of exploited land and on management.</p> <p>The main channels used are bipartite and tripartite; in addition, the possibilities of consulting official RSPO documents.</p> <p>*As for the acquisition of the concession, it remains the property of the State of Cameroon which granted it through land titles referenced in indicator 4.4.1 and upon payment of an annual fee over the rental period.</p> <p>In the bipartisan meetings, Socapalm explained to the communities that it does not have the competence to return any land or proportion of land and that this is the responsibility of the State of Cameroon which remains the owner.</p> <p>Consultations with the communities (Rivouné) revealed grievances about the fact that Socapalm Dibombari occupies land which was granted by the State of Cameroon and the evidence of which was presented to them during several meetings.</p>	<p>Complied</p>
<p>4.4.5</p>	<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>Socapalm Dibombari presented to the audit team a list of stakeholders including village communities. The lists include details of the representatives' full names, their contacts, their positions, etc.</p> <p>During meetings and consultations with the communities and their representatives, the people indicated in the lists were mentioned to the communities met who did not question them.</p> <p>The internal minutes of appointment of community representatives were presented to the audit team during the consultations.</p>	<p>Complied</p>

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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. Agreement towards land acquisition is with the state. No community contributed land to Socapalm Dibombari operation</p>	<p>Not Applicable</p>
<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>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
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>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
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>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>

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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>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
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>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
4.5.6	<p>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.</p> <p>- Minor compliance -</p>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
4.5.7	<p>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.</p> <p>- Minor compliance -</p>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>The company has not undertaken any new plantings since the last audit. Therefore, this indicator is not applicable in this context.</p>	<p>Not Applicable</p>
<p>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.</p>			

<p>4.6.1</p>	<p>(C) A mutually agreed procedure for identifying legal, customary or use rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm Dibombari has legal property titles on the plots it operates; These documents show that it acquired these lands from the State of Cameroon which remains the owner. It did not acquire them from the village communities which it must compensate.</p> <p>The only official compensation paid on land rental concerns annual royalties.</p> <p>However, Socapalm Dibombari has developed a compensation procedure (COMPENS, created on 01/11/2019), in the event of damage or destruction of property of others.</p> <p>Different scenarios are planned with forecast assessments, so as to be able to satisfy possible victims of the damage that its activity could cause to third parties.</p>	<p>Complied</p>
<p>4.6.2</p>	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>As indicated in indicator 4.6.1, village communities cannot claim benefits or compensation from Socapalm Dibombari, as the lands exploited by this company are the property of the Cameroonian State.</p> <p>Socapalm Dibombari develops and maintains social projects with village communities, to enable them to have a harmonious development of their living environment. These projects are identified and defined by the communities themselves, after internal meetings that they submit during bipartite meetings.</p>	<p>Complied</p>
<p>4.6.3</p>	<p>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.</p> <p>- Minor compliance -</p>	<p>The company does not have smallholdings in their operations</p>	<p>Complied</p>

4.6.4	<p>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.</p> <p>- Minor compliance -</p>	<p>Socapalm is an existing plantations 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</p>	Complied
<p>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.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm is an existing plantations 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.</p>	Complied
4.7.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm is an existing plantations 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.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>Socapalm Dibombari has no right to retrocession of land to any village community; the land it exploits remains the property of the Cameroonian State.</p> <p>None of the surrounding communities have legal rights to the land concerned, to claim any benefit or payment of specific benefits that Socapalm Dibombari should pay them. Socapalm is therefore in compliance with the communities located within its scope of action.</p>	Complied
<p>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.</p>			
4.8.1	<p>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</p>	<p>Interview with chiefs and representatives from Nkende and Souza, confirmed none of the communities contributed land to Socapalm</p>	Complied

	is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Dibombari operations and there are no dispute over the land managed by the company.	
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 representatives from Nkende and Souza, confirmed none of the communities contributed land to Socapalm Dibombari 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 rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	Interview with chiefs and representatives from Nkende and Souza, all confirmed none of the communities contributed land to Socapalm Dibombari operations. Pour les autres communautés, aucune communication ni plainte de revendication de terres exploitées abusivement par Socapalm Dibombari n’a été enregistrée. (For other communities, no communication or complaint claiming land abused by Socapalm Dibombari has been recorded).	Complied
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 representatives from Nkende, Souza and Mbonjo all confirmed none of the communities contributed land to Socapalm Dibombari operations and there are no dispute over the land managed by the company. Il n’y a eu aucune revendication de la part d’une communauté dans ce sens. (There has been no demand from a community in this direction).	Complied

Principle 5: Support smallholder inclusion

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

Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.

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<p>5.1.1</p>	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>The prices for the FFBs are determined and set by the government of Cameroon in consultations with relevant stakeholders including the growers, smallholder farmers, and producers. Currently the FFB prices is 63,000 CFA per tonne depending on the quantity of FFB supplied by the farmer. However, Socapalm Dibombari in consultations with the independent smallholder farmers have set their FFB prices higher than the state approved prices. The minimum sales price for FFB purchased by the company is 70,000 per tonne of FFB. This price increases in the course of the year when supply of FFB targets to the company are met by the farmers.</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 shares any adjustment in prices on the platform so members can access it.</p>	<p>Complied</p>
<p>5.1.2</p>	<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 holds two main meetings with the farmers every years to discuss all issues of the association and plan the way forward. During such meetings the FFB pricing are explained to the farmers. Records of the last meeting reviewed is as below.</p> <p>Socapalm Semester Meeting Records</p> <p>Date: 5th & 6th December 2023</p> <p>Attendance: 95 farmers.</p> <p>Interview with sampled farmers confirmed the new FFB pricing was communicated to them during the semester meetings. Also, they confirmed copies of the meeting records were shared with each of the farmers</p>	<p>Complied</p>

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<p>5.1.3</p>	<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>FFB prices are set by the State in consultation with committee made up of the stakeholder in the Oil palm industry. Some of the stakeholders includes Smallholder, producers, refineries and many more. The current state set price is 63 CFA per kilo of FFB. However, the company in consultations with the farmers has increased the price of FFB to 70 CFA per kilo of FFB. This amount can increase to 110 CFA a kilo at the end of the year if the supplier is able to meet the targets on the supply of the FFB. Reviewed a memo on the New FFB price communicated to the farmers. Records of the memo communicating the prices is as below</p> <p>Notification on FFB Pricing Date: 18th October 2023</p> <p>This note is shared with all farmers before discussion on the semester meetings are held.</p>	<p>Complied</p>
<p>5.1.4</p>	<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 conducts periodic trainings for the farmers and also every six months they hold general meetings were all information available are share with the farmers and also their concerns are taking and addressed. Such meetings are open to all stakeholders in the FFB supplier chain. Records of the last meeting was made available to the audit team for review.</p> <p>Socapalm Semester Meeting Records Date: 5th & 6th December 2023 Venue: Socapalm Guest House Attendance: 95 smallholder farmers</p> <p>Interview with the smallholder confirmed the general meetings are open to all who have an interest in the smallholder association.</p>	<p>Complied</p>

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5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>The company has an agreement with all their FFB suppliers who wish to supplier 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.</p>	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>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.</p> <p>Interview with the farmers confirmed the agreements and also indicated that upon the supply of the FFB, they are issued a receipt which confirms the supply of FFB. The receipts has information on the name of farmer, location, quantity of FFB supplied, price of the FFB among others.</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>The company has a weighing bridge for the measurement of all their FFB purchases. The weighing bridge is calibrated four times in a year by an independent state approved agency. The last date for verification was on the 15/01/2024 for the 2024 year.</p>	Complied
5.1.8	<p>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.</p> <p>- Minor compliance -</p>	<p>The independent smallholders who supply FFB to the company is not RSPO Certified. However, the company holds periodic meetings with their farmers for trainings on GAP and sensitization on their policies and RSPO certification. Some of the records reviewed are stated below.</p> <p>Sensitization on GAP Date: 04/04/2023 Attendance: 75 farmers</p>	Complied

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5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- 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. As per verification, there is no record of grievances from the smallholders.</p>	Complied
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
5.2.1	<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.</p> <p>- Minor compliance -</p>	<p>The company holds monthly trainings with the farmers and also every six months they hold general meetings were all information available are share with the farmers and also their concerns are taking and addressed. Such meetings are open to all stakeholders in the FFB supplier chain. Some of the support provided to the farmers includes palm seedlings, fertilizer supply and agricultural working tools such as cutlass, Malayan knife among others. Interview with the smallholder confirmed the general meetings are open to all who have an interest in the smallholder association.</p>	Complied
5.2.2	<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 periodic training meetings with their FFB suppliers. Some of the training topics are to enhance their understanding of the RSPO certification. The trainings include</p> <p>Sensitization on GAP</p> <p>Date: 04/04/2023</p> <p>Attendance: 75 farmers</p> <p>In addition, the company also has a documented plan with the list of all support they planned to provide to the farmer. The plan is reviewed every year to assess the progress in implementation. Some of the support provided included road maintenance, construction of bridges, supply of subsidised palm seedling, supply of subsidised fertilizer and many more</p>	Complied

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5.2.3	<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 training meetings with their FFB suppliers. Some of the training topics are designed to enhance their understanding of the RSPO certification. The trainings cover 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>	Complied
5.2.4	<p>(C) Evidence exists that the unit of certification trains scheme smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>There are no scheme smallholders in the operations of the company. Otherwise management has communicate with the FFB supplier from smallholders on pesticide handling during stakeholders meeting.</p>	Complied
5.2.5	<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 over the year. At such meetings the company also in consultations with the farmers review the support they provide to the farmers.</p> <p>Records of the last meeting reviewed is as below.</p> <p>Socapalm Semester Meeting Records</p> <p>Date: 5th & 6th December 2023</p> <p>Attendance: 95 farmers.</p> <p>Interview with the farmers confirmed the meeting and also stated that its normally a forum for general discussions on the activities of the smallholders</p>	Complied

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>SOCAPALM Dibombari management has implemented a policy that rejects any unjustified difference made between workers on the basis of race, ethnicity, gender, political or religious affiliation, which could exclude a worker from any advantage to which he is entitled.</p> <p>This policy, entitled "equal employment opportunity policy for all workers", signed on April 26, 2019 by the general director of the company, in accordance with article 61 of the labor code relating to equality treatment at work; International Labor Organization Convention 100 on Equal Remuneration (151) and ILO Convention 111 on Discrimination (1958).</p> <p>The number of workers at SOCAPALM Dibombari shows 476 employees among whom, apart from nationals (Cameroonians), there are workers of other nationalities; men (347) and women (129).</p> <p>Individual interviews with several workers show that a diversity of ethnic groups in the country are represented within the company: Bagyli, Boulou, Beti, Ewondo, Sawa, Bassa, Batanga.</p> <p>SOCAPALM Dibombari has provided all evidence that the various parties receive operational policies and procedures in relation to its operation, which incorporate the RSPO approach. Acknowledgments of receipt on different dates depending on the date of receipt are available. Interviews with the services within the framework of the procedures and policies disseminated show that regular visits are made to stakeholders, frameworks for exchanges, in the form of bipartite meetings exist to evaluate the implementation of SOCAPALM Dibombari policies.</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</p>	<p>Interviews with permanent and contract workers, both men and women, revealed that there had been no discrimination in terms of salaries or job opportunities.</p>	Complied

	<p>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>When recruiting, the rights and needs of persons with disabilities and vulnerable persons must be taken into account.</p>	<p>Verification of employment contracts and lists of workers revealed that women had the same opportunities for advancement, in terms of promotion, as men. In the field, we met female team leaders and department heads.</p> <p>The promotion policy (based on the results of annual evaluations in each department, which constitute a database for decision-making in the event of a recruitment need) is known to everyone. This approach is contained in the company's establishment agreement (established on 09/11/2023) which is accessible to all workers.</p> <p>Particular emphasis was placed on certain migrant workers (03), who clearly explained that at no time in their activities or in their treatment were they targeted by acts of discrimination. They also affirmed that their respective recruitments were not conditioned by any payment of fees or tips to any recruiter.</p>	
<p>6.1.3</p>	<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 documentary review showed that the management of staff movements at Socapalm Dibombari level is ensured by a procedure (RHU, index 01, established on 04/19/2011 and updated on 12/06/2021, 24 pages). The recruitment process begins with an announcement that uses different channels: email, information notices, viral information that allows workers to inform their loved ones and acquaintances, including social networks (especially Facebook). The note specifies, without limitation: the open position, the location of the position, the deadline for submitting applications.</p> <p>Once the files are received and analyzed by the human resources department and the associated services which have expressed the recruitment needs, the recruitment of workers is carried out on verification of the skills required by the management, according to the profiles sought. A confirmation of the candidate for the position is carried out. Then, a medical examination is carried out and the drafting of the</p>	<p>Complied</p>

		<p>contract follows. The last step consists of him undergoing an initiation on knowledge of the policies and applicable laws.</p> <p>After that, he is registered in the payroll system (registration number), he is introduced to his position, to his colleagues and other workers to integrate. A sample of 18 worker files (13 men and 5 women) was reviewed in order to assess the different elements announced in the Socapalm Dibombari recruitment procedure.</p> <p>The documentary review at the level of the human resources department revealed in the individual files of the workers that the proof of competence required for the position, as announced in the advertisement, is there to demonstrate that the workers are recruited on the basis of demonstrated skills.</p> <p>Concerning the promotion of employees within the company, it is based on two essential aspects:</p> <ul style="list-style-type: none"> - Skills: determined from the mandatory annual evaluations carried out by each department, the results of which are archived in a summary table at HR level and which serves as a basis for management decisions, if necessary; - Needs expressed following a position vacancy: in the event of a position vacancy, an employee deemed deserving, according to their evaluation results, is offered the position for a trial period in order to obtain a promotion. As of November 1, 2023, staff movements, based on the implementation of procedures, were as follows: <ul style="list-style-type: none"> • Total workforce: 476 workers (347 men) and (129 women); • 38 recruitments; • 03 layoffs (job abandonment and destruction of company equipment); 	
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		<ul style="list-style-type: none"> • 01 resignation; • 10 departures on maternity leave; • 06 retirements. 	
<p>6.1.4</p>	<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>As part of its recruitment process, the management of Socapalm Dibombari banned all pregnancy tests for women.</p> <p>None of the women interviewed reported being forced to take a pregnancy test at any stage of the recruitment process.</p> <p>While it is obvious that a pre-employment medical examination is required (with confidential results), this examination does not include a pregnancy test.</p> <p>The employment medical examination includes, among other things:</p> <ul style="list-style-type: none"> a) Physical examination (pulse, blood pressure, blood sugar), b) Complete blood count (hemoglobin, total white blood cells) count, neutrophils, lymphocytes, eosinophils, monocytes and blood group) ; c) Thoracic monograph <p>When questioned, the company's occupational physician confirmed that pregnancy tests are not part of the system.</p> <p>If the employee is pregnant, she must report her pregnancy to the doctor and to the competent services. Thus, regular checks are carried out and from the seventh month and fifteen days, she is obliged to stop her work and go on maternity leave, where her salary will be taken into account by the social security services (CNPS) .</p> <p>Medical examinations of workers, provided for in the recruitment, promotion and retirement procedure ((RHU, index 01, established on</p>	<p>Complied</p>

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		<p>19/04/2011 and updated on 06/12/2021), are part of labor law in Cameroon.</p>	
<p>6.1.5</p>	<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>	<p>Socapalm Dibombari demonstrated the existence of a gender committee which operates on the basis of a creation report validated by management in April 2019.</p> <p>Its constitution takes into account all the sensitivities and the different sectors of the company (Administration, Technical and Agronomy).</p> <p>Interviews with the members met indicate that the gender committee (Socapalm Dibombari) has 35 members spread across all 03 divisions.</p> <p>The documentary review shows that the committee works on the basis of clearly defined specifications supported by the management of the plantation which consists of knowing, identifying, and treating all problems linked to gender and based on violence, harassment, rape, discrimination.</p> <p>The committee said it worked independently and with the support of the plantation management, to make proposed decisions after dealing with problems. Cases of theft only are transferred to the competent judicial authority. A special reinforced procedure for handling rape cases has been developed for this purpose. The gender committee also works in close collaboration with the Hygiene, Health and Work Committee, which also aims to work to create a healthy working climate and an environment favorable to the development of employees.</p> <p>The auditor in charge of the consultations reviewed the evidence of the existence and constitution of this committee, confirmed by official documents (minutes of appointment of members, specifications of their activities).</p> <p>The committee is actually made up of a president (main accountant of the company), a vice-president - Human Resources Manager), a relay</p>	<p>Complied</p>

		<p>agent (who is an agricultural worker) and a secretary of a administrative agent (who acts as secretary of the committee).</p> <p>All committee activity reports are available and the committee deployment procedure is summarized as follows, if necessary:</p> <ul style="list-style-type: none"> a) Referral to the committee (in writing, telephone, physically, by rumor or any other means); for clarification, the committee can take action in the event of a rumor; b) Issuance of a summons by the committee to the respondent; c) If there is a case of rape, a medical examination of the victim is initiated, with the search for witnesses; d) Establishment of a select committee of reflection in order to listen to the minutes for investigation; e) Initiation of a confrontation between the protagonists f) Conclusion with reasoned decision proposal to the plantation management. <p>The deadlines observed for processing complaints and grievances are those of the company's complaints procedure, but are flexible and can be modified depending on the sensitivity of the problem.</p> <p>The essential activities of the committee are awareness-raising, the popularization of certain practices favorable to women (screening sessions: cancer, HIV) in collaboration with the medical service.</p> <p>An annual meeting schedule is available and implemented progressively.</p> <p>The committee also supports the reintegration of women when they return from maternity leave by guiding them on their feeding times and the creation of their administrative files to obtain payment for maternity leave from the social security fund (CNPS).</p>	
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		<p>As part of its activities, the gender committee carried out (based on the action plan of 01/10/2022), 05 awareness campaigns in total for 972 people affected. Several cases of rape complaints were processed, with all the files (supporting evidence). The cases was handled by police and still in progress. As per verification, all necessary action has been taken by the management and all information related has been documented.</p>	
<p>6.1.6</p>	<p>There is evidence of equal pay for the same work scope. - Minor compliance -</p>	<p>At Socapalm Dibombari, the payment of salaries is based on a salary scale, contained in the company agreement signed between SOCAPALM Dibombari, the unions and worker representatives on November 9, 2019.</p> <p>This company agreement is based on the National Collective Agreement for Agriculture and related professional activities of 2015 and on labor law no. 92-007 – 532 of August. 14, 1992 on work in the Republic of Cameroon and filed at the Douala Bonanjo court section, on 01/0-/2017.</p> <p>The salary scale contained in this agreement allows:</p> <ul style="list-style-type: none"> - categorize jobs - Specify the grades of the workers - Define the salaries associated with each stage. <p>During the audit, different pay slips of workers of different categories (from agricultural workers: harvesters, fruit pickers) to administrative staff, including factory workers, were examined to ensure that:</p> <ul style="list-style-type: none"> - The position defined for the worker is identified in the salary scale; - The category assigned to the worker corresponds to that provided for in the salary scale; - The basic salary or category salary paid corresponds to that provided for in the salary scale. 	<p>Complied</p>

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		<p>Several verification calculations of pay slips for the last two months were carried out without the auditor noting any difference in the salary treatment of employees.</p> <p>It clearly emerged from the verifications carried out that workers carrying out the same activities and belonging to the same category benefit from the same category salaries or basic salaries without any form of discrimination.</p> <p>The differences are appreciated at the level of salary accessories which have the legal nature of salary: overtime, seniority, etc. which are bonuses which vary according to the realities of the workers (performance, attendance, etc.).</p> <p>No complaint was made by a worker alleging pay discrimination or by staff representatives during the consultations.</p>	
<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>			
<p>6.2.1</p>	<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>	<p>The documentary review, coupled with interviews with human resources managers, note that the management of relations with staff is based on applicable labor laws and regulations, union agreements and other collective agreements, as well as all documentation. relating to wages and working conditions in force in the country (collective agreement was signed between SOCAPALM Dibombari, unions and worker representatives on November 9, 2023, on the national collective agreement for agriculture and related professional activities of 2015 and on Labor Law No. 92-007 – 532 of August 14, 1992 on labor in the Republic of Cameroon and filed at the Douala Bonanjo court section, on November 14, 2023, for registration which are shared with worker representatives.</p>	<p>Complied</p>

		<p>Interviews with workers and staff representatives note that all employees have access to these documents at the time of hiring, through induction and throughout their employment (accessible at any time).</p> <p>The sampled workers also confirmed that explanations are given in the official language of the country, which is French. Those who wish to be assisted by a staff representative can benefit from this.</p> <p>After each pay period, workers receive pay slips detailing the salaries received, with essential sections such as:</p> <ul style="list-style-type: none"> • Gross salary; • Benefits • Deductions and rates applied; • Net salary. <p>Employees have the possibility to report any inconsistencies in their remuneration to the human resources department.</p>	
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>	<p>The documentary analysis carried out shows that all the salaries paid (for the sample of workers controlled: 18 workers) are based on the employment contracts signed between the employees and the management of Socapalm Dibombari.</p> <p>None of the employment contracts examined were drawn up outside the laws in force in the country. The rights and obligations of each party are clearly specified on:</p> <ul style="list-style-type: none"> • The relationship of subordination • The object and scope of the work to be carried out • Business hours 	Complied

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		<ul style="list-style-type: none"> • Rest periods (sick leave and annual leave) • The value of remuneration and related benefits (health coverage) • Termination conditions, etc. <p>Contracts are written in French, which is the official language of the country; workers can have the contract explained to them in the dialects of their choice.</p> <p>All workers interviewed said they had copies of their employment contracts and pay slips for each month worked.</p> <p>The pay slips indicate the details of the salaries received.</p> <p>Several workers interviewed individually said that in the event of an error in their payroll calculation, which would impact their salary, they can speak to their team leaders and pass it on to the supervisor and assistant in order to that the payroll service can restore the loss with the next payment. Various cases have been successfully resolved, through the complaints procedure in force; with regard to interviews with several workers (harvesters, herbicides, collectors) in blocks C3 plot 5 and D3 plot 4, in division 2.</p>	
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>	<p>Based on its labor policy, Socapalm Dibombari clearly communicates to workers the normal and official working hours, which do not exceed 48 hours per week.</p> <p>Working hours, both for office and factory staff, are defined in such a way that any worker working more than 48 hours is paid overtime, in accordance with current legislation, on the basis of a known scale of workers and confirmed during the consultation with worker representatives:</p> <p>Monday to Friday: 7:00 a.m. to 12:00 p.m. and 2:30 p.m. to 4:00 p.m.; Saturday: 7 a.m. to 12 p.m.</p>	Complied

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		<p>For certain specific activities and positions, working hours are arranged differently:</p> <p>Oil mill: shift work; i.e. 3 shifts of 8 hours, Monday to Friday: 1st shift: 07:00 – 15:00; 2nd shift: 3 p.m. to 11 p.m. and 3rd shift: from 11 p.m. to 7 a.m.</p> <p>Examination of the files of a sample of 18 workers, particularly with regard to employment contracts and salary slips, shows that the management of Socapalm Dibombari took all necessary measures to comply with labor legislation in force.</p> <p>In the case of workers who worked overtime, the auditor referred to the remuneration scale provided for by the country's labor law; the pay slips were then verified.</p> <p>Overtime is requested in advance and validated before being worked. Furthermore, a certain number of dismissal sanctions and their economic consequences on the payment of salaries of the employees concerned were examined in order to ensure that there were no cases of abuse or violation of the laws in force. in the implementation of these measures. For this, a central Excel file is maintained at the human resources level, to centralize all overtime worked by department, with a view to their payment.</p>	
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>The documentary review and interviews with both the director of the Socapalm Dibombari plantation and the workers met, highlighted that the company has developed a housing policy which works in such a way that any hired worker has the right to housing in the one of the two camps of the company. Failing this, if there is insufficient accommodation or the worker is already lodging at his own expense, a compensatory housing allowance is paid to him and can be seen in his pay slip. Even workers from contractual companies are housed in the Socapalm Dibombari base camps.</p>	Complied

	- Critical (Major) compliance -	<p>Furthermore, to ensure that all workers benefit from adequate housing, a housing plan has been developed based on construction and rehabilitation needs (based on work requests sent by workers).</p> <p>Field visits in camps 1 & 2 revealed that workers benefit from a minimum of amenities (housing, water, electricity, toilets, etc.) for their vital needs.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Most of the workers communities have markets where they access all their food and other necessities.</p> <p>Most workers live in camps surrounded by shops and not far from the village of Nkapa which is full of several shops and counters where it is possible to find different types of items for food and access to food of all types.</p>	Complied
6.2.6	<p>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.</p> <p>- Minor compliance -</p>	<p>The company Socapalm Dibombari has a strategy to ensure that it pays at least a decent salary to its employees.</p> <p>The company takes as a reference the guaranteed minimum wage in the country which is 45,000 F and 40,000 F for the agricultural sector. Then, a company agreement defines the salaries to be paid by category on the basis of a salary scale accessible to all.</p> <p>At this minimum, which constitutes the benchmark in the country, Socapalm Dibombari includes numerous benefits in kind in the salaries of its employees. Benefits in kind include free housing, transportation for workers' schoolchildren, free medical care for workers, spouse and family (up to 80%), water and electricity. To find out, the company conducted an assessment of the remuneration and benefits in kind that they provide to their workers. A review of the evaluation report indicates that the company in total pays a minimum wage of 80,719 CFA to its workers, which is well above the national minimum wage.</p>	Complied

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6.2.7	<p>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.</p> <p>- Minor compliance -</p>	<p>Socapalm's workforce includes permanent and temporary workers. For permanent activities, workers are recruited for more or less long periods, with fixed-term or indefinite contracts. For occasional activities, workers can be recruited under temporary contracts, via contractual placement companies. For each defined and identified activity, SOCAPALM Dibombari management has established clear job descriptions, indicating the objectives to be achieved, the activities to be carried out and the people responsible for their execution.</p>	Complied
<p>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.</p>			
6.3.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the documentary review carried out, it is evident that SOCAPALM Dibombari has a Policy on freedom of association and collective bargaining, published on April 25, 2019 (in accordance with the provisions of articles 3, 4 and following of the code of work, relating to "the object of professional unions and their constitution", Cameroonian law 90-53 of December 19 relating to freedom of association, convention 87 of the International Labor Organization (ILO) on freedom trade union rights and the protection of the right to organize, ILO Convention 98 on the right to organize and collective bargaining.</p> <p>The SOCAPALM Dibombari plantation management is committed to creating a framework for dialogue and free expression so that its workers can enjoy their right of association to negotiate better working conditions.</p> <p>An official statement signed by general management in 2019 and posted to be accessible on notice boards to all stakeholders. This freedom is reflected in the presence of 3 trade union centers which work and exercise to defend the interests of workers:</p>	Complied

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		<ul style="list-style-type: none"> • CSTC: Trade Union Confederation of Cameroon Workers • USLC: Union of Free Trade Unions of Cameroon • CSAC: Confederation of Autonomous Trade Unions of Cameroon <p>Interviews with workers and others within SOCAPALM Dibombari revealed that workers are free to associate to defend their rights and interests at work; they are free to join the unions of their choice without fear of reprisals. Interviews with delegates noted that they are entitled to 15 hours of monthly meetings, in addition to 8 hours of exchange between them to prepare meetings with management.</p> <p>A clear register, endorsed by the labor delegation, attests that periodic meetings take place between plantation management and worker representatives. Meeting reports are co-signed by both parties.</p> <p>Furthermore, the last election of the college of delegates in office took place on November 1, 2023, as attested by the minutes of installation n°03/MINTSS/DRTSS/DDT/NK. It is also appropriate that staff representatives have received training (December 1, 2023) with a view to strengthening their capacities to carry out their mission.</p> <p>This policy is part of all policies that are explained to workers upon hiring, as part of the integration of workers, in the languages they understand, so that they are in line with the vision of the business.</p>	
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>Consultation of the activity reports of the staff delegates made it possible to note that they regularly hold meetings with the management of Socapalm Dibombari, on the basis of a pre-established and mutually agreed program.</p> <p>As a reminder, delegates are entitled to 15 hours of monthly meetings with management and 8 hours to prepare for these meetings;</p>	Complied

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		<p>Evidence of meetings held with management, recorded in the register of delegates, was made available to the auditor for consultation.</p> <p>The latest meeting is on November 22, 2023 (summary of the meeting + attendance list + signatures of participants). Meeting reports are produced in French, the official language of the country; it is revised by both parties before collective signatures. Delegates declared that they are aware of and agree with the contents of the meeting reports.</p>	
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>	<p>Socapalm Dibombari staff delegates have a meeting room which is entirely dedicated to their activities.</p> <p>They said they could carry out their activities without any interference from management. They are free to carry out their activities. There was no instance of influence exerted on them.</p>	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>	<p>The General Management of Socapalm has officially become involved in the fight against child labor, which it formally prohibits, through the adoption of a "policy concerning child labor", dated June 19, 2023. .</p> <p>The author of this policy notes that it is based on:</p> <ul style="list-style-type: none"> • Article 86 of the labor code relating to child labor • Article 138 of the International Labor Organization (ILO) of 1973, relating to the age of admission to work; • Article 182 of the International Labor Organization (ILO), relating to the worst forms of work (1999); <p>No cases of child labor have been observed in the field or denounced by either workers or staff representatives.</p>	Complied

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<p>6.4.2</p>	<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>	<p>Socapalm Dibombari has prohibited, through its human rights and social policy on child labor, any form of intervention by children in its production system; both at the level of administration, plantations and factory level.</p> <p>No child was seen working during the audit. The recruitment procedure defines and sets the minimum age for admission to employment at 18 years.</p> <p>Consultation of the personnel register (476 workers) did not show any worker whose age is below the legally prescribed minimum.</p> <p>The youngest worker hired is over 20 years old according to the identity documents observed (matricula SCP-39038; born 10/10/2003).</p>	<p>Complied</p>
<p>6.4.3</p>	<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>	<p>Socapalm Dibombari is prohibited, through its child labor policy, published and validated on 04/26/2019, from recruiting and employing children.</p> <p>Consultation of several files (a sample of 18 files) coupled with examination of the company register revealed that none of the active workers was under 18 years old.</p> <p>In the field, during interviews on plantations, there was no case of discovery of child labor.</p> <p>Hiring a worker also begins with the requirement for an administrative identity document, duly issued by a competent authority. All worker files examined included copies of their identity documents.</p>	<p>Complied</p>
<p>6.4.4</p>	<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>The documentary review carried out with the administrative and accounting department noted the existence, at Socapalm Dibombari level, of a Policy concerning child labor, dated 26/04/2019. Communication on no child labor has been given to supervisors and other key staff, smallholders, FFB suppliers and communities where</p>	<p>Complied</p>

	<p>- Minor compliance -</p>	<p>workers live. Record of training, briefing also stakeholders meeting for the year of 2023 was available.</p> <p>A detailed examination of this policy indicates that it prohibits any form of violence against children, any prohibition of employment of persons under the age of 18 except in exceptional cases made by the law of the country.</p> <p>Furthermore, the verification of the contracts of service providers and all types of subcontractors (transporters, agricultural maintenance companies or others) contains formal clauses relating to the prohibition of the employment of children for the execution of spots on Socapalm plantations. For this, Socapalm team leaders, administrative managers, security agents, are all responsible for monitoring and reporting information in the event of discovery of the presence of a child in a work situation.</p> <p>In the field, during site visits carried out both on plantations and at administration and factory levels, no cases of child labor were discovered.</p>	
<p>Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
<p>6.5.1</p>	<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>	<p>Socapalm Dibombari has developed a Policy regarding sexual harassment and other types of harassment and violence in the workplace (code: HAR), dated April 2022 (version 2; 08 pages); updated August 2022. This policy has been communicated to all level of workforce as per training record verification for the year 2023.</p> <p>The gender committee is the main actor who ensures the monitoring and proper implementation of this policy through the deployment of a complex mechanism which integrates awareness raising on the prohibition of prohibited attitudes in the policy, the development of means of submitting a complaint to the committee (complaint form,</p>	<p>Complied</p>

		<p>communication of contacts to call if necessary to express a complaint, guarantee of anonymity, etc.).</p> <p>Discussions with this committee, during stakeholder consultations, revealed that the gender committee exists legally through a minutes of creation dating from May 3, 2019. Its constitution takes into account all the sensitivities and the different sectors of the business (Administration, Technology and Agronomy).</p> <p>The gender committee is made up of 35 members for all 3 divisions; its mission is to know, identify, and treat all problems related to gender and based on violence, harassment, rape, discrimination. The committee said it worked independently and with the support of the plantation management, to make proposed decisions after dealing with problems. Cases of theft only are transferred to the competent judicial authority.</p> <p>all the committee activity reports are available and the committee deployment procedure is summarized as follows, if necessary:</p> <ul style="list-style-type: none"> a) Referral to the committee (in writing, telephone, physically, by rumor or any other means); for clarification, the committee can take action in the event of a rumor; b) Issuance of a summons by the committee to the respondent; c) If there is a case of rape, a medical examination of the victim is initiated, with the search for witnesses; d) Establishment of a select committee of reflection in order to listen to the minutes for investigation; e) Initiation of a confrontation between the protagonists f) Conclusion with reasoned decision proposal to the plantation management. 	
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		<p>The deadlines observed for processing complaints and grievances are those of the company's complaints procedure, but are flexible and can be modified depending on the sensitivity of the problem.</p> <p>The essential activities of the committee are awareness-raising, the popularization of certain practices favorable to women (screening sessions: cancer, HIV) in collaboration with the medical service. An annual meeting schedule is available and implemented progressively.</p> <p>An examination of the activities of the gender committee notes that several cases of rape, threats and intimidation of workers and children of workers have been dealt with, following the procedure in place and all the associated documentation:</p> <ul style="list-style-type: none"> • 05/12/2023: complaint for rape • 07/11/2023: complaint for rape • 03/12/2023: rape of a minor. 	
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>	<p>SOCAPALM Dibombari has a Policy on the protection of reproductive rights, validated and published on April 23, 2019, based on articles 83, 84 and 85 of the labor code relating to women's work and Convention 183 of the ILO on Maternity Protection (2000).</p> <p>Discussions with members of the gender committee and documented evidence of training for women show that this policy is popularized and known to the majority of women.</p> <p>Also, consultation of various employee employment contracts and worker files clearly shows that provisions are in place to cover maternity leave, over a period of 14 weeks including 06 weeks before childbirth and 08 weeks after childbirth. childbirth.</p> <p>The interview with the head of the health center who is an occupational physician revealed that pregnant women are welcomed according to the</p>	Complied

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		<p>health protocol, assisted and maternity leave is granted in accordance with the legislation. Maternity leave is compulsory for pregnant women because some evade it in order to continue to directly benefit from their monthly pay. Thus, once the decision to place maternity leave is established, the payroll service is automatically contacted to suspend all salary payments because the CNPS must take over. Checking the physical records of workers who took maternity leave showed the following examples:</p> <ul style="list-style-type: none"> • SXXXXX43 • SCXXXX • SXXXXX68. 	
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>	<p>SOCAPALM Dibombari has developed a Policy on the protection of reproductive rights, validated and published on April 23, 2019, based on articles 83, 84 and 85 of the labor code relating to women's work and Convention 183 of the ILO on Maternity Protection (2000).</p> <p>Discussions with members of the gender committee and documented evidence of training for women show that this policy is popularized and known to the majority of women.</p> <p>Also, consultation of various employee employment contracts and worker files clearly shows that provisions are in place to cover maternity leave, over a period of 14 weeks including 06 weeks before childbirth and 08 weeks after childbirth.</p> <p>The interview with the health center doctor who is an occupational physician revealed that pregnant women are welcomed according to the health protocol, assisted and maternity leave is granted in accordance with the legislation.</p> <p>Maternity leave is compulsory for pregnant women because some evade it in order to continue to directly benefit from their monthly pay. Thus,</p>	Complied

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		<p>once the decision to place maternity leave is established, the payroll service is automatically contacted to suspend all salary payments because the CNPS must take over.</p> <p>Determining the needs of new mothers is part of the activities of the gender committee; the report of 11/21/2023 shows that the needs of the News (06 in total during the year 2023):</p> <ul style="list-style-type: none"> • Need daycare; • Strengthening small medical centers in primary care: • Extension of feeding times. <p>Actions has been taken by the management and issue was resolved. Records of action taken has been documented and has been briefed to the gender committee representative.</p>	
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>	<p>All workers (managers, workers, temporary workers, etc.) have the right to complain or express any dissatisfaction or grievance which constitutes, for them, a failure towards them. For this, Socapalm Dibombari has developed and published a complaints mechanism called Internal complaints management "REF: GPI Version 4, written in May 2018 and updated on 07/12/2021, 16 pages) whose scope of application only covers complaints and all forms of grievances from SOCAPALM Dibombari staff and those of contractual companies.</p> <p>The procedure works in such a way that any worker feeling wronged can submit a written complaint, with acknowledgment of receipt on the day of submission, to the secretary of the plantation director, or to the general management in Douala. The procedure provides for a period of 30 to 45 days (minor complaints) and up to 90 days for a major complaint. This procedure respects anonymity and protects complainants. Briefing of procedure has been made to all level of the workforce as per record of training for the year 2023.</p>	Complied

		<p>A complaint form template is available. The complainant may request anonymity if he considers it necessary. In the event of dissatisfaction with a decision rendered, he may refer the matter to the courts of his choice.</p> <p>The plantation director's secretary, responsible for receiving all planting requests, also keeps an Excel file which summarizes all complaints: from the date of receipt to the closing date, including the reasons, the duration of processing, the conclusion of the complaint. As a reminder, during the initial certification audit, incoming letters concerning complaints had not been recorded, at the time of ASA1, consultation of the excel file which summarizes the complaints showed that letters were well taken into account.</p>	
<p>Criteria 6.6: No forms of forced or trafficked labour are used.</p>			
<p>6.6.1</p>	<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>Forced or trafficked labor was not utilized within the company. While migrant workers are not present in their operations, a review of documents and interviews with sampled workers confirms the utilization of temporary workers. However, there is no evidence of involuntary labor or any of the issues raised by the indicator, which is:</p> <ol style="list-style-type: none"> 1. Holding onto identity documents, passports, or international vaccination cards 2. Requiring job seekers to pay recruitment fees 3. Substituting contracts 4. Mandating involuntary overtime 5. Restricting workers' freedom to resign 6. Imposing penalties for termination of employment 7. Engaging in debt bondage 	<p>Complied</p>

	- Critical (Major) compliance -	8. Withholding wages 9. Denying workers the right to annual leave	
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>To comply with the legislation in force in the country and the requirements relating to the RSPO, on the issue of workers, the management of Socapalm Dibombari has developed a special labor policy whose scope is migrant and temporary workers.</p> <p>These workers should be treated under the same conditions as nationals, without any form of discrimination or violation of their rights. The policy in question was adopted, validated and signed on April 25, 2019 by the Plantation Director.</p> <p>This incorporates the provisions of article 2 of the labor code, described n° 93-577-PM of July 15, 19 ILO Convention 29 on forced labor (1930), 105 relating to the abolition of forced labor (1957) 93 establishing the working conditions of temporary, casual or seasonal workers.</p> <p>Both individual interviews with migrant workers and consultation of complaint registers revealed no reports of violations of migrant workers' rights. The migrant workers are free to move, they keep their identity documents, and receive all compensation and pay linked to the contracts they negotiated before arriving.</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>The company has identified the plantations director as the person responsible for all health and Safety issues in the company. He works with a H&S committee which includes the H&S manager, resident medical doctor, Human resource manager, Gender Committee Chairman and chairman of the workers representatives. The company engages with the workers through the resident doctor every month to monitor</p>	Complied

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		<p>compliance to PPE use and H&S compliance issues. During such meetings, concerns of the workers are taken note of and discussed at the H&S committee meetings. Some records of the meetings reviewed include</p> <p>Report on Workers Meetings</p> <p>Date: 21/09/2023</p> <p>Attendance: 4 workers</p>	
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>Accident record forms are provided to the supervisors who fill and submit same to the H&S manager for update into the accident. During a visit to block D6 in Division 2, interview with the supervisor of the slashing team indicates he is the assigned first aider on site and responsible for administering first aid in the event of an accident. This was confirmed by the truck driver on site who keeps the first aid kit. However, further interview with the supervisor indicates he has not been trained on first aid administration and hence uses his own knowledge to administer the first aid when an accident occurs. A follow up visit to the company's clinic and a review of training documents did not identify the workers name on the list. In a related case, a visit to block G3 in Division 1 did not identify first aid kit at the work site. An interview with the supervisor and his team of 5 slashers indicate since they started working as slashers in January, they have not been provided with a first aid kit. This is found to be inconsistent with the requirements of the standard. Thus, Minor NC was raised.</p>	Non-compliance
6.7.3	<p>(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 potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those</p>	<p>During a visit to the division 1 and division 2, workers including harvesters and slashers were seen in their appropriate PPEs which includes gloves, welling boots, helmets and goggles. Interview with the workers indicates the PPEs were supplied to them by Socapalm Dibombari at no cost to the workers. Interview with workers also indicates the PPEs are always replaced when damaged and a request is</p>	Complied

	<p>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>placed by the workers. A visit to the two division also shows the company has constructed sanitation facility where pesticide applicators can wash and change back into their dress after close of work.</p>	
6.7.4	<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>All workers both permanent workers of Socapalm and the Third-party contractor workers are covered by the CNPS (National Insurance Fund) which is a legal requirement for all employers to ensure their workers are covered. The CNPS contribution insures the worker in the event of work accident that takes the workers off duties. During the period of recovery, the CNPS pays the workers salary until he resumes workers.</p> <p>The company also has a clinic which is opened to all workers including contracts workers and their families. The company clinic attends to all illness and work-related accident which does not take the worker of his duties.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA).</p> <p>- Minor compliance -</p>	<p>Reviewed the company's accident report captioned RAPPORT MENSUEL SSE 2023 - 7 - Santé et sécurité au travail SOCAPALM which shows the calculations calculations for the occupational injuries using the LTA. The report as been updated from January to December 2023 and the total LTA recorded is 15.15</p>	Complied
<p>Principle 7: PROTECT, CONSERVE AND ENHANCE ECOSYSTEMS AND THE ENVIRONMENT</p> <p>Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.</p>			
<p>Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Socapalm Dibombari has set up IPM Plans outlined in the Agricultural Department's document called "Plan De Gestion Integree des Ravageurs" (Integrated Pest Management Plan), Version 01, last updated in April 2021.</p>	Complied

		<p>The goal of the plan is to review current methods for controlling harmful organisms. It aims to incorporate suitable approaches that reduce the growth of pest populations. This helps to maintain the use of pesticides at levels justified by economic considerations, thus lowering risks to health and the environment.</p> <p>There's evidence confirming the implementation of IPM plans, including:</p> <ul style="list-style-type: none"> • Monitoring and treating outbreaks of pests and diseases in the plantations only when specific thresholds are reached. This minimizes the use of pesticides. • Introducing beneficial plants that attract natural predators for pests, such as insects that eat leaves and caterpillars. 	
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 mucuna spp, aumania spp, etc.</p> <p>- Minor compliance -</p>	<p>Species mentioned in the Global Invasive Species Database and CABI.org are not utilized in the managed areas. This information was verified through interviews with management, workers, and local communities in the vicinity. Additionally, records of pest and disease control affirm that these species are not employed 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 - Dibombari complied with the requirement that prohibits the use of fire for pest control, except in exceptional circumstances where no other effective methods are available, and only with the prior approval of government authorities. Based on verification during site visit and documentation, there is no use of fire for pest control.</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>The company has a documented list of pesticides that they use in their various divisions. The list includes Glyphosate 360g/l, 2,4-D sel d'amine</p>	Complied

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	- Critical (Major) compliance -	720 g/l, Metsulferon and methyl 200g/kg. The list of pesticides employed by Socapalm is selected from a state approved list of pesticides.	
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>	The company maintains the list of pesticides they use in their operations. The list which is captured in an excel document also has information on the active ingredients used and their LD50. Other information on the pesticide application such as area treated, amount of active ingredients applied per ha and number of applications are documented in related documents,	Complied
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>	The company has a documented procedure captioned Plan de Reduction de L'utilisation des Pesticides dated 01/2020. The procedure outlines the measures put in place by the company to ensure the reduction in the use of pesticides in their plantations. The measures includes the use of pesticides in circle weeding and manual weeding instead of general application of pesticides in large quantities. The company also has a documented IPM plan in place captioned Plan de Gestion Integre des Ravageurs dated 04/2021.	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>	A review of the company's IPM plan on clause 9 states that there is no prophylactic use of pesticides. A further review of pest monitoring records shows the company monitors pest infestation and only applies pesticides when the infestation reaches a certain threshold.	Complied
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>	The selection of pesticides for use by Socapalm Dimbobari is guided by the state approved list of pesticides. A review of the state approved list did not identify any of the pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat	Complied

	<p>The due diligence refers to: 7.2.5a Judgment of the threat and verify why this is a major threat.</p>	<p>The selection of pesticides for use by Socapalm Dimbobari is guided by the state approved list of pesticides. A review of the state approved list did not identify any of the pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat</p>	
	<p>7.2.5b Why there is no other alternative which can be used.</p>	<p>The selection of pesticides for use by Socapalm Dimbobari is guided by the state approved list of pesticides. A review of the state approved list did not identify any of the pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat</p>	
	<p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative.</p>	<p>The selection of pesticides for use by Socapalm Dimbobari is guided by the state approved list of pesticides. A review of the state approved list did not identify any of the pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat</p>	
	<p>7.2.5d What is the process to limit the negative impacts of the application.</p>	<p>The selection of pesticides for use by Socapalm Dimbobari is guided by the state approved list of pesticides. A review of the state approved list did not identify any of the pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat</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>The selection of pesticides for use by Socapalm Dimbobari is guided by the state approved list of pesticides. A review of the state approved list did not identify any of the pesticides that are categorised as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat</p>	

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<p>7.2.6</p>	<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>The company maintains a list of all their workers who applies pesticides in their plantations. The list reviewed are all male workers including the store keepers who supplies the pesticides. Records of training for workers who handles pesticides were made available for review.</p> <ol style="list-style-type: none"> 1. Training on the Management of Pesticides and their Risk Date: 15/12/2023 Venue: Division 1 Attendance: 20 Pesticides handlers 2. Training on the Management of Pesticides and their Risk Date: 21/12/2023 Venue: Division 1 Attendance: 20 Store Keepers <p>During an interview with the pesticide applicators, they were able to demonstrate knowledge on the risk associated with the handling of pesticide and its emergency responses</p>	<p>Complied</p>
<p>7.2.7</p>	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>A visit to the chemical store shows pesticides are stored in good conditions. The pesticides were placed on shelves with good aeration in the room. There was also a bag of sand in the room to be used in the event of a chemical spillage.</p>	<p>Complied</p>
<p>7.2.8</p>	<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>The company has an agreement with Societe TPV Cameroon for the evacuation of their empty pesticide containers. Reviewed the valid permit that grants the contractor permission to handle and evacuate toxic waste. Records of the empty pesticides containers before and after evacuation were reviewed.</p>	<p>Complied</p>

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>Not Applicable. The company does not employ aerial spraying in their operations. This was confirmed by the communities and management during the audit interviews</p>	<p>Not Applicable</p>
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>Interview with the company's resident medical doctor indicates by their procedures all workers who handles pesticides under go medical surveillance two times in a year. The list of pesticide handlers was made available to the audit team for review. The list includes information on the workers such as medical report, date of medical visit and the next date of medical visit, age of worker among others. A review of the report did not identify any worker with adverse medical conditions</p>	<p>Complied</p>
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>A review of the list of workers who handle pesticides and their medical report with information on the year of birth shows all the workers are above the age of 18 years. Also, there were no female workers who handles pesticides in the list. Interview with management indicates they do not employ female workers for pesticide spraying. This was further confirmed by the pesticide sprayers during the audit interview.</p>	<p>Complied</p>
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
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>SOCAPALM Dibombari has a documented waste management plan titled "Plan de gestion des déchets: Plantation de Dibombari, PGD, Version 00 of 05/04/2021." There is no record of the plan being reviewed recently. The plan identifies the sources of the company's waste and categorizes them into various types, such as general waste, hazardous waste, non-hazardous waste, based on their toxicity and hazard characteristics.</p>	<p>Complied</p>

		The plan outlines how each identified type of waste is to be managed, including recycling for waste like Empty Fruit Bunches (EFBs), reusing certain empty pesticide containers or oil fiber for the boiler, and disposing of general waste at waste dump sites or by approved agents. The implementation of the company's waste management plan has been confirmed through direct observations, inspections at dump sites and waste centers, record reviews, and interviews with workers.	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	SOCAPALM Dibombari consistently disposes of its waste following its waste management procedures, which are well understood by the workers. The company's procedures, outlined in "Plan de gestion des déchets: Code: GDE, Version 05 of 2023," categorize waste into different types, including general waste, hazardous waste, and non-hazardous waste. Hazardous waste, like empty pesticide containers and used oil, is collected by approved third-party hazardous waste service providers for proper disposal. Clinical waste is incinerated in the company's incinerator. A summary of the waste disposal arrangement is provided in Liste des sociétés agréées pour le Traitement des déchets 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 Dibombari avoids using open fire for waste disposal. The company follows the Socfin Group Policy for Responsible Management, specifically outlined in Section 5: Commitment to our planet, 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 HSE (Health, Safety, and Environment) policy, dated 26/4/2019, also includes a commitment to environmental protection, explicitly stating the prohibition of using fire for soil preparation or waste disposal. Workers have affirmed, through interviews, that the company	Complied

		<p>adheres to a policy against using fire to dispose of waste. Additionally, direct observations during the audit did not reveal any evidence of fire being used for waste disposal.</p>	
<p>Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
<p>7.4.1</p>	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts</p> <p>- Minor compliance -</p>	<p>Socapalm - Dibombari has established Standard Operating Procedures (SOPs) for Good Agriculture Practices, which are put into action to effectively manage soil fertility in its plantation. The primary goals are to optimize yield and minimize environmental impact. These procedures, available for review during the audit, include:</p> <p>Procedures for Soil Analysis, Soil and Leaf Sampling</p> <p>Source: SOCFINCO Planters Manual</p> <p>Legume Cover Crop Procedures</p> <ul style="list-style-type: none"> • Title: "Etablissement de la plante legumineuse de couverture AGR15" Version: 02, Approved on 10/02/2020 Palm Leaves Sampling Procedures • Title: "Echantillonnage Follaire des Palmiers AGR 14" Version: 2, Approved on 10/02/2020 Organic Fertilization Procedures • Title: "Fertilization Organique AGR 12" Version: 02, Approved on 10/08/2020 Inorganic Fertilization Procedures • Title: "Fertilization Minerale AGR13" 	<p>Complied</p>

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		<p>Approved on 01/2020</p> <ul style="list-style-type: none"> Road and Erosion Maintenance Procedures <p>Title: "Procedures D'entretien des Routes Et Erosion, AGR 0"</p> <p>Dated: 15/04/2021</p> <p>Reviewing these procedures, along with implementation records, direct field observations, and worker interviews during the audit, confirms that these practices are being actively implemented.</p>	
7.4.2	<p>Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health..</p> <p>- Minor compliance -</p>	<p>Socapalm - Dibombari conducts periodic soil and tissue sampling to monitor and manage changes in soil fertility and plant health. The company follows documented procedures, such as "Echantillonnage Follaire des Palmiers AGR 14 Version 2," approved on 10/02/2020, for the yearly collection of palm leaves for analysis. The analysis is carried out by the company's sister company, SOGB Laboratories in Cote d'Ivoire.</p> <p>Staff interviews from the agronomic department revealed that soil analyses are conducted periodically, while tissue analyses are performed annually. The report for the annual tissue sampling in 2023, titled "Campagne de Diagnostic Foliaire Palmer 2023 Plantation: Socapalm Dibombari," was verified during the audit. The results from these samplings play a crucial role in determining the quantities of fertilizers to be applied.</p>	Complied
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 Dibombari has a nutrient recycling strategy in place for the reuse of Empty Fruit Bunches (EFB), fiber, sludge, and ashes. The goal is to optimize the use of inorganic fertilizers. This strategy is outlined in the company's Organic Fertilization Procedures, titled "Fertilisation Organique AGR12 Version 02 of 01/2020."</p>	Complied

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		The company maintains records of EFB usage as organic fertilizers (Mulch). During the site visit to the estate, the application of EFB was observed, and it was confirmed that the actual application matched the records that were presented.	
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	There is an Annual Fertilizer Plan in place. The plan for 2023 was observed during the audit, along with the corresponding application records (Epadange Manuel D'engrais). This manual includes details such as the quantities and types of fertilizers applied per division of the plantation, the active ingredient, and other relevant information. The amounts of fertilizer applied and recorded are determined based on the results of both tissue and soil analyses.	Complied
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 -	Socapalm - Dibombari possesses maps that highlight marginal and fragile soils. One example is the "Map of slope intervals of the Dibombari AOI," which categorizes the company's plantation into slopes of 0-8 degrees, 9-25 degrees, and 25-66 degrees. The majority of the area falls within the 0-8 degrees slope, with a few regions around water drainages situated within the 9-25 degrees zone. Interviews with managers and direct observations confirmed that the soils across the company's plantation are generally fragile. The element of slope is considered a crucial indicator for managing these fragile soils. The company provided maps of the plantation blocks at different elevations for review, offering insights into steep terrains and areas prone to soil erosion.	Complied
7.5.2	There is no extensive replanting of oil palm on steep terrain. - Minor compliance -	Socapalm - Dibombari has not conducted replanting of oil palm on steep terrain. It was verified during observation at field and planting document information.	Complied
7.5.3	There is no new planting of oil palm on steep terrain.	Socapalm - Dibombari has refrained from initiating new oil palm plantations on steep terrain. After examining the area statement and	Complied

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	- Minor compliance -	conducting interviews with managers and a Civil Society organization, it was confirmed that the last oil palm plantation in Dibombari was established on June 30, 2000. Since that date, there has been no further establishment of new plantations.	
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	<p>(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.</p> <p>- Critical (Major) compliance -</p>	SOCAPALM Dibombari has not undertaken any new planting activities after November 15, 2018. The most recent establishment of an oil palm plantation in Dibombari occurred on 30/06/2000, and there have been no new plantings since that date.	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils is avoided or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	SOCAPALM Dibombari has not undertaken any new planting activities after November 15, 2018. The most recent establishment of an oil palm plantation in Dibombari occurred on 30/06/2000, and there have been no new plantings since that date.	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	SOCAPALM Dibombari has not undertaken any new planting activities after November 15, 2018. The most recent establishment of an oil palm plantation in Dibombari occurred on 30/06/2000, and there have been no new plantings since that date.	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	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.	Complied

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7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective 15 November 2018) to the RSPO Secretariat..</p> <p>- Minor compliance -</p>	<p>SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.</p>	Complied
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.</p>	Complied
7.7.4	<p>(C) A documented water and ground cover management programme is in place</p> <p>- Critical (Major) compliance -</p>	<p>SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.</p>	Complied
7.7.5	<p>(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</p>	<p>SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.</p>	Complied

	for a higher water table (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -		
7.7.6	(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. - Critical (Major) compliance -	SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.	Complied
7.7.7	(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. - Critical (Major) compliance -	SOCAPALM Dibombari has refrained from engaging in new planting activities since November 15, 2015. Additionally, no peat soils have been identified in the existing plantation based on assessments or reports. For instance, the High Conservation Value Assessment conducted for the company's existing plantation in September 2021 by HCV Africa, as documented in the written report, did not identify the presence of peat soils.	Complied
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	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: - Minor compliance -	SOCAPALM Dibombari is actively implementing a water management plan designed to enhance the efficient utilization and sustained availability of water sources while preventing adverse impacts on other users in the catchment. The plan, titled "Plan De Gestion Des Eaux Du Complexe Industriel Socapalm Dibombari: Situé Dans Le Département Du Moungo, Région Du Littoral" and dated November 2020, was	Complied

	<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>developed by the independent consultant CAP Developpement Sarl (Cabinet d'études Techniques).</p> <p>The water management plan covers various aspects, including the identification of water sources, the efficient use of water, the renewal of water sources, the impact on the watershed and local actors, access to drinking water, and the implementation strategy to prevent surface and underground water contamination. The outlined actions in the plan are currently being executed.</p> <p>To protect water sources from contamination, SOCAPALM Dibombari is implementing measures such as the establishment and management of riparian buffer zones, responsible application of pesticides, treatment procedures, and the avoidance of mill effluent discharge into the environment. Additionally, the company is actively monitoring the protective actions to ensure their effectiveness in maintaining the integrity of water sources.</p> <p>The SOCAPALM Dibombari does not restrict access to clean water or contribute to pollution of water used by communities.</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>The company ensures sufficient access to clean water for its workers. To monitor water usage, flowmeters have been installed, allowing for the measurement of water volume.</p> <p>The company maintains a bi-annual analysis of water quality, and the audit included a review of the results. For instance, the water analysis report for "Forage Village MBONDJO 2" dated 01/12/2023, with reference SCP/DIB-F06/01-12-2023, and the analysis report for " Forage Village MBONDJO 2" on 01/12/2023, with reference SCP/DIB-F05/01-12-2023, were available for inspection. This demonstrates the company's commitment to regularly assessing and ensuring the quality of the water provided to its workers.</p>	

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	<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.</p> <p>- Minor compliance -</p>	<p>An accredited body has been appointed to establish a guide for interpreting the results of water analyses, specifically for pH levels. The latest results, with reference "Forage Village MBONDJO 2" dated 01/12/2023, with reference SCP/DIB-F06/01-12-2023, and the analysis report for " Forage Village MBONDJO 2" on 01/12/2023, with reference SCP/DIB-F05/01-12-2023, indicate that the pH falls within the approved range limit set at 6.5 to 8.5. This compliance with the specified range ensures that the water maintains an acceptable pH level.</p> <p>Furthermore, the approval for this falls under the jurisdiction of the ministry, as referenced by AR/0439/A/MINMIDT/SG/DI/SDRI/SEC/MM dated June 2019. This signifies that the water quality standards and results have received official approval from the relevant ministry, confirming adherence to regulatory guidelines.</p>	<p>Complied</p>
<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).</p> <p>- Critical (Major) compliance -</p>	<p>SOCAPALM Dibombari is dedicated to safeguarding water courses and wetlands, and this commitment is reflected in its Water Management Plan and the High Conservation Value (HCV) Management and Monitoring Plan. These plans include provisions for water protection, specifically addressing riparian and buffer zone maintenance and protection.</p> <p>The company adheres to guidance provided by the RSPO Manual on Best Management Practices for the management and rehabilitation of riparian reserves. Maps have been reviewed to identify various palms situated in the river, distinguishing those present during the rainy seasons. Different colors are used to mark these palms, ensuring separation from any chemical applications during both rainy and dry seasons.</p> <p>The Protected Area Procedure, revised in September 2021, was also examined. Page 7 of this procedure, under the caption "Registration of Communication," outlines a new operation that considers palms within</p>	<p>Complied</p>

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		<p>riparian areas and those falling within the overflown banks. Treatment of these palms is contingent on the proximity of the river.</p> <p>During field verification at site Riparian Zone Area, clear demarcation was made at the buffer zone area. No evidence of chemical or physical activities was found at the demarcated areas identified as HCV 4 @ riparian buffer zone. This indicates adherence to protective measures for water courses and riparian areas, aligning with the company's commitment to environmental conservation.</p>	
7.8.3	<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.</p> <p>- Minor compliance -</p>	<p>SOCAPALM Dibombari treated its mill effluent to be in compliant with national requirements. The company uses the open pond system for the treatment of its mill effluent. The company has Effluent management plan, with strategy, assigned responsible person for the ponds with targets, for analysis and regular check. The company carries out monthly analysis of its mill effluent by a 3rd party (QHSE Consulting) as part of its compliance obligations. The parameter tested are;</p> <ol style="list-style-type: none"> 1. Pollution parameter (COD, BOD, Oil and Grease, Nitrogen Kjeldahl, Phenol, Ammonium, Nitrates) 2. Organoleptic Parameter (Odour, Salinity, Turbidity) 3. Physico-Chemical parameter (pH, conductivity, temperature, dissolved O2, TDS) <p>Based on the results for 2023, no off-specification parameter recorded as mill processing less than its rated capacity. On average, BOD recorded less than 50 mg/l and continuously comply with the limit set.</p>	Complied
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>SOCAPALM Dibombari continued to monitor and record its water use to include mill water use per tonne of FFB. The company has installed flow meters for the record of its water intake and use. Daily flow meter readings are taken and recorded in a registered notebook. Monthly summaries are captured and analysed on a spreadsheet "Reporting POM</p>	Complied

		Dibombari 2023" Records for Jan to Dec 2023 recorded at 1.33 m3 per tonne FFB processed slightly high compared to 1.3 m3 per tonne FFB. This is due to actual FFB received is less than targeted.	
Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	<p>A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.</p> <p>- Minor compliance -</p>	<p>Plan for improving efficiency of the use of fossil fuels has been documented in (Plan D'optimisation de L'utilisation De L'energie et de Gestion Des Energies Renouvelables TECH PL 01 MBO Version 01 of 01/2020). It was aimed at enhancing the use of renewable energy and optimizing fossil fuels. This plan was made available for review during the audit process and is currently in the process of being executed and monitored.</p> <p>Various energy sources on-site are identified in the plan, including:</p> <ul style="list-style-type: none"> - Three turbo alternators with a power capacity of 575KW each, - One power line with a capacity of 235KW, and - One generator with a capacity of 320 KVA. <p>To achieve a minimum biomass energy utilization of 90% for all machine days, rigorous monitoring is required. The plan outlines specific actions and assigns responsibilities to ensure that the established targets are met. For instance, one action involves optimizing the operating rate of the turbo alternator (TA) by solely using the external network (ENEO / GE) for starting the boilers.</p> <p>The plan encompasses key RSPO-required metrics related to renewable energy use, such as renewable energy use per ton of Fresh Fruit Bunches (FFB) processed (expressed as Turbine power produced/ton FFB processed kWh/t FFB for Dibombari) and electricity consumption in production (expressed as Power consumed/ton FFB processed kWh/t FFB for Dibombari). These metrics, along with others, are included in</p>	Complied

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		<p>the POM spreadsheet, with targets being actively monitored and reported. For example, in 2023, the target for Renewable energy use per ton FFB was set at > 16, and the recorded results ranged between 14.7 with a utilization rate of 95%.</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>			
<p>7.10.1</p>	<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 Dibombari has identified and assessed its greenhouse gas (GHG) emissions and has developed a reduction plan, which is currently being implemented and audited. The documented plan, titled "Plan de Réduction des Gaz à Effet de Serre et Autres Polluants Importants," was created on 08/04/2021. This comprehensive plan addresses emission reductions not only from its plantation but also from its mill operations.</p> <p>The company actively monitors its GHG emissions using the RSPO Palm GHG version 4 Calculator, and this monitoring process was thoroughly reviewed and approved during the audit. The monitoring efforts align with the implementation of the SOCFIN Group Policy for Responsible Management, which includes the prohibition of the use of fire in its operations across all plantations. Other sustainability measures include the use of cover crops to reduce pesticides, the utilization of folia to guide the development of its fertilizer program, and the optimization of inorganic fertilizer usage.</p> <p>Results of the GHG reduction plan are transparently reported to the public on the RSPO Palm GHG platform. The reported results for the fiscal year 2023 are available under Appendix B. This commitment to monitoring, reduction, and reporting reflects the company's dedication to environmentally responsible practices in line with RSPO guidelines.</p> <p>There is a difference in surface planted between this document and Palm GHG as the total of ha of "infrastructure and other" has been inputted</p>	<p>Complied</p>

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		in the category of "planted area" giving a total on Palm GHG of 9577.74 instead of 3813.070 (planted area) and 5764.67 (other).	
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>- Critical (Major) compliance -</p>	SOCAPALM Dibombari has not carried out any new planting since 2014. Thus, this indicator is not applicable.	Not Applicable
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 Dibombari has identified additional pollutants associated with its operations and has devised plans for their mitigation, currently in the process of implementation and monitoring. Section 6 (Other Significant Pollutants) of the plan "Greenhouse Gas and Other Significant Pollutants Reduction Plan" dated 08/04/2021 specifies the pollutants, including noise, dust, and Hexane. These pollutants were detailed in the Environmental and Social Audit report submitted to the Regional Delegates of the Ministry of Environment, Nature Protection, and Sustainable Development (MINEPDED) in February 2018. This report, titled "Annual Work Plan for the Implementation of the Environmental and Social Management Program: Address to the Regional Delegate of MINEPDED for the Littoral Region in Accordance with the Environmental and Social Audit Report of February 2018 for the Socapalm Plantation in Dibombari (Moungo Department)," was reviewed during the audit, and the annual work plan, including the 2023 plan, was presented.</p> <p>The implementation and monitoring of the plan were overseen by the Health, Safety, and Environment (HSE) team. For instance, waste disposal was carried out by a licensed contractor registered under the ministry, and the disposal was tailored to the specific type of waste. A summary of the waste disposal arrangement is provided in Liste des</p>	Complied

		sociétés agréées pour le Traitement des déchets SOCAPALM. All licence was valid.	
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 Dibombari has undertaken a commitment to prohibit the use of fire in new planting or replanting activities. The company remains aligned with the SOCFIN Group Policy for Responsible Management, specifically adhering to section 3 (Commitments) and subsection 3.1 (Best Management Practices). Within this framework, the group has pledged to minimize and prevent environmental impacts, including the explicit prohibition of the use of fire. The implementation of this policy within the company has been effective, as evidenced by the absence of any indications or instances of fire usage during the surveillance audit. Notably, there were no new planting or replanting activities during this period.</p> <p>The findings related to section 7.3.3 highlight that the certified unit does not employ open fire for waste disposal, further underscoring the company's commitment to responsible and sustainable practices.</p>	Complied
7.11.2	<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 has consistently implemented mechanisms for fire prevention and response. These measures encompass the establishment of dedicated fire teams and the installation of facilities designed to combat fires, particularly during dry seasons. The company actively engages with relevant stakeholders to discuss and coordinate its fire prevention and response strategies. This consultation process involves raising awareness about fire risks and familiarizing stakeholders with the company's firefighting procedures.</p> <p>As part of its community engagement, the company issues informative letters to local communities regarding fire incidents, under the title "Information En Cas d'Incendie dans les communautés." The firefighting</p>	Complied

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		<p>equipment employed by the company includes a fire truck and a truck equipped with water tanks, underscoring its preparedness for fire emergencies.</p> <p>Additionally, as part of its comprehensive fire management approach, SOCAPALM responds to notifications of fire incidents from the Roundtable on Sustainable Palm Oil (RSPO) through the Global Forest Watch fire alert system. The company not only reacts promptly but also conducts field verifications in response to RSPO notifications. The audit included a review of an RSPO Internal Hotspot & Fire Monitoring report, which highlighted the company's proactive measures in verifying and addressing potential fire threats.</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 has persistently implemented its protocol in collaboration with communities and other stakeholders for fire prevention, outlining specific actions to be taken in the event of a fire. Notably, the company communicates important information to communities through letters, titled "Information En Cas D'Incendie dans les communautes," providing guidance on fire-related matters.</p> <p>In addition to informational letters, SOCAPALM has conducted fire awareness and firefighting training sessions for communities. This proactive engagement underscores the company's dedication to fostering a collaborative and informed approach to fire management within the communities it operates. Refer training record for 2023.</p>	Complied
<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>			
7.12.1	<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>Since November 2005, SOCAPALM Dibombari has not harmed primary forests or High Conservation Value (HCV) areas through land clearing. The company's most recent plantation was established on June 30,</p>	Complied

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	<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>2000, and they have not engaged in new planting since November 15, 2018.</p>	
<p>7.12.2</p>	<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>After November 15, 2018, SOCAPALM Dibombari refrained from initiating new planting activities. However, the company conducted an independent High Conservation Value (HCV) assessment to cover its existing plantation. HCV Africa carried out this assessment on 06-08/09/2021, as a follow-up to the initial assessment in January 2020.</p> <p>The HCV assessment report underwent review and approval by the Roundtable on Sustainable Palm Oil (RSPO). None of the assessment team members were RSPO-approved HCV assessors during the assessment. The assessment identified all six HCV categories:</p> <ul style="list-style-type: none"> • HCV 1: Presence of the African Manatee in the Wouri Estuary • HCV 2: Wouri Estuary, assessed as large and qualifying as an Intact Forest Landscape (IFL) • HCV 3: Water courses and riparian buffer zones • HCV 4: Multiple erosion and areas of sedimentation in all catchment areas • HCV 5: Fishing areas, firewood and medicinal plants collection, drinking water areas for plantation villages (within the Concession) and neighboring villages (outside the Concession) • HCV 6: Sites of cultural value, including a colonial-era border post in Mbonjo Village (recognized by the Government for historical significance) and two burial grounds identified in the Concession. <p>The management plan was established especially related HCV 6. Refer PLAN DE GESTION DES SITES SACRES DE BOMONO GARE 30/01/2023</p>	<p>Complied</p>

		and PLAN DE GESTION DES SITES SACRES DE MBONJO I &II 31/01/2023.	
	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 Dibombari has not carried out any new planting after 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 Dibombari is located in Cameroon. Cameroon is not included in the list of the list of High Cover Landscapes (HFCLs)	Complied
PROCEDURAL NOTE for 7.12.3: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; and development should be proportional to the needs of the local community, with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land/plantations. All other P&C requirements apply, including FPIC and HCV requirements.			
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	SOCAPALM Dibombari has refrained from clearing any land for plantation since November 2005 and has not engaged in new planting after November 15, 2018. Nevertheless, the company conducted an independent High Conservation Value (HCV) assessment to evaluate its	Complied

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	<p>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).</p> <p>- Critical (Major) compliance -</p>	<p>existing plantation. HCV Africa conducted this assessment on 06-08/09/2021, as a follow-up to the initial evaluation in January 2020.</p> <p>The HCV assessment report underwent scrutiny and approval by the Roundtable on Sustainable Palm Oil (RSPO). The assessment successfully identified all six HCV categories, and recommendations for their management and monitoring were provided, as reported under section 7.12.2.</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 Dibombari has not cleared any land for plantation since November 2005 and has not carried out any new planting after 15th November 2018. However, the company has carried out an independent HCV assessment to cover its existing plantation. SOCAPALM Dibombari has refrained from clearing any land for plantation since November 2005 and has not engaged in new planting after November 15, 2018. Nevertheless, the company conducted an independent High Conservation Value (HCV) assessment to evaluate its existing plantation. HCV Africa conducted this assessment on 06-08/09/2021, as a follow-up to the initial evaluation in January 2020.</p>	Complied
7.12.6	<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 Dibombari remains committed to safeguarding rare, threatened, and endangered (RTE) species within its concession area. This commitment is in line with the findings of the company's High Conservation Value (HCV) assessment. Nevertheless, the company conducted an independent High Conservation Value (HCV) assessment to evaluate its existing plantation. HCV Africa conducted this assessment on 06-08/09/2021, as a follow-up to the initial evaluation in January 2020. The assessment confirmed the presence of all six HCV categories in the company's concession, including HCV1, which encompasses flora, aquatic, and terrestrial species like Chimpanzees and their habitats.</p> <p>The company actively implements the management and monitoring recommendations derived from its HCV assessment. SOCAPALM</p>	Complied

		<p>Dibombari has established HCV procedures, outlined in the "Procédure de gestion des zones des Haute Valeur de Conservation, Code GHVC Version 1 of 15/04/2021, Section Espèces rares, menacées et en danger – RTE." This section references identified RTEs from the HCV assessment and commits to their protection. The procedures include measures such as:</p> <ul style="list-style-type: none"> • Raising awareness and educating communities, • Complying with all legal requirements related to RTE habitat protection, • Establishing and managing buffer zones, among other measures. • The HCV procedures also specify disciplinary action against individuals found capturing, harming, collecting, trading, possessing, or killing RTEs. <p>Training records, including those for the HCV procedures (knowledge and operation) conducted on 08/01/2023, were available and reviewed during the audit. Monitoring of HCV has been done from patrolling. Refer patrolling record dated 31/10/2023.</p>	
7.12.7	<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>- Minor compliance -</p>	<p>SOCAPALM Dibombari continues to adhere to High Conservation Value (HCV) procedures outlined in the "Procédure de gestion des zones des Haute Valeur de Conservation, Code GHVC Version 1 of 15/04/2021." These procedures also encompass the HCV management plan ("Plan De Gestion Des Hautes Valeurs de Conservation") designed for identified HCVs, and this plan is actively being put into action. Additionally, the company has annual work plans, such as the "Planning Annuel De Monitoring des Zone Ripariennes 2023," specifically addressing HCVs in each division.</p> <p>Records of monitoring activities were available and thoroughly examined during the audit. For instance, the monitoring report titled "Formulaire</p>	Complied

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		<p>Rapport Mensuel Surveillance Des Zones HCV Par L'Eco Patrouillie" dated 31/10/2023 for Division II, Block G7, Parcels 1 & 11 was verified. According to the report, no negative outcomes were reported during the monitoring period. This indicates that the implemented HCV procedures and management plans are effectively contributing to the positive conservation efforts within the specified 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 Dibombari has refrained from clearing any land for plantation activities since November 2005. The most recent plantation established by the company dates back to 2000. Furthermore, there has been no new planting conducted by the company after November 15, 2018.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2023** for **Dibombari POM** and supply base was calculated using the PalmGHG Calculator version 4.0. 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 **Dibombari POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.56
PKO	1.56

Extraction	%
OER	21.11
KER	4.58

Production	t/yr
FFB Process	84,010.10
CPO Produced	17,735.00
PKO Produced	3,845

Land Use	Ha
OP Planted Area	3,813.07
OP Planted on peat	0.00
Conservation (forested)	1,904.00
Conservation (non-forested)	5,664.67
Total	11,381.74

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	17,183.36	0.36	0.00	0.00	0.00	0.00	17,183.36	0.36
CO ₂ Emission from fertilizer	463.99	0.01	0.00	0.00	0.00	0.00	463.99	0.01
NO ₂ Emission	174.44	0.00	0.00	0.00	0.00	0.00	174.44	0.00
Fuel Consumption	813.69	0.02	0.00	0.00	0.00	0.00	813.69	0.02
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-16,284.53	-0.35	0.00	0.00	0.00	0.00	-16,284.53	-0.35
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	2,350.96	0.25	0.00	0.00	14,769.24	0.00	17,120.19	0.25

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	16,467.40	0.20
Fuel Consumption	17.51	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	16,484.91	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

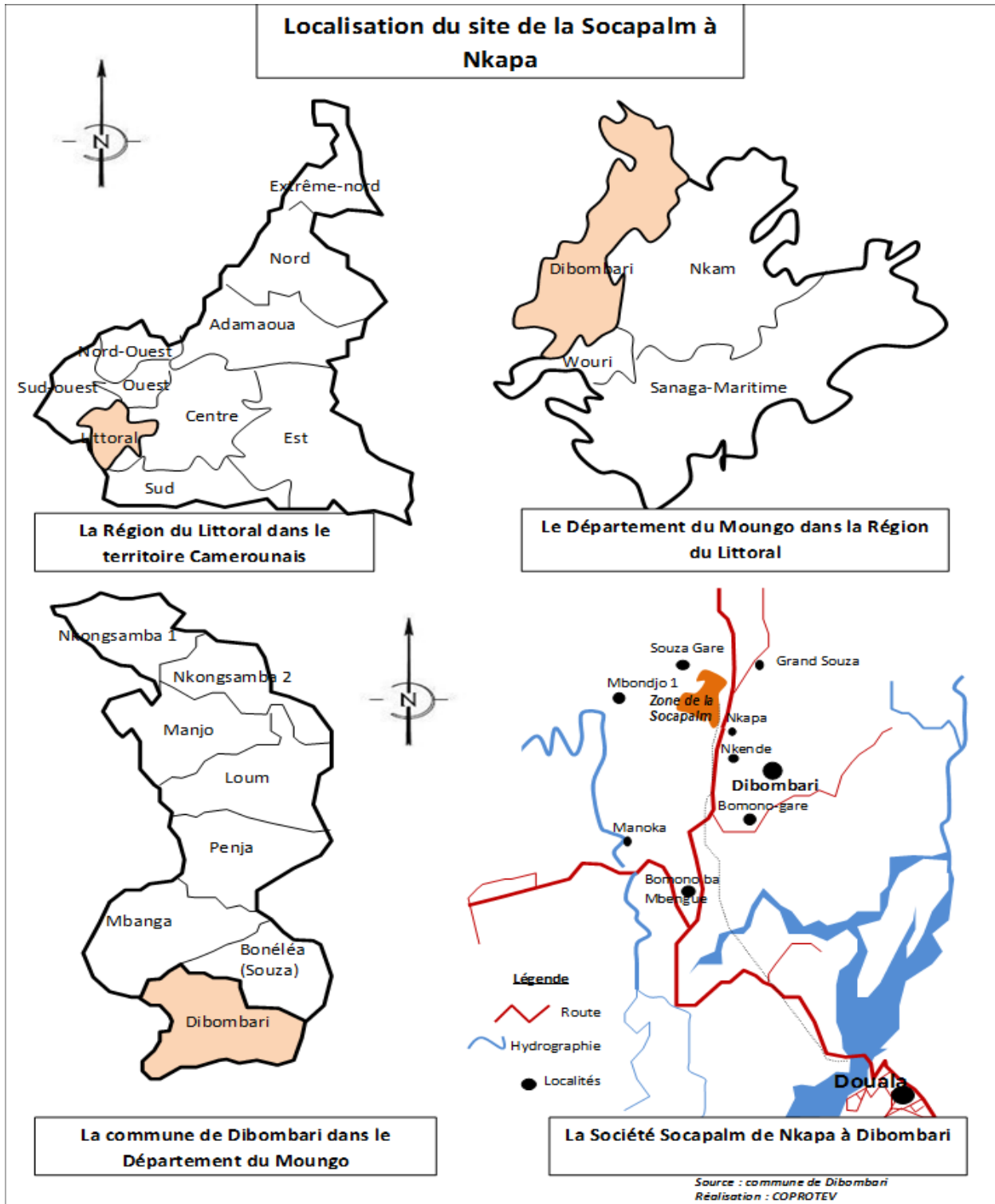
*This mill has no kernel crusher operation.

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

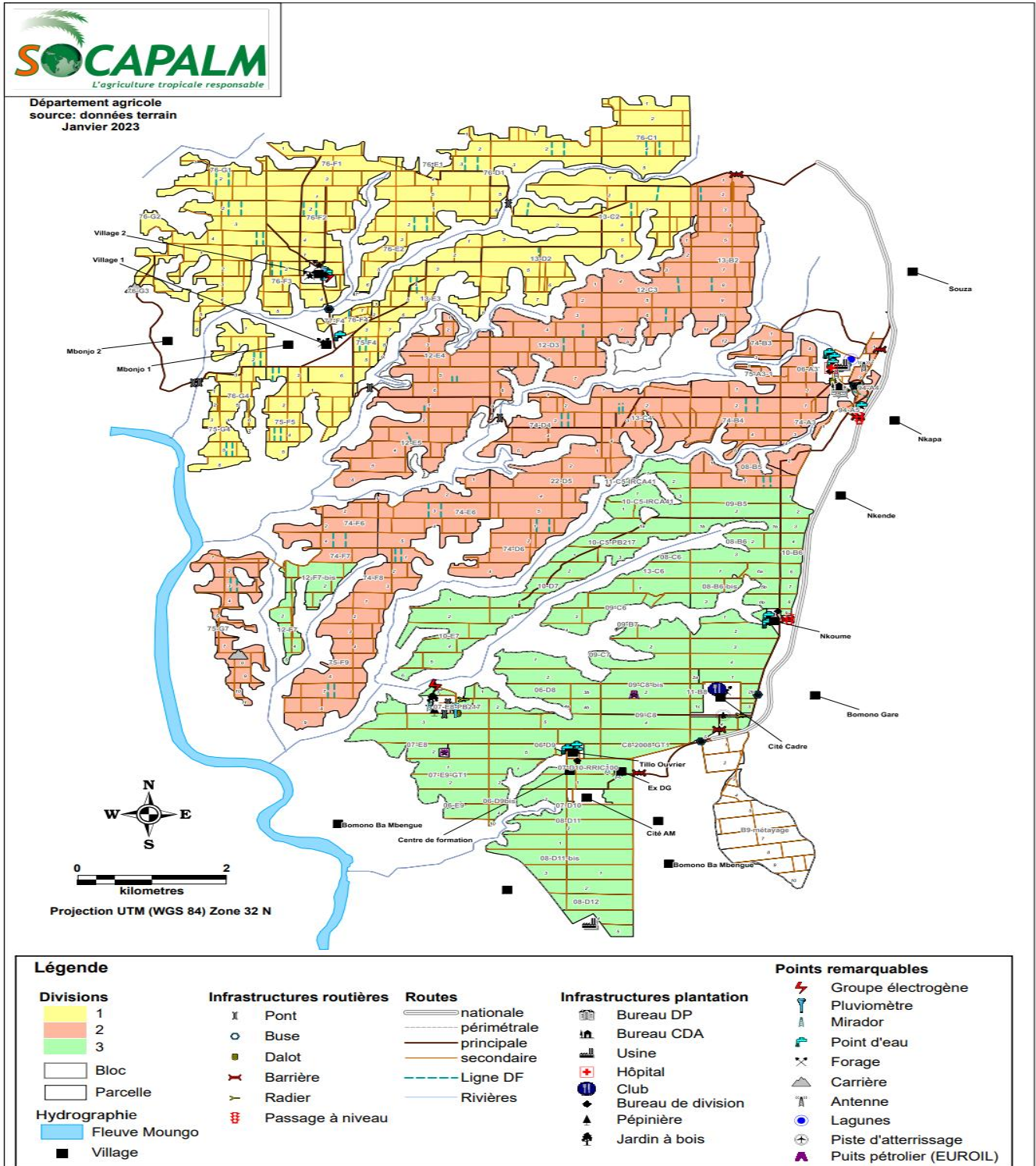
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

Note: There is a difference in surface planted between this document and PalmGHG as the total of ha of "infrastructure and other" has been inputted in the category of "planted area" giving a total on PalmGHG of 9577.74 instead of 3813.07 (planted area) and 5664.67 (other).

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: <i>Please specify</i>
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			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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