



# RSPO P&C CERTIFICATION AUDIT REPORT

INDUSTRIAL ACEITERA DEL CASANARE S.A.

<b>Audit Application Number:</b>	PC25-003449
<b>Assessment Type:</b>	Annual Surveillance Audit 1
<b>Date of Audit:</b>	16 06 2025 - 20 06 2025
<b>Audit Report Number:</b>	
<b>Revision Number:</b>	
<b>Audit Report Date</b>	06/10/2025



# Table of Contents

1.	Certification Body Background	4
1.1	Description of Certification Body	4
2.	Organisation Details and Certification Scope	5
2.1.	Organisational Overview	5
2.2.	RSPO Membership Information	6
2.3.	Certificate Information	7
3.	Description of the Management Unit	8
3.1.	Area Statement of the Management Unit	10
3.2.	Age Profile of the Management Unit	12
3.3.	Replanting Programme of the Management Unit (5 Years)	14
3.4.	Name FFB Supplier Supplying FFB to the Mill (Certified FFB)	15
3.6	Projected Certified Volume for Next License	18
3.7	Information of Previous & Current License (Identity Preserved)	19
3.8	Information of Previous & Current License (Mass Balance)	21
4.	Audit Programme	23
4.1.	Audit Methodology	23
4.2.	Audit Team Member	23
4.3.	Audit Plan	24
4.4.	Changes of the initial audit plan (if applicable)	34
4.5.	Sampling Details	35
4.6.	Sampling History of Current Certification Cycle	35
4.7.	Audit Team Leader and Audit Team Information	36
5.	Audit Findings & Results	45
6.	Summary of Audit Findings	346
7.	Nonconformity(ies) Issue in this Audit	348
8.	Opportunity for Improvement (OFI) Issue in this Audit	363
9.	Status of Nonconformities Previously Identified and Opportunity for Improvement	365
10.	Stakeholder Consultation Process	382
11.1	For Audit Report	382
11.2	For Public Summary Report	409
11.3	Summary of workers interviewed, and the CB's responses and findings are presented in the table below:	418
11.4	Consultation with Previous Land User	435
11.	Time Bound Plan	436
12.	Requirements on Multiple Management Unit	438



13. Requirements for Uncertified Management Units	441
14. Audit Conclusion & Recommendation	444
15. Acknowledgment of Internal Responsibility and Formal Sign-off Assessment Findings	445
Appendix 1: Location Map Unit of Certification and Supply bases	447
Appendix 2: History of the changes in the current certification cycle.	<b>Error! Bookmark not defined.</b>
Appendix 3: Greenhouse Gas (GHG) Reporting Summary	449

# 1. Certification Body Background

## 1.1 Description of Certification Body

Certification Body Information	
Name of Certification Body	<b>SCS Global Services</b>
Address of Certification Body (Accredited Office)	<b>2000 Powell Street, Ste. 600, Emeryville, CA 94608 USA</b>
Background of the Certification Body	SCS Global Services (SCS) is a global leader in third-party environmental and sustainability certification, auditing, testing services, and standards. Established as an independent third-party certification firm in 1984, our goal is to recognize the highest levels of performance in environmental protection and social responsibility in the private and public sectors, and to stimulate continuous improvement in sustainable development. SCS became one of the first recognized California Benefit Corporations. SCS holds itself to the highest standards in the industry and has been accredited by six different accreditation bodies covering over 15 different certification systems, including food and agriculture, forestry, greenhouse gas, indoor air quality, sustainable furniture and biofuels. SCS was approved as a RSPO certification body for supply chain certification (worldwide) on 13 January 2017. Most recently approved for Principles & Criteria scope (worldwide) 13 November 2018.
Phone Number (Accredited Office)	<b>+1.510.452.8000</b>
Websites	<a href="http://www.SCSglobalServices.com">www.SCSglobalServices.com</a>
Contact Person Name	Adriana Cala, RSPO Program Manager
Email	<a href="mailto:acala@scsglobalservices.com">acala@scsglobalservices.com</a>
Accreditation Information	
ASI Code	<b>ASI-APP-002</b>
Technical Scope	<b>RSPO Principles &amp; Criteria and RSPO Supply Chain</b>
Geographical Scope	Worldwide
Accredited Since	12 Jan 2017



## 2. Organisation Details and Certification Scope

### 2.1. Organisational Overview

<b>Management Unit Information</b> <b>Note: Management Unit refers to unit of certification</b>	
Name of Management Unit/s	Industrial Aceitera del Casanare S.A.
Address of the Management Unit/s	Calle 94 A # 11 A-27 Office 401
Country	Colombia
Websites	<a href="https://www.induaceitera.com/">https://www.induaceitera.com/</a>
Description of the Management Unit	<p>The company belongs to Grupo Palmero Agrocolombiano, owner of Industrial Aceitera del Casanare S.A. (Oil Mill) and Agroindustrial de Palma Aceitera S.A. (Plantation). The company is dedicated to the extraction and commercialization of palm oil and oleaginous fruits. It began operations in the Department of Casanare with the purchase in 2011 of the Guafitas 1 and San Felipe 1 estates. For industrial operations, company Industrial Aceitera del Casanare S.A. was incorporated on 20<sup>th</sup> October 2010. It began operations in 2013, with the start of construction of the oil mill. The construction phase was completed in January 2017, and in February 2017, process tests began, and the oil mill started operating. The company has approximately 1,055 employees throughout the operation.</p> <p>The company has established an Internal Management System which includes procedures, instructions and records that comply with the requirements of the standard. There is a weighbridge weighing system called Romanas for the registration of the raw materials that enter and the finished products that are dispatched. Databases are also managed with daily production reports that allow evidence of the amount of fruit that enters the plant, the fruit that is processed and the products obtained in any time range.</p> <p>Within each procedure, the responsible persons and the functions of the personnel in the Supply Chain have been defined. A Supply Chain Manager was also appointed to be responsible for the implementation of procedures and the recording of transactions in Prisma. The company conducts internal audits, training, and management review on an annual basis in order to validate the correct implementation of procedures and ensure the continuous improvement of processes.</p> <p>The company has identified its stakeholders (community and/or social actors, suppliers, collaborators, regulatory authorities,</p>



	<p>unions, academia, service providers, among others). Stakeholders have identified the following as positive aspects of the company's relationship with them: schools to attract personnel, campaigns in conjunction with municipalities to attract local human resources and promote employment, socialization of job offers, stable contracts and food benefits, punctuality in payment and support for community infrastructure. Among the negative aspects, they identified: lack of knowledge of associative rights, tensions over the recruitment of local and national staff, and tensions between workers based on age, ethnicity and place of origin.</p> <p>Industrial Aceitera del Casanare S.A. is part of Grupo Colombiano Agropalmero S.A., which is an ordinary member of RSPO No. 2-1189-21-000-00-000 since 29th March 2021, with scope of processing and trade. The oil mill is registered on Prisma under de registration number TA25-017159. The communications and registration on the platform were confirmed in the documentary review and in the interview with the Supply Chain Manager - who is also responsible for the management of Prisma. The registration data were validated through the websites <a href="https://palmtrace.rspo.org/web/rspo/member-directory">https://palmtrace.rspo.org/web/rspo/member-directory</a> and <a href="https://rspo.org/members/2-1189-21-000-00/">https://rspo.org/members/2-1189-21-000-00/</a>.</p>
Management Representative Name	Deyby Mendoza
Management Representative Designation	Deyby Mendoza
Management Representative Email	<a href="mailto:dmendoza@palmaceitera.com">dmendoza@palmaceitera.com</a>

## 2.2.RSPO Membership Information

RSPO Membership Information	
RSPO Membership No.	2-1189-21-000-00
Name of RSPO Member	Grupo Palmero Agrocolombiano S.A.
Member Since	29/03/2021



## 2.3. Certificate Information

Certificate Information	
Certificate No.	SCS-RSPOPC-000467
prisma Document Reference Number	<i>(N/A until June 2025)</i>
prisma Trading Account ID	TA25-017159
Scope of Certification	Palm Oil and Palm Kernel Production
Supply Chain Model	<input checked="" type="checkbox"/> Identity Preserved (IP) <input type="checkbox"/> Mass Balance (MB)
Applicable Standards / Normative Reference	<input checked="" type="checkbox"/> RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 <input type="checkbox"/> RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard 2020 <input type="checkbox"/> RSPO Management System Requirements for Group Certification of FFB Production 2022 <input checked="" type="checkbox"/> RSPO Rules on Market Communication and Claims 2022
National Interpretation (NI)	Colombia National Interpretation
Initial Date of Certification:	30-08-2024
Effective Date of Certificate:	30-08-2024
Expiry Date of Certificate:	29-08-2025
Name of Peer Reviewer	<i>N/A</i>



### 3. Description of the Management Unit

Information of Palm Oil Mill					
Name of Palm Oil Mills	prisma Site Business ID	Address of Palm Oil Mill	Mill's capacity (MT/hour)	GPS Coordinates	
				Latitude	Longitude
Industrial Aceitera del Casanare	S25-026089	Km 72 vía Yopal – Algarrobo	40	5.087917	-71.959972
Remarks: N/A.					

Information of Supply Bases					
Name of Supply Bases	prisma Supply Base ID	Address of Supply Bases	Type of Supply Bases	GPS Coordinates	
				Latitude	Longitude
Finca Guafitas 1 - Management unit 1	SB25-006632	Mariara,Orocué	Own/Managed Estate	5.075820	-71.955037
Finca Guafitas 1 - Management unit 2	SB25-006633	Mariara,Orocué	Own/Managed Estate	5.057729	-71.91505





Finca San Felipe 1 - Management unit 3	SB25-006634	Vereda Algarrobo, de Orocué	Own/Managed Estate	5.112508	-71.90549
San Felipe Farm 1 - Management unit 4	SB25-006636	Vereda Algarrobo, de Orocué	Own/Managed Estate	5.088013	-71.89399
San Felipe Farm - Management unit 5	SB25-006635	Vereda Jagueyes San Luis de Palenque	Own/Managed Estate	5.116534	-71.87414

### 3.1. Area Statement of the Management Unit

Area Statement of Supply Bases									
Name of Supply Base	Certified Area (Ha)	Planted Area (Ha)			Unplanted Area (Ha)				
		Oil palm planted on non peatland	Oil Palm Planted on Peat	Other Crop(s)	HCV	HCS	HCV-HCS	Conservation	Facilities / Others
Finca Guafitas 1 - Management unit 1	1,415.68	1,124.52	0	0	178.23	0	0	33.83	79.11
Finca Guafitas 1 - Management unit 2	1,329.98	1,133.35	0	0	118.99	0	0	64.32	13.31
Finca San Felipe 1 - Management unit 3	1,442.43	1,162.30	0	0	247.30	0	0	3.84	28.98
San Felipe Farm 1 - Management unit 4	1,165.63	1,085.31	0	0	32.08	0	0	23.06	25.18
San Felipe Farm - Management unit 5	1,648.82	977.75	0	0	620.62	0	0	23.55	26.90



<b>TOTAL</b>	<b>7,002.53</b>	<b>5,483.22</b>	<b>0</b>	<b>0</b>	<b>1,197.22</b>	<b>0</b>	<b>0</b>	<b>148.60</b>	<b>173.48</b>
--------------	-----------------	-----------------	----------	----------	-----------------	----------	----------	---------------	---------------

**Remarks:**

Due to inconsistencies in the areas in the AVC and LUCA study, the certification unit conducted a cartographic review of the areas with the consultant BioAp. This review revealed overlaps, duplication, and inaccuracies in the spatial information reported. The Unit of Certification has had to adjust its areas and has sent the RSPO a request to update Annex 2. Below is a table comparing the changes.

On the other hand, the areas reported in the metric template v.2.1. corresponds to the areas reported between January and December 2024, because the updated area was done in 2025.

Name of Supply Base	IC				ASA1				Changes or variations			
	Certified Area	Planted Area	HCV	Facilities	Certified Area	Planted Area	HCV	Facilities	Certified Area	Planted Area	HCV	Facilities
Finca Guafitas 1 - Management unit 1	1,584.44	1,081.53	462.94	39.97	1,415.68	1,124.52	178.23	79.11	-168.76	42.99	-284.71	39.14
Finca Guafitas 1 - Management unit 2	1,135.84	1,059.8	0	76.04	1,329.98	1,133.35	118.99	13.31	194.14	73.55	118.99	-62.73



Finca San Felipe 1 - Management unit 3	2,230.31	1,099.6	1,126.26	4.45	1,442.43	1,162.30	247.30	28.98	-787.88	62.70	-878.96	24.53
San Felipe Farm 1 - Management unit 4	1,065.72	1018.1	0	47.62	1,165.63	1,085.31	32.08	25.18	99.91	67.21	32.08	-22.44
San Felipe Farm - Management unit 5	985.41	930.8	0	54.61	1,648.82	977.75	620.62	26.90	663.41	46.95	620.62	-27.71
<b>Total</b>	<b>7,001.72</b>	<b>5,189.83</b>	<b>1,589.2</b>	<b>222.69</b>	<b>7,002.53</b>	<b>5,483.22</b>	<b>1,197.22</b>	<b>173.48</b>	<b>0.81</b>	<b>293.39</b>	<b>-391.98</b>	<b>-49.21</b>

### 3.2. Age Profile of the Management Unit

Name of the Supply Base	Land size (Ha) by age of the Oil Palm				Production Area (Ha)	Total Planted Area (Ha)
	0 - 3 Phase 1	4-6 Phase 2	7-18 Phase 3	≥19 Phase 4		



Guafitas - Finca 1			1,124.52		1,124.52	1,124.52
Guafitas - Finca 2			1,133.35		1,133.35	1,133.35
San Felipe - Finca 3			1,162.30		1,162.30	1,162.30
San Felipe - Finca 4			1,085.31		1,085.31	1,085.31
San Felipe - Finca 5			977.75		977.75	977.75
<b>TOTAL (ha)</b>			<b>5,483.22</b>		<b>5,483.22</b>	<b>5,483.22</b>
Remarks: <b>N/A</b>						

Notes: This age profile range is used based on the common phase of oil palm age as referred in <https://www.researchgate.net/publication/327527812>.



### 3.3.Replanting Programme of the Management Unit (5 Years)

Name of the Supply Base	Land area (ha) by year					Total Area (Ha)
	20xx	20xy	20xz	20xa	20xb	
<i>Not applicable</i>	-	-	-	-	-	-
<b>TOTAL (ha)</b>	-	-	-	-	-	-

Notes: 1st year of the replanting programme will be the current year of the audit



### 3.4. Name FFB Supplier Supplying FFB to the Mill (Certified FFB)

Name of other FFB Suppliers	Type of FFB Suppliers	GPS Coordinates		FFB received by the mil (MT)
		Latitude	Longitude	
Guafitas farm1 - Management unit	Own Supply Bases	5.08155	-71.94328	3,0021.29
Guafitas farm 1- Management unit 2	Own Supply Bases	5.05923	-71.91671	28,049.92
Finca San Felipe 1 - Management unit 3	Own Supply Bases	5.10587	-71.90793	31,238.35
San Felipe Farm 1 - Management unit 4	Own Supply Bases	5.09082	-71.89128	28,746.61



San Felipe Farm 1 - Management unit 5	Own Supply Bases	5.12850	-71.87419	25,261.62
<b>TOTAL</b>				143,317.79

### 3.5 Name FFB Supplier Supplying FFB to the Mill (Un-Certified FFB)

Name of other FFB Suppliers	Type of FFB Suppliers	GPS Coordinates		FFB received by the mil (MT)
		Latitude	Longitude	
The certification unit doesn't have any FFB suppliers.	-	-	-	-





TOTAL	
-------	--

### 3.6 Projected Certified Volume for Next License

Information of New License		
Next License Period	Start Date	30-11-2025
	End Date	29-08-2026
Projected Certified FFB Volume (MT)	163,361	
Average Production Yield (MT/ Ha)	30.03	
Projected CSPO Certified Volume (MT)	Identity Preserved	41,510
	Mass Balance	-
Projected CSPK Certified Volume (MT)	Identity Preserved	8,086
	Mass Balance	-
Oil Extraction Rate (OER) (%)	25,41%	
Kernel Extraction Rate (KER) (%)	4,95%	



### 3.7 Information of Previous & Current License (Identity Preserved)

<b>Name of Palm Oil Mill</b>	<b>Industrial Aceitera del Casanare S.A.</b>			
<b>Information of License</b>	<b>Previous Year License</b>		<b>Current Year License</b>	
<b>License Period</b>	Start Date	Initial Audit	Start Date	30-08-2024
	End Date	Initial Audit	End Date	30-11-2025
<b>Actual Production Period Reported</b>	From	Initial Audit	From	30-08-2024
	To	Initial Audit	To	31-05-2025
<b>Projected FFB Certified Volume (MT)</b>	-		151,509	
<b>Actual production of FFB (MT)</b>	-		116,131.29	
<b>Projected CSPO Certified Volume (MT)</b>	-		39,059.02	
<b>Actual CSPO Production Volume (MT)</b>	-		28,182.39	
<b>Actual CSPO Volume Sold as RSPO Certified (MT)</b>	-		23,261.99	
<b>Actual CSPO Volume Sold as Conventional (MT)</b>	-		4,446.92	
<b>Actual CSPO Volume Sold under Other Scheme (MT)</b>	-		0	
<b>Total Actual CSPO Volume Sold (MT)</b>	-		27,708.91	
<b>Actual CSPO credits sold (where applicable)</b>	-		0	



<b>Projected CSPK Certified Volume (MT)</b>	-	7,130.01
<b>Actual CSPK Production Volume (MT)</b>	-	5,843.23
<b>Actual CSPK Volume Sold as RSPO Certified (MT)</b>	-	5,843.11
<b>Actual CSPK Volume Sold as Conventional (MT)</b>	-	0
<b>Actual CSPK Volume Sold under Other Scheme (MT)</b>	-	0
<b>Total Actual CSPK Volume Sold (MT)</b>	-	5,843.11



### 3.8 Information of Previous & Current License (Mass Balance)

<b>Name of Palm Oil Mill</b>	<b>Not applicable</b>			
<b>Information of License</b>	<b>Previous Year License</b>		<b>Current Year License</b>	
<b>License Period</b>	Start Date	-	Start Date	-
	End Date	-	End Date	-
<b>Actual Production Period Reported</b>	From	-	From	-
	To	-	To	-
<b>Projected FFB Certified Volume (MT)</b>	-		-	
<b>Actual production of FFB (MT)</b>	-		-	
<b>Projected CSPO Certified Volume (MT)</b>	-		-	
<b>Actual CSPO Production Volume (MT)</b>	-		-	
<b>Actual CSPO Volume Sold as RSPO Certified (MT)</b>	-		-	
<b>Actual CSPO Volume Sold as Conventional (MT)</b>	-		-	
<b>Actual CSPO Volume Sold under Other Scheme (MT)</b>	-		-	
<b>Total Actual CSPO Volume Sold (MT)</b>	-		-	
<b>Actual CSPO credits sold (where applicable) (MT)</b>	-		-	



<b>Projected CSPK Certified Volume (MT)</b>	-	-
<b>Actual CSPK Production (MT)</b>	-	-
<b>Actual CSPK Volume Sold as RSPO Certified (MT)</b>	-	-
<b>Actual CSPK Volume Sold as Conventional (MT)</b>	-	-
<b>Actual CSPK Volume Sold under Other Scheme (MT)</b>	-	-
<b>Total Actual CSPK Volume Sold (MT)</b>	-	-



## 4. Audit Programme

### 4.1. Audit Methodology

SCS Global Services (SCS) deploys interdisciplinary teams with expertise in agro-forestry, social sciences, natural resource, environmental management, economics, palm oil production, and other relevant fields to assess the conformance of Industrial Aceitera del Casanare S.A. to the RSPO Principles and Criteria Generic RSPO Certification Systems document and **Industrial Aceitera del Casanare S.A.** documented policies/procedures.

To ensure compliance, the audit treated the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the sampled estate(s). Evaluation methods included review of documents and records, observation of implementation of SOPs and policies in the field, gathering information from **Industrial Aceitera del Casanare S.A.** personnel, contractors, and stakeholders (internal and external). The audit team used RSPO sampling methodology to select operational sites to visit and stakeholders to engage. As such, the assessment is based on random sampling and therefore nonconformities may exist that have not been identified.

Each audit team member evaluated parts of the standards based on her or his background and expertise. On the final day of the evaluation, team members convened to deliberate the findings of the assessment jointly. This involved an analysis of all relevant field observations, interviews, stakeholder comments, as well as documents and records. Where consensus among team members cannot be achieved due to lack of evidence, conflicting evidence, or differences of interpretation of the standards, the team reported these in the certification decision section and/or in observations.

The final summary of the assessment findings can be found in item 6 “Summary of Audit Findings”.

For Initial and Re-certification assessment, the report is externally reviewed by ASI approved Peer Reviewer prior to certification decision by SCS.

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

For any COVID-19 measures put in place before, during and after the audit please visit: <https://www.scsglobalservices.com/news/covid-19-letter-to-our-clients-colleagues-and-friends>

### 4.2. Audit Team Member

Name	Role	CAB Auditor Number
Carolina López	Lead Auditor	ASI1DBZZTO
Josué Benajmin Teo	Team Member	ASIPYF6XT
Maria Angelica Ocampo	Team Member/observer	ASI13RCJGP
Ruth Tenjo	Team Member	ASI1UC44VS
Franklin Suarez	/Observer	ASI1EORP36



## 4.3. Audit Plan

DATE	TIME	CAB AUDITOR NUMBER	LOCATION	ACTIVITIES
<b>Day 1 - Oil mill/Environmental, agronomic and social document review</b>				
16.06.2025	08.30 am - 09.00 am	ASI1DBZZTO ASIPYF6XT ASI13RCJGP ASI1UC44VS ASI1EORP36	Oil Mill	<b>Opening Meeting:</b> Introductions, client update, review audit scope, audit plan, intro/update to P&C RSPO standard and protocols. <b>Indicator:</b> N/A
16.06.2025	09.00 am – 12.00 pm  01.00 pm – 05.00 pm	M.A.O ASI13RCJGP	Oil mill	<b>Transparent behaviour and policies</b> <b>Indicators: 1.1, 1.2, 3.2.1, 4.1, 4.2 4.1, 4.1 2, 6.1.1, 6.3.1, 6.4.1, 6.5.2</b> Document review <ul style="list-style-type: none"> <li>■ Availability of relevant public documents</li> <li>■ Stakeholder list</li> <li>■ Grievance mechanism Request and</li> <li>■ Response records</li> <li>■ Human Rights Policy</li> <li>■ Non-discrimination and equal opportunity</li> <li>■ Policy published statement recognizing freedom of association and right to collective bargaining</li> <li>■ Policy to prevent sexual and all other forms harassment and violence</li> <li>■ Policy Protection of children</li> <li>■ Reproductive rights policy</li> <li>■ No forms of forced or trafficked labor policy</li> </ul>





16.06.2025	09:00 am – 12.00 pm  01.00 pm – 05.00 pm	RT (ASI1UC44VS)	Oil mill	<b>Legal compliance and social issues</b>  <b>Indicator 2.1 2.2, 4.4.1, 4.4.8</b> <ul style="list-style-type: none"> <li>Documented system to ensure legal compliance</li> <li>Legal ownership or lease</li> <li>Due diligence of contractors</li> <li>List of contracted parties</li> <li>Review of contracts, including fruit supply contracts</li> </ul>
16.06.2025	09:00 am – 12.00 pm  01.00 pm – 05.00 pm	CL (ASI1DBZZTO)	Oil mill	<b>Optimize productivity, efficiency, positive impacts, and resilience</b>  <b>Indicator: 2.1, 2.3 3.1, 3.2, 3.4</b> <ul style="list-style-type: none"> <li>Management Plan</li> <li>Continuous improvement</li> <li>Monitoring Programs</li> <li>Social impact assessment</li> <li>Replanting program</li> </ul>
16.06.2025	09:00 am – 12.00 pm  01.00 pm – 05.00 pm	JT (ASIPYF6XT)  FS (ASI1EORP36) OBSERVER	Oil mill	<b>Environmental</b>  <b>Indicator: 3.3, 3.4, 7.3, 7.8, 7.9</b> <ul style="list-style-type: none"> <li>Environmental Impact Assessment</li> <li>Waste Management</li> <li>Water management</li> <li>Energy Management</li> <li>Mill effluents</li> <li>POES</li> </ul>
16.06.2025	12.00 pm – 01.00 pm	Lunch		



16.06.2025	05.00 pm	End of day 1		
Day 2: Visit to Oil Mill Facilities and farm San Felipe Farm 1 unit management 3				
17.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	RT  (ASI1UC44VS)	Oil mill	<b>Site Tour - Labour facilities conditions and support in: H&amp;S, waste and environmental</b> <ul style="list-style-type: none"><li>■ Canteens - Feeding</li><li>■ Sanitation facilities</li><li>■ Medical clinic</li><li>■ Workers Housing</li><li>■ Surveillance portorage</li><li>■ Interviews</li><li>■ Use of EPP</li><li>■ Emergency procedure</li><li>■ Oxidation lagoons</li></ul>



17.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	FS (ASI1EORP36)	Oill Mill/Crusher	<p><b>Review of Procedures, RSPO module</b> <b>Indicator 3.7.3 - 3.8</b></p> <ul style="list-style-type: none"> <li>■ Oill Mill and crusher tour</li> <li>■ implementation and traceability measures and internal control system.</li> <li>■ Demonstration of legal entity</li> <li>■ Roles and responsibility</li> <li>■ Roles and responsibility</li> <li>■ Procedures/manual/SOP</li> <li>■ Training records</li> <li>■ Outsourcing agreements</li> <li>■ Evaluation of RSPO logo &amp; claims; review of any corporate trademarks on-site or website).</li> </ul> <p>Review of records (Mill):</p> <ul style="list-style-type: none"> <li>- Product inventory system</li> <li>- ERP system</li> <li>- Records of Goods In and Goods</li> <li>- Estimated tonnage</li> </ul>
17.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	CL (ASI1DBZZTO)	San Felipe Farm 1 unit management 3	<p><b>Positive impacts, and resilience. Respect of rights and health and safety.</b></p> <p>Indicator: 3.6, 6.7, 7.2.10, 4.3.1, 4.4, 4.5, 4.7</p> <ul style="list-style-type: none"> <li>-Field visits</li> <li>-Interviews</li> <li>-Risk and health management Identifying workplace hazards</li> <li>-Accident Procedure</li> <li>-Risk assessment</li> <li>-POES</li> <li>-Emergency plan</li> <li>-PPE records</li> <li>-Health and safety committee meeting.</li> <li>-SIA (social impact assessment)</li> <li>- Contribution to the communities</li> </ul>



				- Complaints mechanism (external) - FPIC
17.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	JT (ASIPYF6XT)		<b>Indicator: 3.3, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.12</b> <b>Agronomic and H&amp;S</b> <ul style="list-style-type: none"><li>■ Field visit</li><li>■ Worker interview</li><li>■ Maps</li><li>■ IMP</li><li>■ Good Agricultural Practices</li><li>■ Soil Management</li><li>■ Use of fire and agrochemical</li><li>■ Storages: agrochemical, fertilizers, waste, fuels</li><li>■ Water management in field</li><li>■ HCV</li><li>■ Identifying workplace hazards</li></ul> Training records
17.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	M.A.O ASI13RCJGP	Yopal	<b>Consultation with external stakeholders</b> <b>Indicator: 1, 2, 4, 6, 7</b> <ul style="list-style-type: none"><li>- Contractors</li><li>- Fruit suppliers</li><li>- Previous owners</li><li>- NGOS</li><li>- Government entities.</li><li>-Communities</li></ul>
17.06.2025	12.00 pm –  01.00 pm	Lunch		
17.06.2025	05:00 pm	End of Day to 2		
Day 3: Visit to farm San Felipe Farm 1 - Management unit 4 And Finca Guafitas 1 Unit Management 2				



18.06.2025	08:00-09:00	CL (ASI1DBZZTO)  M.A.O ASI13RCJGP OBSERVER	Meeting with Management to present the balance of the 2 audit days	
18.06.2025	08: 00 am - 12.00 pm  01.00 pm – 05.00 pm	FS (ASI1EORP36)	Oil Mill /Crusher	<p><b>Review of Procedures, RSPO module Indicator SCC</b></p> <ul style="list-style-type: none"> <li>■ Site tour</li> <li>■ implementation and traceability measures and internal control system.</li> <li>■ Demonstration of legal entity</li> <li>■ Roles and responsibility</li> <li>■ Roles and responsibility</li> <li>■ Procedures/manual/SOP</li> <li>■ Training records</li> <li>■ Outsourcing agreements</li> <li>■ Evaluation of RSPO logo &amp; claims; review of any corporate trademarks on-site or website).</li> </ul> <p>Review of records (Mill):</p> <ul style="list-style-type: none"> <li>- Product inventory system</li> <li>- ERP system</li> <li>- Records of Goods In and Goods</li> <li>- Estimated tonnage</li> </ul>
18.06.2025	08:00 am - 12.00 pm  01.00 pm – 05.00 pm	JT (ASIPYF6XT)		<p><b>Indicator: 3.3, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.12 Agronomic and Enviromental</b></p> <ul style="list-style-type: none"> <li>■ Field visit</li> <li>■ Worker interview</li> <li>■ Maps</li> <li>■ IMP</li> </ul>



			San Felipe Farm 1 - Management unit 4  And  Finca Guafitas 1 Unit Management 2	<ul style="list-style-type: none"> <li>■ Good Agricultural Practices</li> <li>■ Soil Management</li> <li>■ Use of fire and agrochemical</li> <li>■ Storages: agrochemical, fertilizers, waste, fuels</li> <li>■ Water management in field</li> <li>■ HCV</li> <li>■ Identifying workplace hazards</li> </ul> <p>Training records</p>
18.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	RT (ASI1UC44VS)		<p><b>Human Resources, H&amp;S and social issues</b>  <b>Indicator: 3.5, 3.7, 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</b></p> <ul style="list-style-type: none"> <li>■ Farm facilities verification (housing, sanitary units, canteens - feeding)</li> <li>■ Interviews</li> <li>■ HR procedure review</li> <li>■ Records of workers contracts</li> <li>■ Wages and benefits of workers</li> <li>■ Communication Log and Procedures</li> <li>■ Policy of Ethics</li> <li>■ Training records</li> <li>■ Human Rights Policy</li> <li>■ List of stakeholders</li> <li>■ Grievance Mechanism</li> <li>■ Respect of Workers rights</li> <li>■ DLW</li> <li>■ Trade Unions</li> <li>■ Protection of children</li> <li>■ Policy on sexual harassment</li> <li>■ SIA (social impact assessment)</li> <li>■ FPIC</li> <li>■ Records for request and response</li> <li>■ Health and safety</li> </ul>



18.06.2025	08:00 am – 12.00 pm  01.00 pm – 05.00 pm	CL (ASI1DBZZTO)  M.A.O ASI13RCJGP OBSERVER	Oil Mill	<b>Positive impacts, and resilience. Respect of rights and health and safety.</b> <b>Indicator: 3.6, 6.7, 7.2.10, 4.3.1, 4.4, 4.5, 4.7</b> -Risk assessment -POES -Emergency plan -PPE records -Health and safety committee meeting. -SIA (social impact assessment) - Contribution to the communities - Complaints mechanism (external) - FPIC
18.06.2025	09:00 am -12:00 pm	M.A.O ASI13RCJGP	Oill Mill	<b>Consultation with internal stakeholders</b> <b>Indicator: 1, 2, 4, 6, 7</b> - Internal committees (Gender, Health and Safety, others) -Vulnerable population - Workers' representatives
18.06.2025	12.00 pm - 01.00 pm	Lunch		
18.06.2025	05:00 pm	End of day 3		
Day 4: Oil Mill				
19.06.2025	08.00 am – 09:00 am	CL (ASI1DBZZTO)  M.A.O	Meeting with Management to present the balance of the 2 audit days	



		(ASI13RCJGP) OBSERVER		
19.06.2025	08.00 am – 12.00 pm  01.00 pm – 05.00 pm	RT (ASI1UC44VS)  FS (ASI1EORP36) OBSERVER	Oil Mill	<b>Human Resources, H&amp;S and social issues</b> <b>Indicator: 3.5, 3.7, 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</b> <ul style="list-style-type: none"> <li>■ HR procedure review</li> <li>■ Records of workers contracts</li> <li>■ Wages and benefits of workers</li> <li>■ Communication Log and Procedures</li> <li>■ Training records</li> <li>■ Grievance Mechanism</li> <li>■ Respect of Workers rights</li> <li>■ DLW</li> <li>■ Trade Unions</li> <li>■ Protection of children</li> <li>■ Policy on sexual harassment</li> <li>■ SIA (social impact assessment)</li> <li>■ FPIC</li> <li>■ Records for request and response</li> </ul>
19.06.2025	08.00 am – 12.00 pm  01.00 pm – 05.00 pm	JT (ASIPYF6XT)	Oil Mill	<b>Environmental and agronomic Documents</b> <b>Indicators: 2.1, 3.1.2, 3.2.1, 7.8, 7.9, 7.10, 7.11, 7.12</b> <ul style="list-style-type: none"> <li>-Greenhouse gases/GHG calculator</li> <li>- HCV study</li> <li>- Management and Monitoring Plan/LUC</li> <li>-- Use of fossil fuels</li> <li>- Mill effluents</li> </ul>
19.06.2025	08.00 am – 12.00 pm  01.00 pm –	CL (ASI1DBZZTO)	Oil Mill	<b>Positive impacts, and resilience. Respect of rights and health and safety.</b> <b>Indicator: 2.1, 2.3, 3.1, 3.2, 3.3, 3.4, 3.6, 6.7, 7.2.10, 4.3.1, 4.4, 4.5, 4.7</b> <ul style="list-style-type: none"> <li>-Risk assessment</li> </ul>





	05.00 pm	M.A.O (ASI13RCJGP) OBSERVER		-POES -Emergency plan -PPE records -Health and safety committee meeting. -SIA (social impact assessment) - Contribution to the communities - Complaints mechanism (external) - FPIC
19.06.2025	12.00 pm – 01.00 pm	Lunch		
19.06.2025	05.00 pm	End of day 4		
Day 5: Closing meeting – Oil Mill				
20.06.2025	08:00 am – 9:00 am	All	Oil Mill	Final Documentary Review of any pending issue
20.06.2025	09:00 am – 11:00 am	All	Oil Mill	Audit Team Meeting/Findings review
20.06.2025	11:00 am – 12.00 pm	All	Oil Mill	Preliminary RSPO P&C Closing Meeting
20.06.2025	12:00 pm - 13:00 pm	All	Oil Mill	Lunch
20.06.2025	13:00 pm – 02.00 pm	All	Oil Mill	Closing meeting  Convene with all relevant staff to summarize audit findings, potential non-conformities, and next steps.



#### 4.4. Changes of the initial audit plan (if applicable)

*Not applicable*

## 4.5. Sampling Details

Description of Management Unit	Number of Estate/Members/Mills	Risk Factor	Result $x = (\sqrt{y}) \times (z)$	Total Sampled
<i>Mill</i>	1	N/A	N/A	All mills shall be audited.
<i>Own/Managed Estates</i>	5	Medium Risk	$x = (\sqrt{5}) \times (1.2)$	3
<i>Scheme Smallholder</i>	0	Choose an item		
<i>Scheme Outgrower</i>	0	Choose an item		
<i>Independent Outgrower</i>	0	Choose an item		

Notes: Auditing is based on a sampling process of the available information

## 4.6. Sampling History of Current Certification Cycle



Name (Mill/ Supply Base / Scheme Smallholder)	Year 1 (IC)	Year 2 (ASA1)	Year 3	Year 4	Year 5
	2023	2025	20xx	20xx	20xx
Industrial Aceitera del Casanare S.A. (Mill)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finca Guafitas 1 - Management unit 1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finca Guafitas 1- Management unit 2	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finca San Felipe 1 - Management unit 3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
San Felipe Farm 1 - Management unit 4	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
San Felipe Farm 1 - Management unit 5	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### 4.7. Audit Team Leader and Audit Team Information

<b>Audit Team Leader: Carolina López</b>	
Requirements	Description
At least five (5) years of field experience in the palm oil sector, health and safety, or environmental management. These include experience in HCV and HCS assessment, social auditing, or involvement in human rights activities;	<p>5 years of experience as sustainability auditor for different standards such as Rainforest Alliance, organic regulations (USDA-NO/EU), and GlobalG.A.P.</p> <p>6 years of experience as sustainability manager, in charge of the implementation of sustainability standards such as Smeta, Rainforest Alliance, GlobalG.A.P and environmental compliance.</p>



A supervised (by a qualified lead auditor) period of training in practical audits against the RSPO P&C and/or RSPO ISH standard, with a minimum of 15 days audit experience in at least three (3) audits;	In the last year the lead auditor was supervised in 2 audits by experienced lead auditors. Each audit lasted 5 days Currently in the qualification process, third audit supervised by a qualified lead auditor.	
Successfully completed a refresher course for RSPO endorsed P&C lead auditor course every three (3) years after the initial qualification as lead auditor	Lead auditor P&C RSPO. Refresher course (2024)	
Audit Team Members:		
Requirements	CAB Auditor Number	Description
Possess a bachelor's degree or tertiary education in related disciplines, such as agriculture, environmental science or social sciences, etc;	Audit team Leader: Carolina López ASI1DBZZTO	Degree in Agriculture Engineering issued by the University of Antioquia, Colombia.
	Audit Team Member 1: Josue Teo ASIPYF6XT	Agricultural Engineer, specialization in Agricultural Production Systems
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Bachelor's degree in Ecology. Specialization in Industrial Safety, Hygiene and Environmental Management.
	Audit Team Member 3: Rhuth Elena Tenjo Fuentes ASI1UC44VS	Market Engineer with Specialization in Environmental Engineering
	Audit Team Member 4: Franklin Suarez ASI1EORP36	He currently holds a degree in Industrial Engineering issued by the University Institute of Technology of Valencia, Venezuela.
At least three (3) years of field experience in the palm oil sector, health and safety, or environmental management. These include experience in HCV and HCS assessment, social auditing or involvement in human rights activities	Audit Team Member 1: Josue Teo ASIPYF6XT	4 years of experience auditing palm oil sector. 8 years of experience in the Palm Oil Industry
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Specialization in Industrial Safety, Hygiene and Environmental Management.
	Audit Team Member 3: Rhuth Elena Tenjo Fuentes ASI1UC44VS	11 years of experience in the Palm Oil Industry.  9 years of experience auditing palm oil sector.



	Audit Team Member 4: Franklin Suarez ASI1EORP36	He has 6 years of experience in the RSPO standard certification sector, of which he has been qualified for 3 years as a certified lead auditor of the RSPO SCC 2020 standard. He is also certified as a lead auditor in another sustainability standard called ISCC (International Sustainability & Carbon Certification) for its EU and waste and residues modules.
Successfully completed an RSPO endorsed P&C lead auditor course	Audit team Leader: Carolina López ASI1DBZZTO	Lead auditor P&C RSPO. Refresher course (2024)
	Audit Team Member 1: Josue Teo ASIPYF6XT	RSPO P&C lead auditor course 2018 (2020 and August 2023).
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Last refresher course August 24-26, 2022. Checkmark Training, certificate MAOC-RSPO-AC-P&C08-2022. First RSPO Lead auditor Course December 9-13, 2014. Proforest.
	Audit Team Member 3: Rhuth Elena Tenjo Fuentes ASI1UC44VS	Lead auditor P&C RSPO. Refresher course (2024)
	Audit Team Member 4: Franklin Suarez ASI1EORP36	N/A
Successfully completed the 5-day lead auditor course for ISO 9001 or ISO 14001 or ISO 45001.	Audit team Leader: Carolina López ASI1DBZZTO	Lead auditor ISO 9001: 2015 IRCA Registry: 437458 (2023)
	Audit Team Member 1: Josue Teo ASIPYF6XT	5-day lead auditor course for ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 lead auditor (2020).
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	ISO9001 (2014) ISO14001 (2004)
	Audit Team Member 3: Rhuth Elena Tenjo Fuentes ASI1UC44VS	Lead auditor ISO 9001: 2015 CQI / IRCA Registry: 109089 (2018)
	Audit Team Member 4: Franklin Suarez	It has the certificate of "PR328: QMS ISO 9001:2015 Lead Auditor training Course" issued by the



	ASI1EORP36	organization Bureau Veritas on March 6, 2023, under the code: 22/CO/1024455/34878.
Demonstrable understanding of the latest version of RSPO Certification Systems	Audit team Leader: Carolina López ASI1DBZZTO	Lead Auditor RSPO P&C 2018 (2021)
	Audit Team Member 1: Josue Teo ASIPYF6XT	RSPO Principles and Criteria Lead Auditor (2023). CBs training - RSPO certification system 2023
	Audit Team Member 2:  Maria Angelica Ocampo ASI13RCJGP	RSPO Principles and Criteria Lead Auditor (2022).
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	RSPO Principles and Criteria Lead Auditor (2024).
	Audit Team Member 4: Franklin Suarez ASI1EORP36	His certificate from the RSPO SCC 2020 standard lead auditor course demonstrates his knowledge of the RSPO certification system, in addition to his experience as an auditor. He also has internal training provided by SCS Global Services to reinforce knowledge and internal procedures of the organization.
For auditors verifying compliance with NPP procedures, auditors shall additionally be trained in the assessment of compliance with FPIC, HCV and HCS requirements in the context of RSPO NPP procedure	Audit team Leader: Carolina López ASI1DBZZTO	-
	Audit Team Member 1: Josue Teo ASIPYF6XT	-
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	-
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	-
	Audit Team Member 4: Franklin Suarez ASI1EORP36	-



A supervised (by a qualified auditor/lead auditor) period of training in practical audit against the RSPO P&C, with a minimum of 10 days of audit experience in at least two (2) audits.	Audit Team Member 1: Josue Teo ASIPYF6XT	Extensive hands-on audit experience, including supervised audits against RSPO P&C systems. Auditor with 3 practical audits of P&C RSPO (2023).
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	She received supervision from a qualified auditor for his qualification as a lead auditor and to maintain his status as a lead auditor with a minimum of 15 days of auditing and in more than 3 audits.
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	Extensive hands-on audit experience, including supervised audits against RSPO P&C systems.
	Audit Team Member 4: Franklin Suarez ASI1EORP36	He has participated in leading different audits of the RSPO SCC standard, supported by official reports submitted and published on the RSPO website. Prior to his participation, he went through the necessary accompaniment process and training period accompanied by a qualified lead auditor and subsequently audit approval under evaluation by an evaluator auditor. He also has accompaniments and participations as an evaluator auditor of indicator 3.8 in different audits of the current RSPO P&C standard.
Knowledgeable and experience of the local/regional laws	Audit team Leader: Carolina López ASI1DBZZTO	More than 5 years of experience in Colombian legislation and 1 year in Latin American legislation acquired through participation in audits
	Audit Team Member 1: Josue Teo ASIPYF6XT	More than 10 years of experience in Guatemalan legislation and 1 year in Latin American legislation acquired through participation in audits
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Professional with more than 5 years of experience in international audits in Latin America, including national regulations.
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	More than 10 years of experience on legislation in Latin America acquired through participation in audits.
	Audit Team Member 4: Franklin Suarez	N/A





	ASI1EORP36	
Knowledgeable in Best Agricultural Practices, and Integrated Pest Management, pesticide and fertiliser use;	Audit team Leader: Carolina López ASI1DBZZTO	Agriculture engineer with specific training in integrated pest management and fertiliser as part of the curriculum. Cours "Rational Pesticides Handling" by SENA.
	Audit Team Member 1: Josue Teo ASIPYF6XT	14 years of experience in Agricultural Production, Good Agricultural Practices Advisor, advisor and university professor of Integrated Pest Management and Responsible Management of Pesticides and Fertilizers
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Good Agricultural Practices Course 40 hours. May 2014. Sena Colombia.
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	Experience in best agricultural practices, pest control and fertilizer use in America, acquired through participation in audits for more than 10 years.
	Audit Team Member 4: Franklin Suarez ASI1EORP36	N/A
Experience in health and safety auditing on the farm/plantation and in the palm oil mill, for example against the ISO 45001 Occupational Health and Safety Management standard;	Audit team Leader: Carolina López ASI1DBZZTO	She has conducted eleven audits, auditing health and safety aspects in oil palm plantations and mill
	Audit Team Member 1: Josue Teo ASIPYF6XT	4 years of experience auditing ISO 45001:2018
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Specialization in Industrial Safety, Hygiene and Environmental Management.
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	10 years of experience in implementation and auditing in health and safety management system in both mill and plantation.
	Audit Team Member 4: Franklin Suarez ASI1EORP36	N/A



Experience in handling workers' welfare or social auditing experience, such as experience with the SA8000 or other international sustainability scheme that has the social auditing requirements. The auditor auditing the social requirements shall have successfully attended the internationally recognised social auditing standard training, such as the SA8000, Social Systems (SMETA) Auditor Training or social training recognised by RSPO;	Audit team Leader: Carolina López ASI1DBZZTO	Experience as a Rainforest Alliance auditor, where she has conducted 21 audits as lead auditor, including the social aspects of the standard
	Audit Team Member 1: Josue Teo ASIPYF6XT	GRASP Auditor Add-on (GlobalG.A.P.) Risk Assessment in Good Social Practices (2024)
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	SA8000 Advanced Lead Auditor course 2025 SA8000 Basic Auditor course
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	10 years of experience in implementation and auditing in health and safety management system in both mill and plantation.
	Audit Team Member 4: Franklin Suarez ASI1EORP36	N/A
Experience in handling of land rights, gender and indigenous peoples' issues;	Audit team Leader: Carolina López ASI1DBZZTO	Experience as a Rainforest Alliance auditor, where she has conducted 21 audits as lead auditor, including the social, gender and land rights aspects of the standard
	Audit Team Member 1: Josue Teo ASIPYF6XT	Experience as an auditor for Global G.A.P., where he has conducted 9 audits, including the social aspects and practices of the GRASP Add-on to the standard.
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	SA8000 Advanced Lead Auditor course 2025 SA8000 Basic Auditor course More than 5 years of experience auditing social and community topics
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	10 years of experience in the implementation and auditing of sustainability systems in the palm oil agribusiness.
	Audit Team Member 4: Franklin Suarez ASI1EORP36	N/A
Experience in environmental and ecological auditing or assessments, such as experience with High Conservation Value (HCV)/High Carbon Stock (HCS)	Audit team Leader: Carolina López ASI1DBZZTO	5 years of experience as an organic agriculture and rainforest Alliance auditor



assessments, organic agriculture or the ISO 14001 Environmental Management Systems standard;	Audit Team Member 1: Josue Teo ASIPYF6XT	4 years of experience auditing ISO 14001:2018
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Bachelor's degree in Ecology. More than 10 years of experience assessing environmental management systems and auditing HCV's implementation on palm oil and different crops
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	10 years of experience in the implementation and auditing of sustainability systems in the palm oil agribusiness.
	Audit Team Member 4: Franklin Suarez ASI1EORP36	N/A
Fluent in one of the main national languages	Audit team Leader: Carolina López ASI1DBZZTO	Fluent in Spanish and advanced in English
	Audit Team Member 1: Josue Teo ASIPYF6XT	Fluent in Spanish and advanced in English
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Fluent in English and Spanish
	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	Fluent in Spanish and advanced in English
	Audit Team Member 4: Franklin Suarez ASI1EORP36	Fluent in Spanish and advanced in English
Knowledgeable in supply chain requirements of the palm oil mill. The auditor performing this task shall have successfully completed the RSPO endorsed SCC lead auditor training course. Note: this does not apply for ISH or Group Certification.	Audit team Leader: Carolina López ASI1DBZZTO	"Lead Auditor in RSPO Supply Chain V2020" issued on 2025 under the code LCLP-RSPO-AL-SCC-03-2025
	Audit Team Member 1: Josue Teo ASIPYF6XT	N/A
	Audit Team Member 2: Maria Angelica Ocampo ASI13RCJGP	Lead auditor Supply Chain SCC RSPO. V2020.



	Audit Team Member 3: Rhuth Tenjo Fuentes ASI1UC44VS	Lead auditor Supply Chain SCC RSPO. V2020. Refresher course (2025), under the code RETF-RSPO-ACT-SCC-03- 2025. Experience of more than 20 supply chain audits in different Latin American countries
	Audit Team Member 4: Franklin Suarez ASI1EORP36	It has the certificate of "Leading Auditor in RSPO Supply Chain V2020" issued on November 11, 2022 under the code FS-RSPO- AL-SCC-11-2022



## 5. Audit Findings & Results

Criterion / Indicator		Audit Findings	Audit Findings (Public Summary)	Results
Principle 1: Behave Ethically and Transparently				
Criterion 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.				
1.1.1 (C)	Management documents that are specified in the RSPO P&C are made publicly available and shall include (but are not necessarily limited to):  <ul style="list-style-type: none"><li>Land titles/user rights (Criterion 2.2);</li><li>Occupational health and safety plans (Criterion 4.7);</li><li>Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8);</li><li>HCV documentation (Criteria 5.2 and 7.3);</li><li>Pollution prevention and reduction plans (Criterion 5.6);</li><li>Details of complaints and grievances (Criterion 6.3);</li><li>Negotiation procedures (Criterion 6.4);</li><li>Continual improvement plans (Criterion 8.1);</li></ul>	Documents available to the public are shared with employees during the induction and reinduction processes.  The company has a communication system via WhatsApp.  Requests, Complaints, Claims, and Inquiries (PQRS in Spanish) – Managed by the Social Manager, who has access to contact details and QR codes to access the PQRS.  Documents available to the public can be found on the Agroindustrial de Palma de Aceite S.A. (AIPA) and Industrial Aceitera de Casanare S.A. (IACSA) website ( <a href="https://www.induaceitera.com/sostenibilidad">https://www.induaceitera.com/sostenibilidad</a> and <a href="https://www.palmaceitera.com/sostenibilidad">https://www.palmaceitera.com/sostenibilidad</a> ad). Here are the available documents by request: <ul style="list-style-type: none"><li>Code of Ethical Conduct and Sustainability Policy</li><li>Human Rights Policy</li><li>Land Titles and Usage Rights</li></ul>	The company ensures transparency and effective communication by sharing publicly available documents with employees during induction and reinduction processes. These documents, which include policies, procedures, and environmental and legal topics, are also accessible on the AIPA website and can be requested via an online form. Communication with employees and stakeholders is supported through WhatsApp, and the PQRS system—managed by the Social Manager—facilitates feedback using contact details and QR codes. Additionally, twice a year, the company presents key topics such as ESIA, land tenure, and internal policies to control entities and communities, a practice confirmed through stakeholder consultations and worker interviews.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	<ul style="list-style-type: none"> <li>Public summary of certification assessment report; Human Rights Policy (Criterion 6.13).</li> </ul>	<ul style="list-style-type: none"> <li>Continuous Improvement Plan</li> <li>Internal or External Audit Reports</li> <li>Health, Safety, and Emergency Response Policies</li> <li>Social and Environmental Impact Studies (SEIS) and their respective Action Plans</li> <li>Environmental and Social Management Plan</li> <li>High Conservation Value (HCV) Assessments and their Action Plans</li> <li>Conflict Resolution and/or Compensation Mechanism</li> <li>Free, Prior, and Informed Consent (FPIC) Processes</li> <li>Procedure for Requests, Complaints, Claims, Acknowledgments, or Suggestions (PQRS)</li> <li>Others required by Stakeholder Groups (governmental and non-governmental entities, workers, clients, suppliers, and community members)</li> </ul> <p>There is also an online form where documents can be requested: <a href="https://www.palmaceitera.com/pqrs">https://www.palmaceitera.com/pqrs</a> and</p>		
--	--	---	--	--

		<p><a href="https://www.induaceitera.com/pqrs">https://www.induaceitera.com/pqrs</a></p> <p>According to the procedure, All PQRS cases, and those that require investigation, investment, infrastructure, or corporate-level decision-making, will have a deadline of 60 days.</p> <p>A review of the induction presentation shows the list of documents available to the public – Commitment to transparency.</p> <p>Twice a year, a presentation is made to control entities and communities where the following topics are discussed:</p> <p>ESIA, Legality and land tenure, Policies, Procedures, labour issues among others.</p> <p>The above was corroborated through consultation with stakeholders and interviews with workers.</p> <p>Meeting records reviewed:</p> <ul style="list-style-type: none"> <li>- Quebradaseca Community, 15/03/2025. 7 participants.</li> <li>- Mariara community. 03/03/2025. 29 participants.</li> <li>- San Carlos de Palenque – Jagueyes community 06/03/2025. 23 participants.</li> <li>- Cristo Rey community. 28/01/2025. 26 participants.</li> <li>- Cristo Rey community. 16/03/2025. 26</li> </ul>		
--	--	---	--	--



		<p>participants. 27 participants.</p> <p>- Algodonales community 18/02/2025. 11 participants.</p>		
1.1.2	Information is provided in appropriate languages and made accessible to relevant stakeholders.	The information is shared in Spanish, according to the documents reviewed and confirmed in consultation with stakeholders.	The information is shared in Spanish, according to the documents reviewed and confirmed in consultation with stakeholders.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
1.1.3 (C)	Records of requests for information and responses shall be maintained.	<p>No, requests for documentation have been received. All requests are recorded in the Requests, Complaints, Claims, and Inquiries (PQRS in Spanish database.</p> <p>Evidence:</p> <p>Requests, Complaints, Claims, and Inquiries 2024 database, the type is recorded: Thank you, Support, Request, Non-compliant product, Complaint, Claim, Suggestion. If a request for a document is received, it would be recorded as a request.</p>	<p>No documentation requests have been received to date; however, all such requests would be recorded in the PQRS database if they occurred. The system categorizes entries under various types such as Thank You, Support, Request, Non-compliant Product, Complaint, Claim, and Suggestion. Any request for documents would be specifically logged as a "Request," as evidenced by the 2024 PQRS database.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
1.1.4 (C)	Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.	<p>The company has a Procedure for Requests, Complaints, Claims, and Suggestions (PQRS), code Pr-AM-TS-1 Version 5. Date 03/04/2025.</p> <p>The company has the following communication channels for</p>	The company has a structured Procedure for Petitions, Complaints, Claims, and Suggestions (PQRS), outlined in document PR-AM-TS-1 Version 5 (dated April 3, 2025), and complemented by a Strategic	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement





		<p>communicating with workers: induction, reinduction, screens in cafeterias to disseminate information through animations. WhatsApp Communication Channel. PQRS bulletin board in the camps.</p> <p>Support in completing the form if required.</p> <p>Mailbox, maintenance. Opened every 20–30 days. PQRS mailbox review form. 5 farms. Zero PQRS per mailbox. The QR code is more effective and links to email and website.</p> <p>The social impact assessment action plan defines that meetings with communities are held twice a year. Additionally, there is a strategic communication procedure PR-RH-CO-1 Version 01. Revision date 03-26-2025.</p> <p>Procedure for Petitions, Complaints, Claims, and Suggestions PQRS – Code PR-AM-TS-1 version 05, revision 04-03-2025. AIPA – IACSA, the only difference is the non-compliant product.</p> <p>External stakeholders: WhatsApp communication channel. QR in communities. Two meetings are held per year to discuss RSPO compliance – Environmental management measures. Presentation of PQRS – Means of receipt: Internal PQRS mailboxes and reception</p>	<p>Communication Procedure (PR-RH-CO-1). Communication with workers is facilitated through multiple channels, including induction sessions, cafeteria screens, WhatsApp, bulletin boards, and PQRS mailboxes—though the QR code system has proven more effective. Mailboxes are reviewed every 20–30 days across five farms, with no PQRS entries reported. External stakeholders are engaged via WhatsApp, QR codes in communities, and biannual meetings to discuss RSPO compliance and environmental management. The Social Manager is responsible for stakeholder communication and overseeing the PQRS process. In early 2025, outreach activities were conducted in six communities, addressing topics such as workplace harassment and environmental concerns, with participation ranging from 11 to 35 individuals per session.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	---	---	---

		<p>desks, website, in person, email. The formats are explained.</p> <p>The person nominated for communication with stakeholders and management of the communications procedure is the company's Social Manager.</p> <p>Report on meetings in the first half of 2025 – RSPO with communities. Shared with the General Manager. At the next meeting, the minutes are read, and the closed requests are presented.</p> <p>Latest outreach and socialization activity:</p> <p>Six areas of influence identified for the company (communities)</p> <p>Communities: February and March 2025.</p> <ul style="list-style-type: none"> <li>- Algarrobo: March 20, 2025. 11 participants.</li> <li>- Mariara: March 3, 2025. 35 participants.</li> <li>- Algodonales: February 18, 2025. 11 participants.</li> <li>- Jagueyes: March 6, 2025. 23 participants.</li> <li>- Quebrada Seca: March 9, 2025. Topic: workplace harassment to be followed up with human resources. 12 participants.</li> </ul> <p>Cristo Rey: March 16, 2025. Water collection, flies. 27 participants.</p>		
--	--	--	--	--



1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.	<p>The company has a list of stakeholders Social Actors and Stakeholders Code: MZ-RH-TS-1, version 3, 03-17-2025. This document describes the relationship with the different actors, interest groups, organization names, and contact details.</p> <p>The following stakeholders are identified: community and social actors, suppliers, collaborators, regulatory authorities, trade associations, and academia. Regarding contact information, their designated representatives are included.</p>	<p>The company maintains a stakeholder list documented in the Social Actors and Stakeholders Code (MZ-RH-TS-1, version 3, dated March 17, 2025), which outlines relationships with various groups, including their names and contact details. Identified stakeholders include community and social actors, suppliers, collaborators, regulatory authorities, trade associations, and academia, with designated representatives listed for each.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for improvement <input type="checkbox"/> Not Applicable (justification required)
-------	---	--	---	---

**Criterion 1.2:**

The unit of certification commits to ethical conduct in all business operations and transactions.

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>In an interview with the Legal Coordinator, it was revealed that the company has a Code of Ethics incorporated into its transparency and business ethics policy. Compliance Officer lineaetica@palmaceitera.com</p> <p>There are two codes, one for each company. The risks vary for each company and are implemented as follows:</p> <p>Due diligence is performed on all employees.</p> <p>There is a video that is shown during induction and re-induction.</p> <p>Updates are sent by email, reminders of the following topics: International Anti-Corruption Day. June campaign on warning signs of the business ethics and transparency program. International Money Laundering Day.</p> <p>Every three months, a report is made to the Superintendency of Companies on any suspicious cases.</p> <p>Restricted lists are reviewed: police, prosecutor's office, comptroller's office, attorney general's office, Clinton list, Instagram, Facebook and, Tusdatos.co. The company declares the following commitment: "We look for people with the</p>	<p>In an interview with the Legal Coordinator, it was confirmed that the company has a Code of Ethics integrated into its transparency and business ethics policy, with a designated Compliance Officer reachable at lineaetica@palmaceitera.com. Each of the two companies has its own code, tailored to its specific risks. Due diligence is conducted for all employees, with long-term staff reviewed annually. Ethical awareness is reinforced through induction videos, email updates on key dates like International Anti-Corruption Day and International Money Laundering Day, and quarterly reports to the Superintendency of Companies on suspicious cases. The company also checks restricted lists from national and international authorities and uses platforms like Tusdatos.co for background checks. Ethical values are promoted under the motto "If I report, I contribute," and information is shared with stakeholders via live webinars during business fairs.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-------	---	--	--	--



		<p>best values and If I report, I contribute.</p> <p>Long-term employees are reviewed once a year.</p> <p>The information is shared with all stakeholders through a live webinar during the business fair. Date 18/06/2025, training email May 20 and 21, 2025 with advertising Service providers and contractors. 12/06/2025. 21 participants.</p> <p>Government entities 06/06/2025. 9 participants.</p> <p>The presentation has the following content:</p> <ul style="list-style-type: none"> <li>- RSPO Certification</li> <li>- Code of ethics / Self-Control System and Comprehensive Money Laundering Risk Management / SAGRILAF</li> <li>- Sustainability Policy.</li> </ul>		
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	<p>The company has a general policy for the prevention of corruption risk and transnational bribery risk, Code: PO-CL-CR-1, which is implemented through the 'TRANSPARENCY AND BUSINESS ETHICS PROGRAM (PTEE in spanish).</p> <p>The company monitors compliance with its ethical conduct policy through its ethics hotline, monitoring tool, reports to the Superintendency of Companies Self-Control System and Comprehensive Money</p>	The company enforces a general policy for preventing corruption and transnational bribery risks (Code: PO-CL-CR-1), implemented through the Transparency and Business Ethics Program (PTEE). Compliance is monitored via an ethics hotline, tracking tools, reports to the Superintendency of Companies, the Self-Control System, the Comprehensive Money Laundering Risk Management System (SAGRILAF), and the code of ethics. Annual reports are	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>Laundering Risk Management- SAGRILAF, and the code of ethics. Annual reports are submitted to the board of directors and the controller's office and monthly reports are registered to the Financial Information and Analysis Unit of the Colombian government report seen No. 2556379 date 29/04/2024.</p>	<p>submitted to the board of directors and the controller's office, while monthly reports are filed with Colombia's Financial Information and Analysis Unit, as evidenced by report No. 2556379 dated April 29, 2024.</p>	
--	--	--	---	--

## Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.

### Criterion 2.1:

There is compliance with all applicable local, national and ratified international laws and regulations.

2.1.1 (C)	<p>The unit of certification complies with applicable legal requirements.</p>	<p>The company has a "Legal Matrix" (Environmental, Labor, OSH, Legal, and Social) Code: MZ-CL-CR-1 - LEGAL MATRIX - AIPA (vf III) Updated: 03/03/2025</p> <p>The company is advised by "Asesoría Nairí S.A.", which supports the identification of legal requirements and legal monitoring, which includes the inclusion of the identified requirements in the C-Tool platform and the periodic sending of newsletters relevant to its activity, respectively, in the areas of Environment,</p>	<p>The company has a legal framework that covers areas such as the environment, workplace safety, occupational health, social responsibility, and general legislation. This framework is managed with the support of a specialized consulting firm, which facilitates:</p> <p>Identification and updating of applicable legal requirements Inclusion of these requirements in a digital compliance platform Periodic sending of newsletters on regulatory changes</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--------------	---	--	---	--



		<p>Safety, Labor, Social Responsibility, and Occupational Health and Safety. Additionally, they support the Legal Compliance Assessment service in these areas.</p> <p>Reviewed:</p> <ul style="list-style-type: none"> <li>- Legal matrix control minutes, in the first half of 2024. Date: 28/06/2024.</li> <li>- Minutes of the meeting for the second half of 2024. 2024. Date: 29/12/2024.</li> <li>- Internal audit scheduling within the application for August 2025. (Legal compliance matrix)</li> </ul> <p>During the audit the unit of certification demonstrated compliance with applicable legal requirements, for example:</p> <p><b>Environmental and agronomic</b></p> <ul style="list-style-type: none"> <li>- File No. 2024-03989, dated: 03/11/2024, Subject: Request for Environmental Permits Resolution No. 50.41.17-0741 of June 2, 2017, file 500.44.2.12-126 The company processed the environmental permits for the operation of the lot 20, San Felipe, 56 and 73 camps, permits that due to their expiration, their respective renewal</li> </ul>	<p>Legal compliance assessments in the aforementioned areas</p> <p>Control meetings and internal audits have been held to review compliance with the legal framework. Notable processes include:</p> <p>Processes to renew environmental permits related to operations at various camps</p> <p>Applications for groundwater concessions and domestic wastewater discharge</p> <p>Authorization for the indirect disposal of organic waste from palm cultivation</p> <p>Registration as a producer of organic fertilizers and conditioners derived from the industrial process</p> <p>The certification unit demonstrated compliance with applicable legal requirements in agronomic, environmental, working conditions and health and safety.</p>	
--	--	---	---	--

		<p>was requested, for which the technical document for the request for groundwater concessions and domestic wastewater discharge permits is attached. - File No. 2024-11396 dated: 07/12/2024, Case No. 500.44.2.11-176 Settlement of services Evaluation "Application for environmental permits for the concession of groundwater for domestic use and permit for the discharge of domestic wastewater for the operation and operation of camps for an oil palm plantation, Orocué, Casanare. Payment reference: YO 202411396.</p> <p>- File No. 02251100101, authorization for the indirect disposal of 11,858 tons of cob or oil palm rachis in the field, according to ICA resolution 01706 of 2002. Authorization date: 04/22/2025</p> <p>- Resolution No. 00020741 Date: 12/26/2024. ICA grants registration to INDUSTRIAL ACEITERA DE CASANARE S.A. COLOMBIA BRANCH as a producer of organic and mineral fertilizers (solid and liquid) and solid and liquid organic conditioners obtained from the dehydration and stabilization of waste from the palm oil extraction plant.</p> <p>- Monitoring of the physicochemical and microbiological quality of industrial wastewater at the treatment plant. MCS-</p>		
--	--	--	--	--



		<p>24-190, January 2025.</p> <ul style="list-style-type: none"> <li>- Domestic Wastewater Quality Monitoring</li> <li>- Treatment Plant, MCS-24-192, January 2025.</li> <li>- Groundwater Monitoring and Physicochemical Characterization, MCS-24-188, January 2025.</li> </ul> <p><b>Conditional Closure:</b> During the ASA 1 follow-up audit, the execution of activities was evident in accordance with the deadlines agreed upon in the IC. The plan was adjusted, and new dates were agreed upon to monitor the process with the environmental authority and the change in discharge parameters in accordance with the new regulations, which eliminate microbiological parameters. This plan was approved during this audit and attached to these minutes is the document defining the actions and dates that will be monitored to ensure compliance.</p> <p><b>Working conditions.</b></p> <ul style="list-style-type: none"> <li>- Formalization of contracts through the signing of employment contracts by both parties, duly documented in accordance with the Substantive Labor Code.</li> <li>- Timely payment of wages, in accordance with the contract, the Substantive Labor Code, and Decree 1572 of 2024.</li> </ul>		
--	--	---	--	--



		<ul style="list-style-type: none"> <li>- Recognition and payment of overtime and night shift premiums, when applicable, in accordance with the Substantive Labor Code and Decree 1072 of 2015.</li> <li>- Payment of social benefits established by labor legislation, including severance pay, service bonuses, and vacations, in accordance with the Substantive Labor Code and Decree 1072 of 2015 and other regulatory standards.</li> </ul> <p><b>Health and safety</b></p> <p>Epidemiological surveillance program for the prevention of hearing risk (PG-SST-16 edition 01 date: 08/01/2024) has been defined, which outlines monitoring activities for strategies to prevent risks associated with high noise levels. As part of this surveillance, an "Evaluation of occupational exposure to physical agents Noise – Sound measurements – Dosimetry" (no code) was carried out from July 16 to 18, 2024, in which 38 sound measurements were taken. For plantations, 15 measurements were taken in March 2024, which were recorded in the document "Industrial hygiene report on noise sound measurements, March 2024" carried out by Innovagest.</p>		
--	--	---	--	--



		<p>The certification unit has filed with the Ministry of Labor the report on the minimum standards of the occupational health and safety management system for plantations: filing # REME-SGSST-640586-2024-1 for the period 2024, made on 02/07/2024, and for the mill, filing #REME-SGSST-677038-2024-1, made on 02/18/2024.</p> <p>Two occupational health and safety committees (COPASST) have been formed, one for plantations and one for the mill. There is evidence that these committees meet monthly and keep minutes of these meetings. In addition, there is an annual work schedule.</p> <p>-There is a record of the opening of the committee vote "Opening of elections - COPASST-CCL" (code: FO-RH-SS-11 edition: 01 update date 01/31/2022) held on 04/18/2024</p> <p>-There is a record of the closing of voting "Closing of COPASST – CCL Election Voting" (code: FO-RH-SS-12 edition 01 update date: 01/31/2022) held on 04/18/2024.</p> <p>-There is a document entitled "Voting</p>		
--	--	---	--	--

		<p>Results" (no code).</p> <ul style="list-style-type: none"> <li>-There is a record of the formation of the health and safety committee entitled "Formation of COPASST -CCL" (code: FO-RH-SS-13 edition: 01 update date: 01/31/2022) held on 04/29/2024.</li> <li>-The committee was made up of 6 worker representatives (3 main and 3 alternate) and 6 representatives from the certification unit (3 main and 3 alternate).</li> </ul> <p>The mill's H&amp;S committee was formed by representatives of the workers and the certification unit through free voting by all workers:</p> <ul style="list-style-type: none"> <li>-Ballots with nominated candidates (without code)</li> <li>-There is a record of the opening of the committee voting "Opening of elections - COPASST-CCL" (code: FO-RH-SS-11 edition: 01 update date 04/31/2022) held on 04/18/2024</li> <li>-There is a record of the closing of voting "Closing of COPASST - CCL Election Voting" (code: FO-RH-SS-12 edition 01 update date: 01/31/2022) held on 04/18/2024.</li> <li>-There is a document entitled "Voting Results" (no code).</li> <li>-There is a record of the formation of the health and safety committee entitled</li> </ul>		
--	--	--	--	--



		<p>“Formation of COPASST -CCL” (code: FO-RH-SS-13 edition: 01 update date: 01/31/2022) held on 04/29/2024.</p> <p>-The committee was made up of 6 worker representatives (3 main and 3 alternate) and 6 representatives from the certification unit (3 main and 3 alternate).</p> <p>Both committees meet monthly and discuss issues related to occupational health and safety.</p> <p>Plantations:</p> <p>- Minutes of the meetings held are available in the document “Minutes of the meeting” (code: FO-SG-AM-39 edition: 02 update date 12/10/2022) minutes #1 date: 05/23/2024, minutes #2: 06/19/2024, minutes #7: 11/21/2024, minutes #8 12/11/2024. These meetings address concerns related to workplace accidents, unsafe acts, and unsafe conditions in the facilities and in the fields.</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.	<p>The organization has a Legal Control department and a Legal Control coordinator, who is a lawyer by profession and is responsible for verifying and monitoring regulatory updates applicable to the entity.</p> <p>There is a procedure in place called CONTROL AND UPDATE OF LEGAL MATRIX, code PR-CL-1, which is currently</p>	<p>The organization has a specialized Legal Control department responsible for monitoring and updating applicable regulations.</p> <p>A digital application is used to manage contractors, allowing operational data to be recorded. At the same time, a regulatory platform called C-TOOL has been</p>	<p><input type="checkbox"/> Conform</p> <p><input checked="" type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>being updated.</p> <p>The FileMaker application is used to enter the data of all contractors who provide goods and services to the organization.</p> <p>Likewise, the CUMPLIMENTOOOL (C-TOOL) platform, operated by the contractor NAIRI, allows for the registration and traceability of current legal regulations applicable to both the extraction plant and the plantations.</p> <p>The legal information is consolidated in the document LEGAL MATRIX, code MA-GE-CR-1, version 02, dated 03/03/2025, which is progressively migrated to the C-TOOL platform for digital management.</p> <p>The C-TOOL platform is structured into five thematic modules:</p> <ul style="list-style-type: none"> <li>- Occupational Health and Safety</li> <li>- Environment</li> <li>- Social Responsibility</li> <li>- General</li> <li>- Labor.</li> </ul> <p>The inclusion of the following regulations is validated:</p> <ul style="list-style-type: none"> <li>· Decree 405 of 2025</li> <li>· Resolution 624 of 2025</li> <li>· Circular 045 of 2025</li> <li>· Circular 047 of 2025</li> </ul>	<p>implemented, which facilitates legal traceability in extractive and agricultural operations. Legal information is being migrated from a master document to this platform, which is structured into five thematic modules: Occupational Health and Safety, Environment, Social Responsibility, General, and Labor.</p> <p>The incorporation of various recent legal provisions has been validated. However, weaknesses were identified in the application of the due diligence principle with respect to a contractor, related to the execution of unauthorized overtime at a site not covered by the corresponding resolution. There are inconsistencies between the established legal limits and the recorded working hours, as well as pending issues in the settlement of additional hours.</p>	
--	--	--	---	--

		<ul style="list-style-type: none"> <li>· Resolution 1843 of 2025</li> <li>· Circular 0055 of 2024</li> </ul> <p>However, there is insufficient evidence of the application of the principle of legal due diligence with respect to all third parties contracted by the contractor SERVICIO DE ALIMENTACIÓN NP S.A.</p> <ul style="list-style-type: none"> <li>· This contractor has Resolution No. 648 of the Ministry of Labor, which authorizes the execution of overtime. Nevertheless, during the document verification, the following observations were identified:</li> <li>· The aforementioned resolution does not cover the headquarters located in Orocué, Casanare, where Agroindustrial de Palma Aceitera S.A. currently operates.</li> <li>· The authorization establishes a maximum limit of 2 hours of overtime per day and 12 hours per week. However, according to the documentation corresponding to the fortnight from April 24 to May 8, 2025, and from May 26 to June 5, 2025, it was found that two workers, kitchen assistants, worked 11.5 hours per day.</li> <li>· According to the records reviewed,</li> </ul>		
--	--	--	--	--

		<p>0.5 hours of overtime per day are pending settlement and payment.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>Resolution 648 of the Ministry of Labor</li> <li>Pay slips for the months of April and May 2025</li> </ul> <p>Payroll update form for the fortnight from April 24, 2025, to May 8, 2025, and the fortnight from May 26, 2025, to June 5, 2025.</p>		
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.	<p>During the field visit, georeferencing points were taken at the company boundaries:</p> <p>Lat: 5.082162 Long: -71.964231  Lat: 5.092496 Long: -71.960974  Lat: 5.082065 Long: -71.965020  Lat: 5.05969 Long: -71.56073  Lat: 5.04930 Long: -71.57852  Lat: 5.04122 Long: -71. 57397  Lat: 5.138232 Long: -71.89664</p> <p>The georeferenced points were superimposed on the map, showing compliance with the boundaries and there is no planting beyond these boundaries.</p>	<p>During the field visit, georeferencing points were taken at the company boundaries:</p> <p>Lat: 5.082162 Long: -71.964231  Lat: 5.092496 Long: -71.960974  Lat: 5.082065 Long: -71.965020  Lat: 5.05969 Long: -71.56073  Lat: 5.04930 Long: -71.57852  Lat: 5.04122 Long: -71. 57397  Lat: 5.138232 Long: -71.89664</p> <p>The georeferenced points were superimposed on the map, showing compliance with the boundaries and there is no planting beyond these boundaries.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

#### Criterion 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.	<p>The Certification Unit does not use external suppliers of fresh fruit bunches, as all raw materials come from its own plantations.</p> <p>For the management of contractors linked to both the oil mill and agricultural operations, a consolidated list is available, generated using the FileMaker application. This list was generated during the audit using the application, and it includes key information such as: contract number and date, tax identification number (TIN), contractor name, start and end dates of the contractual relationship, and the internal person assigned to monitor it, among other relevant data.</p> <p>As part of the regulatory compliance verification process, the following service contracts were selected for specific review of applicable legal requirements:</p> <ul style="list-style-type: none"> <li>• Contract No. CTO2328 Agricultural Services</li> <li>• Contract No. CTO2353 Legal advisory service</li> <li>• Contract No. CTO2449-A Personnel transportation service</li> <li>• Contract No. CTO2452 Personnel transportation service</li> <li>• Contract No. CTO723 Sedimentation Tank Installation</li> </ul>	<p>It was verified that the Certification Unit does not have external suppliers of fresh fruit clusters, as all the raw material used comes from its own plantations.</p> <p>For the management of contractors involved in agricultural and extraction operations, a consolidated digital registry is available, which includes relevant contractual information and allows for internal monitoring of each relationship.</p> <p>As part of the regulatory compliance verification process, a sample of service contracts was selected for specific review of applicable legal requirements.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
-------	---	--	--	---



		<p>Service</p> <ul style="list-style-type: none"> <li>Contract No. CTO2428 Agricultural Sservices</li> </ul> <p>Contract No. CTO2447 Oil Palm Transportation Services</p>		
2.2.2	<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>The company formalizes written contracts with the service providers included in its list of contractors, incorporating specific clauses on compliance with current legal requirements.</p> <p>This has been verified through the review of a representative sample of contracts for services such as fruit transportation, agricultural work, personnel transportation, fumigation, and food, specifically the following service contracts:</p> <ul style="list-style-type: none"> <li>Contract No. CTO2328 Agricultural Services, dated June 14, 2023.</li> <li>Contract No. CTO2353 Legal advisory service, dated June 05, 2024.</li> <li>Contract No. CTO2449-A Personnel transportation service, dated May 22, 2025.</li> <li>Contract No. CTO2452 Personnel transportation service, dated May 13, 2025</li> </ul>	<p>The company formalizes its relationship with its service providers through written contracts, ensuring the inclusion of clauses aimed at compliance with current legal regulations.</p> <p>This practice has been confirmed through the documentary review of a representative sample of contracts corresponding to various operational services such as fruit transport, agricultural work, personnel transport, fumigation, and food.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<ul style="list-style-type: none"> <li>Contract No. CTO723 Sedimentation Tank Installation Service, dated February 20, 2025</li> <li>Contract No. CTO2428 Agricultural Sservices, dated April 24, 2025.</li> </ul> <p>It was verified that the organization has a Procurement procedure, identified with the code PR-CM-CS-1, which establishes the guidelines for the selection, evaluation, and engagement of suppliers of goods and services required by the entity.</p> <p>Likewise, it was verified that the organization conducts an annual Evaluation of Service Providers and Contractors, using the form coded as FO-CM-CS-5, which assesses aspects related to compliance with the requirements of the contracted service, as well as Occupational Health and Safety criteria, among others.</p> <p>The application of the evaluation process to the contractors reviewed was evidenced, in accordance with the established parameters.</p>		
--	--	---	--	--

2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.	<p>There is no evidence that contracts with contractors include specific clauses prohibiting forced labor and labor trafficking.</p> <p>The company formalizes written contracts with service providers included in its list of contractors, incorporating specific clauses on the prohibition of child labor and respect for human rights. However, the prohibition of forced labor and labor trafficking is not specified.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Service Provision Contracts for the following services: <ul style="list-style-type: none"> <li>○ Palm leaf cutting and stacking</li> <li>○ Food service.</li> <li>○ Palm transport</li> </ul> </li> </ul>	<p>The company formalizes written contracts with the service providers included in its list of contractors, incorporating clauses related to the prohibition of child labor and respect for human rights.</p> <p>However, in the document review carried out, there is no evidence of specific clauses that expressly prohibit forced labor or labor trafficking in the contracts analyzed.</p> <p>The verification was carried out on a representative sample of contracts for operational services such as palm leaf cutting and stacking, food, and fruit transportation.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
-------	--	--	--	---

### Criterion 2.3:

All FFB supplies from outside the unit of certification are from legal sources.

<p>2.3.1 (C)</p>	<p>2.3.1 (C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Proof of the ownership status or the right/claim to the land by the grower/ smallholder</li> <li>• Where applicable, valid planting/ operating/ trading license, or is part of a cooperative which allows the buying and selling of FFB</li> </ul>	<p>There is a list of plantations, maps and Colombian Agricultural Institute-ICA resolutions as palm producers, updated as 2025. The following ownership documents were reviewed, which contain the total area within the scope of certification.</p> <p>1. Lot 1 Guafitas          * Lot 1 with an area of 2,790 ha and 7,930 m2, public deed No. 0958 of 30/03/2011 notary office 19 of Bogotá. Property LT1 Guafitas 1. Real estate registration number 086-7188. San Felipe Subdivision boundary, Hacienda San Felipe.          * Resolution ICA No. 00003892 of 12/04/2016, Guafitas 1 property, with indefinite validity No. 85-230-0063, granted on 12/04/2016. Registration of the Guafitas 1 estate as an oil palm producer.</p> <p>2. Lot 1: San Felipe          * Certificate of Tradition and Freedom - San Felipe. No. Real Estate Registration 086-7186 printed on 10/11/2023. Lot 1: San Felipe 1 with areas of 4,210 has and 9.254 m2 public deed No. 0957 of 30/03/2011 notary 19 of Bogota. Tradition</p>	<p>The organization has up-to-date documentation supporting the ownership and certification of the properties included in the scope of RSPO certification. Property titles detailing the total areas of the lots were reviewed, as well as official resolutions certifying the registration of the properties as oil palm producers with competent authority.</p> <p>The properties are georeferenced and organized by management units, with coordinates that allow for their precise identification. This information is supported by maps, official records, and resolutions issued by regulatory entities.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
------------------	---	---	--	--



	<p>of the property until 1929, Lot No. 1 San Felipe 1. Original property 15.050 has.</p> <p>* Resolution ICA No. 00003891 of 12/04/2016, farm San Felipe 1, with indefinite validity No. 85-230-0062, granted on 12/04/2016. Registration of the San Felipe estate as an oil palm producer.</p> <table><tr><th>Name of Supply Bases</th><th>Latitude</th><th>Longitude</th></tr><tr><td>Finca Guafitas 1 - Management unit</td><td>5.075820</td><td>- 71.955037</td></tr><tr><td>Finca Guafitas 1- Management unit 2</td><td>5.057729</td><td>-71.91505</td></tr><tr><td>Finca San Felipe 1 - Management unit 3</td><td>5.112508</td><td>-71.90549</td></tr><tr><td>San Felipe Farm 1 - Management unit 4</td><td>5.088013</td><td>-71.89399</td></tr></table>	Name of Supply Bases	Latitude	Longitude	Finca Guafitas 1 - Management unit	5.075820	- 71.955037	Finca Guafitas 1- Management unit 2	5.057729	-71.91505	Finca San Felipe 1 - Management unit 3	5.112508	-71.90549	San Felipe Farm 1 - Management unit 4	5.088013	-71.89399		
Name of Supply Bases	Latitude	Longitude																
Finca Guafitas 1 - Management unit	5.075820	- 71.955037																
Finca Guafitas 1- Management unit 2	5.057729	-71.91505																
Finca San Felipe 1 - Management unit 3	5.112508	-71.90549																
San Felipe Farm 1 - Management unit 4	5.088013	-71.89399																



		<table><tr><td>San Felipe Farm 1 - Management unit 5</td><td>5.116534</td><td>-71.87414</td></tr></table>	San Felipe Farm 1 - Management unit 5	5.116534	-71.87414		
San Felipe Farm 1 - Management unit 5	5.116534	-71.87414					
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. PROCEDURAL NOTE: For Implementation Procedure for 2.3.2 refer to Annex 4.	No independently sourced FFBs are purchased, all fruit comes from own plantations, no collection centers, agents or intermediaries.	No independently sourced FFBs are purchased, all fruit comes from own plantations, no collection centers, agents or intermediaries.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)			

### Principle 3: Optimise productivity, efficiency, positive impacts and resilience

#### Criterion 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 (C)	A business or management plan (minimum three years) shall be documented and includes, where applicable, a jointly <input type="checkbox"/> oped business case for Scheme Smallholders.	<p>The company has documented the “2023-2027 Business Plan” (no code) presented by the CEO, which covers all planted areas, for a total of 5,399.9. This productive area will remain unchanged between 2023 and 2027.</p> <p>The business plan includes projections of FFB tons as follows:</p>	<p>The company has a business plan covering the entire productive area, which remains constant during the planning period. The plan includes projections for fresh fruit bunch (FFB) yields, crude palm oil (CPO) production, and associated production costs.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement
--------------	--	---	--	---



	<p>2023: 28.39 tons FFB/ha  2024: 30.42 tons FFB/ha  2025: 30.13 tons FFB/ha  2026: 30.19 tons FFB/ha  2027: 30.28 tons FFB/ha</p> <p>The business plan also includes CPO production obtained in 2023 and 2024 and the expected projection for 2026 and 2027, with an average of 7.4 tons CPO/ha expected</p> <p>2023: 40,143 tons CPO  2024: 40,184 tons CPO  2025: 39,763 tons CPO  2026: 39,837 tons CPO  2027: 39,959 tons CPO.</p> <p>The business plan considers the company's production costs, classifying them into different categories, such as agronomic management, harvesting, and administrative costs. The actual costs for 2023 and 2024 have been evaluated, and the estimated costs for 2025, 2026, and 2027 have been projected as follows:</p> <p>2023: USD 117/ton FFB  2024: USD 115.63/ton FFB  2025: USD 113.49/ton FFB  2026: USD 118.26/ton FFB  2027: USD 119.44/ton FFB</p>	<p>It establishes expected productivity levels per hectare, anticipated CPO output, and cost estimates categorized into agronomic management, harvesting, and administration. Costs related to CPO production are further broken down into extraction and administrative expenses.</p> <p>This plan provides a structured financial and production forecast, ensuring that resources are allocated efficiently and supporting the company's long-term operational and economic sustainability.</p> <p>The plan is projected from 2023 to 2027</p>	<input type="checkbox"/> Not Applicable (justification required)
--	--	---	---



		<p>CPO production costs are classified into two categories: CPO extraction and administration:</p> <p>EXTRACTED FROM THE BUSINESS PLAN</p> <p>2023: USD 85.67/ton CPO</p> <p>2024: USD 90.36/ton CPO</p> <p>2025: USD 90.91/ton CPO</p> <p>2026: USD 119.19/ton CPO</p> <p>2027: USD 114.01/ton CPO</p>		
3.1.2	An annual replanting programme projected for a minimum of five years, is available.	The company does not currently plan to renew the plantation, as this is planned after 25 years of planting, now the oldest lot is approximately 13 years old (it was planted in 2012).	The company does not currently plan to renew the plantation, as this is planned after 25 years of planting, now the oldest lot is approximately 13 years old (it was planted in 2012).	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken and has agenda with the following minimum items:</p> <p>Results of internal audits</p>	The organization has a formal procedure for management review, identified with code PR-PE-8, version 02, issued on November 25, 2024. This procedure establishes that such review must be carried out annually as part of the continuous improvement cycle of the	The organization has a formal management review procedure that is carried out annually as part of the continuous improvement cycle. In compliance with this process, an internal audit was conducted in which non-conformities were identified, managed,	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>Customer feedback</p> <p>Process performance and product conformity</p> <p>Status of preventive and corrective actions</p> <p>Follow-up actions from management reviews</p> <p>Changes that could affect the management system</p> <p>Recommendations for improvement</p>	<p>management system.</p> <p>In compliance with this procedure, the annual internal audit was carried out between October 22 and 24, 2024, the results of which were documented in the Internal Audit Report (code GN-SB-RE-03, version 02). During the audit, ten non-conformities were identified, all of which were managed and closed in a documented manner.</p> <p>Subsequently, the management review for the 2024 period was carried out on January 30, 2025, and recorded in the document "Management Review" (code FO-GE-2, version 01). The following key topics were addressed at this meeting:</p> <p>Legal compliance and certification requirements: the sustainability policy was updated in December 2024, the health and safety policy in November 2024, and the road safety policy in November 2023. In addition, the company NAIRI was hired to identify and update all applicable legal requirements.</p> <p>Stakeholder feedback: Three complaints related to food safety were recorded, which were handled through documented corrective actions and follow-up on the improvements implemented.</p> <p>FFB suppliers: it was confirmed that only</p>	<p>and closed. Subsequently, a management review was carried out in which key issues were addressed, such as the updating of policies and legal compliance, the handling of complaints from stakeholders and suppliers, the results of crude palm oil and palm kernel oil sales, the findings of internal audits, relevant changes in operations, opportunities for improvement such as technological innovations and irrigation systems, as well as the definition of specific tasks related to updating contracts, strengthening management reviews, and the timely closure of non-conformities.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	---	--	---

		<p>fruit from our own plantations is processed, with no external purchases.</p> <p>Organization performance: the sale of crude palm oil (CPO) to six customers and the sale of palm kernel oil (PKO) to four customers was reported.</p> <p>Results of internal audits and previous reviews: The findings of the internal audit were shared, which included 10 non-conformities in the processing plant (POM) and 3 non-conformities in the chain of custody system (SCC).</p> <p>Changes that may affect the management system: relevant changes were identified, such as the unification of external audits, the lagoon covering project, and the start of new plantings.</p> <p>Identification of opportunities for improvement and challenges: initiatives such as the acquisition of a fiber and raquis mixer to improve boiler combustion, as well as the installation of an irrigation system on 200 hectares, were mentioned.</p> <p>Assigned tasks and proposals for improvement: actions were defined, such as updating contracts with contractors, the need to strengthen annual management reviews, and the timely closure of non-conformities arising from external audits.</p>		
--	--	--	--	--

### Criterion 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 (C)</p>	<p>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>Action plans include continual improvement for the following:</p> <ul style="list-style-type: none"> <li>i. Optimising the yield of the supply base.</li> <li>ii. Reduction in use of pesticides (Criterion 7.2)</li> <li>iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7)</li> <li>iv. Waste reduction (Criterion 7.3)</li> <li>v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10)</li> <li>vi. Impacts on communities, workers and smallholders (Principle 6)</li> <li>vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12)</li> </ul>	<p>The certification unit has defined and implemented a Plan of Action for Continuous Improvement 2023–2025, aimed at strengthening environmental, social, productive, infrastructure, and regulatory compliance aspects.</p> <p>The plan includes a series of strategic actions, each with its respective percentage of progress at the time of review:</p> <p>In the environmental and efficient use of resources components, 20% progress is reported in the installation of 597 hectares with sprinkler irrigation, as well as 57% in the construction of 7,000 meters of drainage channels. The installation of flow meters with telemetry and the implementation of water-saving registers in camps show progress of 100% and 20%, respectively. The planting of native species in riparian areas has reached 15% completion.</p> <p>In terms of ecosystem protection, highlights include the designation of 917 hectares as civil society reserves (36% progress), the declaration of 387 hectares</p>	<p>The certification unit has a Continuous Improvement Plan that addresses environmental, social, productive, infrastructure, and compliance aspects. The plan defines strategic actions with clear progress indicators.</p> <p>In the environmental component, progress has been achieved in irrigation, drainage, flow meter installation, water-saving measures, and restoration through native species planting. For ecosystem protection, civil society reserves and High Conservation Value (HCV) areas have been designated, signage installed, and monitoring of biodiversity and water quality completed.</p> <p>Within agricultural and biological management, full implementation has been reached in the propagation of biological products to support sustainable crop protection. In waste and operational sustainability, advances include improved storage facilities, composting, reuse systems, and strengthened waste</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
----------------------	---	---	--	--



	<p>of High Conservation Value Areas (HCV) before the Ministry of Environment (100%), and the informational signage of HCVs and wildlife crossings (100%). In addition, monitoring of fauna and flora in HCVs and monitoring of water quality in water sources have been completed.</p> <p>In the agricultural and biological management components, 100% progress has been made in the propagation of biological products such as <i>Beauveria bassiana</i> and <i>Bacillus thuringiensis</i> (BT).</p> <p>In terms of waste management and operational sustainability, 100% progress has been made in improving storage facilities, installing compost bins in cafeterias, implementing the 5S strategy, and installing condensate reuse systems. The strengthening of the solid and hazardous waste management plan is 80% complete.</p> <p>In the community and social sphere, support has been provided for educational infrastructure in three rural schools (100%), as well as for the improvement of community infrastructure in the villages of Jagüeyes, Cristo Rey, and Algodonales (50%). In addition, 70% progress has been made in the socialization of policies, management plans, and sustainability reports with communities. The poultry</p>	<p>management strategies.</p> <p>The community and social component show results in supporting education and community infrastructure, promoting income-generation projects, implementing health brigades, and strengthening community engagement in sustainability initiatives.</p> <p>In terms of infrastructure and operational improvements, measures completed include upgrades to safety systems, mechanical and environmental improvements in processing plants, and automation of logistics.</p>	
--	---	--	--

		<p>farming project for single mothers in the Cristo Rey village, aimed at supplying cafeterias, has been fully implemented. Community health brigades were also organized, and health posts were set up to serve seven villages (100%).</p> <p>In terms of plant infrastructure and operational improvements, the installation of mobile tanks for fuel distribution, a drinking water plant at the extraction facility, signaling systems, certified lifelines, a nursing station, and safety improvements such as certified walkways and non-slip tape on critical platforms was completed. Seven mechanical seals were installed in sludge centrifuges to optimize water consumption and reduce effluents, and a smoke extraction system was put into operation in the PKO building. The installation of a conveyor belt for loading palm kernels and the automatic CPO dispatch system was also completed.</p>		
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	The company submitted the Metrics Template for the year 2024, verifying production data, training records, accident rates, demographics for POM and supply base, and agrochemical applications. The database was available for review during the audit, and the data was consistent with what was reported.	The company submitted its metrics for the evaluation period, covering aspects such as production, workforce training, accident rates, demographics, and agrochemical use. The data was reviewed and confirmed to be consistent with reported information. The results reflect stable production levels, effective land management, and the	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



		<p>The template includes the following information:</p> <ol style="list-style-type: none"> <li>1. Number of mills: 1</li> <li>2. Number of certified properties: 5</li> <li>3. Total production area (ha): 5,189.83</li> <li>4. Total certified area (ha): 7,001.72</li> <li>5. High conservation value area (ha): 1589,20</li> <li>6. Area of additional conservation (ha): 0</li> <li>7. Peatlands (ha): 0</li> <li>8. Annual FFB Production (MT): 164.272 (January 2024 / December 2024)</li> <li>9. 12-month FFB Production (MT): 167089.64 (May 2024 / April 2025)</li> <li>10. FFB yield / land productivity (MT) per hectare of production area): 30.41</li> </ol>	<p>designation of conservation areas, with no peat soils present.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
<p><b>Criterion 3.3:</b> Operating procedures are appropriately documented, consistently implemented and monitored.</p>				
3.3.1 (C)	Standard Operating Procedures (SOPs) for the unit of certification are in place.	<p>The company has a master list of documents that includes the document code, document name, manuals, instructions, forms, policies, programs, plans, and matrices.</p> <p>It was observed that the SOPs were up-to-</p>	<p>During the audit, it was verified that workers both in the field and in the mill understood and applied the established procedures effectively. The review confirmed the implementation of documented processes covering areas such as human resources, environmental</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p>



		<p>date and written in language appropriate for the region. Interviews conducted in the field and in the industry revealed that workers understood the various procedures. The implementation of the procedures was evident during the audit. The following procedures were reviewed.</p> <p><b>Human Resources Management:</b></p> <ul style="list-style-type: none"> <li>-Recruitment and Selection Procedure, code PR-HR-AM-13, version 02, dated 04-04-2025.</li> <li>-Staff Hiring Procedure, code PR-HR-AM-1, version 03, dated 02-10-2025.</li> <li>- Staff Termination Procedure, code PR-HR-AM-2, version 02, dated 03-31-2025.</li> <li>- Staff Promotion Procedure, code PR-RH-AM-14, version 2, dated 09-04-2025.</li> </ul> <p><b>Environmental procedures:</b></p> <ul style="list-style-type: none"> <li>- Environmental Assessment Procedure in Waste Management – “Procedimiento de Evaluación Ambiental en el Manejo de Residuos” code: PR-ST-MR-04 version 02, fecha: 24/03/2025</li> <li>- Procedure for the management of riparian strips and fragile soils – “Procedimiento para el manejo de franjas riparias y suelos frágiles” code: PR-AM-RN-4, version 02, date: 06/15/2025</li> </ul>	<p>management, agronomic activities, and industrial operations. These include procedures for staff administration, environmental protection and conservation, agricultural practices such as fertilization and pest control, and operational instructions for the reception, processing, and dispatch of certified products. The audit found that procedures are standardized, communicated, and implemented in practice</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	---	--	---



	<ul style="list-style-type: none"> <li>- PTAR Operating Procedure – “Procedimiento Operación PTAR” code: PR-AM-RN-2, version 02, date: 03/24/2025</li> <li>- PTAP Operating Procedure – “Procedimiento de Operación PTAP” - code: PR-AM-RN-1, version 03, date: 03/22/2025</li> <li>- PTAP Start-up and Operation Procedure – “Procedimiento Arranque y Operación” PTAP - code: PR-AM-3, version 03, date: 03/31/2023</li> <li>- Environmental Training Procedure “Procedimiento de capacitaciones Ambientales” code: PR-AM-2, version 02, date: 07/13/2023</li> <li>- Chemical dosage at PTAP,” Dosificación de productos Químicos PTAP” code: IT-AM-EN-1, version 2, date: 19/03/2025</li> </ul> <p><b>Agronomic Procedures:</b></p> <ul style="list-style-type: none"> <li>- Fertilization Procedure, “Procedimiento de fertilización” code: PR-LA-FE-1 version 01, date: 03/20/2025</li> <li>- Weed planting and maintenance procedure, “Procedimiento de siembra y mantenimiento de arvenses” code: IT-LA-SA-9, version 02, date: 04/28/2025</li> <li>- Instructions for the treatment of diseased palms,” Insructivo tratamiento de las Palmas Enfermas” code: IT-LA-SA-5,</li> </ul>	
--	---	--



		<p>version 03, date: 04/25/2025</p> <ul style="list-style-type: none"> <li>- Insect trapping instructions, "Instructivo de trampeo de Insectos" code: IT-LA-SA-3, version 02, date: 03/11/2025</li> <li>- Palm eradication instructions, "instructivo de erradicación de Palma" code: IT-LA-SA-2, version 03, date: 03/09/2025</li> <li>- Spontaneous control instructions, "Instructivo control de Espontanea" code: EN-LA-LR-6, version 02, date: 04/27/2025</li> <li>- Herbicide Application Instructions "Instructivo aplicación de herbicida" code: IT-LA-LR-3, version 02, date: 03/09/2025</li> <li>- Pollination instructions, "Instructivo para la polinización" code: IT-LA-FE-2, version 02, date: 12/03/2025</li> <li>- Instructions for scything and destemming, "Instructivo de plateo y despalille con guadaña" code: IT-LA-LR-1, version 03, date: 03/04/2025</li> </ul> <p>Oil Mill Procedures:</p> <ul style="list-style-type: none"> <li>- Instructions for extracting RSPO-IP certified CPO, Instructivo de extracción de CPO certificado RSPO-IP code: IN-CPO-5, date: 27/02/2025</li> <li>- RSPO Certified RFF Reception Instructions, "Instructivo de recepción de</li> </ul>		
--	--	--	--	--

		<p>RFF certificado RSPO” code: IN-CPO-1, version 10, date: 6/02/2025</p> <p>- Instructions for Sealing Vehicles Carrying Finished Products (RSPO IP) “Instructivo sellado de vehículo de carga de product terminado RSPO IP” code: IN-GL-3, version 04, date: 20/02/2025</p>		
3.3.2	A mechanism to check consistent implementation of procedures is in place.	<p>The company has implemented several strategies to ensure the correct implementation of procedures. These include annual internal audits conducted by independent auditors. In addition, inspections are carried out both in the field areas and at the extraction plant to corroborate compliance with health, safety, and environmental procedures. This includes analysis of effluents, emissions and water quality of streams running through the properties, as well as soil studies and foliar analysis to inform the nutrition strategy. Training, monitoring and follow-up activities in the implementation of these procedures have also been documented.</p> <p>The following documents were reviewed:</p> <p>- Internal audit report “Informe de auditoría interna”, code GN-SB-RE-03 version 2.</p>	<p>During the audit, it was evident that operating procedures are clearly defined, up-to-date, and adequately implemented at different levels of the organization. Staff demonstrated knowledge, understanding, and effective compliance with established protocols.</p> <p>Supervision and Control Strategies</p> <p>The company has adopted various strategies to ensure proper execution of procedures:</p> <p>Periodic internal audits conducted by independent professionals</p> <p>Operational inspections in agricultural areas and at the extraction plant</p> <p>Technical assessments that include:</p> <p>Water quality and emissions analysis</p> <p>Soil studies and foliar analysis</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



	<ul style="list-style-type: none"> <li>- Internal quality control records from 03/10/2025 to 03/26/2025</li> <li>- Pest monitoring registry year 2024 and 2025</li> <li>- Disease monitoring record year 2024 and 2025</li> <li>- Fertilization program implemented during the year 2024.</li> </ul> <p>The company also has the document: PROCEDURE FOR MONITORING THE IMPLEMENTATION OF STANDARD OPERATING PROCEDURES, "PROCEDIMIENTO SEGUIMIENTO A IMPLEMENTACIÓN PROCEDIMIENTOS OPERATIVOS ESTANDAR" code: PR-AD-11, version 02, date: 06/03/2025.</p> <p>The document's objective is to provide the necessary guidelines for monitoring the implementation of the company's established standard operating procedures.</p> <p>This procedure applies to all of the company's SOPs, including operational and a The head of each department, or the person designated by them, will be responsible for continuously monitoring the execution of activities in accordance with the current Standard Operating Procedures (SOPs).</p> <p>This monitoring will be carried out by</p>	<p>Monitoring of key environmental indicators</p> <p>Multiple records were reviewed that demonstrate the implementation and monitoring of operational practices, including:</p> <p>Internal audit reports</p> <p>Agricultural monitoring records and plant nutrition programs</p> <p>Standardized formats for monitoring procedures</p> <p>Technical and operational training plans</p> <p>Staff Training</p> <p>Training sessions were documented and cover topics such as:</p> <p>Operation of treatment plants</p> <p>Safe handling of chemicals</p> <p>Pest assessment, pruning, and use of protective equipment</p> <p>These activities ensure that staff are prepared to correctly execute established processes and adapt to new operational requirements.</p> <p>Progress was observed on the Conservation Area Management Plan, including:</p> <p>Installation of informational signage</p> <p>Monitoring of wildlife</p> <p>Periodic assessment of water bodies in</p>	
--	---	--	--

		<p>verifying that the activities are carried out in accordance with the SOPs and ensuring that the latest approved version is used.</p> <p>As part of the audit programs developed by the Internal Control and Risk Management area, the documentation applicable to said programs will be monitored.administrative departments and areas.</p> <p>The monitoring results will be documented in the different formats implemented by each area, such as:</p> <ul style="list-style-type: none"> <li>• Training sessions</li> <li>• Re-inductions</li> <li>• Work evaluations</li> <li>• Field monitoring</li> <li>• POE implementation form (FO-AD-23)</li> </ul> <p>The process and document control analyst will provide support in reviewing or adjusting the POEs if necessary.</p> <p>This monitoring should be carried out once a year.</p> <p>Evidenced verification of procedures:</p> <ul style="list-style-type: none"> <li>- Weed planting and maintenance procedure, "Procedimiento de siembra y mantenimiento de arvenses" code: IT-LA-SA-9, version 02, date: 04/28/2025</li> <li>- Instructions for the treatment of diseased palms," Insructivo tratamiento de las Palmas Enfermas" code: IT-LA-SA-5,</li> </ul>	<p>protected areas</p> <p>High levels of compliance were recorded, reflecting the company's commitment to sustainability.</p>	
--	--	---	---	--

		<p>version 03, date: 04/25/2025</p> <ul style="list-style-type: none"> <li>- Fertilization Procedure, "Procedimiento de fertilización" code: PR-L PTAR Operating Procedure – "Procedimiento Operación PTAR" code: PR-AM-RN-2, version 02, date: 03/24/2025</li> <li>- PTAP Operating Procedure – "Procedimiento de Operación PTAP" - code: PR-AM-RN-1, version 03, date: 03/22/2025A-FE-1 version 01, date: 03/20/2025. All carried out on 06/2024, by Certifications Manager.</li> </ul> <p>The company has the HCV and Species Management Plan RAP 2024 document, which contains the percentage progress of the plan's implementation and Environmental POES. The activities, descriptions and indicators for the evaluation were observed, with the following percentage results in terms of compliance level by activity:</p> <p>Installation of information boards regarding the presence of HCV areas: 67% compliance in 2024. Monitoring of wild fauna and flora in HCV areas: 100% compliance in 2024. Annual monitoring of the physicochemical characteristics of lotic and lentic water sources present within HCV areas: 100% compliance in 2024.</p>		
--	--	--	--	--

		<p>Training Attendance Record Code FO-RH-AM-20 Rev 3, dated June 11, 2019.</p> <ul style="list-style-type: none"> <li>- Treatment Plant Procedures Training to understand their operation. Date: June 25, 2024, 9 participants.</li> <li>- Safe Chemical Handling Training for treatment plant operations, external company ChemiCoaching, dated May 3, 2024, 6 participants.</li> <li>- Induction: Pest Assessment Procedure, Pest Control and Use of Personal Protective Equipment, date: 04/10/2024, 2 participants.</li> <li>- Induction: Pest Assessment Procedure, Methodology for evaluating work quality, Personnel, date: 02/14/2025, 9 participants.</li> <li>- Induction: Pruning Procedure, Use of Personal Protective Equipment, date: 01/30/2025, 8 participants.</li> </ul> <p>In the Human Resources area, operational procedures are communicated to employees through induction and reinduction processes, and their implementation is carried out through forms and checklists.</p> <p>Validated records include:</p>		
--	--	--	--	--



		<ul style="list-style-type: none"> <li>Internal and external calls for applications disseminated through digital media (WhatsApp and institutional social networks).</li> <li>Employee Hiring Form (FO-RH-AM-30).</li> <li>Personnel Request Form (FO-RH-AM-19).</li> <li>Receipt of applicants' resumes.</li> <li>Invitations to interviews with the process leader (applicable to administrative positions).</li> <li>Document verification in the SAGRILAF system.</li> <li>Occupational medical examinations upon hiring.</li> <li>Application of psychometric tests (applicable to administrative positions).</li> <li>- Informed Consent Form for the Handling of Personal Data (FO-RH-AM-83).</li> </ul>		
3.3.3	Records of monitoring and any actions taken are maintained and available.	The results of the most recent internal audit were observed, which reflected the non-conformities of the indicators established in the RSPO standard principles and criteria, in the internal audit report under code GN-SB-RE-03 Version 2. This review was carried out from October 22-24, 2024 and had the active participation of various	During the most recent internal audit, nonconformities related to the indicators established by the RSPO standard were identified. This assessment included the active participation of employees at all hierarchical levels, reflecting the institutional commitment to continuous improvement.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement





	<p>hierarchical levels, including managers, coordinators, analysts, assistants, chiefs, managers, superintendents and operators. In addition, they are complemented by the audit and non-conformity management mechanism foreseen in the quality management system, as well as by the reporting records. They also include the verification and implementation of the procedures foreseen in the operational routines themselves, which could be corroborated during the interview process with the workers.</p> <p>The company has instructions by area in order to generate information on the quality with which the work is performed and based on the reports it is possible to take corrective measures knowing that the worker has the proper induction specific to the work to be performed.</p> <p>The Corrective and Improvement Actions document, code: FO-SG-AM-4 Version 02, was reviewed. Date: 05/03/2025.</p> <p>Corrective action 7.3.2 is evident, with excessive accumulation of waste at collection centers due to having a contract with a single management company.</p> <p>-Contract clause No. 744 with SERPET JR y CIA S.A.S. was observed.</p> <p>Contract No. 2452 for Agroindustry with</p>	<p>Key Observations</p> <p>Nonconformity findings relate to operational, environmental, and waste management aspects, highlighting opportunities for improvement in the implementation of certain processes.</p> <p>Direct verification of operating procedures was confirmed through staff interviews, confirming their knowledge, application, and proper induction.</p> <p>There is a formal mechanism for managing audits and nonconformities within the quality management system, which includes monitoring and reporting records</p> <p>Corrective Actions and Improvement</p> <p>Action plans have been established to address detected nonconformities, including adjustments to waste management and review of operating agreements.</p> <p>Specific instructions for each area allow for the generation of information on the quality of work execution, facilitating corrective decisions based on technical evidence.</p> <p>Training and Capacity Building</p> <p>Training activities for operating personnel have been documented, including:</p> <p>Operation of treatment plants</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	---	---	---

		<p>SERPET JR Y CIA S.A.S.</p> <p>Documentary evidence:</p> <ul style="list-style-type: none"> <li>- Internal audit report "Informe de auditoría interna", code GN-SB-RE-03 version 2.</li> <li>- Internal quality control records from 03/10/2025 to 03/26/2025</li> <li>- Treatment Plant Procedures Training to understand their operation. Date: June 25, 2024, 9 participants.</li> <li>- Safe Chemical Handling Training for treatment plant operations, external company ChemiCoaching, dated May 3, 2024, 6 participants.</li> <li>- Induction: Pest Assessment Procedure, Pest Control and Use of Personal Protective Equipment, date: 04/10/2024, 2 participants.</li> <li>- Induction: Pest Assessment Procedure, Methodology for evaluating work quality, Personnel, date: 02/14/2025, 9 participants.</li> <li>- Induction: Pruning Procedure, Use of Personal Protective Equipment, date: 01/30/2025, 8 participants.</li> </ul> <p>For human resources procedures: Validated records include:</p> <ul style="list-style-type: none"> <li>· Internal and external job postings</li> </ul>	<p>Safe handling of chemicals</p> <p>Pest assessment and control</p> <p>Correct use of personal protective equipment (PPE)</p> <p>Quality in the execution of technical and agricultural tasks</p> <p>It was verified that the operating procedures of the Human Resources area are communicated to employees through induction and reinduction processes, and their application is carried out using standardized forms and checklists.</p> <p>The validated records include evidence of internal and external job postings, hiring and personnel requisition forms, receipt of resumes, interview invitations, document verification, pre-employment medical exams, psychometric tests, and informed consent for the handling of personal data.</p> <p>As part of the monitoring of the implementation of these procedures, an internal audit report was presented, documenting the verification of operating procedures by the organizations evaluated.</p>	
--	--	--	--	--

		<p>disseminated through digital media (WhatsApp and institutional social networks).</p> <ul style="list-style-type: none"> <li>· Employee Hiring Form (FO-RH-AM-30).</li> <li>· Personnel Request Form (FO-RH-AM-19).</li> <li>· Receipt of applicants' resumes.</li> <li>· Invitation to interviews with the process leader (applicable to administrative positions).</li> <li>· Document verification in the SAGRILAF system.</li> <li>· Occupational medical examinations upon hiring.</li> <li>· Application of psychometric tests (applicable to administrative positions).</li> <li>· Informed Consent Form for the Handling of Personal Data (FO-RH-AM-83).</li> </ul> <p>The following records monitor the implementation of the Operating Procedures:</p> <p>Internal Audit Report, code GN-SB-RE-03, carried out from October 22 to 24, 2024, which shows the verification of the implementation of the POES by Agroindustrial de Palma Aceitera (AIPA) and Industrial Aceitera del Casanare (IACSA).</p>		
--	--	---	--	--

#### Criterion 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.

<p>3.4.1 (C)</p>	<p>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.</p>	<p>The company has an Environmental Impact Assessment (EIA), prepared by Bioterra, Consultores Ambientales, in October 2018. It is not explicitly mentioned whether the professionals involved in the elaboration of the EIA are accredited independent experts. The study provides detailed information on the professional team of Soluciones Ambientales Bio Terra S.A. that participated in the elaboration of the document. The professional team involved in the elaboration includes biologists, sociologists, geographers and lawyers with expertise in environmental auditing and management, ecology, sustainable development, environmental management, land use planning and environmental law.</p> <p>Both positive and negative impacts have been identified. The assessment of impacts has been classified in terms of intensity and significance. While some potential impacts from the malfunctioning of a wastewater treatment plant that could affect water bodies and associated fauna are mentioned, the assessment quantifies the degree of contamination and provides</p>	<p>The company has an environmental impact study prepared by a specialized consulting firm, which identified and evaluated positive and negative impacts on the physical, biological, and socioeconomic environment. The professional team involved in its preparation is comprised of experts in areas such as ecology, environmental law, sustainable development, land use planning, and environmental auditing.</p> <p>Impacts related to water management, solid waste, chemicals, hydrocarbons, and air quality were assessed.</p> <p>Risks associated with the malfunctioning of the wastewater treatment plant were identified, including potential effects on water bodies and wildlife.</p> <p>Impacts were classified according to their intensity and degree of significance, including specific mitigation measures.</p> <p>The study includes a participatory social impact assessment, involving affected groups and other relevant stakeholders.</p> <p>Proper waste management is essential and is carried out with an inclusive</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
----------------------	--	--	---	--



		<p>specific details on potential impacts on fauna and flora and mitigation controls.</p> <p>In addition, various environmental and social impacts are identified, both positive and negative, related to water management, wastewater generation and management, solid waste, chemicals and hydrocarbons and air quality, among others. Detailed information is provided on various aspects assessed, including impacts on the physical, biological and socio-economic environment.</p> <p>Social impacts identified:</p> <ul style="list-style-type: none"> <li>-Responsibly address the accommodation and general facility needs of project staff.</li> <li>• Collaborate with local institutions on actions to improve security conditions, including coordination and support for law enforcement and internal security to prevent crime.</li> <li>• Design and implement a community relations policy that systematizes areas of interaction with neighboring communities and the principles that will govern these relations on behalf of the Company.</li> </ul> <p>To the extent possible, initiatives that strengthen the internal capacities of communities will be encouraged and supported, in terms of training and promotion of local development, as well as</p>	<p>approach.</p> <p>It is complemented by a detailed environmental management plan that establishes preventive, corrective, and follow-up actions.</p>	
--	--	---	--	--

		<p>preventing and responding to social problems such as insecurity, risky sexual behavior, and addiction; campaigns for the protection of water resources, etc. Priority will be given to supporting social care institutions in the area.</p> <ul style="list-style-type: none"> <li>• Appoint a person responsible for communication with the communities, who will be in charge of handling and processing inquiries, complaints, and similar matters from and to neighboring communities, including official communication, which must be documented.</li> <li>• Conduct a periodic assessment of the social impact of the Project on the social environment and incorporate the results of this assessment into company policies. Emphasis will be placed on aspects related to public health and safety, as well as employment and income conditions.</li> <li>• Collaborate and/or promote environmental education and recycling campaigns in educational centers near its operations.</li> </ul> <p>It is mentioned that proper waste management is essential and is carried out in a participatory manner, including relevant affected stakeholders, and a</p>		
--	--	---	--	--

		<p>specific social impact assessment with the involvement of all stakeholders is noted.</p> <p>Documentary evidence:</p> <ul style="list-style-type: none"> <li>- Environmental Impact Assessment (SIAE) “Estudio de impacto ambiental - Agroindustrial de Palma Aceitera S.A. - October 2018</li> <li>- Environmental Management Plan “Plan de Manejo Ambiental” - Agroindustrial de Palma Aceitera S.A -July 2023.</li> </ul> <p>Social Impact Management Plan (CODE: PL-AM-TS-1 edition: 03 revision date: 5/04/2025)</p> <p>Carried out by Bioterra Consultores Ambientales.</p>		
3.4.2	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.	In the document called, ENVIRONMENTAL IMPACTS AND MANAGEMENT MEASURES 2024 “IMPACTOS Y MEDIDAS DE MANEJO AMBIENTAL 2024, code: MZ-AM-RN-1, Date: 02/08/2024 a table detailing the biotic, abiotic, socioeconomic and cultural components is presented. The table provides a detailed description of the impacts identified, the environmental measures proposed to address them, the relevant indicators, the frequency with	The company has developed environmental and social management tools that allow it to identify, assess, and mitigate the impacts of its operations. These instruments include impact matrices, management plans, and monitoring records, developed with the active participation of workers and communities.  Impacts on biotic, abiotic, socioeconomic, and cultural components, both positive and negative, were identified. The assessment	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>which these measures will be carried out and a timeline setting out the specific periods for the implementation of these actions. The information incorporates details on the participation of affected stakeholders in the development of the management and monitoring plan. It also details the documented records that support the implementation of the mitigation and monitoring plan.</p> <p>The Superintendent of the Sustainability Department presented the document entitled: PLAN AND MATRIX OF POSITIVE AND NEGATIVE IMPACTS (code: PL-AM-TS-1) and Social Impact Management Plan (CODE: PL-AM-TS-1 edition: 03 revision date: 5/04/2025) which consists of proposed actions, business actions, social management measures, indicators, responsible parties, activities 2024. The positive and negative impacts identified come from consultation with internal workers and communities. The activities of some of the positive and negative issues were randomly selected and reviewed:</p> <p>POSITIVE (workers): Stable employment Social management measures: - Compliance with labor hiring procedure.</p>	<p>includes:</p> <p>A detailed description of each impact Proposed environmental measures Monitoring indicators Frequency of application Implementation schedule The participation of affected stakeholders was key in the design of the management and monitoring plan.</p> <p>Positive Impacts For workers: Job stability Improved food services Creation of spaces such as a lactation room and community committee Induction into corporate policies Incentives and local hiring For communities: Promotion of local employment through campaigns with municipal authorities Dissemination of job openings Support for community infrastructure Training and employability processes</p> <p>Negative Impacts Identified by workers: Living conditions in the camps Tensions over local vs. national hiring</p>	
--	--	---	--	--



	<ul style="list-style-type: none"> <li>- Action to improve food service</li> <li>- Construction of Guafitas TV booth.</li> </ul> <p>Follow-up and monitoring actions:</p> <ul style="list-style-type: none"> <li>- Construction of breastfeeding room</li> <li>- Induction of corporate policies</li> <li>- POES update</li> <li>- PQRS system format and socialization with the workforce.</li> <li>- Hiring local labor</li> <li>- Incentives and bonuses for workers</li> <li>- Creation of coexistence and gender committee</li> <li>- Activities developed by the COPASST. (joint committee on occupational health and safety)</li> </ul> <p>POSITIVE: Local growth - communities</p> <p>Social management measures:</p> <ul style="list-style-type: none"> <li>- Placed schools to attract personnel.</li> <li>- Campaigns in conjunction with the mayors' offices to recruit local human resources and promote employment.</li> <li>- Socialization of job offers- Stable contract and food benefits- Punctuality of payment.</li> <li>- Community infrastructure support</li> </ul> <p>NEGATIVE (workers): Living conditions of workers and their families.</p> <ul style="list-style-type: none"> <li>- Disregard of associative rights.</li> <li>- Tensions over the hiring of local and</li> </ul>	<p>Conflicts based on age, ethnicity, and origin</p> <p>Identified by communities:</p> <p>Lack of clear protocols for community development</p> <p>Perceived absence of a corporate social plan</p> <p>Evidence and Actions</p> <p>Improvements to housing infrastructure (new modules, bathrooms, reorganization of spaces)</p> <p>Training and outreach activities on certifications, rights, and participatory processes</p> <p>Significant investment in community projects</p>	
--	---	---	--

		<p>national personnel.</p> <ul style="list-style-type: none"> <li>- Tensions among workers due to age, ethnicity and place of origin.</li> </ul> <p>CONCLUSIONS:</p> <p>Communities do not identify protocols for community development or corporate social plans.</p> <p>NEGATIVES</p> <p>Living conditions of its workers and family.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Improvement of the food service</li> <li>- breastfeeding room- Restructuring of Camp 73 (Farm 5). Photos, new accommodation, new bathrooms. In the housing modules there are 4 workers per room and there are bathrooms in between the modules.</li> </ul> <p>Representative scenarios to demonstrate.</p> <ul style="list-style-type: none"> <li>- Economic, social and political transformation of the region.</li> <li>- Employment in various professions and educational training processes.</li> <li>- Protocol for community social development. Specific activities to improve communication channels.</li> </ul> <p>Documentary evidence:</p> <ul style="list-style-type: none"> <li>- Environmental Impact Assessment (SIAE) "Estudio de impacto ambiental - Agroindustrial de Palma Aceitera S.A. -</li> </ul>		
--	--	---	--	--



		<p>October 2018</p> <ul style="list-style-type: none"> <li>- Environmental Management Plan “Plan de Manejo Ambiental” - Agroindustrial de Palma Aceitera S.A - 2024.</li> <li>- Social Impact Management Plan (CODE: PL-AM-TS-1 edition: 03 revision date: 5/04/2025)</li> <li>- PLAN AND MATRIX OF POSITIVE AND NEGATIVE IMPACTS “Plan y Matriz de Impactos Positivos y negativos” code: PL-AM-TS-1</li> <li>- ENVIRONMENTAL IMPACTS AND MANAGEMENT MEASURES 2024 “IMPACTOS Y MEDIDAS DE MANEJO AMBIENTAL 2024, code: MZ-AM-RN-1, Date: 02/08/2024.</li> <li>- Training: RSPO Certification Presentation, New Crop Development, PQRS, Free, Prior, and Informed Consent, RSPO, HCV, RAP Species. Date: May 3, 2025, 34 participants. Mariara Community.</li> <li>- Algarrobo: 11 participants. Date: March 20, 2025</li> <li>- Algarrobo: 24 participants, date: November 10, 2024.</li> </ul> <p>Compliance Plan 2025:</p> <p>Internal compliance plan: 67%.</p> <p>Communities: 50% (they intend to finish the pending ones by December 2025).</p>		
--	--	---	--	--



		Specific investments of over 200 million pesos for communities.		
3.4.3 (C)	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	<p>The implementation of the social and environmental monitoring recommendations established in the environmental management plan and the environmental impact study was evident.</p> <p>The document titled "Assessment of High Conservation Values (AVC), prepared by Bioterra, environmental consultants, and carried out on November 1, 2018, indicates that the company is implementing a plan to afforest 350 hectares with native species along the Cravo Sur River and its tributary, currently 30 hectares have been reforested. The company uses 11 camera traps for the annual monitoring of large and medium-sized mammals in the project area. In May 2023, the company's areas were declared Civil Society Nature Reserves. On May 10, 2025, the first release of wildlife was carried out in the Los Aceites Nature Reserve, located within the company's premises, coordinated with the autonomous corporation "Corpo Orinoquia". The company is in the process of establishing a filtration system that will allow the use of treated effluents and</p>	<p>The company has demonstrated significant progress in implementing environmental and social measures, in compliance with its Environmental Impact Study and Environmental Management Plan.</p> <p>In the environmental component, actions such as the following stand out:</p> <ul style="list-style-type: none"> <li>• Progressive reforestation of strategic areas with native species, especially in areas near bodies of water.</li> <li>• Monitoring of wildlife using camera traps, with an emphasis on medium and large mammals.</li> <li>• Declaration of nature reserves within the company's premises and release of wildlife in coordination with environmental authorities.</li> <li>• Development of systems for the treatment and reuse of effluents and sludge as soil improvers.</li> <li>• Environmental training for staff on topics such as water source protection, waste management, and</li> </ul>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>sludge as soil improvers in palm plantations.</p> <p>In addition, work is underway to optimize the effluent fertigation system, with the medium-term goal of ensuring that the industry does not discharge liquid waste into water bodies. There are attendance lists for training for plantation staff on water patrol presentation, differentiated management, environmental sustainability policies, feline enclosure protocols, and waste management, which were completed on April 1, 2025, with consecutive number 6144.</p> <p>According to the management plan and monitoring and environmental monitoring of areas of high conservation value, code PL-AM-RM-6, version 02, dated November 2023. There is a table with activities, potential threat, program management measures, indicators, means of verification, percentage of compliance by months for each activity and observations. Some activities have been implemented; others are in progress and others are pending.</p> <p>The company has Social Impact Management Plan (CODE: PL-AM-TS-1 edition: 03 revision date: 5/04/2025) where</p>	<p>wildlife protocols.</p> <p>In the social component, the company has structured a Social Impact Management Plan that includes compliance indicators in areas such as:</p> <ul style="list-style-type: none"> <li>• Working conditions, local hiring, and employment promotion in neighboring communities.</li> <li>• Welfare infrastructure for workers, such as dining rooms, separate bathrooms, and nursing rooms.</li> <li>• Cultural and recreational activities for staff.</li> <li>• Support for local micro-enterprises and commercial links with communities.</li> <li>• Environmental campaigns and community health days.</li> <li>• Spaces for dialogue and participation with communities in the area of influence.</li> </ul>	
--	--	--	---	--

		<p>the monitoring is recorded as follows:</p> <p>Compliance with national labor policy: 50%</p> <p>Improvements in food service: 42%</p> <p>Completion of women-only bathrooms in the modules: 30%</p> <p>Food costs were 95% by the company: 42%</p> <p>Membership in compensation fund: 42%</p> <p>Home visits to survey workers' living conditions: 0%</p> <p>Socialization of company policies: 55%</p> <p>Training and dissemination of the PQRS system for internal staff, publication on the QR code information board: 50%</p> <p>PQRS follow-up, monthly report with management, closure verification: 55%</p> <p>Implementation of collective agreement: 55%</p> <p>Internal communication campaign to clearly and continuously disseminate the right to associate and the company's position: 50%</p> <p>Job offers in the department of Casanare are disseminated and encouraged: 55%</p> <p>National labor is hired: 55%</p> <p>Job fair in communities, monitoring and feedback on hiring local labor: 33%</p> <p>Socialization of company policies and</p>		
--	--	---	--	--

		<p>welfare actions: 50%</p> <p>Support for the Welfare and No Harassment or Gender Violence Committee: 55%</p> <p>Support for the Joint Committee on Occupational Safety and Health (COPASST): 55%</p> <p>Breastfeeding room set up: 38%</p> <p>Participatory activities for workers: carnivals, December integration, Women's Day, end-of-year party, seniority celebration, Halloween, sports championships: 50%</p> <p>Delivery of food baskets to Cristo Rey senior citizens: 100%</p> <p>Watering of roads to mitigate particulate matter: 100%</p> <p>Environmental campaign with children "We protect life with every step": 100%</p> <p>Environmental Olympics: 100%</p> <p>Health days: 67%</p> <p>Children's visits to plantation facilities: 100%</p> <p>Environmental and social outreach in public meetings: 50%</p> <p>Forest fire prevention training: 100%</p> <p>Semiannual meetings with communities in the area of influence RSPO: 67%</p> <p>Annual social investment: 0% (project</p>		
--	--	--	--	--



		<p>approved for implementation in late 2025)</p> <p>Design of “Social Diagnosis Update”: 100%</p> <p>Sponsorship of SENA students from communities during elective stage: 100%</p> <p>Job fairs in communities in the area of influence: 33%</p> <p>Opening of the harvest school: 100%</p> <p>Public call and follow-up on dialogues and projects with communities: 50%</p> <p>Installation of QR codes for communities and external stakeholders: 50%</p> <p>Measurement of flow upstream of the project, summer period: 42%</p> <p>Installation of flow meters for irrigation: 100%</p> <p>Annual report on water collection to communities: 67%</p> <p>Visits to communities for environmental monitoring: 67%</p> <p>Local job fairs in communities in the area of influence, opening of vacancies for women: 33%</p> <p>Training programs in palm tree work: 42%</p> <p>Integrative cultural events (Afrollaneridad festival): 0%</p> <p>Mixed production projects (AOME-ASOMUCAM): 50%</p>		
--	--	---	--	--



		<p>Support for community micro-enterprises through links for the sale of products to the La Vianda casino and the coordination of services offered by the community: 50%</p> <p>Links between companies in the region for the sale of products directly to AGRO/AIPA: 50%</p> <p>Documentary evidence:</p> <ul style="list-style-type: none"> <li>- Environmental Impact Assessment (SIAE) "Estudio de impacto ambiental - Agroindustrial de Palma Aceitera S.A. - October 2018</li> <li>- Social Impact Management Plan (CODE: PL-AM-TS-1 edition: 03 revision date: 5/04/2025)</li> <li>- Environmental Management Plan "Plan de Manejo Ambiental" - Agroindustrial de Palma Aceitera S.A - 2024.</li> <li>- PLAN AND MATRIX OF POSITIVE AND NEGATIVE IMPACTS "Plan y Matriz de Impactos Positivos y negativos" code: PL-AM-TS-1</li> <li>- ENVIRONMENTAL IMPACTS AND MANAGEMENT MEASURES 2024 "IMPACTOS Y MEDIDAS DE MANEJO AMBIENTAL 2024, code: MZ-AM-RN-1, Date: 02/08/2024.</li> <li>- Management and monitoring plan and</li> </ul>		
--	--	---	--	--

		<p>environmental monitoring of high conservation value areas, code PL-AM-RM-6, version 02, dated November 2023.</p> <ul style="list-style-type: none"> <li>- PowerPoint summary presentation: Rapid Ecological Assessment (fauna) in High Conservation Value Areas 2024.</li> <li>- October 2024 Report, Rapid Ecological Assessment (fauna) in High Conservation Value Areas 2024</li> <li>- High Conservation Value Assessment Summary (HCV)</li> <li>- Groundwater Efficient Consumption Report, code: PG-AM-01</li> <li>- FO-RH-AM-20 Training Minutes on Watercourse Protection, Differentiated Management, Environmental Sustainability Policies, Feline Confinement Protocols and Waste Management - Date: 04/01/2025 - Participants: 36 employees.</li> </ul>		
<b>Criterion 3.5:</b> A system for managing human resources is in place.				
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.	<p>During the document review, it was found that the organization has formally documented procedures related to the Human Resources Management process, which are detailed below:</p> <p>Recruitment and Selection Procedure (code PR-HR-AM-13, version 02, date 04/04/2025): Its objective is to ensure the</p>	<p>During the document review, it was verified that the organization has procedures in place for human talent management. These documents regulate key processes such as recruitment, selection, hiring, promotion, and termination of personnel, and are aligned with internal standards of quality and efficiency.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



		<p>timely and efficient selection of the ideal candidate for each vacancy, in accordance with the established profile and the company's quality standards. To this end, strategies such as internal calls for applications, external recruitment, and promotion processes are considered.</p> <p>Staff Hiring Procedure (code PR-RH-AM-1, version 03, date 02/10/2025): Defines the logistics and requirements for the direct hiring of staff by the organization.</p> <p>Staff Promotion Procedure (code PR-RH-AM-14, version 02, date 04/09/2025): Seeks to foster the professional development of employees through succession strategies, internal mobility, and competitions, promoting employability, satisfaction, and work commitment. It also establishes mechanisms to provide suitable candidates for vacant positions through internal competitions.</p> <p>Staff Termination Procedure (code PR-RH-AM-2, version 02, date 03/31/2025): Establishes the logistics and requirements for the termination of staff within the organization.</p> <p>These procedures have been communicated to employees through induction and reinduction processes, during which the mechanism for accessing</p>	<p>The procedures have been communicated to employees through induction and re-induction activities, which also provide information on how to access the company's documentation. This mechanism is described in a specific procedure that details the documents available to the public and how to consult them.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	---

		these documents is also presented. This mechanism is described in the Communication and Consultation Procedure, code PR-AM-TS-2, which includes a list of documents available to the public and the channels for consulting them.		
3.5.2	Employment procedures are implemented and records are maintained.	<p>Verification of personnel files demonstrates the effective application of Human Resources Management procedures, described in indicator 3.5.1, in accordance with the organization's definitions.</p> <p>The recruitment and selection process for the following positions is validated:</p> <ul style="list-style-type: none"> <li>· Sustainability Analyst for Oil Palm Agroindustrial - AIPA</li> <li>· Agricultural Assistant for Oil Palm Agroindustry - AIPA</li> <li>· Maintenance Engineer for Casanare Oil Industry - IACSA.</li> </ul> <p>For the three positions mentioned above, the following records are evident:</p> <ul style="list-style-type: none"> <li>· Receipt of applicants' resumes.</li> <li>· Internal and/or external call for applications through WhatsApp groups and the organizations' social media accounts.</li> </ul>	<p>During the document review, the effective application of the procedures defined by the Human Resources Management area, described in indicator 3.5.1, was evidenced.</p> <p>The recruitment and selection process for various operational and administrative positions was validated, with records demonstrating compliance with the planned stages.</p> <p>The documents verified include: receipt of applications, internal and external calls for applications, personnel requisitions, interview invitations, formal hiring, document verification in internal systems, occupational medical examinations, psychometric tests, and informed consent for the processing of personal data, as well as the formalization of contracts.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<ul style="list-style-type: none"> <li>· Personnel Request Form (FO-RH-AM-19).</li> <li>· Invitation to interviews with the process leader (applies to administrative positions).</li> <li>· Employee Hiring Form (FO-RH-AM-30).</li> <li>· Document verification using the SAGRILAF system.</li> <li>· Conducting occupational medical examinations upon hiring.</li> <li>· Administering psychometric tests (applicable to administrative positions).</li> <li>· Informed Consent Form for the Handling of Personal Data (FO-RH-AM-83).</li> </ul> <p>Employment contracts, signed by the employer and employee.</p> <p>Similarly, the termination process is validated in accordance with the description in Procedure code PR-HR-AM-2. The termination process for employee code 1118573808 is verified, for which the following records are provided:</p> <ul style="list-style-type: none"> <li>· Release Form (code FO-HR-2) dated 07-05-2024)</li> <li>· Letter of Notice of Contract Termination due to expiration</li> <li>· Support for payment of labor claims.</li> </ul>		
--	--	--	--	--

3.6.1 (C)	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	<p>The certification unit has a procedure for “hazard identification, risk assessment, and control determination” (code: PR-RH-SS-2 version 02, update date: 03/05/2025) which aims to establish the methodology for assessing the risks of the activities carried out on the plantations, and the procedure “Hazard identification, risk assessment, and control determination” (PR-SST-3 edition 04, update date: 01/30/2025) for activities in the mill. This procedure defines:</p> <ul style="list-style-type: none"> <li>-Initial information gathering</li> <li>-Performing risk assessment in accordance with Colombian technical guide GTC-45/2012</li> <li>-Assessing risks</li> <li>-Prioritizing risks</li> <li>-Defining monitoring and control measures.</li> </ul> <p>All activities carried out on the plantations have been evaluated in the document “Matrix for hazard identification, risk assessment, and control determination”</p>	<p>The certification unit has established formal procedures for the identification of hazards, risk assessment, and the determination of control measures, applied both in the plantations and in the mill. These procedures define a methodology based on recognized national technical standards, which includes gathering initial information, evaluating and prioritizing risks, and defining monitoring and control measures.</p> <p>Through documented risk matrices, the company has evaluated the risks associated with different activities such as harvesting, evacuation, pesticide application, mechanical weed control, access control, fruit reception, and boiler operation. Identified risks include biological, biomechanical, mechanical, chemical, physical, locational, traffic-related, and psychosocial factors.</p> <p>The company also maintains detailed matrices of personal protective equipment (PPE), specifying the gear required for each type of activity, such as helmets,</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>(code: MZ-RH-SS-1 edition 08, updated on May 30, 2025), which evaluates all risks and determines controls, for example:</p> <p>Activity: FFB cutting</p> <p>Identified risks: biological risk of animal bites and stings, biomechanical risk due to repetitive movements and manual handling of loads, local risk due to safety conditions such as surfaces, uneven terrain, falling bunches, plant debris, loose fruit falling, cuts from handling tools, and psychosocial risk.</p> <p>Activity: FFB evacuation</p> <p>Identified risks: Mechanical risk from handling the cart and the self-propelled vehicle, biomechanical risk from handling loads (lifting bunches), physical risks from exposure to high temperatures, mechanical risk from handling sharp tools, psychosocial risk.</p> <p>Activity: Application of pesticides.</p> <p>Identified risks: Chemical risk due to gases and vapors, biomechanical risk due to handling loads (application equipment), electrical risk due to exposure to high voltages from application equipment, physical risk due to exposure to high temperatures, traffic accidents, biomechanical risk due to repetitive movements, physical risk due to exposure</p>	<p>gloves, masks, respirators, goggles, boots, protective suits, hearing protection, and other safety equipment.</p> <p>Additionally, an annual health and safety work plan has been defined, which includes training and retraining of personnel, inspections, industrial signage, updates to work permits, preventive health monitoring, implementation of emergency drills, medical evaluations, safety campaigns, and the strengthening of committees such as occupational safety, coexistence, and road safety.</p>	
--	--	---	--	--

		<p>to high temperatures, psychosocial risk, local risk due to uneven, slippery surfaces and falling objects, biological risk due to animal bites and stings.</p> <p>Activity: Mechanical weed control</p> <p>Identified risks: Biomechanical risk due to manual handling of loads to be moved within the lot with the tool, biomechanical risk due to repetitive movements, mechanical risk due to projection of sharp material, mechanical risk due to cuts caused by the equipment, locational risk due to movement on uneven, slippery surfaces and uneven ground, physical risk due to noise generated by the equipment, psychosocial risk.</p> <p>The risks of the activities carried out in the mill have been assessed in the document "Hazard identification, risk assessment, and control determination matrix" (code: MZ-SST-1- edition 30, update date: 06/05/2025), for example:</p> <p>Activity: access control</p> <p>Identified risks: risk of falls from different heights, biomechanical risk due to prolonged postures, locational risk due to unstable floors, mechanical risk due to the risk of cuts when using tools, risk of traffic accidents.</p> <p>Activity: FFB reception</p>		
--	--	---	--	--



		<p>Identified risks: Biological risks due to animal bites and stings, physical risks due to exposure to equipment noise, extreme temperatures, exposure to organic dust, biomechanical risks due to lifting loads, and risk of injury due to tool handling.</p> <p>Activity: Boiler operator</p> <p>Identified risks: Biological risks from animal bites and stings, physical risks from exposure to equipment noise, extreme temperatures, burns from hot surfaces, exposure to organic dust, biomechanical risks from lifting loads, risk of injury from handling tools, and location risks from falls to different levels.</p> <p>In addition, the company has a document entitled "Personal Protective Equipment Matrix" (code: MZ-RH-SS-10 edition: 03 update date: 12/31/2024) which identifies all PPE required for plantation activities, and the document "Personal Protective Equipment Matrix" (code: MZ-SST-4 edition 07 update date: 03/20/2025) identifies all PPE required for mill activities.</p> <p>For example:</p> <p>Activity: FFB cutting</p> <p>PPE: safety helmet, mesh goggles, gloves, cut-resistant gloves, boots, pants, and long-sleeved shirt.</p> <p>Activity: FFB evacuation</p>		
--	--	--	--	--

		<p>PPE: safety helmet, gloves, and boots.</p> <p>Activity: Pesticide application:</p> <p>PPE: goggles, nitrile gloves, half-face mask, respirator cartridge for gases, vapors, and particulate matter, boots, application suit.</p> <p>Activity: Mechanical weed control</p> <p>PPE: helmet and adaptable visor, dark glasses, gloves, ear protection with ear muffs or ear plugs, boots, high shin guards, scythe harness, pants, and long-sleeved shirt.</p> <p>Activity: FFB reception</p> <p>PPE: Gloves, boots, long-sleeved shirt and pants, goggles, and helmet.</p> <p>Activity: Boiler operator</p> <p>PPE: Helmet, goggles, hearing protection, high-temperature gloves, leather apron, long-sleeved shirt, and pants.</p> <p>The certification unit has defined the health and safety plan in the document “Annual Work Plan 2024” (code: PL-SST-1 edition 03 date: 12/10/2024) for the mill, which includes:</p> <ul style="list-style-type: none"> <li>-Managing the purchase of equipment for safe work at heights in accordance with Resolution 4272 of 2021 and Res 0491 of 2020 in confined spaces.</li> <li>-Scheduling personnel for training and</li> </ul>		
--	--	---	--	--



		<p>retraining in work at heights and confined spaces.</p> <ul style="list-style-type: none"> <li>-Modification of work permit formats (heights-confined spaces), safe work analysis, and health conditions</li> <li>-Development of behavior observation format and implementation thereof</li> <li>-Development of a format and follow-up on the control of findings (unsafe conditions)</li> <li>-Review of induction, operating instructions -updating thereof</li> <li>-Industrial signage for occupational health and safety. Evacuation routes (implementation in stages). Evacuation plans and routes (notices and publications).</li> <li>-Industrial signage (confined spaces, hot surfaces, risk of entrapment, use of PPE, electrical risk, lessons learned), conducting an inventory of needs and placing signage.</li> <li>-Update overtime resolution procedure</li> <li>-Human safety inspection (camps)</li> <li>-Update sociodemographic profile and health conditions</li> <li>-Evaluation and monitoring of the emergency plan (inspection of fire extinguishers and firefighting network).</li> <li>-Monitoring of heat stress risk</li> </ul>		
--	--	--	--	--



		<p>Biomechanical/musculoskeletal monitoring</p> <ul style="list-style-type: none"> <li>-Auditory and visual monitoring</li> <li>-Respiratory monitoring (particulate matter)</li> <li>-Follow-up on luxometry measurement study results</li> <li>-Follow-up on ARL (workplace accidents) recommendations and work plans and/or EPS requests of any kind.</li> <li>-Monitoring of the ARL (R) work plan</li> <li>-Monitoring of supplier and contractor evaluations</li> <li>-Monitoring of psychosocial risk (application of battery and organizational climate).</li> <li>-Monitoring of risks identified in the hazard matrix, action plan for accidents, materialized risks</li> <li>-Evaluation Resolution 0312 valid until 2023</li> <li>-Follow-up on the epidemiological surveillance program for healthy lifestyles</li> <li>-Control and follow-up on identified risks (4.2.2 Verification of the application of prevention and control measures by workers)</li> <li>-Budget allocation 2024</li> <li>-Review and update of the risk matrix Colombian technical guide methodology</li> </ul>		
--	--	--	--	--

		<p>GTC- 45</p> <ul style="list-style-type: none"> <li>-Update inventory / Publication of compatibility matrix.</li> <li>-RSPO internal audit</li> <li>-Review and update of legal and other requirements matrix</li> <li>-Annual review of scaffolding and fall protection equipment.</li> <li>-Training for boiler operators and assistants</li> <li>-Development and monitoring of the boiler operation program (Resolution 1857 of 2024)</li> <li>-Emergency drill covering: first aid, evacuation, fire control)</li> <li>-Review of IACSA policies and industrial health and safety regulations</li> <li>-Campaign - Occupational Health and Safety Week</li> <li>-Campaigns to strengthen SVE and healthy habits.</li> <li>-Occupational medical assessments (periodic examinations)</li> <li>-Public health vector control campaign, tropical areas (dengue, trypanosoma, zuncudo, arachnids)</li> <li>-Implement change management, monitor changes made and disseminate them</li> <li>-Follow up on meetings and commitments</li> </ul>		
--	--	--	--	--



		<p>established in COPASST</p> <ul style="list-style-type: none"> <li>-Follow up on meetings and commitments established in the workplace coexistence and gender committee (COCOLAB &amp; G)</li> <li>-Formation of election committees (COCOLAB &amp; G - COPASST - ROAD SAFETY COMMITTEE).</li> <li>-Investigate workplace accidents and lessons learned (COPASST MEMBERS)</li> <li>-Update and monitor accident statistics indicators generate Bi report.</li> <li>-Train committee members on legal framework, functions, and responsibilities. (COCOLAB &amp; G - COPASST)</li> <li>-Re-induction, communication of policies and responsibilities to workers - all personnel.</li> <li>-Follow-up on improvement plan standards filed with the Ministry and ALISSTA.</li> <li>-Strategic road safety plan</li> <li>-Review by senior management</li> <li>-Follow-up on 50-hour course on SG SST (personnel assigned responsibilities as brigade members, COPASST and COCOLAB).</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Procedure "hazard identification, risk assessment, and control determination" (code: PR-RH-SS-2 version 02 update</li> </ul>		
--	--	--	--	--

		<p>date: 03/05/2025)</p> <ul style="list-style-type: none"> <li>- Procedure “Hazard identification, risk assessment, and control determination” (PR-SST-3 edition 04 update date: 01/30/2025)</li> <li>- “Hazard identification, risk assessment, and control determination matrix” (code: MZ-RH-SS-1 edition 08 update date: 05/30/2025)</li> <li>- “Personal protective equipment matrix” (code: MZ-RH-SS-10 edition 3 update date: 12/31/2024)</li> <li>- “Personal protective equipment matrix” (code: MZ-SST-4 edition 07 update date: 03/20/2025)</li> <li>- “Matrix for hazard identification, risk assessment, and control determination” (code: MZ-SST-1- edition 30, updated on June 5, 2025)</li> </ul>		
3.6.2 (C)	The effectiveness of the H&S plan to address health and safety risks to people is monitored	The company has a health and safety plan, “Annual Work Plan 2024” (code: PL-SST-1 edition 03 date: 12/10/2024) for the mill and the document “Annual Work Plan 2024” (code: PL-SG-AM-1 edition 02 revision date 2024) in which it monitors compliance with each of the scheduled activities on a monthly basis, identifying	The company has annual work plans for occupational health and safety management in both industrial areas and plantations. These plans allow for monthly monitoring of scheduled activities, evaluating compliance using percentage indicators.  Epidemiological surveillance programs	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>the percentage of compliance, for example:</p> <p>Mill</p> <p>April 2024: 88%</p> <p>May 2024: 84%</p> <p>August 2024: 89%</p> <p>September 2024: 85%</p> <p>October 2024: 86%</p> <p>November 2024: 89%</p> <p>December 2024: 88%</p> <p>Plantations:</p> <p>January 2024: 100%</p> <p>February 2024: 87.5%</p> <p>April 2024: 100%</p> <p>May 2024: 100%</p> <p>August 2024: 100%</p> <p>December 2024: 100%.</p> <p>Evidence of the completion of all scheduled and executed activities is retained.</p> <p>For the mill, an epidemiological surveillance program for the prevention of hearing risk (PG-SST-16 edition 01 date: 08/01/2024) has been defined, which outlines monitoring activities for strategies to prevent risks associated with high noise levels. As part of this surveillance, an "Evaluation of occupational exposure to</p>	<p>have been implemented, including one focused on the prevention of hearing risks in the industrial area. As part of this program, noise exposure measurements were taken in different operational areas, both in the plant and on the plantations, with the support of a firm specializing in industrial hygiene.</p> <p>The company has also complied with the obligation to submit reports to the Ministry of Labor related to the minimum standards of the occupational health and safety management system, corresponding to the different operating units.</p> <p>In addition, there is constant monitoring of compliance with mitigation measures, such as the proper use of personal protective equipment, respect for internal traffic rules, and observation of safe behavior in various operational activities. These observations are recorded and consolidated for analysis.</p> <p>The occupational health and safety area carries out periodic inspections of the facilities, the results of which are documented and used to monitor findings and continuously improve working conditions.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	---	---	---



		<p>physical agents Noise – Sound measurements – Dosimetry“ (no code) was carried out from July 16 to 18, 2024, in which 38 sound measurements were taken. For plantations, 15 measurements were taken in March 2024, which were recorded in the document "Industrial hygiene report on noise sound measurements, March 2024" carried out by Innovagest.</p> <p>Additionally, the certification unit has filed with the Ministry of Labor the report on the minimum standards of the occupational health and safety management system for plantations: filing # REME-SGSST-640586-2024-1 for the period 2024, made on 02/07/2024, and for the mill, filing #REME-SGSST-677038-2024-1, made on 02/18/2024.</p> <p>In addition, compliance with mitigation measures such as the use of PPE, use of transit routes, correct use of tools, respect for speed limits, and compliance with H&amp;S standards is monitored and recorded in the document "Behavior Observations" (code: FO-SST-93 edition 01 date: 04/15/2024), for example:</p> <p>FFB reception activity, date: 10/04/2024, 01/20/2025.</p> <p>CPO press activity, date: 01/20/2025</p>		
--	--	--	--	--

		<p>Boiler operation activity, date: 10/03/2024, 03/27/2025</p> <p>Laboratory activity, date: 03/26/2025</p> <p>Activity:</p> <p>The H&amp;S department carries out safety inspections at the facilities, which are recorded in the document "Safety Inspection" (code: FO-SST-91 edition: 01 date: 06/04/2024), for example:</p> <p>Boiler area: January 10, 2025, March 11, 2025</p> <p>Sterilization area: January 10, 2025</p> <p>Fruit reception: March 27, 2025</p> <p>Sterilization area: 03/11/2025</p> <p>The results of these inspections are consolidated in the document "control of findings" (code: FO-RH-SS-21 edition 02 date: 04/05/2024).</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Safety "2024 annual work plan" (code: PL-SST-1 edition 03 date: 12/10/2024)</li> <li>- "2024 annual work plan" (code: PL-SG-AM-1 edition 02 revision date 2024)</li> <li>- "Industrial hygiene noise sonometry report March 2024" carried out by Innovagest</li> <li>-Assessment of occupational exposure to physical agents Noise - Sonometry - Dosimetry (no code) date: July/2024.</li> </ul>		
--	--	---	--	--

		<p>-Report on the minimum standards of the occupational health and safety management system for plantations: file # REME-SGSST-640586-2024-1 for the period 2024, carried out on 02/07/2024, for the mill file #REME-SGSST-677038-2024-1 carried out on 02/18/2024.</p> <p>- “Behavior observations” (code: FO-SST-93 edition 01 date: 04/15/2024)</p> <p>- “Findings control” (code: FO-RH-SS-21 edition 02 date: 04/05/2024).</p> <p>- “Safety inspection” (code: FO-SST-91 edition: 01 date: 06/04/2024.</p>		
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.				

<p>3.7.1 (C)</p>	<p>A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&amp;C, in a form they understand, and which includes assessments of training.</p> <p>Training for workers must cover, at minimum, the following:</p> <ul style="list-style-type: none"> <li>- the health and environmental risks of pesticide exposure;</li> <li>- recognition of acute and long-term exposure symptoms including the most vulnerable groups (e.g. young workers, pregnant women);</li> <li>- International and national instruments or regulations that protect workers' health;</li> <li>- Productivity and best management practice;</li> <li>- relevant SOPs.</li> </ul>	<p>It was evident that the companies have a 2025 Training Schedule, identified with code FO-RH-AM-72, which includes induction, reinduction, training, and courses aimed at both administrative and operational personnel.</p> <p>In the case of Industrial Aceitera del Casanare – IACSA, the following scheduled activities are evident:</p> <ul style="list-style-type: none"> <li>· Re-induction (Human Resources, OHS, Environmental, Labor)</li> <li>· RSPO training</li> <li>· Training on the supplier contracting and management process</li> <li>· Training on the basics of the extraction process in processing plants</li> <li>· Training on renewable energies</li> <li>· Training on unsafe acts and conditions</li> <li>· Training in risk identification</li> <li>· Training in chemical handling</li> <li>· Emergency brigade training</li> <li>· Effective communication course for work teams</li> <li>· Good laboratory practices course</li> </ul> <p>As of May 2025, 51% compliance with the schedule established for this company has been reported.</p>	<p>It was found that companies have an annual training schedule that includes induction, re-induction, technical training, and courses for administrative and operational staff.</p> <p>In the first half of 2025, one of the companies showed 51% progress in complying with the schedule, while the other recorded 7% compliance.</p> <p>The scheduled activities cover topics such as human resources management, occupational health and safety, sustainability, operational processes, chemical handling, effective communication, internal auditing, and good agricultural and industrial practices. During 2024, both organizations achieved 100% compliance with the planned training activities.</p> <p>The implementation of the schedule is supported by attendance records, knowledge assessments applied in induction and reinduction processes, and specific formats to measure understanding of the content taught.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
----------------------	--	--	--	--

		<p>For its part, Agroindustrial de Palma Aceitera (AIPA) has scheduled the following activities:</p> <ul style="list-style-type: none"> <li>· Re-induction (Human Resources, OHS, Environmental, Labor)</li> <li>· Training in good agricultural practices</li> <li>· Certification course in oil palm cultivation and harvesting</li> <li>· Training in RSPO</li> <li>· Course on chemical and agrochemical storage</li> <li>· RSPO internal auditor course</li> <li>· Course on working in confined spaces</li> </ul> <p>As of May 2025, 7% of the training schedule for this organization has been completed.</p> <p>Similarly, it was found that, during 2024, 100% of the activities scheduled in both companies were completed.</p> <p>The following records support the implementation of the schedule and the evaluation of the activities carried out:</p> <ul style="list-style-type: none"> <li>• Attendance records (code FO-RH-AM-20), which include the type of activity, topic, objective, identification of attendees, company, position, and signatures of participants and</li> </ul>		
--	--	---	--	--

		<p>instructors.</p> <ul style="list-style-type: none"> <li>Knowledge assessments applied in induction and reinduction processes in sustainability.</li> </ul> <p>Training evaluation form (code FO-AM-RN-1), used to measure understanding of the content taught.</p>		
3.7.2	Records of training are maintained, where appropriate on an individual basis.	<p>The following records are provided to support the implementation of the schedule and the evaluation of the activities carried out:</p> <ul style="list-style-type: none"> <li>Attendance records (code FO-HR-AM-20), which include the type of activity, topic, objective, identification of attendees, company, position, and signatures of participants and instructors.</li> <li>Knowledge assessments applied in sustainability induction and re-</li> </ul>	<p>The existence of records supporting the implementation of the training schedule and the evaluation of the training activities carried out by the organizations was verified.</p> <p>Among the validated documents are:</p> <ul style="list-style-type: none"> <li>Attendance records, detailing the type of activity, topic covered, objective, identification of participants, position, company, and signatures of attendees and instructors.</li> </ul>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>induction processes.</p> <ul style="list-style-type: none"> <li>· Training evaluation form (code FO-AM-RN-1), used to measure understanding of the content taught.</li> </ul> <p>The records of the following topics taught by the organizations are validated:</p> <ul style="list-style-type: none"> <li>· Sustainability Induction and Re-induction</li> <li>· RSPO Concept, RSPO 2018 Regulations, Waste Classification, High Conservation Value Areas (HCVA), Riparian Zones, EPRA Species, PQRS, Committees, Policies, Publicly Available Documents, Communication Channels, and Warehouse Process</li> <li>· Environmental Permits, Environmental Policy, and Sustainability Policy.</li> </ul> <p>RSPO, Endangered, Rare, and Threatened Species.</p>	<ul style="list-style-type: none"> <li>· Knowledge assessments applied in induction and reinduction processes, especially on sustainability issues.</li> <li>· Training evaluation forms, used to measure understanding of the content taught.</li> </ul> <p>Records of training provided on the following topics were also validated:</p> <ul style="list-style-type: none"> <li>· Induction and reinduction in sustainability</li> <li>· RSPO concepts and regulations, waste classification, areas of high conservation value (AVC), riparian zones, EPRA species, PQRS mechanisms, committees, internal policies, public documents, communication channels, and warehouse processes.</li> <li>· Environmental permits, environmental policy, and sustainability policy</li> </ul> <p>RSPO and endangered, rare, and threatened species.</p>	
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	The organization establishes in the "Supply Chain Manual" COD: MA-SG-1 Version 4 of May 23, 2025, in section H "Training," that an annual training, development, and coaching plan will be scheduled for all personnel operating in	The organization has established an annual training, development, and coaching plan for personnel in key areas, focused on the certification system. This plan is detailed in a schedule that includes sessions on supply chain standards and	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



		<p>critical areas at the control points defined in the effective implementation of the RSPO supply chain and Principles and Criteria certification system and that the training plan will be carried out according to the FO-RH-47 "Training Schedule" format.</p> <p>During the audit process, document FO-RH-47 "Training Schedule 2025" was validated, which includes the following scheduled training sessions:</p> <ul style="list-style-type: none"> <li>- RSPO Supply Chain Certification Standard, version 2020, and indicator principle 3.8 of the RSPO Principles and Criteria, version 2018 (Critical Task). (RSPO FINISHED PRODUCT DRIVERS). January - May 2025.</li> <li>- RSPO Supply Chain Certification Standard, version 2020, and indicator principle 3.8 of the RSPO Principles and Criteria, version 2018, and RSPO Market Rules and Declarations, 2022. (IACSA reinduction). January - February 2025.</li> <li>- RSPO Supply Chain Certification</li> </ul>	<p>the principles of a specific certification system, aimed at different groups within the organization.</p> <p>During the process, attendance records for training sessions were validated. These sessions covered topics relevant to the supply chain and critical tasks. The sessions were led by qualified personnel, holding a recognized audit certification for the supply chain. Training materials and assessments were deemed adequate for specific tasks and for a general understanding of the standard.</p> <p>Interviews conducted with staff during a facility tour demonstrated a solid understanding of the standard and the procedures related to their responsibilities.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	---



		<p>Standard, version 2020, and indicator principle 3.8 of the RSPO Principles and Criteria, version 2018 (Process Leaders). (IACSA).</p> <p>March - April 2025.</p> <p>During the audit process, the following training records were validated:</p> <p>Document: Attendance Form COD: FO-AD-03</p> <p>Topics: RSPO - Supply Chain - Critical Tasks</p> <p>Facilitator: Monica Vargas</p> <p>Date: 09/04/2025</p> <p>Participants: 12</p> <p>Aimed at process leaders</p> <p>Topics: RSPO - Supply Chain</p> <p>Facilitator: Monica Vargas</p> <p>Date: 04/24/2025</p> <p>Participants: 119</p> <p>Aimed at critical areas</p> <p>Topics: RSPO - Supply Chain POE</p> <p>Facilitator: Monica Vargas</p>		
--	--	--	--	--

		<p>Date: 05/28/2025</p> <p>Participants: 190</p> <p>Aimed at subcontracted transporters</p> <p>The organization demonstrates the knowledge of the trainer, who is the leader of the system designated by the company, through the certificate "Leading Auditor in RSPO Supply Chain" awarded to Monica Tatiana Vargas Vega under the code MTVV-RSPO-ACT-SCC-03-2025, issued on March 13, 2025, by the organization Checkmark Training a brand of DavidOgg and Partners Ltd. The training materials and assessments were also validated and considered adequate for the specific tasks and a general understanding of the RSPO supply chain standard.</p> <p>During the tour of the facilities, interviews were conducted to determine the level of staff knowledge. On all occasions, the interviewed staff demonstrated solid understanding of the standard as well as knowledge of the procedures for their assigned tasks.</p> <p>The following people were interviewed: Andres Salamanca - Goalkeeper</p>		
--	--	---	--	--

		<p>Assistant.</p> <p>Ariel Hurtado - Goalkeeper Assistant.</p> <p>Ivan Gonzalez - Scale Operator.</p> <p>Sebastian Rodriguez - Plant Assistant.</p> <p>Daniel Tobacco - Dispatcher.</p> <p>Camila Mendoza - Laboratory Specialist.</p> <p>Yesica Perez - Laboratory Specialist.</p> <p>Brayan Murillo - Laboratory Technician.</p>		
<b>Criterion 3.8:</b> Supply Chain Requirements for Mills				
3.8.1	<p><b>Identity Preserved Module</b></p> <p>A mill is deemed to be IP if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO P&amp;C, or against a Group Certification Scheme</p> <p>Certification for the CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing control as and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, the only MB Module is applicable.</p>	<p>The organization receives its own fruit from plantations certified under the Identity Preserved (IP) model, so its entire production and supply base is RSPO IP certified; it does not undergo conventional product processing. To control the receipt and dispatch of IP-certified products, the company has the "Supply Chain Manual" document COD: MA-SG-1 Version 4 of May 23, 2025. This general manual details the procedures, records, and documents necessary to guarantee the segregation, production, and dispatch of RSPO-certified product under the Identity Preserved (IP) supply chain model in the POM production line. The document details the procedures for receiving IP fruit through the "GEA" software, the records at each critical point in the process, the segregated extraction</p>	<p>The organization manages its own certified fruit under the Identity Preserved (IP) model, which means that its entire production and supply chain are certified under this scheme, without handling conventional products. For the reception and dispatch of these IP products, the company is governed by its own general manual document, which details the procedures for ensuring the segregation, production, and dispatch of certified produce. This document describes the use of software for fruit reception, record keeping at each critical point in the process, segregated extraction, and dispatch to three independent tanks with specific capacities.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		and the dispatch line to 3 independent tanks duly identified as IP with a capacity for tank 1 of 3,400 MT, tank 2 of 1,550 MT and tank 3 of 600 MT.		
3.8.2	<p>Mass balance Module</p> <p>A mill is deemed to be MB is 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 3<sup>rd</sup> party certified supply base.</p>	The organization does not have the Mass Balance (MB) model within its scope.	The organization does not have the Mass Balance (MB) model within its scope.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&amp;C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>During the audit, the organization presented projected volumes of FFB, PKO, and PK for the following period, based on historical production over the past three years and plant performance, as well as estimates from the company's business plan. The study is based on the hectares planted, the growth of the crop, and its own renewals, as well as those of the planned palm nucleus.</p> <p>For the period evaluated, the organization presented the following amounts:</p> <p>Total    Certified    Processed    FFB    IP:</p>	<p>During the audit, the organization presented projected volumes of FFB, PKO, and PK for the following period, based on historical production over the past three years and plant performance, as well as estimates from the company's business plan. The study is based on the hectares planted, the growth of the crop, and its own renewals, as well as those of the planned palm nucleus.</p> <p>During the evaluation period, the quantities of processed PKO and PK FFB obtained were validated, as well as the quantities sold as certified and conventional.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>116,131.29 MT</p> <p>CSPO Total Produced IP: 28,182.39 MT OER: 24.26%</p> <p>CSPO IP Total Sold: 23,261.99 MT CSPO as Conventional: 4,446.92 MT</p> <p>CSPK IP Total Produced: 5,843.23MT PKER: 5.03%</p> <p>CSPK IP Sold: 5,843.11 MT CSPK as Conventional: 0</p> <p>The organization has projected the following volumes for the next period:</p> <p>Certified FFB: 163.36 1 MT Total CSPO: 41,501 MT OER: 25.41%</p> <p>Total CSPK: 8,086 MT PKER: 4.95%</p>	<p>The organization's projected quantities for the next licensing period were also validated.</p>	
3.8.4	<p>The mill shall also meet all registration and reporting. Requirements for the appropriate supply chain through the RSPO IT platform</p>	<p>At the time of the audit, the organization's transaction records were validated directly from the new PRIMSA platform. The organization makes sales announcements related to the CPO it ships and internal transfer announcements for the PK for its</p>	<p>At the time of the audit, the organization's transaction records were validated directly from the new PRIMSA platform. The organization makes sales announcements related to the CPO it ships and internal transfer announcements for the PK for its</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p>



		<p>own RSPO SCC-certified crusher under certificate number SCS-RSPOSCC-000358.</p> <p>During the audit exercise, it was validated that the organization had 23,261.99 MT of CPO RSPO IP sales, and 5,256.92 MT were sold as conventional. These amounts sold as conventional were converted to credit and sold on the credit market. These amounts will be reflected in the next evaluation period since they were sold beginning in June 2025, so they were not accounted for within the evaluation period. No sales were evidenced in other schemes.</p> <p>During the audit process, seven CSPO sales transactions were validated. Also 5 internal transfer transactions from CSPK to the Crusher unit of the organization certified under the RSPO SCC standard were validated.</p>	<p>own RSPO SCC-certified crusher under certificate number SCS-RSPOSCC-000358.</p> <p>During the audit process, seven CSPO sales transactions were validated. Also 5 internal transfer transactions from CSPK to the Crusher unit of the organization certified under the RSPO SCC standard were validated.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
3.8.5	<p><b>Documented Procedures</b></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>	<p>a) The organization has the document "Supply Chain Manual" COD: MA-SG-1 Version 4 of May 23, 2025, which establishes all the procedures, records and documents necessary to ensure compliance with the requirements of the RSPO SCC v2020 and RSPO P&amp;C 2018</p>	<p>a) The organization has a manual that establishes the necessary procedures and records to comply with the requirements of a specific supply chain standard for the production of certified products under an Identity Preserved (IP) model.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p>



	<p>a) Complete and up to date procedures covering the implementation of all elements of the supply chain model requirements</p> <p>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records)</p> <p>c) Identification of the role of the person having the 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.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFB's including ensuring no contamination in the IP mill.</p>	<p>standard under the scope of the production of crude palm oil and palm kernel under the Identity Preserved (IP).</p> <p>b) During the audit evaluation process, it was evident that the organization handles different processes of which it keeps records and periodically updates to comply with the requirements of the standard. Among the documents reviewed are the following:</p> <ul style="list-style-type: none"> <li>- PR-SG-12 Purchase and receipt of RSPO-certified fruit and RSPO-IP almonds.</li> <li>- PR-CPO-1 RSPO-IP palm oil extraction.</li> <li>- PR-SG-1 Sale of RSPO-IP certified and conventional products.</li> <li>- IN-GL-1 Loading vehicles with RSPO-IP finished product and by-products.</li> <li>- IN-GL-2 Inspection of RSPO-IP finished product loading vehicles.</li> <li>- IN-GL-9 GEA system.</li> <li>- IN-GL-5 Scale operation.</li> <li>- IN-GL-7 Yard coordination.</li> <li>- IN-GL-3 Sealing of RSPO-IP finished product loading vehicles.</li> <li>- PR-SG-4 Invoicing model for the sale of RSPO-IP or conventional certified</li> </ul>	<p>b) During the evaluation process, it was evident that the organization manages various documented and periodically updated processes to ensure compliance with the standard. The reviewed documents include procedures for purchasing and receiving certified materials, extraction, sale, vehicle loading and inspection, internal system operations, yard coordination, vehicle sealing, invoicing, traceability of certified products, handling of non-compliant products, internal audits, management review, and requests, complaints, claims, and suggestions management.</p> <p>c) The organization's general manual assigns the responsibility for implementing, maintaining, and improving the requirements of the supply chain standard to a supply chain leader. This leader's competence is demonstrated through a specific certification in supply chain auditing.</p> <p>d) The organization also possesses a document detailing instructions for receiving certified raw materials under the Identity Preserved model. This document covers resources, safety measures,</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	---	--	---	---

	<p>products.</p> <ul style="list-style-type: none"> <li>- PR-SG-7 Traceability of RSPO-certified products.</li> <li>- PR-SG-8 non-RSPO-compliant products and documents.</li> <li>- PR-SG-13 Internal Audit.</li> <li>- PR-PE-8 Management Review.</li> <li>- PR-RH-1 Procedure for requests, complaints, claims, and suggestions (PQRS).</li> </ul> <p>c) The organization establishes in its general manual document in section 3. "Responsibilities", that the supply chain leader will be in charge of the Supply Chain Manager Monica Tatiana Vargas Vega, whose function is to implement, maintain and improve the implementation of the requirements of the RSPO SCC standard in everything related to the supply chain for the crusher. The organization demonstrates the knowledge of the chain manager through the certificate "Leading Auditor in RSPO Supply Chain" awarded to Monica Tatiana Vargas Vega under the code MTVV-RSPO-ACT-SCC-03-2025, issued on March 13, 2025, by the organization Checkmark Training a brand of DavidOgg and Partners Ltd.</p>	<p>activities, and process development. As all raw material comes from the organization's own certified plantations, the procedure does not account for the reception of non-certified or third-party raw material.</p>	
--	--	---	--



		<p>d) The organization has the document "Crude Palm Oil Extraction" COD: PR-CPO-01 version 05 of June 4, 2024, which includes the document "Instructions for Receiving RSPO Certified FFB" COD: IN-CPO-01 for everything related to the reception of RSPO IP certified FFB. The document details resources, safety measures, activities, and process development. Considering that all the fruit received comes from its own certified plantations, the procedure does not consider the reception of convention-certified fruit, since the organization does not contemplate receiving non-certified or third-party fruit.</p>		
3.8.6	<p>Internal Audit</p> <p>(i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO SC requirements for mills and the RSPO Rules on Market Communication and Claims</p> <p>b) Effectively implements and maintains the standard requirements within its organization.</p>	<p>(i) The organization has the document "Internal Audit" COD: PR-SG-13 Version 5 of March 21, 2025, as a procedure for the execution of internal audits.</p> <p>Within the document, it can be seen that among the references used are the RSPO Supply Chain v2020, Principios y Criterios 2018 Standard and the RSPO Rules on Market Communication and Claims.</p> <p>The document presents a description of internal audit activities and indicates that</p>	<p>(i) The organization has a procedure for conducting internal audits, based on the 2020 Supply Chain Standards, the 2018 Principles and Criteria, and the RSPO Rules on Market Communication and Claims. This procedure describes the audit activities, which are conducted at least once a year, and specifies the certification and impartiality requirements for auditors, whether internal or external. Various formats are used for audit records, including plans, checklists, attendance forms, and final reports.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



	<p>(ii) Any con-conformities found as part of the internal audit shall be issued and required 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 mills shall maintain the internal audit records and reports.</p>	<p>these activities are performed at least once a year.</p> <p>It also specifies that internal or external auditors must meet the following requirements:</p> <ul style="list-style-type: none"> <li>• Auditor certification by an accredited entity.</li> <li>• Impartiality: Internal auditors must be separate from the supply chain manager to ensure impartiality in the audit.</li> </ul> <p>The formats used for the internal audit can be internal or external, depending on whether the external auditor manages their own formats.</p> <p>For internal records, the organization has the following documents:</p> <ul style="list-style-type: none"> <li>- Plan and checklist shared by the lead auditor: PL-SG-1 Audit Plan.</li> <li>- Attendance Form (FO-AD-3) ATTENDANCE FORM.</li> <li>- Final audit report (FO-AD-2 Internal Report).</li> </ul> <p>(ii) According to the document "Internal Audit Report" COD: GN-SB-RE-03 Version</p>	<p>(ii) The most recent internal audit report, conducted by an external auditor, identified findings related to procedures and training. Based on these findings, corrective, preventive, or improvement measures were implemented and documented for closure. The results of internal audits are reviewed by management at annual meetings. The organization maintains a record of these audit reports on its internal servers, with a two-year history, which were validated on-site.</p>	
--	--	--	---	--

		<p>02 dated November 5, 2024, the last internal audit was carried out from October 22 to 24, 2024 by the external auditor Duperly Gonzalez Rodriguez and had a result of 3 non-conformities related to procedures and training</p> <p>Based on the findings of the audit, corrective measures are implemented. Corrective, preventive, or improvement measures must be documented or provided with evidence for closure following procedure PR-AD-9 CORRECTIVE, PREVENTIVE, AND IMPROVEMENT ACTIONS in record FO-AD-22 Corrective, Preventive, and Improvement Actions.</p> <p>According to the document "Management Review meeting" COD: FO-GE-02 Version 01, the last review by management was carried out on November 8, 2024, and in section 5. "Results of previous reviews and audits" The review of the latest results of the internal audit can be validated.</p> <p>The organization maintains internal audit records on internal servers in folders designated for the sustainability department. During the audit, the retention</p>		
--	--	---	--	--

		of internal audit reports was validated in the following path: C:\Users\Monica Vargas\OneDrive - GN\RSPO\AUDITORIAS RSPO. The records of internal audit reports can be evidenced from the year 2022.		
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 FFB's received.</p> <p>(ii) The mill shall inform the CB immediately if there is a projected overproduction of certified volume</p> <p>(iii) The mill shall have a mechanism in place for handling of non-conforming FFB and/or documents.</p>	<p>i) The Organization establishes in the document "Crude Palm Oil Extraction" COD: PR-CPO-01 version 05 of June 4, 2024, which includes the document "Instructions for Receiving RSPO Certified FFB" COD: IN-CPO-01 the procedure to verify and document the entries of RSPO IP certified FFB. The fruit reception records under the preserved identity (IP) model are made through the scale system called "GEA", which has a unique assignment code for RSPO IP certified fruit, this code is only enabled for the reception of its own FFB, the organization does not estimate the reception of conventional or third-party fruit.</p> <p>During the period evaluated, the organization declares to have received 116,131.29 MT of FFB IP. The data was validated in the production reports called "Mill Plant Balance" COD: FO-SG-02 Version 02 of August 1, 2024, powered by</p>	<p>i) The organization has a document that establishes the procedure for verifying and documenting receipts of certified raw materials under an identity-preserved model. Receiving records are kept through a specialized system that assigns a unique code to this raw material, enabled exclusively for the receipt of its own raw materials, as the organization does not contemplate receiving conventional or third-party raw materials. During the period evaluated, the organization reports having received a considerable amount of certified raw materials, data validated through production reports generated by the weighing system. Random validations were performed to confirm the validity of the information.</p> <p>ii) The organization had projected a quantity of certified raw materials for the current period, of which a smaller amount was received and processed. As verified,</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



	<p>the "GEA" system in its scale module. Random validations were carried out on 3 different days in 3 different months to verify the validity of the data, yielding the following result:</p> <p>FFB December 2024: 11,173 MT 23-12-2024: 305.66 MT</p> <p>Tickets:</p> <p>03548: 17.27 MT 03752: 10.77 MT 03748: 11.41 MT 03646: 16.32 MT 03751: 14.16 MT 03647: 15.10 MT 03547: 16.72 MT 03600: 15.73 MT 03644: 15.74 MT 03746: 11.20 MT 03546: 15.54 MT 03745: 11.61 MT 03599: 16.79 MT 03579: 15.45 MT 03643: 15.95 MT 03598: 16.69 MT 03545: 16.50 MT 03744: 10.21 MT</p>	<p>no overproduction occurred during the audited period.</p> <p>iii) The organization has a document for handling non-conforming products and documents. This document describes a procedure for addressing non-conformities once identified, detailing the steps to be followed. Staff record the qualification data for certified raw materials in a system, and a quality report is subsequently generated for management. When a nonconformity is identified with a supplier, a specific procedure is followed. If the raw material's traceability is broken, it is discarded and classified as nonconforming. In the case of nonconforming documents, the department responsible is notified, and corrective actions are defined (such as repair, update, or replacement). The case is closed once the effective correction of the nonconformity is verified. During the period evaluated, the company's records show no degradation of nonconforming products.</p>	
--	--	--	--



		03642: 15.94 MT 03743: 11.03 MT 03544: 15.53 MT  February 2025: 9,991.49 Tm  20-02-2025: 385,93 MT Tickets: 2098: 10.32 MT 2097: 7.50 MT 2095: 14.65 MT 2094: 4.46 MT 2092: 15.63 MT 2091: 5.87 MT 2090: 15.05 MT 2088: 15.60 MT 2087: 16.10 MT 2086: 14.00 MT 2085: 14.14 MT 2084: 9.55 MT 2083: 15.19 MT 2082: 15.98 MT 2081: 14.25 MT 2080: 10.83 MT 2079: 12.66 MT 2078: 15.11 MT		
--	--	--	--	--

		2076: 14.86 MT 2075: 9.75 MT 2073: 15.48 MT 2072: 11.17 MT 2071: 15.44 MT 2070: 14.92 MT 2069: 10.06 MT 2068: 14.13 MT 2062: 15.42 MT 2061: 11.54 MT 2060: 16.58 MT 2059: 969 MT  April 2025: 11,361.27 MT 07-04-2025: 434.10 MT 3929: 10.21 MT 3928: 15.47 MT 3927: 11.97 MT 3926: 15.76 MT 3925: 5.35 MT 3924: 15.12 MT 3920: 16.54 MT 3919: 17.27 MT 3918: 8.00 MT 3913: 16.98 MT 3912: 16.65 MT		
--	--	--	--	--

	<p>3911: 10.19 MT</p> <p>3910: 15.16 MT</p> <p>3909: 16.24 MT</p> <p>3905: 10.43 MT</p> <p>3902: 15.26 MT</p> <p>3901: 16.16 MT</p> <p>3898: 16.56 MT</p> <p>3897: 16.54 MT</p> <p>3896: 10.31 MT</p> <p>3893: 15.67 MT</p> <p>3892: 15.52 MT</p> <p>3891: 10.17 MT</p> <p>3889: 15.17 MT</p> <p>3886: 16.75 MT</p> <p>3885: 10.38 MT</p> <p>3884: 16.28 MT</p> <p>3883: 10.04 MT</p> <p>3880: 16.32 MT</p> <p>3879: 15.25 MT</p> <p>3878: 16.38 MT</p> <p>(ii) The organization projected 151,509 MT of RSPO-certified IP FFB for the current period. According to the review, only 116,131.29 MT of RSPO-certified IP FFB were received and processed. According to what was verified, there was no</p>		
--	---	--	--



		<p>overproduction for the audited period.</p> <p>(iii) The organization has the document "Non-Conforming Product and Document" COD: PR-SG-08 Version 04, dated March 21, 2025.</p> <p>The document establishes that non-conformities will be addressed through the PR-RH-1 PQRS PROCEDURE. A diagram explains the steps to follow once the non-conforming product is identified.</p> <p>The hopper operator records the qualification data of RSPO certified FFB in the GEA system, then the laboratory supervisor prepares and sends a quality report to the plant management for follow-up, once identified, a non-conformity is carried out through the procedure to the fruit supplier to resolve any quality situation, when the traceability of the fruit is broken, it is discarded and classified as non-compliant.</p> <p>For non-compliant documents, once identified, the area responsible for the document and the process involved is notified. Based on the characteristics of non-compliance, the corrective action to be</p>		
--	--	--	--	--

		<p>applied to the document is defined. This may include repairing, updating, cancelling, or replacing the document. Once it is verified that the implemented adjustments have effectively corrected the non-compliance and that the document meets the requirements, the case is closed. The person responsible for this activity will be the supply chain manager.</p> <p>During the period evaluated, no degradation of non-conforming products occurred according to the company's records.</p>		
3.8.8	<p><b>Sales and Goods Out</b></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-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p> <ol style="list-style-type: none"> <li>The name and address of buyer;</li> <li>The name and address of the seller</li> <li>The leading or shipment/delivery date;</li> <li>The date on which the documents</li> </ol>	<p>The has the document "Sales of RSPO/IP and Conventional Certified Products" COD: PR-SG-01 version 05 of March 20, 2025, which establishes the methodology for the dispatch and sales of RSPO-certified crude palm oil and palm kernel under the IP schemes. For the PK, the organization does not make sales to third parties, but all its production is sent for processing to its own RSPO SCC certified crusher plant under certificate number: SCS-RSPOSCC-000358.</p> <p>During the review process, the following sales were reviewed:</p>	<p>The organization has a procedure that establishes the methodology for the dispatch and sale of products certified under RSPO Identity Preserved (IP) schemes. For the KP, the organization does not sell to third parties; instead, all of its production is sent to its own certified processing plant.</p> <p>During the review process, various transactions were analysed:</p> <p>Crude Palm Oil (CPO) Sales:</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

	<p>were issued;</p> <p>e) RSPO certificate number;</p> <p>f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation</p> <p>i) A unique identification number</p>	<p>CPO SALES:</p> <p>Transaction 1:</p> <p>Remission 11666</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocué, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: C.I. ACEPALMA S.A. CL 90 No 19 41 OFC 303 304, Bogotá D.C., Colombia.</p> <p>The leading or shipment/delivery date: 09-28-2024</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p> <p>Quantity: 33.29 MT</p> <p>Transport name: TRUCK / SXT 594</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Invoice Identification Number: IAC13173</p> <p>Transaction ID: TR-ae6464d1-f0cb.</p> <p>Transaction 2:</p> <p>Remission 12036</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocué, Casanare,</p>	<p>Multiple sales transactions of certified crude palm oil were reviewed. Each transaction involved the dispatch of a certified product from the selling organization to various purchasing companies on different dates, with quantities transported by different means of transport. The transactions were identified by shipments, products, quantities, and corresponding invoice numbers.</p> <p>Internal Transfer of Palm Kernel (IP):</p> <p>Internal transfers of certified palm kernels were also validated. These transactions involved the movement of certified product between the selling organization's production unit and its own processing plant, with quantities and shipment dates recorded.</p>	
--	---	---	---	--

		<p>853058, Colombia.</p> <p>Name and address of buyer: C.I. ACEPALMA S.A. CL 90 No 19 41 OFC 303 304, Bogotá D.C., Colombia.</p> <p>The leading or shipment/delivery date: 11-29-2024</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p> <p>Quantity: 33.33 MT</p> <p>Transport name: TRUCK / LUW 023</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Invoice Identification Number: IAC13557</p> <p>Transaction ID: TR-049d8523-467a.</p> <p>Transaction 3:</p> <p>Remission BASDPT 0000000479</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocué, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: C.I. ACEPALMA S.A. CL 90 No 19 41 OFC 303 304, Bogotá D.C., Colombia.</p> <p>The leading or shipment/delivery date: 05-07-2025.</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p>		
--	--	--	--	--

		<p>Quantity: 15.93 MT</p> <p>Transport name: TRUCK / WGR 246</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Invoice Identification Number: IAC14176</p> <p>Transaction ID: ANN25-00015817.</p> <p>Transaction 4:</p> <p>Remission BASDPT 0000000085</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocué, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: C.I. TOP S.A.S. Calle 25 Norte #6 - 67 Office 201 Cali, Colombia.</p> <p>The leading or shipment/delivery date: 04-02-2025</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p> <p>Quantity: 34.80 MT</p> <p>Transport name: TRUCK / SSY 670</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Invoice Identification Number: IAC13805</p> <p>Transaction ID: ANN25-00004179.</p> <p>Transaction 5:</p>		
--	--	--	--	--



		<p>Remission 11754</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: AAK Colombia S.A.S. Calle 100 #7-33 14th Floor ITAU Building Bogota D.C., Colombia.</p> <p>The leading or shipment/delivery date: 10-10-2024</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p> <p>Quantity: 33.62 MT</p> <p>Transport name: TRUCK / AEI 063</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Invoice Identification Number: IAC13235</p> <p>Transaction ID: TR-8462ffe1-de7d.</p> <p>Transaction 6:</p> <p>Remission BASDPT0000000540</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: C.I. GOLDEN AGRI-RESOURCES COLOMBIA Carrera</p>		
--	--	--	--	--

	<p>1 #22-585, Santa Marta, Colombia.</p> <p>The leading or shipment/delivery date: 05-21-2025.</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p> <p>Quantity: 33.85 MT</p> <p>Transport name: TRUCK / TDL 159</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Invoice Identification Number: IAC14264</p> <p>Transaction ID: ANN25-00016452.</p> <p>Transaction 7:</p> <p>Remission 11645</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A. Km 72 via Yopal – Algarrobo, Orocué, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: Team Foods Colombia S.A., Southern Highway N. 57-21, Bogotá D.C., Colombia.</p> <p>The leading or shipment/delivery date: 09-25-2024</p> <p>Product Description/Model: Palm Oil RSPO IP Cert.</p> <p>Quantity: 34.01 MT</p> <p>Transport name: TRUCK / GHU 276</p> <p>RSPO Certificate No.: SCS-RSPOPC-</p>		
--	--	--	--



		<p>000467</p> <p>Invoice Identification Number: IAC13174</p> <p>Transaction ID: TR-b46da96c-1231.</p> <p>INTERNAL TRASNFER OF PK:</p> <p>Transaction 1:</p> <p>Invoice List for RSPO/IP Certified Almonds COD: FO-SG-01</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A (POM) Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: Industrial Aceitera del Casanare S.A (Crusher) Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p> <p>Shipping Date: 11/07/2024</p> <p>Product Description/Model: RSPO IP Certified Almond</p> <p>Quantity: 817.57 MT</p> <p>Transport name: N/A Internal transfer</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Transaction ID: TR-587f20fb-cc96.</p> <p>Transaction 2:</p>		
--	--	--	--	--





		<p>Invoice Listing for RSPO/IP Certified Almonds COD: FO-SG-01</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A (POM) Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p> <p>Name and address of buyer: Industrial Aceitera del Casanare S.A (Crusher) Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p> <p>Shipping Date: 01/08/2025</p> <p>Product Description/Model: RSPO IP Certified Almond</p> <p>Quantity: 302.36 MT</p> <p>Transport name: N/A Internal transfer</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Transaction ID: TR-c833f548-e1f6.</p> <p>Transaction 3:</p> <p>Invoice List for RSPO/IP Certified Almonds COD: FO-SG-01</p> <p>Name and address of seller: Industrial Aceitera del Casanare S.A (POM) Km 72 via Yopal – Algarrobo, Orocue, Casanare, 853058, Colombia.</p>		
--	--	--	--	--



		<p>Name and address of buyer: Industrial Aceitera del Casanare S.A (Crusher) Km 72 via Yopal – Algarrobo, Orocué, Casanare, 853058, Colombia.</p> <p>Shipping Date: 03/20/2025</p> <p>Product Description/Model: RSPO IP Certified Almond</p> <p>Quantity: 1059.37 MT</p> <p>Transport name: N/A Internal transfer</p> <p>RSPO Certificate No.: SCS-RSPOPC-000467</p> <p>Transaction ID: ANN25-00018550.</p>		
3.8.9	<p><b>Outsourcing Activities</b></p> <p>(i) The mill shall not outsource its milling activities. In cases where the mill outsourced 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 SC Certification.</p> <p>(ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in</p>	<p>(i) The organization establishes in its document "Supply Chain Manual" COD: MA-SG-1 Version 4 of May 23, 2025, in section E "Subcontracting activities" the procedure for the management of subcontracted transport units, since it is the only subcontracted activity that handles certified product. Compliance with the requirements of the RSPO P&amp;C 2018 standard will be ensured through the inclusion of compliance clauses in service provision contracts.</p>	<p>(i) The organization establishes the procedure for managing subcontracted transport units in its supply chain manual, as this is the only subcontracted activity that handles certified products. Compliance with the requirements of the RSPO P&amp;C 2018 standard is ensured by including compliance clauses in service provision contracts.</p> <p>(ii) During the fiscal year, several agreements for the transportation of liquid cargo were validated between the organization and various transportation</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



	<p>outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</p>	<p>(ii) During the exercise, the following agreements were validated:</p> <p>- Agreement No. 688 for the Transportation of Liquid Cargo between Industrial Aceitera d Casanare S.A. and Transportes Petropalma S.A.S., dated August 1, 2024, signed by Yisael Fonseca Orozco, legal representative of the transportation company.</p> <p>- Agreement No. 736 for the Transportation of Liquid Cargo between Industrial Aceitera d Casanare S.A. and Ultratransportes de Transporte S.A.S., dated April 14, 2025, signed by Cristhian Alejandro Gonzalez Bernal, legal representative of the transportation company.</p> <p>- Agreement No. 687 for the Transportation of Liquid Cargo between Industrial Aceitera d Casanare S.A. and Transportes Gayco S.A.S., dated August 1, 2024, signed by Lina Marcela Ramirez Izaquita, legal representative of the transportation company.</p>	<p>companies. These agreements demonstrate the following:</p> <p>a) The transported product is the property of the organization.</p> <p>b) Transporters may be audited and must allow access to their activities and documentary records, upon prior notification.</p> <p>c) The transporter must guarantee that its personnel will attend the training, inductions, and assessments required by the organization to ensure accurate information on the procedure and handling of certified products.</p>	
--	--	--	---	--

		<p>The following is evident in the agreements:</p> <p>a) Clause One: "The transported product is the property of Industrial Aceitera del Casanare S.A.S."</p> <p>b) and d) Clause Two: The transporters may be audited and must provide access to their activities and documentary records, provided they are notified in advance.</p> <p>c) Clause Two: THE TRANSPORTER must guarantee that its personnel will attend the training, induction, and evaluations required by IACSA to ensure accurate information on the procedure and handling of the certified product.</p>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The organization maintains the document called "List of transport companies" version of August 17, 2023, where the registration of the 7 transport companies that provide service can be seen. The list identifies the name of the contact person, telephone number, address, company name and email.	The organization maintains a list of transport companies, where the registration of the 7 transport companies that provide service can be seen. The list identifies the name of the contact person, telephone number, address, company name and email.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the	For this period, a new transport company was added to the six declared in the	For this period, a new transport company was added to the six declared in the	<input checked="" type="checkbox"/> Conform



	names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	previous audit. This update was communicated to CB staff via email prior to the audit.	previous audit. This update was communicated to CB staff via email prior to the audit.	<input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.12	<b>Record Keeping</b> (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: a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified	(i) The organization establishes in the document "Supply Chain Manual" COD: MA-SG-1 Version 4 of May 23, 2025, in section I. "Record Maintenance" that a record of all requirements that comply with the RSPO supply chain Certification standard will be kept. During the audit process, the records of the different requirements were validated, such as internal audit reports, training records, production reports, scale tickets, shipments, invoices, among others. It was also evident that some records are stored physically in the respective area files or digitally by the supply chain leader.  (ii) The general document establishes that the minimum retention time for the different records and documents is 2 years. During the document review, it was possible to see different documents and records from 2022. All records related to the receipt of	The organization has established clear guidelines for maintaining records related to compliance with the RSPO certification standard in its supply chain. These guidelines are defined in its internal manual, which specifies that all documents evidencing compliance with the requirements, such as internal audits, training, production reports, weighbridge tickets, shipments, and commercial information, shall be retained.  Records are stored in both physical and digital formats, under the responsibility of the supply chain leader. The minimum retention period established for these documents is two years, and during the audit process, the existence of records from previous years was verified.  To manage the entry and exit of certified products, the organization uses a specialized computer platform that allows weights and volumes to be recorded using	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	<p>CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.)</p>	<p>raw materials, internal shipments, and certified product outputs are recorded through the "GEA" computer platform via the "scale" module.</p> <p>(iii) For the records of reception of FFB and exit of CPO and PK, the organization manages the "GEA" scale system, which, through scale tickets, records the weights of the fruit that enters IP certified under a unique code and description and the exit volumes of the CPO certified RSPO IP. During the audit exercise, different records were validated that comply with the requirement, all this data can also be seen reflected in the production reports.</p> <p>(iv) The organization does not consider the management of the mass balance model within its scope.</p>	<p>weighbridge tickets, which are linked to unique codes that identify certified products. This information is also reflected in production reports.</p> <p>It should be noted that the organization does not consider the mass balance model within the scope of its management system.</p>	
3.8.13	<p><b>Extraction rate</b></p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>The organization establishes in document COD: MA-SG-1 Version 4 of the "Supply Chain Manual" dated May 23, 2025, in section J. "Conversion Factors," that the conversion factors applied to calculate the percentage of CPO and PK extraction over the recovery of processed FFB correspond to those calculated by the company using production report FO-CC-26. Therefore, the production reports use current values</p>	<p>The organization establishes in its supply chain manual that the conversion factors used to calculate the percentage of CPO and PK extraction based on the recovery of processed FFB correspond to those calculated internally using production reports. Therefore, the production reports use current values averaged monthly. During the period evaluated, the organization achieved extraction rates that</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>averaged monthly.</p> <p>During the evaluation period, the organization achieved the following rates:</p> <p>CPO: 24.26%</p> <p>PK: 5.03%</p>	were validated in the process.	
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	The organization establishes in document COD: MA-SG-1 Version 4 of the "Supply Chain Manual" of May 23, 2025, in section J. "Conversion Factors", that the conversion factors applied to calculate the percentage of CPO and PK extraction on the recovery of PK FFB processed correspond to those calculated by the company through the FO-CC-26 production report and that therefore the values are updated month by month according to the consolidation of the production report.	The organization establishes in its supply chain manual that the conversion factors applied to calculate the percentage of CPO and PK extraction based on the recovery of processed FFB correspond to those calculated internally using a production report, and that, therefore, the values are updated monthly according to the consolidation of the production report.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.15	<p><b>Processing</b></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>	The organization receives its own fruit from plantations certified under the Identity Preserved (IP) model, so its entire production and supply base is RSPO IP certified; it does not undergo conventional product processing. To control the receipt and dispatch of IP-certified products, the company has the "Supply Chain Manual" document COD: MA-SG-1 Version 4 of	The organization manages its own certified fruit under the Identity Preserved (IP) model, which means that its entire production and supply chain are certified under this scheme, without handling conventional products. For the reception and dispatch of these IP products, the company is governed by its own general manual document, which details the	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		May 23, 2025. This general manual details the procedures, records, and documents necessary to guarantee the segregation, production, and dispatch of RSPO-certified product under the Identity Preserved (IP) supply chain model in the POM production line. The document details the procedures for receiving IP fruit through the "GEA" software, the records at each critical point in the process, the segregated extraction and the dispatch line to 3 independent tanks duly identified as IP with a capacity for tank 1 of 3,400 MT, tank 2 of 1,550 MT and tank 3 of 600 MT.	procedures for ensuring the segregation, production, and dispatch of certified produce. This document describes the use of software for fruit reception, record keeping at each critical point in the process, segregated extraction, and dispatch to three independent tanks with specific capacities.	
3.8.16	<p><b>Registration of Transactions</b></p> <p>(i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>(ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform</p>	<p>During the audit exercise, the following transactions were validated:</p> <p><b>CPO SALES:</b></p> <p>Transaction 1: Date: 09-28-2024 Quantity: 33.29 MT Transaction ID: TR-ae6464d1-f0cb.</p> <p>Transaction 2: Date: 11-29-2024 Quantity: 33.33 MT Transaction ID: TR-049d8523-467a.</p>	<p>During the evaluation, several sales remittance announcements were validated, for CPO sales 7 transactions were validated and for internal PK transfers 3 transactions were validated, all confirmed through the PRISMA platform, which are in compliance with the requirements.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>





		<p>Transaction 3: Date: 05-07-2025. Quantity: 15.93 MT Transaction ID: ANN25-00015817.</p> <p>Transaction 4: Date: 04-02-2025 Quantity: 34.80 MT Transaction ID: ANN25-00004179.</p> <p>Transaction 5: Date: 10-10-2024 Quantity: 33.62 MT Transaction ID: TR-8462ffe1-de7d.</p> <p>Transaction 6: Date: 05-21-2025. Quantity: 33.85 MT Transaction ID: ANN25-00016452.</p> <p>Transaction 7: Date: 09-25-2024 Quantity: 34.01 MT Transaction ID: TR-b46da96c-1231.</p>		
--	--	---	--	--

		<p>INTERNAL TRANSFER OF PK:</p> <p>Transaction 1: Date: 11/07/2024 Quantity: 817.57 MT Transaction ID: TR-587f20fb-cc96.</p> <p>Transaction 2: Date: 01/08/2025 Quantity: 302.36 MT Transaction ID: TR-c833f548-e1f6.</p> <p>Transaction 3: Date: 03/20/2025 Quantity: 1059.37 MT Transaction ID: ANN25-00018550.</p>		
3.8.17	<p><b>Claims</b></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>The organization establishes in the document "Supply Chain Manual" COD: MA-SG-1 Version 4 of May 23, 2025, in section K. "Declarations" the indications for the control of all declarations and use of the RSPO logo in its documentation and advertising. During the audit process and after the entire document review, the organization makes certified product declarations in its traceability documents, such as invoices, shipments and some registration documents. It was also possible to evidence the correct use of the logo on its</p>	<p>The organization establishes guidelines for controlling all declarations and the use of the RSPO logo in its documentation and advertising in its supply chain manual. During the audit and document review process, it was found that the organization makes certified product declarations in its traceability documents, such as invoices, shipments, and some registration documents. It was also possible to verify the correct use of the logo on its official website, and it was confirmed that the organization's trademark license was active.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		official website at the following link: <a href="https://www.induaceitera.com/historia">https://www.induaceitera.com/historia</a> . The organization's trademark license was also validated and was active under the following number: 2-1189-21-100-00.		
--	--	--	--	--

Criterion / Indicator	Audit Findings	Audit Findings (Public Summary)	Results
<b>Principle 4: Respect Community and Human Rights and Deliver Benefits</b>			
<b>Criterion 4.1:</b>			
The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders			
4.1.1 (C)	<p>A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), 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>An interview with the Communications Analyst highlights the company's Sustainability Policy.</p> <p>Transparency, legal compliance, human rights.</p> <p>Policy covering all human rights, in response to a visit from the Ministry of Labor.</p> <p>Policy on Respect for Human Rights. Code PO-GE-CR-8. Version 02. Date 06-15-2024. The company has a Human Rights Policy aimed at establishing its commitment to respecting and promoting human rights across all operations, ensuring an inclusive, safe work environment free from discrimination, violence, and any practices that violate fundamental rights.</p> <p>This policy is aligned with the sustainability Policy where it stated at point 7 that the company recognizes the important role of human rights defenders in promoting and protecting the civil, political, economic, social, and cultural rights of people and citizens. Therefore, it will adopt the</p>	<p>An interview with the Communications Analyst highlights the company's commitment to transparency, legal compliance, and human rights through its comprehensive Sustainability Policy. In response to a Ministry of Labor visit, the company implemented the "Policy on Respect for Human Rights" (Code PO-GE-CR-8, Version 02, dated 06-15-2024), which is shared with employees via induction and re-induction sessions, a dedicated video, and displays at the port entrance and on the company website. The policy also extends to contractors, suppliers, NGOs, and is reinforced through webinars, including an RSPO session with 80 participants rated above 7. Additional sessions held throughout May and June 2025 engaged over 160 stakeholders, demonstrating the company's proactive approach to human rights education and evaluation.</p> <p> <input checked="" type="checkbox"/> Conform  <input type="checkbox"/> Major Nonconformity  <input type="checkbox"/> Minor Nonconformity  <input type="checkbox"/> Opportunity for Improvement  <input type="checkbox"/> Not Applicable (justification required)         </p>



		<p>necessary measures to inform all its operators and local communities about the prohibition, within its operations, of reprisals, intimidation, or harassment against human rights defenders.</p> <p>It is shared with workers through induction and re-induction sessions.</p> <p>Human Rights video, TV at the company's entrance in the port and on the company's website.</p> <p>Induction for contractors, suppliers, NGOs, and Webinar via Teams.</p> <p>Survey or evaluation of content. RSPO Webinar. 80 participants. Rating above 7. 06-06-2025. 20 people. 12-06-2025 11 participants. 20-05-2025 – 21-05-2025 suppliers and contractors 136 participants</p> <p>Some of the participants are listed below:</p> <ul style="list-style-type: none"> <li>• Quiripa SAS</li> <li>• Solutrans SAS</li> <li>• Intra de la Orinoquia SAS</li> <li>• Asomucan</li> <li>• AOME</li> <li>• The Cataruben Foundation (Fundación Cataruben)</li> </ul>		
--	--	--	--	--

4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.	Through interviews with community representatives and company workers, it was confirmed that the company does not incite violence in its operations. Although the army is present in the area, this is for everyone's safety, and they do not provide any particular private security services.	Through interviews with community representatives and company workers, it was confirmed that the company does not incite violence in its operations. Although the army is present in the area, this is for everyone's safety, and they do not provide any particular private security services.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
-------	---	---	---	---

**Criterion 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.**

4.2.1 (C)	<p>The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p>	<p>The company has a Procedure for Petitions, Complaints, Claims, and Suggestions (PQRS), Code Pr-AM-TS-1, version 05. It also has a Procedure for Negotiation with Communities, code PR-GE-CR-1, version 01, which establishes how potential disputes and requests from different stakeholders are handled and resolved.</p> <p>Through an interview with the Social Manager and a review of the database, it was found that in 2024, 119 cases were received.</p> <p>Twelve were anonymous and arrived via QR code. All cases have been closed.</p> <p>August 16, 2024, anonymous complaint: due to scheduling issues, they state that an extraction plant union will be formed.</p> <p>Example: No. 50. Customer service human resources training with warehouse staff.</p> <p>So far in 2025, 151 cases have been registered, 27 of which were anonymous. Twenty-five have been closed and two are open.</p> <p>Example: No. 113. Camp 73. Vector control fumigation day, mosquitoes. May</p>	<p>The company has established formal procedures to manage stakeholder engagement and conflict resolution, including the PQRS Procedure (Code PR-AM-TS-1, Version 05) and the Community Negotiation Procedure (Code PR-GE-CR-1, Version 01). These frameworks guide the handling of petitions, complaints, claims, and suggestions, ensuring transparency and responsiveness. In 2024, 119 cases were received—12 anonymously via QR code—and all were resolved. In 2025, 151 cases have been registered so far, with 27 anonymous; 25 have been closed and 2 remain open, such as Case No. 113 involving vector control at Camp 73. Interviews with workers and stakeholders confirm awareness of the mechanisms and satisfaction with the responses received.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----------	---	---	---	--



		<p>20, with 27 days, still open, quotes from three fumigation service providers are being processed.</p> <p>Through interviews with workers and stakeholders, they state that they are familiar with the mechanism and have received responses to their requests.</p>		
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	<p>The company has a Procedure for Petitions, Complaints, Claims, and Suggestions (PQRS), Code Pr-AM-TS-1, version 05. Number 7 describes the PQRS process for illiterate people.</p> <p>For people who cannot read:</p> <p>PQRS website, video on all casino screens at the entrance to the plantation. WhatsApp communication channel.</p> <p>The gossip columnist and social manager record it.</p>	<p>The company's Procedure for Petitions, Complaints, Claims, and Suggestions (PQRS), Code PR-AM-TS-1, Version 05, includes specific provisions to ensure accessibility for illiterate individuals, as outlined in section 7. To support this group, the company uses visual tools such as a video displayed on all casino screens at the plantation entrance, a dedicated PQRS website, and a WhatsApp communication channel. Additionally, the gossip columnist and the social manager assist by recording submissions, ensuring that all employees, regardless of literacy level, can effectively communicate their concerns and receive appropriate responses.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed	<p>NC</p> <p>The certification unit does not keep all parties informed about the progress of</p>	<p>The certification unit has a procedure for managing requests, complaints, claims, and suggestions and maintains</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p>





	<p>timeframe and the outcome is available and communicated to relevant stakeholders.</p>	<p>agreements and requests identified or received during community meetings.</p> <p>The company has a Procedure for requests, complaints, claims, and suggestions (PQRS) Code PR-AM-TS-1 version 05, March 4, 2025. and a PQRS 2024 database, which records the cases received through the various channels defined for this purpose, such as the website, email, QR code, and telephone, and shows the management, response, and communication within the established time frames. However, an interview with the social manager revealed that requests received during community meetings are not recorded in the database, and although they are managed internally and actions are taken, in some cases progress is reported by telephone, but no record of this action is kept. In an interview with community representatives, they stated that there are requests that were made in meetings with the company in 2024 or earlier and to date have not received a response.</p>	<p>a database that records cases received through official channels such as the website, email, QR code, and telephone, ensuring their management and timely response. However, it was identified that requests raised during community meetings are not entered into this system. Although these are managed internally and in some cases progress is communicated verbally or by telephone, there is no documented record of the follow-up provided. In addition, community representatives stated that some requests made in meetings held in previous years remain unresolved and without formal responses.</p>	<p><input checked="" type="checkbox"/> Minor Nonconformity  <input type="checkbox"/> Opportunity for Improvement  <input type="checkbox"/> Not Applicable (justification required)</p>
--	--	---	---	--

4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	In the event of a conflict with communities, the company has a Community Negotiation Procedure in place. Code PR-GE-CR-1 version 1, revision 08-04-2025. This defines how to handle such situations. In an interview with the social manager, it was revealed that there was a case, the Búfalo case, where the negotiation mechanism was applied and an agreement was reached with the interested party. It was confirmed also during the stakeholder's consultation.	In the event of a conflict with communities, the company has a Community Negotiation Procedure in place. Code PR-GE-CR-1 version 1, revision 08-04-2025. This defines how to handle such situations. In an interview with the social manager, it was revealed that there was a case, the Búfalo case, where the negotiation mechanism was applied and an agreement was reached with the interested party. It was confirmed also during the stakeholder's consultation.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<b>Criterion 4.3:</b> The unit of certification contributes to local sustainable development as agreed by local communities.				
4.3.1 (C)	Contributions to community development that are based on the results of consultation with local communities are demonstrated.	Sustainability policy focuses on health, education, and community infrastructure. The company has a Socio-Environmental Impact Study and the document Code PL-AM-TS-1 Social Impact Management Plan, prepared by Bioterra. This considers internal and external actors. They are also received through the PQRS. The implementation and contribution in the following areas is evident: Education: - Volunteers to paint the school. Cristo	The company's Sustainability Policy emphasizes health, education, and community infrastructure, supported by a Socio-Environmental Impact Study and the Social Impact Management Plan (Code PL-AM-TS-1), developed by Bioterra. This plan includes both internal and external stakeholders and integrates feedback received through the PQRS system. Key initiatives include volunteer-led school painting in Cristo Rey, Jagueyes, and Mariara; environmental campaigns promoting	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>Rey, Jagueyes, Mariara.</p> <ul style="list-style-type: none"> <li>- Campaign “We protect life at every step”: oil palm, water conservation, prohibition of hunting and fishing, waste collection. Algarrobo, Quebrada Seca, Algodonales, Cristo Rey, Jagueyes, Mariara.</li> <li>- Visit to plantations: visit to the plots, fruit transport, other jobs that are generated. Algodonales, Cristo Rey, Jagueyes, Mariara, Quebrada Seca. Pending with Algarrobo.</li> </ul> <p>Cultural support:</p> <ul style="list-style-type: none"> <li>- Children dancing joropo.</li> </ul> <p>School supplies: Cristo Rey, Algarrobo, donation of tables and screens. Algodonales: water dispenser, parents refill water bottles.</p> <p>Activity report and social relations management projections for 2024.</p> <p>Direct contributions to city halls:</p> <ul style="list-style-type: none"> <li>- Fairs and festivals</li> <li>- Markets for vulnerable populations in Orocué.</li> <li>- Celebration of Farmers' Day.</li> </ul> <p>San Luis de Palenque: Farmers' Day.</p> <p>This was confirmed during consultation with</p>	<p>water conservation and biodiversity protection; educational plantation visits; and cultural activities like children dancing joropo. Material support includes school supplies and equipment donations. The company also contributes directly to local governments through events such as fairs, markets for vulnerable populations, and Farmers' Day celebrations in Orocué and San Luis de Palenque. Stakeholder consultations confirm awareness and appreciation of these efforts.</p>	
--	--	--	--	--

		stakeholders.		
--	--	---------------	--	--

#### Criterion 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 (C)	<p>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>It was found that the Certification Unit has documentation supporting ownership of the properties, including the history of tenure and legal use of the land.</p> <p>Among the validated documents are:</p> <ul style="list-style-type: none"> <li>· Certificates of Title, issued by the Public Registry Office, dated June 16, 2025, detailing the legal status of the property and the traceability of land tenure.</li> <li>· Registration resolutions before the Colombian Agricultural Institute (ICA), which certify the properties as oil palm production units.</li> </ul> <p>Based on the document review, the following relevant data was found:</p> <table border="1" data-bbox="801 1018 1281 1380"> <thead> <tr> <th>NAME</th><th>No. REAL ESTATE REGISTRATION</th><th>PUBLIC DEED</th><th>TOTAL HECTARES</th><th>RESOLUTION ICA</th></tr> </thead> <tbody> <tr> <td>GUAFITAS 1</td><td>086-7188</td><td>0958 DEL 30-03-2011 de COMPRAVENTA</td><td>2790.79</td><td>No. 00003891 de 12/04/2016</td></tr> <tr> <td rowspan="2">LOTE 1: SAN FELIPE 1</td><td rowspan="2">086-7186</td><td>0957 DEL 30-03-2011 de COMPRAVENTA</td><td rowspan="2">4210.92</td><td rowspan="2">No. 00003892 de 12/04/2016</td></tr> <tr> <td>0465 DEL 21-02-2014 de Cambio de razón social a AGROINDUSTRIAL DE PALMA ACEITERA S.A. SUCURSAL COLOMBIA</td></tr> </tbody> </table>	NAME	No. REAL ESTATE REGISTRATION	PUBLIC DEED	TOTAL HECTARES	RESOLUTION ICA	GUAFITAS 1	086-7188	0958 DEL 30-03-2011 de COMPRAVENTA	2790.79	No. 00003891 de 12/04/2016	LOTE 1: SAN FELIPE 1	086-7186	0957 DEL 30-03-2011 de COMPRAVENTA	4210.92	No. 00003892 de 12/04/2016	0465 DEL 21-02-2014 de Cambio de razón social a AGROINDUSTRIAL DE PALMA ACEITERA S.A. SUCURSAL COLOMBIA	<p>It was verified that the Certification Unit has documentation supporting the legal ownership of the properties, including the history of tenure and authorized use of the land.</p> <p>The document review included official certificates detailing the legal status of the properties and resolutions certifying the properties as agricultural production units.</p> <p>During the verification process and consultations with stakeholders, no encumbrances on the property or evidence of acquisition of communal lands, collective territories, or peasant reserves were identified. The records reviewed confirm that tenure has been formalized through the purchase of private property.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
NAME	No. REAL ESTATE REGISTRATION	PUBLIC DEED	TOTAL HECTARES	RESOLUTION ICA																
GUAFITAS 1	086-7188	0958 DEL 30-03-2011 de COMPRAVENTA	2790.79	No. 00003891 de 12/04/2016																
LOTE 1: SAN FELIPE 1	086-7186	0957 DEL 30-03-2011 de COMPRAVENTA	4210.92	No. 00003892 de 12/04/2016																
		0465 DEL 21-02-2014 de Cambio de razón social a AGROINDUSTRIAL DE PALMA ACEITERA S.A. SUCURSAL COLOMBIA																		



		<p>During the document review and consultations with stakeholders, no impact on the ownership of the properties was found.</p> <p>The tenure documents reviewed show that the company has acquired land through the purchase of private property from third parties.</p> <p>No records or evidence were identified to indicate the acquisition of communal lands, collective territories, or peasant reserves by the organization.</p>		
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include.</p> <p>a) 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>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization,</p>	<p>The certification unit has established a formal procedure to ensure the recognition and respect of customary community rights in its operations. As part of new land developments, a Free, Prior, and Informed Consent process was carried out with local communities, following structured phases of planning, outreach, consultation, and documentation. The process included participatory mapping, identification of rights, environmental and social impact assessments, and the establishment of mitigation and compensation measures. No territorial conflicts were</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan. For these new developments, a Free, Prior, and Informed Consent (FPIC) process is being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>identified, and the approach incorporated gender, youth, and vulnerable group perspectives. Communities were informed about project impacts, conservation commitments were reinforced, and measures were taken to safeguard water and ecosystem resources. In addition, employment opportunities and community development initiatives were promoted, ensuring transparency and participation throughout the process.</p>	
4.4.3 (C)	Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).	<p>The certification unit has developed a map titled "Plan 1 Environmental Zoning", drawn at a scale of 1:25,000. This map includes the delineation of community access easements, of which one easement has been formally recognized.</p> <p>To ensure that the rights of local</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



		<p>communities are respected in accordance with international standards, the company initiated a Free, Prior, and Informed Consent (FPIC) process, prior to any development activities.</p> <p>The FPIC process was conducted by the specialized consulting firm BioAp, and is documented in the report titled:</p> <p>“Summary Report of the Stages of Free, Prior, and Informed Consent for the New Oil Palm Planting Project.”</p> <p>The process followed key principles of:</p> <ul style="list-style-type: none"> <li>• Transparency and inclusive participation</li> <li>• Respect for local decision-making structures</li> <li>• Communication of potential impacts and benefits</li> <li>• Voluntary community consent before project implementation</li> </ul> <p>As part of the FPIC implementation, two formal meetings were held to obtain community acceptance for participation in impact assessments related to the new oil palm planting project. These are documented in meeting minutes (uncoded), dated:</p> <ul style="list-style-type: none"> <li>• 07/08/2023</li> <li>• 06/09/2023</li> </ul>	<p>framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	---



		<p>A total of 161 individuals participated in these sessions. The records indicate that the communities:</p> <ul style="list-style-type: none"> <li>• Received full information about the scope and potential impacts of the project</li> <li>• Had opportunities to raise questions, provide feedback, and express concerns</li> </ul> <p>It is important to clarify that the above is within the framework of the process for plantations included in the time-bound plan and that they are not yet within the scope of certification.</p>		
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements..	All information is presented in Spanish, the official language of Colombia, and is understandable and accessible to the parties involved.	All information is presented in Spanish, the official language of Colombia, and is understandable and accessible to the parties involved.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.4.5 (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.	The communities are represented through Juntas de Acción Comunal (JACs), which are elected by the members of each community. During the audit, the validity of the legal recognition of these organizations	The communities are represented through legally recognized and democratically elected Juntas de Acción Comunal (JACs). During the audit, it was confirmed that these organizations are valid and active, ensuring that the	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity

		<p>was verified. The following JACs were confirmed:</p> <ul style="list-style-type: none"> <li>- Community Algodonales: Resolution 0771 of March 23, 2022, valid until 2026.</li> <li>- Community Cristo Rey: Resolution 477 of January 25, 2022, valid until 2026.</li> <li>- Community Mariara: Resolution 058 of January 25, 2022, valid until 2026.</li> <li>- Community Quebrada Seca: Resolution 280 of August 12, 2024, valid until 2026.</li> <li>- Community Jagüeyes: Resolution 487 of January 25, 2022, valid until 2026.</li> <li>- Community Algarrobo: Resolution 057 of January 25, 2022, valid until 2026.</li> </ul> <p>The verification confirms that the communities have valid and democratically elected representatives with recognized legal status, facilitating legitimate participation in consultation, dialogue, and decision-making processes with the company.</p> <p>This was confirmed during the external stakeholder's consultation</p>	<p>communities have legitimate representatives to participate in consultation, dialogue, and decision-making processes with the company.</p> <p>This was confirmed during the external stakeholder's consultation</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	---

4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	<p>The certification unit has easement agreements in place with the communities in the area of influence, which have been implemented and are documented. Among these is the “Informative agreement for the use of the ferry”, which stipulates that the organization will facilitate the crossing of the river by ferry for the communities, defining specific schedules and safety conditions.</p> <p>During the audit, the effective implementation of this agreement was verified, which was also confirmed in consultations with external stakeholders.</p>	<p>he certification unit has established agreements with local communities to guarantee access to shared infrastructure and services. One example is the arrangement for the use of a ferry, which sets conditions for safe and scheduled crossings. The audit confirmed that these commitments are being implemented effectively and were validated through consultations with external stakeholders.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<b>Criterion 4.5:</b> 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				
4.5.1 (C)	Documents showing identification and assessment of demonstrable legal, customary and user rights are available	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



		<p>sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	
4.5.2 (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	The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing,	The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory	<input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement

	<p>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>and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>
4.5.3	Evidence is available that affected local	The certification unit has a formal	The certification unit has established a	<input type="checkbox"/> Conform

	<p>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 should be non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>b) Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>c) Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry</p>	<p>formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input checked="" type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	--

		out planting in the coming years and include these plantations in accordance with the time-bound plan.		
4.5.4	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>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.		
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to 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>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



		<p>included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process is being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>		
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator..	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of</p>	The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)

		<p>agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</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>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>

		<p>sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	
4.5.8 (C)	New lands are not acquired in areas inhabited by communities in voluntary isolation.	The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing,	The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity

		<p>and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>
--	--	---	---	--

**Criterion 4.6:**

Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

4.6.1 (C)	A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
-----------	--	--	--	---

		It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.		
4.6.2 (C)	A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process is being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>		
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of</p>	The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p>	<p>It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</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>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p> <p>This is an ongoing process, so no final agreements have been made.</p>	<p>bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	
--	--	---	---	--

**Criterion 4.7:**

Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of



rights, subject to their FPIC and negotiated agreements				
4.7.1 (C)	A mutually agreed procedure for identifying people entitled to compensation is in place.	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p> <p>This is an ongoing process, so no final agreements have been made.</p> <p>Additionally there is the Community Negotiation Procedure (code PR-GE-CR-1, version 01, dated 04/08/2025), aimed at clearly and objectively establishing the actions to be taken in the event of negotiation processes with communities or stakeholders linked to the project</p>		
4.7.2 (C)	A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.	The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free, Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p> <p>This is an ongoing process, so no final agreements have been made.</p> <p>Additionally there is the Community Negotiation Procedure (code PR-GE-</p>	<p>has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	
--	--	---	---	--

		CR-1, version 01, dated 04/08/2025), aimed at clearly and objectively establishing the actions to be taken in the event of negotiation processes with communities or stakeholders linked to the project.		
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	<p>The certification unit has a formal procedure for the negotiation of customary rights, identified with the code PR-ST-TS-4, edition 02, issued on 11/18/2023. This procedure establishes guidelines for identifying, recognizing, and respecting the customary rights of communities within the framework of its operations on the premises of Agroindustrial de Palma Aceitera S.A.</p> <p>The procedure includes a structured sequence of steps: social diagnosis, legal analysis, regulatory compliance verification, community socialization, negotiation and compensation, safety assessment, formalization of agreements, participatory mapping, and internal communication.</p> <p>In line with this framework, the company has acquired new land for palm development, which has been duly included in the Time Bound Plan.</p> <p>For these new developments, a Free,</p>	<p>The certification unit has established a formal procedure to guide the recognition and negotiation of customary rights with local communities. This procedure outlines steps such as community engagement, participatory mapping, agreement formalization, and internal communication. In line with this framework, the company has acquired land for future palm development, which has been incorporated into its time-bound plan. For these areas, a Free, Prior, and Informed Consent (FPIC) process is being implemented by an independent firm to ensure community participation before any planting begins. It is important to note that these lands are not yet cultivated and are not currently part of the certification scope.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>Prior, and Informed Consent (FPIC) process its being carried out by an specialized firm BioAP.</p> <p>It is important to clarify that these lands are not currently planted with oil palm and are not currently covered by the certificate. The certification unit is in the process of implementing FPIC to carry out planting in the coming years and include these plantations in accordance with the time-bound plan.</p> <p>This is an ongoing process, so no final agreements have been made.</p>		
<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.				
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	<p>During the document review and consultations, no land disputes or conflicts related to land use rights were identified.</p> <p>This verification was carried out by analyzing property titles (certificates of ownership), interviewing process leaders (Legal Coordinator), and conducting open consultations with external stakeholders, such as representatives of communities in the</p>	<p>During the document review process and consultations with internal and external stakeholders, no land disputes or conflicts related to land use rights were identified. The verification included an analysis of legal property documentation and interviews with representatives of the organization and communities in the area of influence.</p> <p>The organization has formal procedures</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>area of influence.</p> <p>In addition, the organization has formal mechanisms in place for managing potential territorial conflicts or disputes, including:</p> <ul style="list-style-type: none"> <li>· Customary Rights Negotiation Procedure (code PR-ST-TS-4, version 02, dated 11/18/2023), which aims to identify, recognize, and respect the customary rights of the communities present on the company's land. This procedure applies to communities located in the area of influence.</li> </ul> <p>Community Negotiation Procedure (code PR-GE-CR-1, version 01, dated 04/08/2025), aimed at clearly and objectively establishing the actions to be taken in the event of negotiation processes with communities or stakeholders linked to the project.</p>	<p>in place for managing potential territorial conflicts, aimed at recognizing customary rights and defining clear actions in negotiation processes with communities. These mechanisms strengthen the preventive approach and respect for collective rights within the framework of its operations.</p>	
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	During the document review and consultations, no land disputes or conflicts related to land use rights were identified. This verification was carried out by analyzing property titles (certificates of ownership), interviewing process leaders (Legal Coordinator), and conducting open consultations with	During the document review process and consultations with internal and external stakeholders, no land disputes or conflicts related to land use rights were identified. The verification included an analysis of legal property documentation and interviews with representatives of the organization and	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>appropriate conflict resolution mechanisms.</p>	<p>external stakeholders, such as representatives of communities in the area of influence.</p> <p>In addition, the organization has formal mechanisms in place for managing potential territorial conflicts or disputes, including:</p> <ul style="list-style-type: none"> <li>· Customary Rights Negotiation Procedure (code PR-ST-TS-4, version 02, dated 11/18/2023), which aims to identify, recognize, and respect the customary rights of the communities present on the company's properties. This procedure applies to communities located in the area of influence.</li> <li>· Community Negotiation Procedure (code PR-GE-CR-1, version 01, dated 04/08/2025), aimed at clearly and objectively establishing the actions to be taken in the event of negotiation processes with communities or stakeholders linked to the project.</li> </ul> <p>There is no evidence of the acquisition of other plantations by the Certification Unit.</p>	<p>communities in the area of influence.</p> <p>The organization has formal procedures in place for managing potential territorial conflicts, aimed at recognizing customary rights and defining clear actions in negotiation processes with communities. These mechanisms strengthen the preventive approach and respect for collective rights within the framework of its operations.</p> <p>There is no evidence of the acquisition of other plantations by the Certification Unit.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	--	---



4.8.3	<p>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).</p>	<p>It was found that the Certification Unit has documentation supporting ownership of the properties, including the history of tenure and legal use of the land.</p> <p>Among the validated documents are:</p> <ul style="list-style-type: none"> <li>· Certificates of Tradition, issued by the Public Registry Office, dated June 16, 2025, detailing the legal status of the property and the traceability of land tenure.</li> <li>· Registration resolutions before the Colombian Agricultural Institute (ICA), which certify the properties as oil palm production units.</li> </ul> <p>The above evidence shows that all areas of the company were acquired legally.</p> <p>Additionally, during the consultations carried out, there was no evidence of land disputes or conflicts related to the right to use the properties. This verification was carried out through interviews with process leaders (Legal Coordinator) and open consultations with external stakeholders, such as representatives of the communities in the area of influence.</p>	<p>It was verified that the Certification Unit has documentation supporting the legal ownership of the properties, including the history of tenure and authorized use of the land. Among the documents reviewed are official records detailing the legal status of the properties and certifying their status as agricultural production units.</p> <p>Furthermore, during the verification process, no territorial disputes or conflicts related to land use rights were identified. This conclusion is based on interviews with internal leaders of the legal process and open consultations with representatives of the communities in the area of influence.</p> <p>The evidence gathered confirms that all of the company's operational areas have been legally acquired and that there are no ongoing disputes regarding their tenure or use.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-------	--	--	---	--

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 involvement of affected parties (including neighbouring communities where applicable).	<p>No disputes or conflicts related to land tenure or use were identified. However, in accordance with the Customary Rights Negotiation Procedure (code PR-ST-TS-4, version 02, dated 11/18/2023), in the event of conflict situations, the full participation of the affected parties is guaranteed, who will be consulted in a formal and transparent manner.</p> <p>All areas of the unit are duly mapped, and the legal right to use the land has been documented.</p>	<p>It was verified that there are no disputes or conflicts related to land tenure or use in the organization's operational areas. All areas are properly mapped and have documentary evidence supporting legal rights of use.</p> <p>In addition, the organization has a formal procedure for managing customary rights, which establishes mechanisms for transparent participation and consultation in the event of conflicts with communities in the area of influence.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
-------	---	--	---	---

## Principle 5: Support Smallholder Inclusion

### Criterion 5.1:

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

5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
-------	--	--	--	---



5.1.2 (C)	Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.1.3 (C)	Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.1.4 (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.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)

5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.1.6 (C)	Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government).	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)

5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.1.9 (C)	The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
<b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains				
5.2.1	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.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)

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>PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.</p>	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production..	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
5.2.4 (C)	Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)

5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	Not applicable, not scheme or independent smallholders within the certification scope.	Not applicable, not scheme or independent smallholders within the certification scope.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
-------	--	--	--	---

## Principle 6: Respect Workers Rights and Conditions

### Criterion 6.1:

Any form of discrimination is prohibited.

6.1.1 (C)	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>Document "Sustainability Policy" code PO-GE-TS-1 version 03 dated 04-23-2025 is provided, which describes the ethical principles in social, environmental, and economic matters established by the organization, and applies to both the extraction plant and the plantations.</p> <p>This policy includes the Human Rights and Fair Treatment policy, which describes:</p> <p><i>"Agroindustrial de Palma Aceitera S.A. Colombia Branch embraces the United Nations International Declaration of Human Rights as its own and is committed to implementing the</i></p>	<p>The existence and dissemination of the organization's Sustainability Policy was verified, which establishes ethical principles in social, environmental, and economic matters, applicable to both the extraction plant and the plantations.</p> <p>This policy incorporates explicit commitments to human rights, dignified treatment, equality, and non-discrimination.</p> <p>The policy is published on internal information boards and available online, and has been disseminated through induction, reinduction, and periodic</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
-----------	--	---	--	---



		<p><i>necessary measures to guarantee and make known to its employees and stakeholders the right to equality and non-discrimination in any form based on political or religious orientation, gender, or nationality; the right to life; the right to decide freely and responsibly on their sexuality and reproduction; and the freedom and safety of workers."</i></p> <p>It was found that these policies are visibly posted on information boards within the extraction plant and plantations and are also available online through the organization's website (<a href="https://www.palmaceitera.com/sostenibilidad">https://www.palmaceitera.com/sostenibilidad</a>).</p> <p>It is evident that these policies have been disseminated through induction, reinduction, and annual training processes.</p> <p>The records of dissemination of the Sustainability Policy are validated, from a sample of 18 workers in both the extraction plant and the plantation, on the following dates: 03-12-2024, 10-24-2024, 10-29-2024, 01-22-2025, and 04-21-2025.</p>	<p>training processes.</p> <p>Records of dissemination to workers in different areas, on dates distributed between 2024 and 2025, were validated.</p>	
--	--	--	---	--



6.1.2 (C)	<p>Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees</p>	<p>During the audit, there was no evidence that members of local communities, including women, had been discriminated against by the Certification Unit.</p> <p>There is evidence that the organizations have hired workers (men and women) from local communities.</p> <p>Currently, there are no migrant workers in either the extraction plant or the plantations.</p> <p>This was validated by checking the updated lists of workers and interviewing a sample of 33 workers from both the industrial and agricultural areas.</p> <p>Additionally, during the document review, it was evident that the organization has formally documented procedures related to the Recruitment and Selection process (code PR-RH-AM-13, version 02, date 04/04/2025), whose objective is to guarantee the timely and efficient selection of the ideal candidate for each vacancy, in accordance with the established profile and the company's quality standards. To this end, strategies such as the</p>	<p>During the audit process, no evidence of discrimination against members of local communities, including women, was identified. It was verified that the organization has hired local personnel in industrial and agricultural areas, both men and women. Currently, there are no migrant workers.</p> <p>The information was validated by reviewing updated staff lists and interviewing a representative sample of workers.</p> <p>In addition, the existence of a formal recruitment and selection procedure was verified, aimed at ensuring transparent and efficient processes, with strategies for publicizing vacancies targeted at local communities. The use of open calls for applications as part of this approach was verified.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----------	---	--	---	--

		dissemination of vacancies to local communities through the presidents of the JACs are contemplated. The open call made to the communities on May 6, 2025, for the receipt of resumes was verified.		
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available	<p>During the document review, it was found that the organization has documents related to the Human Resources Management process that show that personnel selection, hiring, access to training, and promotion are based on the skills, abilities, qualities, and medical aptitude necessary for the positions, which are detailed below:</p> <ul style="list-style-type: none"> <li>Recruitment and Selection Procedure (code PR-RH-AM-13, version 02, date 04/04/2025): Its objective is to ensure the timely and efficient selection of the most suitable candidate for each vacancy, in accordance with the established profile and the company's quality standards. To this end, strategies such as internal calls for applications, external recruitment, and promotion processes are considered. The selection and hiring process was validated for the following positions: agricultural</li> </ul>	<p>During the document review, it was found that the organization has formally established procedures for human resources management, which ensure that the selection, hiring, training, and promotion processes are based on objective criteria such as the skills, abilities, competencies, and medical aptitude required for each position.</p> <p>Documents regulating recruitment, direct hiring, and internal promotion were validated, as well as job profiles detailing the required competencies. These procedures include strategies for open calls, internal mobility, and competitions, with evidence of their application in recent processes.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>assistant in May 2025, sustainability analyst in February 2025, and maintenance engineer in May 2025.</p> <ul style="list-style-type: none"> <li>· Staff Hiring Procedure (code PR-RH-AM-1, version 03, date 02/10/2025): Defines the logistics and requirements for the direct hiring of staff by the organization.</li> <li>· Staff Promotion Procedure (code PR-RH-AM-14, version 02, date 04/09/2025): Seeks to foster the professional development of employees through succession strategies, internal mobility, and competitions, promoting employability, satisfaction, and work commitment. The open call made to the communities on May 6, 2025, for the receipt of resumes was verified. It also establishes mechanisms to provide suitable candidates for vacant positions through internal competitions. The internal call for the position of mechanical leader and biogas plant operator was validated.</li> </ul> <p>Manual of functions or profile of each job within the organization, which details the competencies required for each position. The profiles of the following positions were validated: agricultural assistant,</p>		
--	--	--	--	--

		sustainability analyst, and maintenance engineer.		
6.1.4	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>The Personnel Recruitment and Selection Procedure (code PR-RH-AM-13, version effective as of 04/04/2025) establishes in section 4.3 the organizational policy on Occupational Medical Fitness Assessment, which indicates that all persons interested in joining the workforce must undergo a prior occupational medical examination performed by an external professional. The purpose of this assessment is to analyze the clinical results and determine the applicant's physical fitness in relation to the requirements of the position.</p> <p>The policy expressly states that pregnancy or HIV testing is not required as a condition for participation in selection, hiring, or employment processes.</p> <p>Compliance with this provision was corroborated through interviews with a sample of 33 workers of both sexes, who confirmed that pregnancy tests are not performed as part of the hiring process.</p>	<p>The organization has a formal policy regulating occupational medical assessments as part of the personnel selection process, establishing that all interested persons must undergo a prior medical examination, carried out by external personnel, in order to determine their physical fitness in accordance with the job profile.</p> <p>It is confirmed that pregnancy and HIV testing are not required as a condition of employment and that, in the event of pregnancy, female employees are relocated according to occupational health and safety criteria.</p> <p>Likewise, the existence of a fully equipped breastfeeding room was verified, designed to support breastfeeding employees by providing adequate conditions for the extraction and storage of breast milk.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>In addition, it was found that, in the event of pregnancy, female workers are preventively relocated in accordance with the occupational risk assessment.</p> <p>Furthermore, it was found that the organization has a properly equipped breastfeeding room, designed to facilitate the extraction and storage of breast milk by breastfeeding workers.</p>		
6.1.5 (C)	A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	<p>The existence of the Minutes of the Establishment of the Workplace Coexistence and Gender Committee, dated September 11, 2023, and valid for two years, was verified. The committee is composed of 12 members: six representatives of the company, appointed by management, and six representatives of the workers, elected by open vote.</p> <p>The committee meets quarterly, and each meeting is documented in minutes that record the commitments made and the corresponding follow-up. The minutes of the meetings held on July 18, 2024, February 11, 2025, and April 9, 2025, were validated.</p> <p>During these sessions, issues relevant</p>	<p>The formal establishment of a joint committee on workplace coexistence and gender was verified, with equal representation between the company and workers, and a term of two years. The committee meets quarterly and documents its commitments through follow-up minutes.</p> <p>During the validated meetings, relevant issues of interest to women were addressed, including campaigns against abuse of women, adjustments for the use of the breastfeeding room, and awareness-raising actions on the importance of breastfeeding.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>to women were addressed, including:</p> <ul style="list-style-type: none"> <li>· Institutional campaigns on the prohibition of abuse against women.</li> <li>· Adaptation and promotion of the use of the breastfeeding room for working mothers.</li> </ul> <p>Awareness-raising actions on the importance of breastfeeding.</p>		
6.1.6	There is evidence of equal pay for the same work scope	<p>By reviewing the payment receipts for tasks performed in the cultivation area and industrial activities, it was evident that workers receive fair working conditions in terms of basic salary and remuneration table (applicable to workers with variable salaries), according to the activity performed.</p> <p>Pay slips for workers with fixed salaries include:</p> <ul style="list-style-type: none"> <li>· Amount corresponding to the base salary.</li> <li>· Details of deductions applied for various items.</li> </ul> <p>Pay slips for workers with variable salaries record:</p> <ul style="list-style-type: none"> <li>· Code and name of the activity performed, amount executed,</li> </ul>	<p>It was verified that the organization applies fair working conditions in terms of remuneration, both in the agricultural and industrial areas. Workers receive payments according to the type of contract and the activity performed, either under a fixed or variable salary scheme.</p> <p>The pay slips reviewed reflect transparency in the settlement, including basic values, discounts applied, activities performed, overtime, and corresponding amounts. The review showed that, for the same task, the same remuneration value is applied without distinction between operational positions.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>and amount paid.</p> <ul style="list-style-type: none"> <li>Number of overtime hours (when applicable) and the respective amount paid.</li> </ul> <p>Pay slips for January and February 2025 were validated for workers in operational positions: plant operator, agricultural assistant, and gatekeeper assistant, showing that the same remuneration value is applied for the same task performed.</p>		
<b>Criterion 6.2:</b> 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)				
6.2.1 (C)	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand.	<p>There are documents that prove and guarantee respect for workers' remuneration and working conditions, including:</p> <ul style="list-style-type: none"> <li>Employment contracts signed by both parties, specifying the position to be held, working hours, agreed remuneration, payment frequency, employer and employee obligations, contract duration, and other relevant aspects. Workers receive a copy of the employment contract.</li> <li>Payroll documents detailing the amounts accrued and deductions</li> </ul>	<p>The existence of documentation supporting compliance with working conditions and respect for workers' remuneration was verified. Among the main supporting documents are:</p> <ul style="list-style-type: none"> <li>Formalized employment contracts delivered to workers, with clear specifications regarding duties, working hours, remuneration, obligations, and contract duration.</li> <li>Payroll documents issued periodically, detailing income and deductions, and delivered to all workers at each pay cycle.</li> </ul>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>applied in each payment period. These documents are provided to all employees during each payroll period.</p> <p>Payment receipts for workers with fixed salaries include detailed information on:</p> <ul style="list-style-type: none"> <li>- Basic salary, overtime (when applicable), night shift premiums (when applicable), and other income, such as educational assistance.</li> <li>- Deductions applied, such as social security contributions, meals paid for by the employee, cooperative agreements (when applicable), among others.</li> <li>- Pay stubs for employees with variable salaries record the following items: <ul style="list-style-type: none"> <li>- Code and name of the activity performed, amount performed, and amount paid.</li> <li>- Number of overtime hours and night shift premiums (when applicable), along with the corresponding amount.</li> <li>- Deductions applied, such as social security contributions, meals paid for by the worker, cooperative agreements (when applicable),</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Payment receipts differentiated according to salary type (fixed or variable), with information on accrued items, deductions applied, and activities performed.</li> <li>- Social benefits and contributions to the comprehensive social security system duly registered and documented.</li> </ul> <p>The document review included contracts and pay slips for various operational and administrative positions, corresponding to the first months of 2025.</p>	
--	--	---	--	--



		<p>among others.</p> <p>The employment contracts and pay slips corresponding to the months of January and February 2025 were verified, associated with workers in the following positions:</p> <ul style="list-style-type: none"> <li>- Plant operator</li> <li>- Agricultural assistant</li> <li>- Gatekeeper assistant</li> <li>- Warehouse worker</li> <li>- Communication and Management Analyst</li> <li>- General Services Assistant</li> <li>- Production Manager</li> </ul>		
6.2.2 (C)	<p>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</p>	<p>Documents regarding remuneration and working conditions have not been explained and documented to workers in language they understand.</p> <p>Upon review of the documentation on remuneration and employment contracts for workers, as follows:</p> <ul style="list-style-type: none"> <li>· Agricultural assistant – Evacuator, the following documents were validated: <ul style="list-style-type: none"> <li>○ The worker receives a “pre-payroll” document prior to the</li> </ul> </li> </ul>	<p>Gaps were identified in the explanation and documentation of remuneration and working conditions, as the information provided is not clearly understood by workers due to inconsistencies and lack of clarity in the language used.</p> <p>Documentary review included records related to operational roles such as agricultural assistant and gatekeeper assistant. For the former, pre-payroll and pay slips contain technical data on harvested quantities and payment</p>	<p> <input type="checkbox"/> Conform  <input checked="" type="checkbox"/> Major Nonconformity  <input type="checkbox"/> Minor Nonconformity  <input type="checkbox"/> Opportunity for Improvement  <input type="checkbox"/> Not Applicable (justification required) </p>



		<p>payment of each biweekly payroll, detailing the number of bunches and total kilograms harvested.</p> <ul style="list-style-type: none"> <li>○ Every fortnight, the worker receives a pay slip detailing the quantities of fruit in tons, the amounts earned, and the concept of the earnings described by activity code in accordance with the average.</li> </ul> <p>The information contained in the reviewed documentation is neither consistent nor understandable to the workers, due to the lack of uniformity and precision in the content.</p> <ul style="list-style-type: none"> <li>· For the position of Gatekeeper Assistant, the following documents were validated: <ul style="list-style-type: none"> <li>○ <i>Employment Contract</i>: Clause four establishes the working day based on Article 164 of the Substantive Labor Code (CST), including a paragraph on Flexible Working Hours, indicating a 48-hour working week.</li> <li>○ <i>Other Yes Change of Position and Salary</i>: In its fourth</li> </ul> </li> </ul>	<p>concepts that are not easily understood by workers. For the latter, employment contracts and position/salary change documents do not clearly reflect the actual working hours applied.</p> <p>Evidence reviewed includes pre-payroll documents, pay slips, employment contracts, contractual amendments, and worker interviews.</p>	
--	--	---	--	--

		<p><i>additional clause Scope</i>, it states that: “The other provisions of the employment contract signed between the parties shall continue to govern it.”</p> <p>However, the aforementioned documents do not detail the specific changes in the working days and hours actually applied to workers in the position of Gatekeeper Assistant.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>· Pre-payroll documents</li> <li>· Proof of payment</li> <li>· Employment contracts</li> <li>· Other Yes Change of Position and Salary</li> </ul> <p>Interview with workers</p>		
6.2.3 (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	Compliance with regular working hours, deductions, overtime, sick leave, vacation, maternity leave, grounds for dismissal, and other labor requirements is evident, taking into account the existence of a document called the <i>Internal Work Regulations (RIT)</i> for both Agroindustrial de Palma Aceitera and Industrial Aceitera de Casanare, which states in Article 1: “ <i>These internal work regulations prescribed by the company</i>	Compliance with legal provisions related to working hours, leave, payments, deductions, and disciplinary procedures was verified, in accordance with the Internal Work Regulations (RIT) in force in the entities evaluated.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p><i>are binding on both the company and all its employees. These regulations form part of the individual employment contracts entered into or to be entered into with all employees, unless otherwise stipulated, which, however, can only be favorable to the employee."</i></p> <p>The content of the RIT covers, among other aspects:</p> <ul style="list-style-type: none"> <li>· Working hours and probationary period</li> <li>· Payment of night shift and overtime premiums</li> <li>· Frequency of payroll payments</li> <li>· Percentage equivalence of paid and unpaid leave</li> <li>· Vacation period</li> <li>· Disciplinary procedures for dismissal</li> <li>· Scale of offenses and penalties (serious and minor)</li> <li>· Mechanisms for detecting and managing possible cases of workplace harassment</li> <li>· Work restrictions for minors and pregnant women.</li> </ul> <p>The verification was carried out by analyzing employment documents</p>	<p>The RIT covers key aspects such as:</p> <ul style="list-style-type: none"> <li>· Schedules, surcharges, and leave</li> <li>· Frequency of payments and percentage equivalents</li> <li>· Disciplinary procedures and penalty scales</li> <li>· Prevention of workplace harassment</li> <li>· Restrictions applicable to protected groups</li> </ul> <p>The verification was carried out through document review and interviews, confirming the existence of contracts, payroll receipts, payment records, and contributions to the social security system.</p> <p>The documents are written in Spanish and are sufficiently clear for workers to understand.</p>	
--	--	---	---	--

		<p>corresponding to a sample of 18 workers, including:</p> <ul style="list-style-type: none"> <li>· Employment contracts</li> <li>· Pay slips for January and February 2025</li> <li>· Payment of service bonuses for the year 2024</li> <li>· Records of overtime pay, night shift premiums, and maternity leave</li> <li>· Social Security contribution forms</li> </ul> <p>All documents are written in Spanish and are clear in content. Workers' understanding was confirmed through interviews with a sample of 33 employees.</p>		
6.2.4 (C)	<p>The unit of certification provides adequate housing, sanitation facilities, water supplies, 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 (5 years) is allowed to upgrade the infrastructure</p>	<p>Through visual inspection, it was found that the organization has five housing camps for employees from other regions of the country, located outside the plantation and extraction plant area. Currently, 996 agricultural workers and 140 industrial and administrative workers are housed there.</p> <p>The housing is in adequate condition, including:</p> <ul style="list-style-type: none"> <li>- Drinking water supply</li> <li>- Electricity</li> </ul>	<p>It was verified that the organization has adequate housing infrastructure for employees who reside outside the operational area. The facilities offer basic living conditions, such as access to drinking water, electricity, functional sanitary services, and furniture in good condition. The use of these spaces is restricted exclusively to affiliated personnel.</p> <p>Likewise, the availability of nursing offices operating during working hours was verified, staffed by auxiliary</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<ul style="list-style-type: none"> <li>- Functional sanitary facilities</li> <li>- Cement floors</li> <li>- Beds in good condition; however, the organization, through the collective agreement, is developing a project to replace the mattresses used by agricultural workers.</li> </ul> <p>It was verified that only workers from the organization reside in these camps.</p> <p>In addition, the organization has two nursing clinics open throughout the working day, staffed by nursing assistants. These facilities provide basic health services, and if specialized care is required, the worker is transferred to the nearest medical center, where they receive care through the Comprehensive Social Security System, to which all employees are affiliated.</p> <p>Finally, it is confirmed that the Certification Unit has not made any new infrastructure acquisitions during the period evaluated.</p>	<p>personnel with the capacity to provide basic health care. In cases requiring specialized care, patients are transferred to the nearest medical center, covered by the Comprehensive Social Security System.</p> <p>During the period evaluated, no acquisitions of new infrastructure by the Certification Unit were identified.</p>	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	It was found that the organization has institutional dining rooms for providing meals to workers.	It was verified that the organization has institutional cafeterias that provide meals to its workers in adequate	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



		<p>Through visual inspection, it was verified that these facilities are clean, sanitary, and orderly, and that they offer a menu structured according to the nutritional needs of employees in the agricultural, industrial, and administrative areas. This menu is designed by qualified personnel, using technical and nutritional criteria.</p> <p>The food service, which includes main meals, snacks, and beverages, is managed by a specialized contractor with extensive experience in the sector. This provider receives monthly advice from a nutritionist, who participates in defining and adjusting the menus. The operational team consists of a chef, cooks, kitchen assistants, and a storekeeper, all of whom have valid occupational certifications related to safe food handling.</p> <p>The organization has two food production centers, fully equipped with appliances such as griddles, stoves, and combi ovens, among others. In addition, it has four satellite centers, where food is transported in insulated containers</p>	<p>conditions of hygiene, health, and order. The menu is structured according to the nutritional needs of different occupational groups and is designed by qualified personnel.</p> <p>The service is managed by a specialized contractor, with regular nutritional monitoring and an operational team trained in safe food handling.</p> <p>The organization has fully equipped production centers, as well as satellite centers that receive food in insulated containers, ensuring its preservation and delivery hot.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	--	---

		designed to maintain temperature and hygienic conditions during transport. These centers offer a hot food service for direct delivery of food to workers.		
6.2.6	<p>A 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>PROCEDURAL NOTE: The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist</p>	<p>The existence of Excel templates named “AIPA Summary Table” and “2024 Fixed Summary Table” was evidenced, used to define the prevailing salary for the year 2024, applicable to both Agroindustrial de Palma Aceitera and Industrial Aceitera de Casanare.</p> <p>The tables include the determination of the prevailing wage for the following occupational groups:</p> <ul style="list-style-type: none"> <li>- Permanent staff in the plantation area</li> <li>- Key staff in the industrial area</li> <li>- Permanent staff in the industrial area</li> </ul> <p>A uniform calculation methodology was applied to all the above positions, taking into account the following components:</p> <ul style="list-style-type: none"> <li>· Average monthly wage</li> <li>· Food service (canteens)</li> <li>· Housing service (camps)</li> <li>· Medical clinic service (nursing offices).</li> <li>· Bonuses and allowances granted by the organization</li> </ul>	<p>The existence of structured templates was verified, consolidating the information used to define the prevailing salary for 2024, applicable to different occupational groups within Agroindustrial de Palma Aceitera and Industrial Aceitera de Casanare.</p> <p>The methodology used was uniform for all positions evaluated, considering components such as:</p> <ul style="list-style-type: none"> <li>- Average monthly salary</li> <li>- Food, housing, and basic medical care services</li> <li>- Bonuses and allowances granted</li> </ul> <p>As a result, average prevailing salary values were established, differentiated by occupational group.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		As a result, the following average prevailing wage values were established:			
		Group of Workers	Prevailing Wage for 2024 (COP)		
		Permanent workers in the plantation area	\$2.594.201		
		Key workers in the industrial area	\$2.353.454		
		Permanent workers in the industrial area	\$3.095.165		
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal	<p>The Agroindustrial de Palma Aceitera and Industrial Aceitera de Casanare organizations have temporary staff hired through the temporary employment agency <i>A Tiempo S.A.S.</i>, in accordance with the specific operational needs of each unit.</p> <p>Currently, the following are registered:</p> <ul style="list-style-type: none"> <li>· 28 temporary workers at Agroindustrial de Palma Aceitera, with the following justification: <ul style="list-style-type: none"> <li>○ 18 employees assigned to</li> </ul> </li> </ul>		<p>It was verified that the organizations have temporary staff hired through a temporary employment agency, based on specific operational requirements.</p> <p>Hiring is justified by needs such as:</p> <ul style="list-style-type: none"> <li>- Reinforcement in agricultural activities</li> <li>- Coverage of absences due to vacations and leave</li> </ul> <p>Handling increases in operational workload during production peaks.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>new planting tasks</p> <ul style="list-style-type: none"> <li>○ 10 employees required to cover absences due to vacations and maternity leave</li> </ul> <p>21 temporary workers at Industrial Aceitera de Casanare, hired to handle harvest peaks, which increase the operational load at the extraction plant.</p>		
<b>Criterion 6.3:</b> The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel				
6.3.1 (C)	A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented	<p>The company has a Sustainability Policy, Code PO-GE-TS-1 version 03, 04/23/2025, corresponding to the operation of oil palm cultivation, and a Sustainability Policy, Code PO-GE-01 version 04, 04/23/2025, corresponding to the company dedicated to palm oil extraction. In the section on Human Rights and Dignified Treatment, paragraph 5 establishes that it guarantees its employees the right to freedom of peaceful assembly and/or association under any form for their representation and negotiation.</p> <p>To date, the company has two unions, one for the industrial sector and the other for the agricultural sector.</p>	<p>The company has two Sustainability Policies—one for oil palm cultivation (Code PO-GE-TS-1, Version 03, dated 04/23/2025) and another for palm oil extraction (Code PO-GE-01, Version 04, dated 04/23/2025)—which include a commitment to Human Rights and Dignified Treatment. Paragraph 5 of both policies guarantees employees the right to freedom of peaceful assembly and association for representation and negotiation. This commitment is reflected in the existence of two active unions, one for the industrial sector and one for the agricultural sector. Interviews with worker representatives confirm that the policy is respected and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		Interviews with representatives of the workers from both groups show that the policy is implemented and respected.	effectively implemented.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request	<p>Collective Bargaining Agreements signed between the <i>Trade Union Association of Palm Industry Workers of Colombia – SINTRAPACOL</i> and the companies <i>Agroindustrial de Palma Aceitera</i> (signed on May 29, 2025, valid until May 30, 2028) and <i>Industrial Aceitera del Casanare S.A.</i> (signed on November 18, 2024, valid until November 18, 2028).</p> <p>According to the provisions of both documents, the parties (union and company representatives) must meet quarterly, either virtually or in person, to discuss issues related to working conditions and the well-being of workers. Minutes of meetings for January, February, March, April, and June 2025 are available, which mainly addressed issues related to food (protein content, night snacks) and the occupational well-being plan.</p> <p>Currently, a group of workers in the agricultural and industrial areas are</p>	<p>The existence of collective bargaining agreements in force between the organizations and a trade union association in the palm oil sector was verified, with clauses establishing quarterly meetings between union and business representatives to discuss issues related to working conditions and welfare. Minutes from several meetings held in the first half of 2025 are available, addressing issues such as food and welfare programs.</p> <p>Likewise, collective bargaining agreements signed with non-unionized workers were identified, also in force, which provide for monthly meetings between workers' representatives and organizations. The minutes reviewed reflect discussions on food and housing conditions.</p> <p>The active participation of workers in both collective representation mechanisms is confirmed.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>reported to be union members.</p> <p>In addition, there are collective bargaining agreements between non-unionized workers and the two companies, signed in July and December 2024, respectively, with a term of three years. Minutes of monthly meetings during 2025 are available, in which issues related to food and accommodation conditions in camps were discussed.</p> <p>To date, a significant number of workers in the agricultural and industrial sectors are covered by the collective agreement.</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>It is evident that the organization does not interfere with its workers' right to freedom of association, given that it has a policy of respect for freedom of association and internal work regulations, documents that are duly shared with the workforce and displayed in visible locations throughout the organization.</p> <p>Similarly, in interviews with workers, it was found that employers do not interfere with workers joining the</p>	<p>It was found that the organization respects its workers' right to freedom of association, in accordance with its internal policy and Internal Work Regulations, documents that have been duly shared with the workforce and are available in visible locations within the facilities.</p> <p>Likewise, interviews conducted with a representative sample of workers showed that there is no interference by the employer in the union membership</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		SINTRAPACOL union, with which a collective agreement has been signed. A sample of 33 workers was taken..	process. Employees stated that they were free to join the relevant union, with which the organization has a collective bargaining agreement in force.	
<b>Criterion 6.4:</b> Children are not employed or exploited.				
6.4.1	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>The company has a Sustainability Policy, Code PO-GE-TS-1 version 03, 04/23/2025, corresponding to the operation of oil palm cultivation, and a Sustainability Policy, Code PO-GE-01 version 04, 04/23/205, corresponding to the company dedicated to palm oil extraction. In the section on Dignified Treatment, paragraph 6 establishes the hiring of minors is prohibited in the company and its operations.</p> <p>This was confirmed during interviews with workers and stakeholder's consultation, the presence of kids was not evidenced at the company operations.</p>	The company has two Sustainability Policies—one for oil palm cultivation (Code PO-GE-TS-1, Version 03, dated 04/23/2025) and another for palm oil extraction (Code PO-GE-01, Version 04, dated 04/23/2025)—which include a clear prohibition on the hiring of minors, as stated in paragraph 6 of the section on Dignified Treatment. This commitment was verified through interviews with workers and stakeholder consultations, during which no presence of minors in company operations was reported, confirming compliance with the policy.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.4.2 (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>During the document review, it was found that the organization has procedures related to the Human Resources Management process, among which the following stand out:</p> <ul style="list-style-type: none"> <li>Recruitment and Selection Procedure (code PR-HR-AM-13,</li> </ul>	During the document review, it was found that the organization has formalized procedures in place for human resources management, which include explicit policies prohibiting the hiring of minors.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>version 02, date 04/04/2025)</p> <ul style="list-style-type: none"> <li>· Staff Hiring Procedure (code PR-RH-AM-1, version 03, date 02/10/2025)</li> </ul> <p>Both documents include a policy prohibiting the hiring of minors (under 18 years of age), as well as a list of documents required for employment, including a photocopy of the identity document, in order to verify compliance with the minimum age requirement.</p> <p>The employment records of a sample of 18 workers in various operational and administrative positions were verified, as detailed below:</p> <ul style="list-style-type: none"> <li>- Plant operator</li> <li>- Agricultural assistant</li> <li>- Gatekeeper assistant</li> <li>- Warehouse worker</li> <li>- Communications and management analyst</li> <li>- General services assistant</li> <li>- Production manager</li> </ul> <p>It was verified that all files include a copy of the identity document.</p> <p>In addition, through interviews with</p>	<p>These procedures also establish the documentary requirements for employment, including verification of compliance with the minimum age requirement (18 years).</p> <p>The employment records of a representative sample of workers in different operational and administrative positions were reviewed, confirming the existence of documentation supporting compliance with the minimum age policy.</p> <p>Additionally, through interviews with workers and community actors, it was corroborated that the organization does not employ minors, in line with its internal policies.</p>	
--	--	---	--	--

		workers and representatives of local communities, it was confirmed that the organization does not employ minors, in compliance with its internal policies.		
6.4.3 (C)	Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.	It was found that the Certification Unit does not employ minors, in compliance with the provisions of the operating procedures of the Human Resources Management process, which include an express prohibition on hiring workers under the age of 18. (For more details, see indicator 6.4.2).	It was found that the Certification Unit does not employ minors, in compliance with the provisions of the operating procedures of the Human Resources Management process, which include an express prohibition on hiring workers under the age of 18. (For more details, see indicator 6.4.2).	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.4.4	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>The Certification Unit has a <i>Sustainability Policy</i>, code PO-GE-TS-1 version 3 dated April 23, 2025, which includes "<i>The hiring of minors is prohibited in the company and its operations</i>".</p> <p>This policy is published on the company's website (<a href="https://www.palmaceitera.com/sostenibilidad">https://www.palmaceitera.com/sostenibilidad</a>) and on computer billboards and television screens located in different areas of the company. In addition, this policy has been communicated to the entire workforce through the induction, reinduction, and training processes, as well as to the local communities in the</p>	<p>It was verified that the Certification Unit has a Sustainability Policy that includes a prohibition on the hiring of minors in all its operations.</p> <p>This policy is formally documented, published in official media, and has been communicated to the workforce through induction, reinduction, and training processes. It has also been shared with communities in the area of influence, demonstrating its external dissemination.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		area of influence, as evidenced by the communication dated June 12, 2025.		
<b>Criterion 6.5:</b> Policies and procedures in place to protect workers' rights.				
6.5.1 (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>Document “<i>Sustainability Policy</i>” code PO-GE-TS-1 version 03 dated 04-23-2025 is provided, which describes the ethical principles in social, environmental, and economic matters established by the organization, applicable to both the extraction plant and the plantations.</p> <p>This policy includes the Human Rights and Dignified Treatment policy, which states:</p> <p><i>“Agroindustrial de Palma Aceitera S.A. Sucursal Colombia guarantees a decent wage and treatment for its workers and develops programs and actions to prevent and punish workplace and sexual harassment through coexistence and gender</i></p>	<p>The existence of an institutional policy establishing ethical principles in the social, environmental, and economic spheres, applicable to all of the organization's operations, was verified.</p> <p>This policy includes provisions on human rights, dignified treatment, prevention of workplace and sexual harassment, and protection of the physical and mental integrity of workers.</p> <p>The policy is published in physical and digital media and has been disseminated through induction, reinduction, and periodic training processes.</p> <p>Records of dissemination carried out at</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)





		<p><i>committees, as well as to avoid any type of work that exceeds the physical or mental capacity of workers.”</i></p> <p>It was found that these policies are visibly posted on information boards and television screens within the extraction plant and plantations, and are also available online through the organization's website (<a href="https://www.palmaceitera.com/sostenibilidad">https://www.palmaceitera.com/sostenibilidad</a>).</p> <p>There is evidence that these policies have been disseminated through induction, reinduction, and annual training processes.</p> <p>The records of dissemination of the Sustainability Policy were validated from a sample of 18 workers in both the extraction plant and the plantation, on the following dates: March 12, 2024, October 24, 2024, October 29, 2024, January 22, 2025, and April 21, 2025.</p> <p>Likewise, the existence of the Minutes of the Formation of the Workplace Coexistence and Gender Committee was verified, dated September 11, 2023, and valid for two years, whose</p>	<p>different times during the period evaluated were validated.</p> <p>Likewise, the formal formation of the Workplace Coexistence and Gender Committee was verified, with equal representation between the company and workers.</p> <p>The committee meets quarterly and documents its meetings through minutes that record commitments, follow-up, and closure of reported cases. Evidence was found of awareness-raising sessions on the role of the committee and its channels of communication with the workforce.</p>	
--	--	---	--	--

		<p>objective is to promote a healthy, respectful, and harassment-free work environment, in accordance with the provisions of Colombian law.</p> <p>The committee is made up of 12 members: six representatives of the company, appointed by management, and six representatives of the workers, elected by open vote.</p> <p>Attendance records dated May 22, 2025, correspond to the socialization session aimed at the workforce, in which the names of the employee representatives to the Workplace Coexistence Committee were presented, the committee's objective was explained, and the communication mechanisms available to facilitate contact and participation by employees in this space were disclosed.</p> <p>The committee meets quarterly, and each meeting is documented in minutes that record the commitments made and the corresponding follow-up. The minutes of the sessions held on July 18, 2024, February 11, 2025, and April 9, 2025, were validated, recording the analysis, follow-</p>		
--	--	---	--	--

		up, and closure of possible cases of harassment reported by workers.		
6.5.2 (C)	A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce	<p>Document “<i>Sustainability Policy</i>” code PO-GE-TS-1 version 03 dated 04-23-2025 is provided, which describes the ethical principles in social, environmental, and economic matters established by the organization, applicable to both the extraction plant and the plantations.</p> <p>This policy includes the Human Rights and Dignified Treatment policy, which states: “<i>Agroindustrial de Palma Aceitera S.A. Sucursal Colombia embraces the United Nations International Declaration of Human Rights as its own and is committed to implementing the necessary measures to guarantee the right to decide freely and responsibly on one's sexuality and reproduction</i>”.</p> <p>It was found that these policies are visibly posted on information boards and television screens within the extraction plant and plantations, and are also available online through the</p>	<p>The existence of an organizational policy establishing ethical principles in the social, environmental, and economic spheres, applicable to all of the organization's operations, was verified.</p> <p>This policy includes provisions on human rights, dignified treatment, equality, non-discrimination, and freedom of choice in reproductive matters.</p> <p>The policy is published in physical and digital media and has been disseminated to the workforce through induction, reinduction, and periodic training processes.</p> <p>Records of dissemination at different times during the evaluation period were validated.</p> <p>The organization has a Workplace Coexistence and Gender Committee,</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>organization's website (<a href="https://www.palmaceitera.com/sostenibilidad">https://www.palmaceitera.com/sostenibilidad</a>).</p> <p>It is evident that these policies have been disseminated through induction, reinduction, and annual training processes.</p> <p>The records of dissemination of the Sustainability Policy are validated, based on a sample of 18 workers in both the extraction plant and the plantation, on the following dates: 03-12-2024, 10-24-2024, 10-29-2024, 01-22-2025, and 04-21-2025.</p> <p>In addition, the organization has a Workplace Coexistence and Gender Committee, which is responsible, among other things, for monitoring compliance with the policy.</p> <p>The committee meets quarterly, and each meeting is documented in minutes that record the commitments made and the corresponding follow-up. The minutes of the meetings held on July 18, 2024, February 11, 2025, and April 9, 2025, were validated.</p> <p>During these sessions, issues relevant</p>	<p>which is responsible for monitoring compliance with the policy.</p> <p>This committee meets quarterly and documents its meetings through minutes that record commitments and follow-up on relevant issues, especially those related to the protection of women's rights, such as campaigns against abuse, promotion of the use of the lactation room, and awareness-raising actions on maternity.</p> <p>Compliance with these provisions was corroborated through interviews with workers, who confirmed their effective application by the Certification Unit.</p> <p>The existence of an equipped breastfeeding room was also verified, designed to facilitate the extraction and storage of breast milk by breastfeeding workers, as well as preventive relocation in cases of pregnancy in accordance with the occupational risk assessment.</p>	
--	--	---	--	--

		<p>to women were addressed, including:</p> <ul style="list-style-type: none"> <li>• Institutional campaigns on the prohibition of abuse against women.</li> <li>• Adaptation and promotion of the use of the breastfeeding room for working mothers.</li> <li>• Awareness-raising actions on the importance of breastfeeding.</li> </ul> <p>Compliance with this provision was corroborated through interviews with a sample of 33 workers of both sexes, who confirmed that this policy is respected and complied with by the organizations. Additionally, in the event of pregnancy, female workers are preventively relocated in accordance with the occupational risk assessment.</p> <p>Furthermore, it was found that the organization has a properly equipped breastfeeding room designed to facilitate the extraction and storage of breast milk by breastfeeding workers.</p>		
6.5.3	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	The Certification Unit conducted an internal consultation using a digital form on October 18, 19, and 21, 2024, targeting 23 female workers from different operational and administrative	The Certification Unit conducted an internal consultation with female employees from various areas, with the aim of identifying the specific needs of pregnant and breastfeeding women in	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement

		<p>areas (nursery, human resources, general services, occupational well-being, nursing, occupational health and safety, among others). Two pregnant women participated in the sample, and none were breastfeeding. The objective was to identify the main needs of pregnant and breastfeeding mothers in the workplace, among other aspects related to well-being.</p> <p>As a result, a meeting was held on January 22, 2025, with the participation of general, plantation, and human resources management, in which the proposals received were analyzed and the following measures were agreed upon:</p> <ul style="list-style-type: none"> <li>· Grant paid leave for pregnant and breastfeeding women to attend medical appointments</li> <li>· Standardize the work week from Monday to Friday, excluding work on Saturdays</li> <li>· Implement remote work one month before delivery for administrative staff and preventive relocation for operational staff</li> <li>· Provide adequate work clothes</li> </ul>	<p>the workplace.</p> <p>Based on the results, an inter-managerial meeting was held to define measures aimed at the well-being and protection of this population group, such as:</p> <ul style="list-style-type: none"> <li>· Granting paid leave for medical appointments</li> <li>· Adjusting working hours to exclude work on Saturdays</li> <li>· Implementing remote work prior to childbirth and preventive relocation</li> <li>· Providing work clothes appropriate for pregnancy.</li> </ul> <p>These actions were shared with female employees through the Workplace Coexistence and Gender Committee.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	---

		for pregnant women.		
		These initiatives were shared with all female workers through the representatives of the Workplace Coexistence and Gender Committee.		
6.5.4	Grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.	<p>It was found that the Certification Unit has a Procedure for Petitions, Complaints, Claims, and Suggestions (PQRS), identified with the code PR-AM-TS-1, version 05, dated March 4, 2025. Its objective is to establish a tool that allows for a timely and confidential response to requests made by stakeholders linked to agricultural and oil extraction operations, including the workforce.</p> <p>The procedure allows for PQRS to be submitted in person or anonymously, guaranteeing the right to confidentiality. In anonymous cases, responses are communicated through information boards, internal WhatsApp channels, or the institutional website, as appropriate.</p> <p>The policy has been shared with the entire workforce through induction,</p>	<p>It was verified that the Certification Unit has a formal procedure for managing Petitions, Complaints, Claims, and Suggestions (PQRS), aimed at ensuring timely and confidential attention to stakeholders, including the workforce.</p> <p>The procedure allows PQRS to be submitted in person or anonymously, ensuring confidentiality in the handling of information. Responses to anonymous requests are communicated through internal channels such as information boards, corporate WhatsApp, or the institutional website.</p> <p>The policy has been disseminated through induction, reinduction, and training processes, and is complemented by an explanatory video available on the institutional website.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>reinduction, and periodic training processes. In addition, an explanatory institutional video is available on the website <a href="http://www.palmaceitera.com/pqrs">www.palmaceitera.com/pqrs</a>, detailing the channels available for submitting PQRS, such as:</p> <ul style="list-style-type: none"> <li>· Physical mailboxes (10 located at strategic points on the plantation and extraction plant)</li> <li>· Institutional website</li> <li>· Personal attention</li> <li>· Telephone line</li> <li>· QR code</li> <li>· Email</li> </ul> <p>An Excel file was found documenting the PQRS received, including type (internal or external), location, date, means of receipt, name or anonymity, detailed description, actions taken, and date of response.</p> <p>During 2024, 119 Requests, Complaints, Claims, Applications (RCCA) were received, of which 22 were submitted by workers, including 12 anonymously through the website. It was verified that all requests were processed and responded to within the established time frame, which was no</p>	<p>There are multiple channels for receiving requests, including physical mailboxes, digital media, and direct customer service.</p> <p>There was evidence of systematic recording of PQRS received, with traceability for each case. During the year evaluated, all requests were handled within the time frame established by the procedure.</p>	
--	--	--	--	--





		more than 60 business days.		
--	--	-----------------------------	--	--

**Criterion 6.6:**

Work is voluntary and specific labor policy and procedures are implemented.

6.6.1 (C)	<p>All work is voluntary and following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports</li> <li>• Payment of recruitment fees</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul>	<p>The document entitled “Sustainability Policy,” code PO-GE-TS-1, version 03, dated April 23, 2025, was presented, establishing ethical principles in social, environmental, and economic matters applicable to both the extraction plant and the plantations.</p> <p>This policy incorporates the component of Human Rights and Dignified Treatment, which establishes, among other aspects:</p> <ul style="list-style-type: none"> <li>• Prohibition of hiring minors</li> <li>• Equal treatment and working conditions for migrant workers</li> <li>• Prohibition of forced labor and improper labor practices, such as: <ul style="list-style-type: none"> <li>- Retention of identity documents, passports, or bank cards</li> <li>- Charging of hiring fees</li> <li>- Replacement of the original contract</li> <li>- Imposition of involuntary overtime</li> <li>- Restriction on the worker's freedom to resign</li> <li>- Penalties for termination of the</li> </ul> </li> </ul>	<p>The existence of an institutional policy establishing ethical principles in the social, environmental, and economic spheres, applicable to all of the organization's operations, was verified.</p> <p>This policy includes provisions on human rights, dignified treatment, equal conditions for migrant workers, and the prohibition of improper labor practices such as forced labor, withholding of documents, and the imposition of involuntary overtime, among others.</p> <p>During interviews with the Human Resources Management area and the review of personnel files, no evidence of the prohibited conduct described in the policy was identified.</p> <p>It was found that the employment processes are carried out in accordance with established procedures, especially in the case of transmigrant workers.</p> <p>The workers interviewed confirmed that they work voluntarily, without</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----------	--	--	---	--



		<p>employment relationship</p> <ul style="list-style-type: none"> <li>- Debt bondage</li> <li>- Withholding of wages</li> </ul> <p>During interviews with the Human Resources Management department and random reviews of personnel files, no evidence of the prohibited conduct mentioned in the policy was identified.</p> <p>It was found that a significant percentage of workers are migrant workers from other regions of the country, and that their recruitment, selection, and hiring processes are carried out in accordance with documented procedures.</p> <p>Through interviews, workers confirmed that they work voluntarily, without restrictions, and that they receive benefits in accordance with current legislation.</p>	<p>restrictions, and that they receive benefits in accordance with current regulations.</p>	
6.6.2 (C)	Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented	<p>During the document review, it was found that the organization has procedures in place for Recruitment and Selection (code PR-RH-AM-13, version 02, dated 04/04/2025) and Staff Hiring (code PR-RH-AM-1, version 03, dated 10/02/2025), which include specific provisions for the hiring of migrant workers. However, at the</p>	<p>It was verified that the organization has formalized procedures for recruiting and hiring personnel, which include specific provisions for hiring migrant workers. However, at the time of the audit, there were no migrant workers on the payroll.</p> <p>In addition, it was found that the affiliated</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>time of the evaluation, the Certification Unit did not have any migrant personnel on record.</p> <p>For their part, the organizations Agroindustrial de Palma Aceitera and Industrial Aceitera de Casanare have temporary personnel hired through the temporary employment agency A Tiempo S.A.S., in accordance with the operational needs of each unit. These workers are hired under the procedures established by the contractor, which are verified by the Certification Unit to ensure regulatory compliance and traceability of the process.</p>	<p>organizations have temporary staff hired through a temporary employment agency, in accordance with their operational needs. The hiring of this staff is carried out under procedures defined by the contractor, which are reviewed by the Certification Unit to ensure regulatory compliance and traceability of the process.</p>	
--	--	--	--	--

**Criterion 6.7:**

Appropriate health and safety measures are in place.

6.7.1 (C)	<p>The responsible person(s) for H&amp;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>The company has two occupational health and safety professionals responsible for the occupational health and safety management system on plantations and at the mill. These individuals have official training:</p> <ul style="list-style-type: none"> <li>-Occupational health and safety analyst for the mill, license 299 of 2021.</li> <li>-Head of occupational health and safety for plantations, license 01125 of 2015.</li> </ul> <p>Two occupational health and safety committees (COPASST) have been formed, one for plantations and one for the mill. There is evidence that these committees meet monthly and keep minutes of these meetings. In addition, there is an annual work schedule.</p> <p>The plantation health and safety committee is made up of representatives from the five plantations, who were elected through a vote in which the workers participated. Evidence of the election process and the formation of the committee is kept:</p> <ul style="list-style-type: none"> <li>-Ballots with nominated candidates (without code)</li> <li>-There is a record of the opening of the</li> </ul>	<p>The company has two professionals trained in occupational health and safety who are responsible for implementing and monitoring the management system in the plantation and mill areas. Both professionals hold valid official licenses.</p> <p>Two joint occupational health and safety committees (COPASST) have been formed, one for each operating unit. These committees are made up of representatives of the workers and the certification unit, elected by free vote. The election and formation process is duly documented.</p> <p>The committees meet monthly to discuss issues related to occupational safety, unsafe acts, hazardous conditions, and workplace accidents. The meetings are recorded in minutes, and the corrective or preventive actions resulting from these discussions are documented and implemented.</p> <p>The actions implemented by the committees include training, improvements in signage, infrastructure adjustments, acquisition of protective equipment, and specific procedures for</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----------	---	--	---	--



		<p>committee vote "Opening of elections - COPASST-CCL" (code: FO-RH-SS-11 edition: 01 update date 01/31/2022) held on 04/18/2024</p> <p>-There is a record of the closing of voting "Closing of COPASST – CCL Election Voting" (code: FO-RH-SS-12 edition 01 update date: 01/31/2022) held on 04/18/2024.</p> <p>-There is a document entitled "Voting Results" (no code).</p> <p>-There is a record of the formation of the health and safety committee entitled "Formation of COPASST -CCL" (code: FO-RH-SS-13 edition: 01 update date: 01/31/2022) held on 04/29/2024.</p> <p>-The committee was made up of 6 worker representatives (3 main and 3 alternate) and 6 representatives from the certification unit (3 main and 3 alternate).</p> <p>The mill's H&amp;S committee was formed by representatives of the workers and the certification unit through free voting by all workers:</p> <p>-Ballots with nominated candidates (without code)</p> <p>-There is a record of the opening of the committee voting "Opening of elections - COPASST-CCL" (code: FO-RH-SS-11</p>	work in special conditions.	
--	--	--	-----------------------------	--

		<p>edition: 01 update date 04/31/2022) held on 04/18/2024</p> <p>-There is a record of the closing of voting "Closing of COPASST - CCL Election Voting" (code: FO-RH-SS-12 edition 01 update date: 01/31/2022) held on 04/18/2024.</p> <p>-There is a document entitled "Voting Results" (no code).</p> <p>-There is a record of the formation of the health and safety committee entitled "Formation of COPASST -CCL" (code: FO-RH-SS-13 edition: 01 update date: 01/31/2022) held on 04/29/2024.</p> <p>-The committee was made up of 6 worker representatives (3 main and 3 alternate) and 6 representatives from the certification unit (3 main and 3 alternate).</p> <p>Both committees meet monthly and discuss issues related to occupational health and safety.</p> <p>Plantations:</p> <p>- Minutes of the meetings held are available in the document "Minutes of the meeting" (code: FO-SG-AM-39 edition: 02 update date 12/10/2022) minutes #1 date: 05/23/2024, minutes #2: 06/19/2024, minutes #7: 11/21/2024, minutes #8 12/11/2024.</p>		
--	--	---	--	--

		<p>These meetings address concerns related to workplace accidents, unsafe acts, and unsafe conditions in the facilities and in the fields.</p> <p>-All concerns raised during the committee's monthly meetings are recorded in the minutes, as are the actions taken.</p> <p>- All actions taken are recorded in the document "Closure of findings of the joint occupational health and safety committee" (code: FO-RH-SS-56 edition 01 update date: 03/18/2025), for example:</p> <ul style="list-style-type: none"> <li>- Road safety training: 07/31/2024</li> <li>- Installation of reflective tape on FFB collection boxes: 08/26/2024.</li> <li>- Training on accident reporting code: 11/29/2024</li> <li>- Safety signs on cable tracks: 11/21/2024</li> <li>-Purchase of protective cover for pollination tool: January 23, 2025.</li> <li>-Install speed bumps on internal plantation roads: March 19, 2025.</li> <li>-Establish safety procedure for night work: May 26, 2025.</li> </ul> <p>Mill</p> <p>-There is a record of the opening of the</p>		
--	--	--	--	--



		<p>committee vote “Opening of the election of committee members” (code: FO-SST-2 edition: 02 update date 02/06/2022) held on 04/15/2024</p> <p>-There is a record of the closing of voting “Minutes of the Closing of the Election of Committee Members” (code: FO-SST-3 edition 02 update date: 02/06/2022) held on 04/15/2024.</p> <p>-There is a document entitled “Voting Results” (no code).</p> <p>-There is a record of the formation of the health and safety committee entitled “COPASST Formation Record” (code: FO-SST-4 edition: 02 update date: 10/18/2022) carried out on 04/15/2024.</p> <p>- The committee is made up of 4 worker representatives (2 main and 2 alternate) and 4 representatives from the certification unit (2 main and 2 alternate).</p> <p>- Meeting minutes are available: “Meeting Minutes” (code: FO-AD-1 edition: 03 update date: 02/22/2023) minutes #70: 01/30/2024, minutes #71: 02/27/2024, minutes #86: 01/29/2025, minutes #88: 03/28/2025.</p> <p>These meetings address concerns related to workplace accidents, unsafe acts, and unsafe conditions in the</p>		
--	--	---	--	--

		<p>facilities.</p> <ul style="list-style-type: none"> <li>-All concerns raised during the committee's monthly meetings are recorded in the minutes, as are the actions taken.</li> <li>- All actions taken are recorded in the document "COPASST Accountability Report 2024-2026" (no code), for example: <ul style="list-style-type: none"> <li>-Installation of smoke extractors in the PKO plant.</li> <li>-Replacement of ladders.</li> <li>- Speech therapy examination.</li> <li>- Activation of the wasp control plan.</li> <li>- Competency training for boiler operators.</li> <li>- Start periodic inspection of equipment.</li> <li>- Adaptation of the safety handle of the tool used in boilers to prevent accidents.</li> <li>- Installation of hazard signs.</li> <li>- Work accident investigation report.</li> </ul> </li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- H&amp;S professional license #299 of 2021.</li> <li>- H&amp;S professional license #01125 of 2015.</li> <li>- "Opening of elections – COPASST-CCL" (code: FO-RH-SS-11 edition: 01</li> </ul>		
--	--	--	--	--

		<p>update date 01/31/2022)</p> <ul style="list-style-type: none"> <li>- “Closing of COPASST – CCL Election Voting” (code: FO-RH-SS-12 edition 01 update date: 01/31/2022)</li> <li>- “Formation of COPASST -CCL” (code: FO-RH-SS-13 edition: 01 update date: 01/31/2022).</li> <li>- “Opening of committee member election” (code: FO-SST-2 edition: 02 update date 02/06/2022)</li> <li>- “Minutes of the closing of the election of committee members” (code: FO-SST-3 edition 02 update date: 02/06/2022) held on 04/15/2024.</li> <li>- “Voting results” (no code)</li> <li>- “Minutes of the Formation of the COPASST” (code: FO-SST-4 edition: 02 update date: 10/18/2022)</li> </ul>		
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 appropriate language of the workforce. 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</p>	<p>The certification unit has defined and implemented specific emergency plans for its facilities. For plantations, there is the document “Emergency Plan” (code: PL-RH-SS-2, version 04, date: 06/08/2025), and for the mill, the document “Emergency Plan” (code: PL-SST-3, version 08, date: 15/05/2025), both of which are aligned with the legal</p>	<p>The certification unit has implemented specific emergency plans for its facilities, both on plantations and at the industrial plant. These plans are aligned with current legal requirements and consider the risks identified in each operating environment.</p> <p>As part of the implementation, emergency brigades have been formed</p>	<p> <input type="checkbox"/> Conform  <input type="checkbox"/> Major Nonconformity  <input checked="" type="checkbox"/> Minor Nonconformity  <input type="checkbox"/> Opportunity for Improvement  <input type="checkbox"/> Not Applicable (justification required) </p>

	<p>kept and periodically reviewed.</p>	<p>requirements and risks identified at each facility.</p> <p>In compliance with these plans, emergency brigades have been formed in both the plantations and the mill, in accordance with the document “Minutes of Formation of Emergency Brigades” (code: FO-SST-16, version 02). The mill brigade was formed on 08/13/2025 and is made up of 45 people, while the plantation brigade was formed on 04/15/2025 with 61 members. These brigades are responsible for responding to fires, evacuations, rescues, first aid, and other operational emergencies.</p> <p>The members of the brigades have received specific training through their participation in the course “Comprehensive Emergency Brigade Training”, taught by the company Rescate Profesional S.A.S. in March 2025, which guarantees the technical preparation of emergency response personnel.</p> <p>As part of the preventive measures, annual emergency drills are conducted. The most recent exercises were carried out on the plantations on 12/27/2024 and at the mill on 10/08/2024, with the active participation of personnel and evaluation of response times, roles, and</p>	<p>in both units, made up of personnel trained in firefighting, evacuations, rescues, and first aid. The training was provided by a specialized entity, ensuring the technical preparedness of the response team.</p> <p>Annual drills are conducted to assess the effectiveness of the plans and the response capacity of the personnel. In addition, the availability of first aid kits and fire extinguishers, adequately distributed throughout the facilities, was verified.</p> <p>Workplace accidents are managed in accordance with internal procedures, including official notification and investigation by the joint occupational health and safety committee.</p> <p>However, opportunities for improvement were identified in the application of emergency procedures, such as the malfunctioning of the alarm system and the ambulance at the extraction plant, as well as the need for inspections by competent entities.</p>	
--	--	---	--	--

		<p>equipment performance.</p> <p>During the audit, the availability of first aid kits was evident in all the plantations audited, as well as in the mill facilities. The presence of fire extinguishers in the fields, adequately distributed, was also observed.</p> <p>Workplace accidents are duly reported and investigated by the Joint Committee on Occupational Safety and Health (COPASST). The traceability of one of the recorded cases was verified: accident number 492984439, which occurred on 05/30/2025 and was reported using the official accident report form (file number 202501001047120). The case was investigated on the same day as the event, in accordance with internal procedures.</p> <p><b>NC 2025-6</b></p> <p>There was evidence of failures in the implementation of emergency procedures.</p> <p>The company has an “Emergency Plan” procedure (code: PL-SST-3 edition: 08 update date: 05/15/2025) which</p>		
--	--	--	--	--

		<p>establishes that there must be an alarm system that must be inspected annually and must be in proper working order. It also establishes primary care for workplace accidents and the transfer of injured people by ambulance. However, it was found that the alarm system at the extraction plant has been out of service since 2024, as has the ambulance. Furthermore, the fire protection system inspection carried out on 07/17/2024 was not performed by the fire department.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- "Emergency Plan" (code: PL-SST-3 edition: 08 update date: May 15, 2025).</li> <li>-Inspection of facilities.</li> <li>-Interviews with workers.</li> <li>-Interviews with nursing staff.</li> </ul>		
6.7.3 (C)	Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land	Two personal protection equipment matrices have been defined for the workers, "Personal Protective Equipment Matrix" (code: MZ-RH-SS-10 edition: 03 update date: 12/31/2024) which identifies all PPE required for	The organization has defined specific personal protective equipment matrices for activities carried out on plantations and in industrial plants. These matrices detail the PPE required for each type of task, ensuring worker safety against	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement

	<p>preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p>	<p>plantation activities, and the document “Personal Protective Equipment Matrix” (code: MZ-SST-4 edition 07 update date: 03/20/2025) identifies all PPE required for mill activities. For example:</p> <p>Activity: FFB cutting PPE: safety helmet, mesh goggles, gloves, cut-resistant gloves, boots, pants, and long-sleeved shirt.</p> <p>Activity: FFB evacuation PPE: safety helmet, gloves, and boots.</p> <p>Activity: Pesticide application: PPE: goggles, nitrile gloves, half-face mask, respirator cartridge for gases, vapors, and particulate matter, boots, application suit.</p> <p>Activity: Mechanical weed control PPE: helmet and adaptable visor, dark glasses, gloves, ear protection with ear muffs or ear plugs, boots, high shin guards, scythe harness, pants, and long-sleeved shirt.</p> <p>Activity: FFB reception PPE: Gloves, boots, long-sleeved shirt and pants, goggles, and helmet.</p> <p>Activity: Boiler operator PPE: Helmet, goggles, hearing protection, high-temperature gloves,</p>	<p>operational risks.</p> <p>The equipment defined includes helmets, goggles, gloves, boots, protective clothing, masks, hearing protectors, and other specialized items depending on the activity. Workers who handle pesticides have access to adequate facilities for washing PPE, showers, and lockers, available throughout the year at no cost.</p> <p>All PPE is provided to workers free of charge, and deliveries are formally recorded. This practice was confirmed during interviews conducted as part of the audit process.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
--	--	--	---	---

		<p>leather apron, long-sleeved shirt, and pants.</p> <p>For personal handling pesticides there are showers, PPE washing zones and lockers for storing their personal clothing, this sanitation facilities are available for worker all year round free of charge, which was confirmed in the interviews, workers state that they take a shower and change their PPE after the application is finished.</p> <p>All personal protective equipment (PPE) is provided to workers free of charge, which was confirmed during the worker interviews. In addition, all PPE deliveries are recorded in the document "Hand over of individual PPE" (code: FO-RH-SS-13 version 04 date: 29/08/2023)</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- "Hand over of individual PPE" (code: FO-RH-SS-13 version 04 date: 29/08/2023)</li> <li>- "Personal Protective Equipment Matrix" (code: MZ-RH-SS-10 edition: 03 update date: 12/31/2024)</li> <li>- "Personal Protective Equipment Matrix" (code: MZ-SST-4 edition 07</li> </ul>		
--	--	---	--	--



		update date: 03/20/2025)		
6.7.4	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>All workers are affiliated to the social security system and the occupational risk management company, ARL, which covers all workers in the event of an accident.</p> <p>There are social security payment records for the workers, which show payment and affiliation to the occupational risk insurer, and these payments are made monthly for all workers.</p> <p>During the interviews, the workers confirmed that in the event of an accident they are covered and receive free care at designated medical centers.</p>	All workers are affiliated to the social security system and to an occupational risk management company that provides them with coverage in case of accident. There are payment records that demonstrate that these affiliations are made monthly. In interviews, the workers confirmed that, in case of an accident, they receive free medical attention at the assigned medical centers.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics	<p>For the year 2024, the following indicators are available</p> <p>Mill:</p> <p>Number of hours lost due to work accidents: 2174</p> <p>Number of hours worked: 364320</p> <p>Plantation</p> <p>Number of hours lost due to work accidents: 22295</p> <p>Number of hours worked: 2580353</p>	The company carries out a monthly monitoring of workplace accidents, as well as of hours lost and worked. This information is recorded and used to update the annual work plan of the occupational health and safety system, and the results of each year are comparatively analyzed as part of the monitoring of system indicators.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>The person responsible for the occupational health and safety management system is in charge of updating the accident records. This information is used to update the annual work plans of the H&amp;S program and comparisons are made year on year as part of the SG-SST indicators.</p>		
--	--	---	--	--

## Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment

### Criterion 7.1:

IPM plans are implemented and monitored to ensure effective pest control.

7.1.1 (C)	IPM plans are implemented and monitored to ensure effective pest control.	<p>The company has the document: INTEGRATED PEST AND DISEASE MANAGEMENT IN AIPA, 2025," MANEJO INTEGRADO DE PLAGAS Y ENFERMEDADES EN AIPA, 2025" which establishes that the frequency of phytosanitary inspections is determined by the nature of the problem detected (pests, diseases, nutritional deficiencies, or other physiological disorders), its epidemiological or etiological characteristics, and the level of risk it represents for the affected plot or adjacent areas of the plantation.</p> <p>This frequency must be defined by a professional with technical knowledge in plant health, taking into account the specific agroecological conditions of the crop, the plot's health history, and the management practices applied.</p> <p>In the case of officially controlled diseases, inspections must be carried out according to the intervals established in the current regulations of the Colombian Agricultural Institute (ICA) and other applicable regulatory provisions. For officially controlled</p>	<p>The company has established a comprehensive and technical approach to phytosanitary management for its crops, aligned with local agroecological conditions and current regulations.</p> <p>Inspection Frequency and Criteria</p> <p>Phytosanitary inspections are carried out according to:</p> <p>Type of problem (pest, disease, nutritional deficiency, physiological disorder).</p> <p>Epidemiological or etiological characteristics.</p> <p>Risk level for the affected field and adjacent areas.</p> <p>The frequency is defined by a plant health professional, considering:</p> <p>Specific agroecological conditions.</p> <p>The field's health history.</p> <p>Management practices applied.</p> <p>For officially controlled diseases, the intervals established by the ICA and other regulatory provisions are followed.</p> <p>The company employs a combination of</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----------	---	---	--	--



		<p>pests and other phytosanitary disturbances, the guidelines defined in AIPA's internal procedures will be followed.</p> <p>The main pests and diseases are described, along with their biological cycle, damage, symptoms, damage thresholds for control and established controls. Among the established controls are:</p> <p>Ethological control: traps</p> <p>Biological control: natural controllers such as predators or parasitoids. Application of biological products.</p> <p>Cultural control: thinning, weeding, nutrition, variety selection, nectariferous plantation.</p> <p>Manual control: manual elimination of specimens.</p> <p>Mechanical control: pruning, eradication of palms.</p> <p>Chemical control: application of agrochemicals.</p> <p>The company also has the following procedures:</p> <ul style="list-style-type: none"> <li>- PEST AND DISEASE EVALUATION INSTRUCTIONS," INSTRUCTIVO DE EVALUACIÓN DE PLAGAS Y ENFERMEDADES"</li> </ul>	<p>methods to control pests and diseases:</p> <p>Ethological: Use of traps for monitoring and capture.</p> <p>Biological: Application of biological products and use of natural control agents such as predators and parasitoids.</p> <p>Cultural: Practices such as weeding, nutritional management, variety selection, and planting of nectar-bearing species that favor beneficial fauna.</p> <p>Manual: Direct elimination of affected specimens.</p> <p>Mechanical: Pruning and eradication of compromised plants.</p> <p>Chemical: Controlled use of agrochemicals, based on damage thresholds.</p> <p>Monitoring and Training</p> <p>Periodic monitoring of pests, diseases, and deficiencies is carried out in different crop plots.</p> <p>Records are kept of training and supervision of agricultural personnel on phytosanitary assessment and integrated management.</p> <p>During field visits, the implementation of practices such as planting nectar-</p>	
--	--	---	--	--

		<p>Code: IT-LA-SA-4, Version 03, date: 04/30/2025</p> <ul style="list-style-type: none"> <li>- RECORD OF SOWING OF ARVEN AND COVER SPECIES" REGISTRO DE SIEMBRA DE ESPECIES ARVEN Y DE COBERTURA", without code, version 01.</li> </ul> <p>There is evidence of the 2024 and 2025 sanitation training program, as well as records of training and supervision of sanitation work:</p> <p>Integrated Pest Management training conducted on May 8, 2024, for 13 agricultural assistants.</p> <p>Pest and Disease Damage Assessment and Monitoring training conducted on May 8, 2024, for 14 agricultural assistants.</p> <p>The results of pest monitoring carried out in December 2024, January and February 2025 recorded in the Pest Monitoring format - "Pest Monitoring", without code and the results of disease monitoring carried out in December 2024, January and February 2025 recorded in the Disease and Deficiency Monitoring format - "Disease and Deficiency Monitoring", without code, were evidenced for the following lots:</p>	<p>bearing species that promote biological control has been evident.</p>	
--	--	--	--	--

		<p>Farm 2: 23A, 40B and 50A</p> <p>Farm 3: 35C, 35D and 49D</p> <p>Farm 4: 56A, 56B, 56C and 56D</p> <p>During the field visits, the implementation of planting nectariferous species, which act as hosts for biological controllers, was evidenced.</p>		
7.1.2	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.	<p>The company has identified invasive species by reviewing the cabi.org compendium of invasive species and the list of the World Conservation Union's (IUCN) Global Invasive Species Program, including species such as: Mucuna, Kudzu and Buttercup, which were previously used as cover or weeds, for which the Management and Monitoring Plan for Introduced Invasive Species "Plan de Manejo y Monitoreo para Especies Invasivas Introducidas", code PL-LA-SA-1, Version 1 of 08/29/2023, was created.</p> <p>From January to December 2024, inspections were conducted in the protected areas, and the presence of invasive species was identified in some sections of the Group 5 plots (especially in HCV 3, Lots 93A, 93B, 94A, 94B, 95A, 95B). The species observed included vegetative cover with aggressive growth</p>	<p>The company has adopted preventive and corrective measures for the management of invasive species in its protected and conservation areas, based on internationally recognized sources.</p> <p>Invasive Species Identification</p> <p>A review of specialized sources such as the CABI invasive species compendium and the IUCN Global Invasive Species Program was conducted.</p> <p>Species previously used as ground cover or weeds with invasive characteristics were identified, such as Mucuna, Kudzu, and Buttercup.</p> <p>Inspection and Monitoring</p> <p>Periodic inspections were carried out in protected areas, where the presence of aggressive-growing species was detected in some specific plots.</p> <p>The species observed showed</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>characteristics, similar to <i>Urena lobata</i> and <i>Pueraria</i> sp. No obvious signs of uncontrolled expansion were recorded in the remaining inspected areas. Mechanical and manual management were implemented, and monthly checks were conducted. There is photographic evidence of the areas where control actions were carried out.</p> <p>During the field visits there was no evidence of HCV areas affected by invasive species.</p>	<p>similarities to <i>Urena lobata</i> and <i>Pueraria</i> sp.</p> <p>No uncontrolled expansion was observed in the remaining inspected areas.</p> <p>Management Measures</p> <p>Manual and mechanical control methods were applied to contain and eliminate the identified species.</p> <p>Monthly verifications were conducted, and photographic evidence of the actions implemented is available.</p> <p>During field visits, no visible impacts were observed in high conservation value areas.</p>	
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 ap prior approval of government authorities. [For NI to define process]</p>	<p>The Sustainability Policy – “Política de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025 establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority, according to the regulations and national legislation</p>	<p>The company has adopted a sustainability policy that includes the Zero Burn principle as part of its commitment to environmental protection, ecosystem health, and regulatory compliance.</p> <p>The use of fire as a method of land preparation, waste management, or any other activity within the company's operations and areas of influence is prohibited.</p> <p>A regulated exception is provided solely for specific cases of phytosanitary</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>in force".</p> <p>During the field visits there was no evidence of the use of fire for pest and disease control; this was corroborated by the field and administrative personnel interviewed.</p>	<p>control, which must be duly justified, documented, and have prior approval from the competent environmental authority.</p> <p>During the technical visits, no evidence of fire being used as an agricultural or phytosanitary management tool was found.</p>	
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.				
7.2.1 (C)	<p>Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p>	<p>The company has an Agrochemical Use Justification Form which contains the justification of all agrochemicals used. The justification form and the inventories of the agrochemical storage warehouses are cross-checked, verifying that all the products have their justification of use.</p> <p>For each application of herbicide products, all the information is compiled, including the justification for the use of each product.</p> <p>During the visit to the agrochemicals warehouse, it was observed that all the agrochemicals stored are included in the Justification of Agrochemical Use Document:</p> <p>AGRONOMIC JUSTIFICATION FOR PESTICIDES APPLIED IN AIPA</p>	<p>The company has an agrochemical use justification form, which documents the technical reason for each product. This form is regularly verified against the agrochemical warehouse inventories, ensuring that all stored products have proper justification for use.</p> <p>For each herbicide application, all necessary information is collected, including the specific technical justification for the product used.</p> <p>During the visit to the agrochemical warehouse, it was confirmed that all stored products are properly recorded in the agronomic justification document, demonstrating responsible management and compliance with good agricultural practices.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)





		“JUSTIFICACION AGRONOMICA PARA LOS PESTICIDAS APLICADOS EN AIPA” Code: DO-LA-SA-1 DO-LA-SA-1 Version 01, date: 01/14/2025		
7.2.2 (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 provided.	<p>The application of pesticides is recorded in the Agrochemical Products Application Register - Herbicides and digitally for pest and disease control:</p> <p>The different registers were reviewed and have information such as date of application, farm, lot, commercial name of the product, active ingredient, dosage, quantity of plants applied, area applied, LD 50, Application Equipment, applicators.</p> <p>Date of application: 03/17/2025</p> <p>Farm 3 Lot 47B</p> <p>Number of palms applied: 570</p> <p>Product Domazon and Carrier</p> <p>Active Ingredient Glufosinate ammonium and soybean oil.</p> <p>Dosage 2000 cc/ha and 400 cc/ha</p> <p>Area applied 1.14 ha</p> <p>LD50 &gt;2000 mg/kg and N/A</p> <p>Type of application equipment: 20 liters backpack sprayer</p> <p>3 applicators and 1 assistant</p>	<p>The company maintains detailed records of agrochemical applications, both in physical and digital format, for weed, pest, and disease control. These records include information such as the application location, product name, active ingredient, dosage used, number of plants treated, area covered, toxicity level (LD50), type of equipment used, and personnel involved in the work.</p> <p>Various application records were verified and confirmed that:</p> <p>Herbicides and adjuvants were applied in different production areas, covering areas greater than one hectare in each case.</p> <p>Authorized active ingredients were used, with toxicity levels within acceptable parameters.</p> <p>Applications were carried out with appropriate manual equipment and under the supervision of trained personnel, including applicators and assistants.</p> <p>All relevant application information is</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>Date of application: 01/24/2025</p> <p>Farm 4 Lot 56C</p> <p>Number of palms applied: 1140</p> <p>Product Domazon and Carrier</p> <p>Active Ingredient Glufosinate ammonium and soybean oil.</p> <p>Dosage 2000 cc/ha and 400 cc/ha</p> <p>Area applied 2.28 ha</p> <p>LD50 &gt;2000 mg/kg and N/A</p> <p>Type of application equipment: 20 liters backpack sprayer</p> <p>6 applicators and 2 assistant</p>	properly documented, ensuring traceability, safe handling, and compliance with good agricultural practices.	
7.2.3 (C)	Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	<p>The Pesticide Efficient Consumption Plan – “Plan de Consumo Eficiente de Pesticidas”, Code: PL-LA-SA-2 Version 01, Update 01/27/2025, describes the agrochemical products used (fungicides, insecticides, herbicides), a list of all products used, the consumption in the last four years, an annual comparative of consumption and the efficient use of pesticides program.</p> <p>Between 2020 and 2024, Agroindustrial de Palma Aceitera S.A. (AIPA) has</p>	<p>The company implements a structured plan for the efficient use of agrochemicals, which includes an updated inventory of fungicides, insecticides, and herbicides used, as well as an annual comparative analysis of consumption over recent years.</p> <p>As part of this plan, the use of active ingredients per hectare and per ton of harvested fruit is monitored. Although an increase in consumption was recorded last year due to greater pest pressure in some areas, total use</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>monitored the use of active ingredients (AI) applied per hectare and per ton of fresh fruit bunch (FBB) as part of the Efficient Pesticide Consumption Plan. In 2024, a total consumption of 6,696.4 kg of AI was recorded, representing a 22% increase compared to the previous year. This increase is related to addressing high pest pressure fields, while remaining within the permitted limits of the technical plan (<math>\leq 2.0</math> kg AI/ha and 0.08 kg AI/ton FBB).</p> <p>Among the strategies to reduce the use of agrochemicals, the use of beneficial organisms (such as <i>Beauveria bassiana</i>, <i>Bacillus thuringiensis</i>, and natural enemies) is promoted, as well as habitat management through planting cover crops (e.g., <i>Mucuna</i>, <i>Pueraria</i>) and nectariferous plants, pruning practices, and drainage control.</p> <p>During 2024, 580 hectares of the plantation (10.74% of the total area of 5,400 ha) were planted with nectariferous and tree species such as buttercup, scorpion's tail, armadillo's tail, ureña, and bajagua, among others.</p>	<p>remained within permitted technical limits.</p> <p>The plan also includes strategies to reduce the use of agrochemicals through agroecological practices. These include:</p> <p>Application of beneficial organisms such as entomopathogenic fungi and bacteria.</p> <p>Habitat management, promoting biodiversity by planting groundcovers and nectar-bearing plants.</p> <p>Cultural practices, such as sanitary pruning and drainage control.</p> <p>During the last period evaluated, biodiversity conservation was promoted in more than 10% of the cultivated area through the planting of plant species that favor the ecological balance of the agroecosystem.</p>	
--	--	---	---	--

7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p>	<p>There is no evidence of prophylactic applications; all applications are based on pest and disease assessments. The Ground Application Instructions (code IT-LA-LR-11, version 1 of 07/09/2023) establish that, based on the results of disease and pest assessments, the need for ground spraying is determined.</p>	<p>All pesticide applications carried out by the company are based strictly on field assessments of pest and disease presence. There is no evidence of preventive or prophylactic spraying. The procedures established for ground applications specify that any treatment is applied only after evaluating the level of infestation or infection, ensuring that chemical control is justified and targeted. This approach supports rational pesticide use and aligns with integrated pest management (IPM) principles.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless unexceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>a) Judgment of the threat and verify why this is a major threat</p> <p>b) Why there is no other alternative which can be used</p> <p>c) Which process was applied to verify why</p>	<p>The Instructions for the Safe Handling of Agrochemicals – “Instructivo de Manejo Seguro de Agroquímicos”, code IT-LA-SA-11 Version 1, last revised 07/01/2022, establishes that the use of products prohibited by international treaties and national regulations must be avoided unless it is the only valid option for controlling a pest or disease, with prior justification and authorization from the plantation manager, as well as the agrochemical reduction plan and justification for the use of agrochemicals.</p> <p>A review of the agrochemical storage warehouses, inventories and</p>	<p>The company has established clear guidelines to ensure the safe handling and responsible use of agrochemicals. These guidelines emphasize the prohibition of products restricted by national regulations or international agreements, unless their use is strictly justified, approved by responsible personnel, and aligned with the agrochemical reduction strategy.</p> <p>A thorough review of agrochemical storage areas, inventories, and application records found no evidence of the use of highly hazardous pesticides. Specifically, no products classified as extremely or highly</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



	<p>there is no other less hazardous alternative</p> <p>d) What is the process to limit the negative impacts of the application 7.2.5</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p>application records showed no evidence of the use of pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat.</p>	<p>hazardous (such as those in WHO Class 1A or 1B), or those listed under international conventions (e.g., Stockholm or Rotterdam), including paraquat, were identified in use.</p> <p>This reflects the company's commitment to safe, regulated, and environmentally responsible pest and disease management practices.</p>	
7.2.6 (C)	<p>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>Reviewed:</p> <p>Training records of employees in contact with pesticides and herbicides were evidenced:</p> <ul style="list-style-type: none"> <li>- List of training sessions on the safe handling of agrochemicals, held on May 9, 2025, with 18 participants.</li> <li>- 18 Certificate for a course on rational pesticide management, lasting 60 hours, completed in 2025, issued by the National Learning Service (SENA). Certificate date: May 9, 2025.</li> </ul> <p>In an interview with the people who apply pesticides, it was confirmed that they are trained to carry out the activity safely. When applying agrochemicals, the safety data sheet and technical data sheet of the applied product are used as a reference.</p>	<p>A review of documentation confirmed that personnel involved in the handling and application of pesticides and herbicides have received appropriate training. Records show that workers have participated in structured training sessions focused on the safe and rational use of agrochemicals.</p> <p>Additionally, participants completed a certified course covering technical and safety aspects of pesticide management, with evidence of individual certifications.</p> <p>Interviews with applicators further confirmed that they are knowledgeable in safe handling practices. They regularly consult the safety and technical data sheets for each product before and during application, ensuring adherence to recommended safety protocols and application procedures.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

			This demonstrates a strong commitment to capacity building, occupational safety, and responsible agrochemical use.	
7.2.7 (C)	Storage of all pesticides is in accordance with recognised best practices.	<p>The Safe Handling Instructions for Agrochemicals – “Instructivo de Manejo Seguro de Agroquimicos”, code IT-LA-SA-11 Version 1 with last revision 07/01/2022, describes the storage specifications for agrochemical products.</p> <p>Through the review of pesticides storage warehouses, it was evident that:</p> <ul style="list-style-type: none"> <li>*They are in a separate space isolated from any other materials and restricted access.</li> <li>*They are covered, have a sealed floor and have a containment system.</li> <li>*Have sufficient ventilation to avoid a build-up of harmful vapours.</li> <li>*Have sufficient illumination.</li> <li>*Hazard identification and risk marking.</li> <li>*Signalling of Personal Protective Equipment requirement.</li> <li>*Spill kit and fire extinguisher.</li> <li>*Have emergency showers, eyewash and fire extinguishers.</li> <li>*All the pesticides are identified by their</li> </ul>	<p>A review of the agrochemical storage facilities confirmed that they meet the required safety and infrastructure standards for proper handling and containment of hazardous materials. The storage areas are:</p> <p>Located separately, with restricted access and isolated from other materials.</p> <p>Covered and built with sealed flooring and containment systems to prevent environmental contamination.</p> <p>Equipped with adequate ventilation and lighting to ensure safe working conditions.</p> <p>Clearly marked with hazard identification signs and personal protective equipment (PPE) requirements.</p> <p>Supplied with spill kits, emergency showers, eyewash stations, and fire extinguishers for incident response.</p> <p>Organized, with all pesticide containers properly labelled and stored on plastic pallets.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>name and storage on plastic pallets.</p> <p>*The shelf is not made of absorbent material.</p>	<p>Furnished with shelving made of non-absorbent materials, suitable for chemical storage.</p> <p>These conditions demonstrate compliance with safety protocols and contribute to minimizing risks to workers and the environment.</p>	
7.2.8	<p>All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.</p>	<p>The Pest and Disease Evaluation Instructions – “Instructivo de Evaluacion de Plagas y Enfermedades”, code IT-LA-SA-4 V03, Updated 04/30/2025 in the section on environmental measures states: the reuse of agrochemical containers (pesticides, herbicides, adjuvants) is prohibited for the preparation of measures and/or instruments for the application of fertilizers or any other use. Likewise, the Instructions for the Safe Handling of Agrochemicals – “Instructivo de Manejo Seguro de Agroquimicos”, code IT-LA-SA-11 Version 1, last revised 07/01/2022, establishes that agrochemical or pesticide containers must be disposed of in accordance with the provisions of the Solid Waste Integral Management Plan.</p> <p>The Solid Waste Integral Management Plan – “Plan de Gestión Integral de</p>	<p>The company has established clear guidelines that prohibit the reuse of agrochemical containers for any purpose. All empty containers—classified as hazardous waste—must be handled in accordance with the company’s solid waste management protocols and disposed of through authorized entities.</p> <p>During the site visit, it was verified that: All empty containers had been triple-rinsed and perforated to prevent reuse. Storage areas for empty containers were organized and aligned with good environmental and safety practices. There is traceability throughout the container lifecycle, from purchase and field use to final disposal.</p> <p>The company maintains: Detailed purchase and inventory records for agrochemical products. Field release logs for agrochemical</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>Residuos sólidos”, code PL-AM-1, Version 01, defines empty agrochemical containers as hazardous waste “Residuos Peligrosos - RESPEL” that must be disposed of with an authorized manager.</p> <p>- During the visit to the empty container storage warehouses, it was observed that they have been triple washed and perforated.</p> <p>Evidence:</p> <p>The company maintains records of agrochemical purchases that describe the quantity of containers; the chemical warehouse records the release of agrochemicals to the field; and the empty container warehouse maintains an inventory of empty containers and a record of their delivery to ECOPLANTA PRI SAS ESP, which delivers them to TRACOL SAS ESP for final disposal in a secure cell. These records guarantee traceability to ensure that all empty containers are handled safely.</p> <p>- Certificate of disposal No. 2369512789144925485972629 150 kilograms of empty agrochemical containers, date: 03/13/2025</p> <p>- Certificate of disposal No. 2370242776243630960142245 876</p>	<p>usage.</p> <p>An inventory of empty containers and documentation of their delivery to certified waste managers for final disposal.</p> <p>Disposal is carried out by authorized external service providers, with corresponding certificates of disposal issued. These actions confirm that the company is complying with environmental regulations and internal procedures for hazardous waste management.</p>	
--	--	--	---	--



		<p>kilograms of empty agrochemical containers, date: 03/13/2025</p> <p>- Certificate of disposal No. 2369497153351678086690317 76 kilograms of empty agrochemical containers, date: 03/20/2025</p> <p>- Certificate of disposal No. 2369497529926526635650822 86 kilograms of empty agrochemical containers, date: 03/20/2025</p>		
7.2.9 (C)	<p>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>The certification unit has an Aerial Application Procedure “Procedimiento de Aplicaciones Aereas” (IT-LA-SA-10, version 07). The company has decided not to carry out aerial applications within its operations starting in May 2024. When necessary, the company must ensure the implementation of the procedure, guaranteeing exceptional circumstances, prioritizing the protection of conservation areas, water patrols, zones of ecological interest, and the integrity of human resources.</p>	<p>The company has a defined procedure for aerial pesticide applications; however, as of mid-2024, it has made the decision not to conduct aerial spraying within its operations as a standard practice.</p> <p>In the event that aerial applications become necessary under exceptional circumstances, the company is committed to strict adherence to the established procedure. In such cases, special attention must be given to:</p> <p>Protecting conservation areas and zones of ecological interest</p> <p>Preventing contamination of water bodies</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

			<p>Ensuring the safety and well-being of personnel and nearby communities</p> <p>This approach reflects the company's commitment to environmental protection, risk prevention, and responsible pesticide management.</p>	
7.2.10 (C)	<p>Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p>	<p>The certification unit has defined in the document "Profesiograma" (code: codigo: DO-RH-SS-2 edicion 02 fecha: 25/03/2025) the performance of annual medical examinations of cholinesterase for all pesticide handlers. There is a document entitled "List of personnel handling agrochemicals" (no code) which identifies all the people who are exposed to pesticides, such as applicators, those in charge of washing PPE, tractor drivers, warehouse workers and supervisors.</p> <p>Medical tests are carried out annually with an external entity "Visionamos tu salud" which is documented in "certificate of work eligibility" (no code) the analyses of the following workers were verified</p> <ul style="list-style-type: none"> <li>-Worker 2452:26/05/2025</li> <li>-Woker 4718: 26/05/2025</li> <li>-Woker 2857:30/05/2025</li> <li>-Worker 9880: 30/05/2025</li> </ul>	<p>The certification unit has established a medical surveillance protocol for workers who handle agrochemicals, which includes annual cholinesterase testing. This procedure is formalized in an internal document that defines occupational profiles and associated medical requirements.</p> <p>An up-to-date record is kept of personnel exposed to pesticides, including applicators, PPE washers, tractor drivers, warehouse personnel, and supervisors. Medical evaluations are performed by a specialized external entity, and the results are documented in certificates confirming the workers' fitness to perform their duties.</p> <p>During the audit process, several medical certificates were verified to support the suitability of personnel to perform activities involving exposure to agrochemicals.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>-Worker 8328: 05/07/2024</p> <p>-Worker 0201: 02/04/2025</p> <p>All documents verified corroborated that worker can perform the activity</p>		
7.2.11 (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>There is a document entitled "List of personnel handling agrochemicals" (no code) which identifies all the people who are exposed to pesticides, such as applicators, those in charge of washing PPE, tractor drivers, warehouse workers and supervisors.</p> <p>The company has a copy of the national identification document for all workers; it was possible to corroborated that workers handling pesticides are above 18 years old.</p> <p>The following workers were verified:</p> <p>-Worker 2452</p> <p>-Woker 4718</p> <p>-Woker 2857</p> <p>-Worker 9880:</p> <p>-Worker 8328</p> <p>-Worker 0201</p>	<p>The organization maintains an up-to-date record of personnel who handle pesticides, including applicators, personal protective equipment washers, tractor drivers, warehouse personnel, and supervisors. This list clearly identifies workers exposed to pesticides.</p> <p>During the audit process, it was verified that all workers performing activities related to pesticides are over 18 years of age. This verification was carried out by reviewing copies of national identity documents, available to all personnel.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

**Criterion 7.3:**

Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner

7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.	<p>The companies has Solid Waste Integral Management Plan – “Plan de Gestión Integral de Residuos sólidos”, code PL-AM-MR-1, Version 03, for Industrial Aceitera de Casanare S.A. and Solid Waste Integral Management Plan – “Plan de Manejo Integral de Residuos Sólidos”, code PL-AM-MR-1, Version 02 for Agroindustrial de Palma Aceitera S.A. These include:</p> <ul style="list-style-type: none"> <li>- Characterization of the generating sources</li> <li>- Classification of waste generated</li> <li>- Waste management</li> <li>- Color coding for temporary disposal</li> <li>- Location of ecological points</li> <li>- Temporary storage</li> <li>- Separation at source</li> <li>- Transportation and final disposal of waste</li> <li>- Quantification of waste generated since 2017.</li> <li>- Waste management action plan or strategies</li> </ul> <p>The waste management action plan is</p>	<p>The company has implemented solid waste management plans tailored to its operational sites. These plans include comprehensive strategies for:</p> <p>Identifying and characterizing waste sources</p> <p>Classifying types of waste generated</p> <p>Managing waste through appropriate collection, storage, and disposal processes</p> <p>Using color-coded systems for temporary disposal and clearly defined ecological points</p> <p>Ensuring proper temporary storage and separation at source</p> <p>Managing the transportation and final disposal of waste</p> <p>Tracking and quantifying waste generation over time</p> <p>Implementing an action plan focused on waste reduction, reuse, and recycling (3Rs)</p> <p>The waste management strategy includes practical initiatives such as:</p> <p>Eliminating single-use plastic items</p> <p>Reusing materials (e.g., tires and PET</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-------	--	---	---	--



		<p>based on the 3 R's strategy, reduction, recycling, reusing, by improving waste classification, elimination of plastic cups, plates and silverware, reuse of used tires for landscaping, enclosure of sports fields, reuse of pet bottles, staff training, and individual inductions and re-inductions.</p> <ul style="list-style-type: none"> <li>- Training on solid waste management on 11/05/2024 16 attendees.</li> <li>- Solid and hazardous waste management training on November 4, 2024 (16 attendees). Guafitas Farm: Date: 10/03/2024, 3 participants. August 8, 2024, 13 participants. Farm 2 (Guafitas, management 2): Date: March 15, 2024, 3 participants. San Felipe Farm: Date: November 5, 2024, 16 participants.</li> <li>- Solid and Hazardous Waste Management Management Report 2023 -2024 is evident</li> </ul>	<p>bottles) for landscaping and infrastructure</p> <p>Conducting regular training and induction sessions for staff to strengthen awareness and compliance with waste management procedures</p> <p>Multiple training sessions on solid and hazardous waste management were carried out across different locations, with participation from operational and field personnel. Additionally, a management report covering recent waste management performance was available, showing ongoing monitoring and improvement.</p>	
--	--	--	--	--

7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p>	<p>The companies has Solid Waste Integral Management Plan – “Plan de Gestión Integral de Residuos sólidos”, code PL-AM-MR-1, Version 03, for Industrial Aceitera de Casanare S.A. and Solid Waste Integral Management Plan – “Plan de Manejo Integral de Residuos Sólidos”, code PL-AM-MR-1, Version 02 for Agroindustrial de Palma Aceitera S.A. These include:</p> <ul style="list-style-type: none"> <li>- Characterization of the generating sources</li> <li>- Classification of waste generated</li> <li>- Waste management</li> <li>- Color coding for temporary disposal</li> <li>- Location of ecological points</li> <li>- Temporary storage</li> <li>- Separation at source</li> <li>- Transportation and final disposal of waste</li> <li>- Quantification of waste generated since 2017.</li> <li>- Waste management action plan or strategies</li> </ul> <p>The waste management action plan is based on the 3 R's strategy, reduction, recycling, reusing, by improving waste</p>	<p>The company operates comprehensive solid waste management plans for its industrial and agricultural operations. These plans include:</p> <p>Characterization and classification of waste sources</p> <p>Waste management processes including separation at source, temporary storage, transportation, and final disposal</p> <p>Use of color coding and ecological points for waste handling</p> <p>Tracking and quantification of waste generated over multiple years</p> <p>Implementation of a waste management action plan focused on the 3Rs: reduction, reuse, and recycling</p> <p>Practical actions under this plan include eliminating single-use plastics, reusing materials such as tires and PET bottles, and staff training on waste handling.</p> <p>Evidence of proper waste disposal includes records from authorized waste handlers documenting the collection and management of both ordinary and hazardous waste. Final disposal of empty agrochemical containers is also documented through certificates issued by certified waste management</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-------	---	--	--	--



		<p>classification, elimination of plastic cups, plates and silverware, reuse of used tires for landscaping, enclosure of sports fields, reuse of pet bottles, staff training, and individual inductions and re-inductions.</p> <p><b>Evidence of final disposal:</b></p> <p>Ordinary Waste:</p> <ul style="list-style-type: none"> <li>- SERPET JR Y CIA SAS Control of collection, handling, and classification of solid waste: 2,130 kg. Date: 06/12/2025</li> <li>- SERPET JR Y CIA SAS Control of collection, handling, and classification of solid waste: 4,320 kg. Date: 06/11/2025</li> <li>- SERPET JR Y CIA SAS Control of collection, handling, and classification of solid waste: 4,080 kg. Date: 06/10/2025</li> </ul> <p>Hazardous Waste:</p> <ul style="list-style-type: none"> <li>- Ecoplanta Document No. 15533, March 2025, 1,580 kg.</li> <li>- Ecoplanta Document No. 47746, June 2024, 4860 kg.</li> </ul> <p>Final disposal of empty agrochemical containers:</p> <ul style="list-style-type: none"> <li>- Certificate of disposal No. 2369512789144925485972629 150 kilograms of empty agrochemical containers, date: 03/13/2025</li> <li>- Certificate of disposal No.</li> </ul>	<p>companies.</p> <p>Recent annual waste data show management of significant quantities of hazardous, recyclable, non-recyclable, and organic waste, demonstrating ongoing efforts in waste segregation and responsible disposal.</p> <p>The company ensures that waste treatment and disposal comply with environmental licenses issued by regulatory authorities, involving authorized third-party service providers specialized in hazardous waste management.</p>	
--	--	---	---	--

		<p>2370242776243630960142245 876 kilograms of empty agrochemical containers, date: 03/13/2025</p> <p>- Certificate of disposal No. 2369497153351678086690317 76 kilograms of empty agrochemical containers, date: 03/20/2025</p> <p>- Certificate of disposal No. 2369497529926526635650822 86 kilograms of empty agrochemical containers, date: 03/20/2025</p> <p>Total Waste:</p> <p>2023:</p> <p>Hazardous: 34,358 kg.</p> <p>Recyclable: 56,480 kg.</p> <p>Non-Recyclable: 158,570 kg.</p> <p>Organic: 33,272 kg.</p> <p>2024:</p> <p>Hazardous: 2,435 kg.</p> <p>Recyclable: 39,320 kg.</p> <p>Non-Recyclable: 168,280 kg.</p> <p>Organic: 16,260 kg.</p> <p>The material is treated in accordance with the environmental license granted by the CAR:</p> <p>1. Resolution 989 of May 26, 2015, granted to VALCO CONSTRUCTORES</p>		
--	--	---	--	--



		<p>LTDA. for: Storage, treatment, and final disposal of hazardous waste.</p> <p>2. Environmental License fully assigned by Resolution 1821 of July 2017 to TRACOL SAS ESP</p> <p>Nit. 900962813-3.</p> <ul style="list-style-type: none"> <li>- ECOPLANTA PROCESOS DE RESIDUOS INDUSTRIALES S.A.S.: Environmental License No. 200.41.10-0020 of January 13, 2010, amended by Resolution No. 200.41.10-1271 of September 3, 2010, and extended pursuant to Resolution No. 500.36.18-0889 of June 27, 2018, granted by CORPORINOQUIA.</li> </ul>		
7.3.3	The unit of certification does not use open fire for waste disposal.	<p>The Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025 establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority,</p>	<p>The company's sustainability policy commits to a strict Zero Burning approach, prohibiting the use of fire for land preparation, waste disposal, or other activities within its operations and areas of influence. Exceptions are only allowed under specific, justified phytosanitary conditions, and require prior approval from the relevant environmental authorities in compliance with national regulations.</p> <p>During recent field inspections, no</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>according to the regulations and national legislation in force".</p> <p>During the field visits there was no evidence of the use of fire for waste disposal; this was corroborated by the field and administrative personnel interviewed.</p>	<p>evidence of burning for waste disposal or land management was observed. This practice was also confirmed through interviews with both field and administrative personnel.</p>	
<b>Criterion 7.4:</b> Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.				
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p>	<p>The company has a Fertilizer Procedure – “Procedimiento de Fertilizantes”, code PT-SA-P-09-06 Version 1 dated 19/03/2021, which describes the step-by-step procedure to follow for the generation of fertilizer programs, from the collection of samples for foliar and soil analysis to their execution in the field, including all the required criteria. Specific instructions are also available, such as:</p> <p>*Foliar and Soil Sampling Instructions – “Instructivo de Muestreo Foliar y Suelos”, code IT-LA-SA-1 Version 1 of 11/07/2023.</p> <ul style="list-style-type: none"> <li>- Daily Fertilization Organization Instructions – “Instructivo para la Organización Diaria Fertilización”, code IT-LA-FE-4</li> </ul>	<p>The company follows a detailed fertilizer procedure that guides the development and implementation of fertilizer programs across its farms. This includes:</p> <p>Step-by-step processes for sample collection of leaves and soils to inform fertilizer application</p> <p>Specific instructions for daily and pre-fertilization organization, as well as the application process itself</p> <p>An annual schedule that outlines preparation and monitoring activities for fertilizer programs, covering all farms, lots, and sources</p> <p>Compliance with planned fertilizer application cycles for recent years has been consistently achieved at 100%. At the time of review, fertilizer purchasing</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>Version 1 of 12/11/2023.</p> <ul style="list-style-type: none"> <li>- Fertilizer Application Instructions – “Instructivo de Aplicación de Fertilizantes”, code IT-LA-FE-1 Version 3 of 14/12/2023.</li> <li>- Pre-Fertilization Organization Instructions – “Instructivo para la Organización Previa a la Fertilización”, code IT-LA-FE-3 Version 1 of 12/11/2023.</li> </ul> <p>There is a schedule of activities "Preparation of the Fertilizer Program for the following year" and "Preparation of the Fertilizer Program for the current year", which shows all the activities to be carried out and from which follow-up and monitoring is performed.</p> <p>The Fertilizer Program is shown for each of the farms, lots and sources to be applied.</p> <p>Compliance with cycles 1, 2, and 3 for 2023 and 2024 is 100%. The budget for fertilizer purchases for cycle 3 was 83% complete at the time of the audit.</p> <p>There is evidence of attendance records for the different trainings:</p> <p>Attendance Record Code FO-RH-AM-20 Revision 3:</p> <p>Topics: Importance of leaf sampling</p>	<p>for the current cycle was progressing according to budget.</p> <p>Training sessions on key topics related to fertilization are regularly conducted, covering areas such as:</p> <ul style="list-style-type: none"> <li>Leaf sampling importance and methodology</li> <li>Sample handling and preservation</li> <li>Fertilizer application techniques</li> <li>Good agricultural practices in fertilization</li> <li>Reinduction and procedural refreshers for fertilization activities</li> </ul> <p>Attendance records indicate active participation from field and operational staff, supporting ongoing capacity building and adherence to best practices.</p>	
--	--	--	--	--

		<p>Leaf sampling methodology</p> <p>Sample handling and preservation</p> <p>Date: 11/27/2024, 21 participants</p> <p>Fertilizer application, distribution, and loading</p> <p>Date: 01/25/2024, 16 participants</p> <p>Good Agricultural Practices in the Fertilization Area</p> <p>Date: 07/29/2024, 13 participants</p> <p>Reinduction, Fertilization work procedures, application, loading, and cable and internal distribution</p> <p>Date: 07/03/2024, 4 participants</p>		
7.4.2	Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	<p>The company has established annual soil and foliar samplings, which are performed by two different companies.</p> <ul style="list-style-type: none"> <li>- Soil analysis with Tecnopalma Laboratory, Cenipalma Laboratory in Colombia.</li> <li>- Foliar analysis with Palma Tica Company's laboratory in Costa Rica.</li> </ul> <p>Soil analysis: Report No 26032 of 22/05/2024. Report No 25878 of 22/05/2024</p> <p>Foliar analysis: Results of analysis 02/21/2024 and 02/11/2024.</p> <p>The accreditation of the Palma Tica</p>	<p>The company conducts annual soil and foliar sampling through independent, accredited laboratories in different countries.</p> <p>Soil analyses are performed by certified laboratories specializing in agricultural testing.</p> <p>Foliar analyses are carried out by an accredited laboratory with official sanitary permits, ensuring compliance with health regulations.</p> <p>The company follows established instructions for sample collection, ensuring consistency and accuracy in monitoring soil and plant health.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>Company - Research and Development Unit of Palma Tica is evidenced by the sanitary permit of operation of the Ministry of Health of Costa Rica N. 112963 Resolution No. ARSC-RPSF-095-2022 of 03/16/2022 expires 03/16/2027.</p> <p>The company has Foliar and Soil Sampling Instructions –“Instructivo de Muestreo Foliar y Suelos”, code IT-LA-SA-1 Version 1 of 11/07/2023.</p> <ul style="list-style-type: none"> <li>- Training on fertilization and foliar and soil sampling 07/03/2024, 4 participants, consecutive 2962.</li> <li>- Training on fertilization and foliar and soil sampling, 13 participants, consecutive 3047.</li> </ul>	<p>Regular training sessions are held for staff involved in fertilization and sampling activities, promoting proper techniques and adherence to protocols. Training attendance includes both small groups and larger teams, demonstrating ongoing capacity building in these key agronomic processes.</p>	
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p>	<p>The company has the Handling of Byproducts from Oil Extraction Procedure – “Procedimiento Manejo de Subproductos de Extracción de Aceite”, code PR-LA-MR-2 Version 2 of 12/11/2023, which describes the use of by-products from the oil extraction process for the utilization of organic matter, nutrient recirculation and improvement of soil characteristics. The application of by-products is done according to logistic availability, distance, time of the year, proximity.</p>	<p>The company implements a formal procedure for handling byproducts generated during the oil extraction process, focusing on the utilization of organic matter, nutrient recycling, and soil improvement.</p> <p>Key aspects of the procedure include:</p> <p>Application rates for various byproducts such as ash, compost, fiber/rachis, and palm oil mill effluent (POME) are defined based on seasonal conditions and logistical considerations like proximity</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>The procedure establishes the following doses:</p> <p>Ash: 2-5 ton/ ha</p> <p>Compost: 10-25 ton/ ha</p> <p>Fiber/ rachiz: 15-40 ton/ha in rainy season and 80 ton/ha in summer season.</p> <p>POME: 40-60 m3/ha</p> <p>Record is kept of the rachis applied in the field in the format Traceability of field fiber-rachis application, in which is recorded the date, lot and quantity applied.</p> <p>It is evidenced:</p> <p>*Reuse water characterization study - POME, Report No. 24254-V1-2024 Lab. No.: ASN-01127-2024 dated 23/07/2024 elaborated by AGRILAB.</p> <p>ONAC Accreditation: ISO/IEC 17025 : 2017 21-LAB-020</p> <ul style="list-style-type: none"> <li>- Ash characterization, Report No. 26034, 05/09/2024.</li> <li>- Sludge characterization, Report No. 26033, 05/08/2024.</li> </ul>	<p>and timing.</p> <p>Records are maintained to track the application of fiber/rachis in the fields, including details on date, lot, and quantities applied.</p> <p>Characterization studies of water reuse (POME), ash, sludge, and fiber have been conducted by accredited laboratories to ensure quality and environmental compliance.</p> <p>The company also maintains supporting documentation detailing the procedures for byproduct management and their proper use in agricultural practices.</p>	
--	--	---	--	--

		<ul style="list-style-type: none"> <li>- Fiber characterization, Report No. 26031, 05/08/2024.</li> </ul> <p>Documents:</p> <ul style="list-style-type: none"> <li>- Handling of Byproducts from Oil Extraction Procedure – “Procedimiento Manejo de Subproductos de Extracción de Aceite”, code PR-LA-MR-2 Version 2 of 12/11/2023.</li> </ul> <p>Procedure for the use of by-products from oil extraction – “Procedimiento para el aprovechamiento de subproductos de la extracción de aceite”, code PR-LA-FE-2, version 01.</p>		
7.4.4	Records of fertiliser inputs are maintained.	<p>The record of applications is kept in the Excel document: Register of applied batches, fertilization 2024 – “Registro de lotes aplicados, fertilización 2024”-</p> <p>Date of application: 11/19/2024  Product: Formula 20.5-2-2-8.5-6.8 (S)  Farm 3 Lot 32A  Number of palms: 3665  Area: 26.69 ha  Dosage: 750 grams  Bags per lot: 60</p> <p>Date of application: 12/12/2024</p>	<p>The company maintains detailed records of fertilizer applications, including product formulations, application dates, farm locations, number of palms treated, area covered, dosage, and quantity of fertilizer used per lot.</p> <p>Recent records show multiple applications of a specific fertilizer formula across different farms and lots, with precise dosages and quantities documented to ensure traceability and proper nutrient management.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>Product: Formula 20.5-2-2-8.5-6.8 (S)  Farm 4 Lot 54B  Number of palms: 3386  Area: 24.82 ha  Dosage: 1500 grams  Bags per lot: 102</p> <p>Date of application: 11/23/2024  Product: Formula 20.5-2-2-8.5-6 (S)  Farm 2 Lot 20A  Number of palms: 3726  Area: 26.21 ha  Dosage: 1250 grams  Bags per lot: 93</p>		
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils				
7.5.1 (C)	Maps identifying marginal and fragile soils, including steep terrain, are available.	<p>The semi-detailed soil survey and evaluation of land suitability for oil palm cultivation, in 2179 ha of the Guafitas Block, Agroindustrial Oil Palm Plantation, at a scale of 1:25,000, prepared by Edna Margarita Garzón and Juliana Betancourt in July 2017, identifies that the company's land is located on low terraces with flat topography and slopes of less than 1%, without fragile soils, mineral soils absent</p>	<p>A semi-detailed soil and land suitability assessment was conducted over an area exceeding 2,000 hectares of the plantation. The evaluation confirms that: The land is located on low terraces with flat topography and minimal slope (less than 1%).</p> <p>No fragile or predominantly organic soils (such as peat) were identified—only mineral soils suitable for cultivation.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)





		<p>of pre-dominantly organic or peat soils.</p> <ul style="list-style-type: none"> <li>- Semi-detailed Suitability Study Map at a scale of 1:25,000</li> <li>- Soil map at a scale of 1:10,000, datum: MAGNA, date: 05/03/2023</li> <li>- Contour lines prepared by Agrodinco.</li> <li>- Histogram prepared by the company.</li> </ul> <p>Verification is made in histogram according to slope and distance, minimum height 141.75 meters above sea level and maximum height 145.5 meters above sea level and a distance of 3026 meters, having a slope of 0.1%.</p>	<p>Supporting maps and tools, including soil and suitability maps, contour lines, and slope histograms, confirm that the elevation varies slightly, with a very low average slope of approximately 0.1% across a measured distance of just over 3 kilometers.</p> <p>These findings indicate that the area is highly suitable for oil palm cultivation from a topographic and soil stability standpoint.</p>	
7.5.2	There is no extensive replanting of oil palm on steep terrain.	According to the semi-detailed soil survey and evaluation of land suitability for oil palm cultivation of July 2017, the company has no slopes greater than 25 degrees. Likewise, no replanting has been carried out because plantings were made from 2012 to 2016 and under the Renewal Plan, replanting will begin in 2037.	According to the semi-detailed soil survey and evaluation of land suitability for oil palm cultivation of July 2017, the company has no slopes greater than 25 degrees. Likewise, no replanting has been carried out because plantings were made from 2012 to 2016 and under the Renewal Plan, replanting will begin in 2037.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.5.3	There is no new planting of oil palm on steep terrain.	According to the semi-detailed soil survey and evaluation of land suitability for oil palm cultivation of July 2017, the company has no slopes greater than 25 degrees.	According to the semi-detailed soil survey and evaluation of land suitability for oil palm cultivation of July 2017, the company has no slopes greater than 25 degrees.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



		The crop was established from 2012 to 2016 and no new plantations have been developed.	The crop was established from 2012 to 2016 and no new plantations have been developed.	<input type="checkbox"/> Not Applicable (justification required)
<b>Criterion 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.				
7.6.1 (C)	To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils including steep terrain, are taken into account in plans and operations.	<p>The company has the Management of Riparian Zone, Fragile Soils Procedure - "Procedimiento para el Manejo de Franjas Riparias, Suelos Frágiles", code PR-AM-RN-4 version 1 of 02/17/2022, however, the semi-detailed soil survey and evaluation of land suitability for oil palm cultivation, in 2179 ha of the Guafitas Block, Agroindustrial Oil Palm Plantation, at a scale of 1:25,000, prepared by Edna Margarita Garzón and Juliana Betancourt in July 2017, identifies that the company's land is located on low terraces with flat topography and slopes of less than 1%, without fragile soils, mineral soils absent of pre-dominantly organic or peat soils.</p> <ul style="list-style-type: none"> <li>- Semi-detailed Suitability Study Map at a scale of 1:25,000</li> <li>- Soil map at a scale of 1:10,000, datum: MAGNA, date: 05/03/2023</li> </ul>	<p>The company has a defined procedure for the management of riparian zones and fragile soils. However, based on a semi-detailed soil and land suitability survey covering over 2,000 hectares, the plantation is located on low terraces with flat topography and slopes below 1%, and no fragile or organic soils were identified. The land consists of mineral soils considered suitable for oil palm cultivation.</p> <p>Supporting documentation includes detailed soil and suitability maps, contour lines, and slope histograms, confirming stable terrain with minimal variation.</p> <p>Despite the absence of fragile soils, soil analyses revealed acidity in certain areas, prompting the company to implement soil amendments such as lime and phosphate rock to improve fertility and support sustainable crop</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<ul style="list-style-type: none"> <li>- Contour lines prepared by Agrodinco.</li> <li>- Histogram prepared by the company.</li> </ul> <p>According to the soil analysis and the characteristics of the soils in the area, acidic soils have been detected in which the application of amendments such as lime and phosphate rock has been implemented.</p>	productivity.	
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	<p>The company has the Management of Riparian Zone, Fragile Soils Procedure - "Procedimiento para el Manejo de Franjas Riparias, Suelos Frágiles", code PR-AM-RN-4 version 1 of 02/17/2022, however, the semi-detailed soil survey and evaluation of land suitability for oil palm cultivation, in 2179 ha of the Guafitas Block, Agroindustrial Oil Palm Plantation, at a scale of 1:25,000, prepared by Edna Margarita Garzón and Juliana Betancourt in July 2017, identifies that the company's land is located on low terraces with flat topography and slopes of less than 1%, without fragile soils, mineral soils absent of pre-dominantly organic or peat soils.</p> <ul style="list-style-type: none"> <li>- Semi-detailed Suitability Study Map at a scale of 1:25,000</li> <li>- Soil map at a scale of 1:10,000,</li> </ul>	<p>The company has established a procedure for managing riparian zones and fragile soils. However, according to a semi-detailed soil and land suitability survey covering over 2,100 hectares, the plantation is located on low terraces with flat topography and slopes below 1%.</p> <p>The study confirms that the land is composed of mineral soils, with no presence of fragile, organic, or peat soils. Supporting documentation includes suitability and soil maps, contour data, and slope histograms, all of which reinforce the conclusion that the land is stable and suitable for oil palm cultivation.</p> <p>While the procedure for managing fragile soils exists, current conditions in the evaluated area do not require its implementation based on the findings of</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>datum: MAGNA, date: 05/03/2023</p> <ul style="list-style-type: none"> <li>- Contour lines prepared by Agrodinco.</li> <li>- Histogram prepared by the company.</li> </ul>	the land survey.	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure	<p>The company has made use of topographical studies and designs for the establishment of the plantation and the development of the irrigation system, drainage canals, cable rail.</p> <p>The company has:</p> <ul style="list-style-type: none"> <li>- Oil palm plantation design in the San Felipe property Guafitas subdivision, Agrodinco, September 2011.</li> <li>- Design of drains, which are also used for irrigation in summer for capillary irrigation.</li> <li>- Altiplanimetric survey, design of the drainage network, hydraulic calculations and sizing of drainage canals.</li> <li>- Map of topographic survey at a scale of 1:25000, August 2011.</li> <li>- Drainage design map, 1:25000, August 2011.</li> <li>- Cable rail design map, 1:25000, August 2011.</li> <li>- Irrigation system design map for industrial water use, scale 1:5000, March 2017, Agrodinco.</li> </ul>	<p>The company has carried out comprehensive topographic surveys and infrastructure designs to support the establishment and efficient management of the oil palm plantation. These efforts include:</p> <p>Plantation layout and land subdivision, tailored to local terrain and conditions.</p> <p>Design of a drainage network that also serves for capillary irrigation during dry periods.</p> <p>Altiplanimetric and hydraulic studies, including calculations and sizing of drainage canals.</p> <p>Maps and engineering designs for key infrastructure components such as:</p> <p>Plantation layout Drainage system Cable rail system Irrigation systems for both industrial and agricultural use</p> <p>Recent investments include the design and partial implementation of pressurized sprinkler irrigation systems,</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>- Design map of a sprinkler irrigation system for palm cultivation in lot 21A, covering an area of 29 hectares in the Guafitas district, scale 1:1250, October 2023, Eng. Diego Olaya Amaya</p> <p>- Design of a sprinkler irrigation system for lot 40, Sector 1, Guafitas, in an area of 104 ha, developed by NETAFIM, date: 01/08/2025</p> <p>- Design of a sprinkler irrigation system for industrial use in a 10.7 ha area, developed by Agrodinco in March 2017. It is currently being used in a sprinkler irrigation pilot project, with a planned coverage of 85 ha. A Pressurized Irrigation System Plan is in place for Lots 93-94-95-96, DURMAN, 2023, with an 80% completion date and a beneficiary area of 81.4 ha. Its completion is estimated between 2025 and 2026.</p>	<p>covering various lots and areas. These designs have been developed by specialized firms and engineers, and implementation is in progress, with some systems already operating as pilot projects.</p> <p>The irrigation infrastructure is planned to expand further, with a structured plan aiming for full implementation by 2026, enhancing water efficiency and supporting sustainable agricultural practices.</p>	
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.				
7.7.1 (C)	There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	<p>The companies do not have peat soils. According to the semi-detailed study of soils and evaluation of land suitability for oil palm cultivation, in 2179 ha of the Guafitas Block, Agroindustrial Oil Palm Plantation, at scale 1: 25,000, prepared</p>	<p>The company does not operate on peat soils. Based on a semi-detailed soil study covering over 2,100 hectares, the plantation land is characterized by mineral soils, with no presence of fragile, organic, or peat soils. The evaluation</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



		<p>by Edna Margarita Garzón and Juliana Betancourt in July 2017, it is not identified that the company's land presents fragile soils. The soils are mineral soils and there is an absence of predominantly organic or peat soils. There is no new planting after November 15, 2018.</p> <p>Likewise, in the Sustainability Policy "Política de Sostenibilidad", code PO-GE-1 Version 04 dated 04/23/2025, in the section No use of peat soils it is established: "The company accepts the definition of peat soils defined by the RSPO. Therefore, the company undertakes not to plant in areas with peat soils and will avoid supplying fruit from areas identified as peat soils in its supply chain".</p>	<p>confirms suitability for oil palm cultivation with flat topography and low slopes. Additionally, no new plantings have occurred since November 15, 2018.</p> <p>In line with its Sustainability Policy, the company explicitly commits to the RSPO definition of peat soils and ensures that no planting occurs in such areas. The policy also includes a commitment to avoid sourcing fruit from any area identified as peat soil within its supply chain.</p>	<input type="checkbox"/> Not Applicable (justification required)
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p>	<p>Second Submission of RSPO Peat Inventory was submitted on November of 2023 through Google Forms to the RSPO Secretariat: "No, there is no peat on the company's land according to the RSPO Organic Soil and Peat Classification".</p>	<p>Second Submission of RSPO Peat Inventory was submitted on November of 2023 through Google Forms to the RSPO Secretariat: "No, there is no peat on the company's land according to the RSPO Organic Soil and Peat Classification".</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



7.7.3 (C)	Subsidence of peat is monitored, documented and minimised.	N/A. The companies do not have peat soils.	N/A. The companies do not have peat soils.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.7.4 (C)	A documented water and ground cover management programme is in place.	N/A. The companies do not have peat soils.	N/A. The companies do not have peat soils.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.7.5 (C)	For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the time frame for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.	N/A. The companies do not have peat soils.	N/A. The companies do not have peat soils.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



	<p>PROCEDURAL NOTE: Full details of the RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (i.e. those with plantations on peat) to utilise the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting till after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG. PROCEDURAL NOTE: PLWG and the Smallholder Interim Group (SHIG) will collaboratively develop guidance for Independent Smallholders [cross links to SHIG and GHG issues]</p>			
--	--	--	--	--



7.7.6 ©	All existing plantings on peat are managed according to the ' <i>RSPO Manual on Best Management Practices (BMTs) for existing oil palm cultivation on peat</i> ', version 2 (2018) and associated audit guidance.	N/A. The companies do not have peat soils.	N/A. The companies do not have peat soils.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.7.7 (C)	All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version2 (2018) and associated audit guidance.	N/A. The companies do not have peat soils.	N/A. The companies do not have peat soils.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
<b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.				



<p>7.8.1 (C)</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>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>7.8.1 b. Workers have adequate access to clean water</p>	<p>The company has a Programme for Efficient Use and Saving of Water (PUEAA) for its operations at Agroindustrial de Palma Aceitera de Casanare. This programme was registered and submitted for approval to Corporinoquia on 10 March 2021, under file number YO202102840. The plan includes a series of actions aimed at saving and efficient use of water, as well as measures for monitoring leaks and the correct use of this resource.</p> <p>A document titled "Report on Water Collection for Domestic Use" has been identified, with code: FO-AM-RN-23. This document indicates that, as part of legal compliance and to verify that the agricultural activities carried out on the plantation do not generate environmental impacts on the aquifers, a connection has been established with a certified laboratory. This laboratory is responsible for monitoring and analyzing water quality at various locations, such as the El 73, El 56, San Felipe, El 20, and Guafitas camps. To evaluate compliance with this activity, an indicator has been implemented, expressed as the number of effective monitors divided by the total number of scheduled monitors, multiplied by 100.</p>	<p>The company has implemented a Programme for Efficient Use and Saving of Water (PUEAA) for its agricultural operations. This program was submitted to the regional environmental authority and includes actions to promote water conservation, detect leaks, and ensure the responsible use of water resources across the plantation.</p> <p>As part of its environmental compliance strategy, the company carries out regular monitoring and analysis of groundwater and potable water in key operational areas. This includes locations such as San Felipe, Guafitas, and various worker camps. The monitoring is conducted by an accredited external laboratory, ensuring independent and reliable results.</p> <p>Water quality assessments from December 2024 show that both physicochemical and microbiological parameters are within the maximum permissible limits for human consumption, based on national standards. The Water Quality Risk Index (IRCA) calculations also confirm that the water is safe for domestic use.</p> <p>An internal indicator is used to evaluate the effectiveness of the monitoring plan,</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
------------------	---	--	--	--

		<p>The monitoring and physicochemical and microbiological characterization study of groundwater and drinking water, dated December 2024 and code 4925-4928, carried out by the consulting firm MCS Consultoria y Monitoreo Ambiental S.A.S., also contracted as a laboratory to carry out the analysis and monitoring of treated (potable) and groundwater at the sampling points established by the company Agroindustrial de Palma Aceitera S.A. The results of the analysis indicate that, according to the monitoring points, at the outlet of the PTAP of camps 20 and 56, as well as in camps 73, San Felipe and Guafitas, the values are below the maximum permissible limits. Therefore, these waters are considered suitable for human consumption, in accordance with the standards established by the maximum permissible limits.</p> <p>In addition, it was determined that the values are within the limits allowed for human consumption according to the calculation of the Water Quality Risk Index (IRCA) at the outlet of the PTAP.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Monitoring and physicochemical and microbiological characterization study of groundwater and drinking water, dated</li> </ul>	<p>ensuring a high level of compliance with scheduled monitoring activities.</p>	
--	--	---	--	--

		<p>December 2024 and code 4925-4928, carried out by the consulting firm MCS Consultoria y Monitoreo Ambiental S.A.S.</p> <p>- "Report on Water Collection for Domestic Use" has been identified, with code: FO-AM-RN-23.</p>		
7.8.2 (C)	<p>Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p>	<p>The company has the Management of Riparian Zone, Fragile Soils Procedure - "Procedimiento para el Manejo de Franjas Riparias, Suelos Frágiles", code PR-AM-RN-4 version 1 of 02/17/2022, which aims to identify riparian zones for the development of activities for their protection and recovery. The procedure establishes the identification and mapping of riparian zones and water courses and the execution of the water course management program.</p> <p>During visits to the different bodies of water that cross or border the property, it is evident that a distance of 30 and 100 meters is maintained in accordance with the provisions of the Natural Resources</p>	<p>The company has implemented a procedure for the identification, protection, and monitoring of riparian zones and water bodies within its operations. These areas are clearly mapped and demarcated, and management actions are guided by applicable national environmental legislation, including Decree Law 2811 of 1974.</p> <p>During field inspections, it was verified that buffer distances of 30 to 100 meters are maintained along water bodies. Two types of riparian conditions were observed:</p> <p>Undisturbed areas with no cultivation, and</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



		<p>Code, Decree Law 2811 of 1974. Two situations are evident in the riparian zone: 1) there is no cultivation and 2) the presence of cultivation with palms duly demarcated with yellow paint and informative placards, where there is no application of agrochemicals or fertilizers of chemical synthesis. During the field interviews it was corroborated that the workers know these zones and the activities that cannot be carried out there, such as no deforestation, no fishing, no application of agrochemicals and fertilizers of chemical synthesis.</p> <p>The Remediation and Compensation Plan document highlights information that points to the importance of following best management practices for the preservation and rehabilitation of riparian reserves and their waterways. It is crucial to monitor and protect these areas on a regular basis in order to quickly identify and address potential threats. The frequency of monitoring should be adjusted according to local factors, such as the degree of human intervention, the size of the plantation and the availability of staff. It indicates that visits are recommended at least once every six months for larger oil palm</p>	<p>Areas with existing palm cultivation, where trees are marked and agrochemical applications are prohibited.</p> <p>Signage is placed on-site to inform workers of conservation rules, and interviews confirmed that workers are aware of the restrictions and practices that must be observed in these zones, including bans on deforestation, agrochemical use, and fishing.</p> <p>The Remediation and Compensation Plan outlines best practices for preserving riparian ecosystems, recommending periodic monitoring adjusted to plantation size and local context. Conservation signs further reinforce environmental commitments.</p> <p>In support of these efforts, training sessions have been conducted, including a documented session held in November 2024, where 16 employees received instruction on the management of water sources and riparian areas.</p>	
--	--	---	--	--

		<p>plantations, and every two to three months for smaller plantations. This will allow checking for signs of disturbance within the riparian reserves, especially in those areas where biological management of the palms is carried out.</p> <p>There is a sign on the plantation indicating conservation areas, with an express prohibition on the application of agrochemicals and fertilisers in these areas. This sign underlines the commitment to environmental preservation and highlights the importance of respecting the guidelines established to maintain the integrity of the riparian reserves.</p> <p>An attendance record has been identified with code FO-RH-AM-20, with a review date of 11/06/2019 and consecutive number 05833. This record details a training session held on 11/05/2024 in San Felipe, focused on the topic of Water Rounds. The main objective of the training was to provide information about the water sources present and to provide guidance on the differentiated management that should be applied in these areas. Sixteen workers attended. The training was</p>		
--	--	--	--	--

		<p>delivered by the Agricultural Services Coordinator, a biology graduate.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Remediation and Compensation Plan.</li> <li>- Attendance record, code FO-RH-AM-20, with revision date 2019-11-06.</li> </ul>		
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>The company has an industrial wastewater treatment plant with 11 lagoons. The treated wastewater is discharged into the Cravo Sur River between May and October and is reused for agricultural purposes between November and April. Water quality is monitored every six months at the lagoons' inlet and outlet.</p> <p>Industrial wastewater characterization study conducted by MCS Consultoria y Monitoreo Ambiental S.A.S.</p> <p>Report MCS-24-190, December 2024</p> <p>Industrial wastewater treatment plant inlet:</p> <p>BOD: 55,967 mg/L COD: 93,279 mg/L TSS: 33,650 mg/L Fats and oils: 53.8 mg/L</p> <p>Industrial wastewater treatment plant outlet :</p>	<p>The company has an industrial wastewater treatment plant consisting of a lagoon system. During the dry season, the treated water is reused for agricultural activities, and during the rainy season, it is discharged in a controlled manner into the Cravo Sur River. Semi-annual monitoring of water quality parameters is carried out at both the inlet and outlet of the treatment system.</p> <p>The most recent analyses show a significant reduction in the pollutant load (BOD, COD, suspended solids, grease, and oil), complying with the limits established by environmental regulations for reuse or disposal.</p> <p>The company also monitors the quality of groundwater and treated water for domestic use at different points in its facilities, confirming that the values are within the permissible limits for human</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>BOD: 757 mg/L  COD: 1263 mg/L  TSS: 470 mg/L  Fats and oils: 3.65 mg/L</p> <p>MCS Consultoria y Monitoreo Ambiental S.A.S. is accredited under Resolution 1840, date: 18/08/2022 of the Hydrology and Meteorology and Environmental Studies Institute -IDEAM.</p> <p>Oil Mill:</p> <p>Reviewed the Wastewater Characterization Study, dated January, 2025. This report details the monitoring of reuse wastewater at sampling points designated by Agroindustrial de Palma Aceitera. These points include the outlet of the Wastewater Treatment Plant (PTAR) of Camp El 73 (point 1), Camp El 56 (point 2), Camp San Felipe (point 3), Camp El 20 (point 4) and Camp Guafitas (point 5). When comparing the results with Article 7 of Resolution # 1207 of July 25, 2014, it was identified that the parameters are within the limits.</p> <p>The company filed document 2024-03989 dated March 12, 2024, subject: application for renewal of environmental permit Resolution 5004110741, of June 2, 2017, to authorize the use of groundwater from the sources identified</p>	<p>consumption, according to the Water Quality Risk Index (WRI).</p> <p>The company has obtained the necessary permits from the competent environmental authority for the use of groundwater for domestic purposes and for wastewater disposal, and has submitted the corresponding renewal applications to ensure the legal continuity of its operations.</p>	
--	--	--	--	--



		<p>as San Felipe Well, Lote 20 Well and Lote 73 Well, intended for domestic use, for a period of 5 years. In addition, the corresponding permit for the discharge of domestic wastewater was requested.</p> <p>File No. 2024-03989, dated: 03/11/2024, Subject: Request for Environmental Permits Resolution No. 50.41.17-0741 of June 2, 2017, file 500.44.2.12-126</p> <p>The company processed the environmental permits for the operation of lot 20, San Felipe, 56 and 73 camps, permits that due to their expiration, their respective renewal was requested, for which a technical document requesting groundwater concessions and domestic wastewater discharge permits is attached. - File No. 2024-11396 dated: 07/12/2024, File No. 500.44.2.11-176</p> <p>Settlement of services Evaluation "Request for environmental permits for the concession of groundwater for domestic use and permission for the discharge of domestic wastewater for the operation and functioning of camps for an oil palm plantation, Orocué, Casanare. Payment reference: YO 202411396.</p> <p>Documentary evidence:</p> <p>Industrial wastewater characterization study conducted by MCS Consultoria y</p>		
--	--	---	--	--

		<p>Monitoreo Ambiental S.A.S.</p> <p>Report MCS-24-190, December 2024.</p> <p>Document 2024-03989 dated March 12, 2024, subject: application for renewal of environmental permit Resolution 5004110741, of June 2, 2017</p> <p>Wastewater Characterization Study, dated January , 2025.</p>		
7.8.4	Mill water use per tonne of FFB is monitored and recorded.	<p>The Oil Mill keeps records of production of Fresh Fruit Bunches and water use for FFB processing.</p> <p>Production:</p> <p>2023 153,000 ton FFB</p> <p>2024 164,272.52 ton FFB</p> <p>Water use: Efficient Groundwater Consumption Report 2023 -2024</p> <p>2023 2184 m3</p> <p>1.52 m3/ton FFB</p> <p>2024 2240 m3</p> <p>1.42 m3/ ton FFB</p>	<p>The company maintains detailed records of fresh fruit bunch (FFB) production and water consumption used in processing.</p> <p>During 2023 and 2024, more than 150,000 tons of FFB were processed annually, with an increase in 2024. At the same time, groundwater consumption has remained under control, demonstrating improved resource efficiency. The water use indicator per ton of processed fruit decreased from 1.52 m³/ton in 2023 to 1.42 m³/ton in 2024, reflecting more efficient water resource management in the mill's operations.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
<p><b>Criterion 7.9:</b></p> <p><b>Efficiency of fossil fuel use and the use of renewal energy is optimized.</b></p>				



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>The company has a GHG Greenhouse Gas Reduction Plan – “Plan de Reduccion de Gases de Efecto Invernadero - GEI”, code DO-AM-RN-4 version 02 of 27/03/2025, which contemplates reducing fossil fuel consumption through technological innovation such as renewable energies, solar energy, and methane capture for energy generation.</p> <p>Methane capture is carried out through the methanogenic lagoon for cogeneration of 1 megawatt. Therefore, the company signed contract No. 564 on August 8, 2023, for the execution and supervision of works in the naval oil industry. The goal is to achieve a 100% reduction in greenhouse gas emissions by 2025. The GHG Reduction Plan includes a training component, which was 100% completed.</p> <p>The installation of solar energy at 73, 69 and 52 storage facilities was carried out by the company Ingenio Verde and the calculation reports were submitted in March 2023</p> <p>Installation of photovoltaic electrical systems: storage units 69 and 52, 2024. Installation of photovoltaic electrical systems: Camp 73, 2025.</p>	<p>The company has implemented a Greenhouse Gas Reduction Plan that includes concrete actions to reduce the use of fossil fuels, promoting technological innovations such as the use of renewable energy, particularly solar energy, and methane capture for cogeneration.</p> <p>One of the main initiatives is the capture of methane through a methanogenic lagoon, which can generate up to 1 megawatt of energy. This action is part of a commitment to achieve total reduction of greenhouse gas emissions by 2025.</p> <p>Solar energy systems have also been installed at several storage facilities and camps, with the assistance of a specialized company. These measures seek to increase energy efficiency and reduce dependence on non-renewable sources.</p> <p>In addition, electricity consumption at the plant and farm, as well as fuel consumption in agricultural operations, is monitored annually. In 2024, the fuel consumption indicator per ton of processed fruit decreased from 1.28 gallons/ton in 2023 to 1.00 gallons/ton in 2024, reflecting an improvement in</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-------	---	--	--	--



		<p>Additionally, the following documents are available: Energy Efficiency Consumption Code: DO-AM-RN-2, version 03, which records the electricity consumption at the extraction plant and plantation annually. Fuel Efficiency Consumption Code: DO-AM-RN-1 version 03, which records and monitors the consumption of fossil fuels in the agricultural operations of Agroindustrial de Palma Aceitera, S.A. and establishes a gal/ton RFF indicator.</p> <p>Total Consumption 2024</p> <p>Oill Mill:</p> <p>*Diesel: 53,065.75 L</p> <p>*Petrol: 1,099.08 L</p> <p>Farm:</p> <p>*Diesel: 165,194 L</p> <p>*Petrol: 30,872 L</p> <p>Fuel Consumption in Gallons/Ton RFF:</p> <p>2023: 1.28 Gallons/ Ton RFF</p> <p>2024: 1.00 Gallons/Ton RFF</p>	operational efficiency.	
<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions				
7.10.1	GHG emissions are identified and	The company has a GHG Greenhouse	The company has implemented a	<input checked="" type="checkbox"/> Conform



(C)	<p>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>Gas Reduction Plan – “Plan de Reduccion de Gases de Efecto Invernadero - GEI”, code DO-AM-RN-4 version 02 of 27/03/2025, which contemplates reducing fossil fuel consumption through technological innovation such as renewable energies, solar energy, and methane capture for energy generation.</p> <ul style="list-style-type: none"> <li>- Methane capture is carried out through the methanogenic lagoon for cogeneration of 1 megawatt. Therefore, the company signed contract No. 564 on August 8, 2023, for the execution and supervision of works in the naval oil industry. The goal is to achieve a 100% reduction in greenhouse gas emissions by 2025. The GHG Reduction Plan includes a training component, which was 100% completed.</li> <li>- The installation of solar energy at 73, 69 and 52 storage facilities was carried out by the company Ingenio Verde and the calculation reports were submitted in March 2023</li> <li>- Installation of photovoltaic electrical systems: storage units 69 and 52, 2024.</li> <li>- Installation of photovoltaic electrical systems:</li> <li>- Camp 73, 2025.</li> </ul>	<p>comprehensive plan to reduce greenhouse gas (GHG) emissions, with the goal of achieving a total reduction in emissions by 2025. This plan includes the use of clean technologies, such as the installation of solar photovoltaic systems at various facilities and the capture of methane from methanogenic lagoons for electricity generation (cogeneration of up to 1 megawatt).</p> <p>The plan also includes a training component, which has been fully implemented and is aligned with practical actions such as the installation of solar systems at various operating locations during 2023, 2024, and 2025.</p> <p>Regarding industrial water management, the company has a wastewater treatment plant (WWPT), which is periodically monitored. Analyses performed by an accredited laboratory show a significant reduction in parameters such as BOD, COD, suspended solids, fats, oils, and fecal coliforms, complying with environmental standards.</p> <p>Additionally, the company uses a carbon footprint calculation tool that integrates field and mill data. This tool was verified during the audit and provides consistent and complete information. The results,</p>	<p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----	---	--	---	---

		<p>Industrial wastewater characterization study conducted by MCS Consultoria y Monitoreo Ambiental S.A.S. Report MCS-24-190, December 2024</p> <p>Industrial wastewater treatment plant inlet:</p> <p>BOD: 55,967 mg/L COD: 93,279 mg/L TSS: 33,650 mg/L Fats and oils: 53.8 mg/L Fecal Coliforms: 5,040 NMP/100 MI</p> <p>Industrial wastewater treatment plant outlet :</p> <p>BOD: 757 mg/L COD: 1263 mg/L TSS: 470 mg/L Fats and oils: 3.65 mg/L Fecal Coliforms: 441 NMP/100 MI</p> <p>MCS Consultoria y Monitoreo Ambiental S.A.S. is accredited under Resolution 1840, date: 18/08/2022 of the Hydrology and Meteorology and Environmental Studies Institute -IDEAM.</p> <p>At the moment of the audit, the GHG calculator was reviewed, with complete information and a clear and consistent relationship between the field and oil mill databases with that recorded in the</p>	<p>as well as the corresponding action plans and monitoring, are published on the corporate website, promoting transparency and commitment to sustainability:</p> <p><a href="http://induaceitera.com/sostenibilidad">induaceitera.com/sostenibilidad</a></p>	
--	--	--	---	--

		calculator. The Monitoring information, action plans, and the results of the carbon footprint calculation (GHG calculator) are published on the company's website <a href="https://www.induaceitera.com/sostenibilidad">https://www.induaceitera.com/sostenibilidad</a>		
7.10.2 (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 prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).	The High Conservation Values (HCV) study and the Land Use Change Analysis -LUCA did not detect the presence of carbon stocks in the company's oil palm plantations.	The High Conservation Values (HCV) study and the Land Use Change Analysis -LUCA did not detect the presence of carbon stocks in the company's oil palm plantations.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.10.3 (C)	Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.	Other significant pollutants are identified and monitored. There is evidence from an Air Emissions Study by Industrial Aceitera del Casanare S.A., which monitors air emissions generated by the 1802 BHP boiler. Report 20239, dated 11/29/2024, prepared by COMNAMBIENTE S.A.S. Maximum air quality indexes Station 1: PM10 41.66 mg/m <sup>3</sup> NO2 161.04 mg/m <sup>3</sup> SO2 1.63 mg/m <sup>3</sup>	The company monitors air pollutants emitted by its operations, particularly from its 1802 BHP boiler. An Air Emissions Study conducted in November 2024 by a certified environmental firm assessed the levels of particulate matter (PM10), nitrogen dioxide (NO <sub>2</sub> ), and sulfur dioxide (SO <sub>2</sub> ). Measured concentrations: PM10: 41.66 mg/m <sup>3</sup> NO <sub>2</sub> : 161.04 mg/m <sup>3</sup> SO <sub>2</sub> : 1.63 mg/m <sup>3</sup> All values were measured under standardized conditions and fall within	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>The average concentration of particulate matter (PM) emissions from the boiler is 41.6638 mg/m<sup>3</sup> and nitrogen oxides (NOX) are 161.0404 mg/m<sup>3</sup>, results obtained under reference conditions of temperature and pressure, at an oxygen concentration of 13%.</p> <p>The results obtained are lower than the established maximum standards (PM: 50 mg/m<sup>3</sup> and NOX: 350 mg/m<sup>3</sup>); therefore, they comply with the maximum standards defined in Article 19, Table 15 of Resolution 909 of June 5, 2008, of the MAVDT (current Ministry of Environment and Sustainable Development).</p> <p>The air quality indexes are below the maximum limit allowed by resolution 909 of 2008 of the Ministry of Environment and Sustainable Development, with PM<sub>10</sub> &lt; 50 mg/m<sup>3</sup> and NO<sub>2</sub> &lt; 350 mg/m<sup>3</sup>.</p> <p>COMNAMBIENTE S.A.S. Compañía Nacional de Estudios Ambientales S.A.S. is accredited under Resolution 0206 of 2021 of the Hydrology and Meteorology and Environmental Studies Institute - IDEAM.</p>	<p>the legal limits established by national environmental regulations (Resolution 909 of 2008), which set maximum values at:</p> <p>PM: 50 mg/m<sup>3</sup> NOx: 350 mg/m<sup>3</sup></p> <p>The monitoring was conducted by COMNAMBIENTE S.A.S., a laboratory accredited by IDEAM, ensuring the reliability and validity of the data.</p>	
--	--	--	--	--



<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area.				
7.11.1 (C)	Land for new planting or replanting is not prepared by burning.	<p>The Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025 establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority, according to the regulations and national legislation in force".</p> <p>"Likewise, the company is committed to have plans and programs to prevent, attend to and control contingencies generated by accidental burns or burns caused by third parties within its properties and areas of direct influence".</p> <p>During the field visits there was no evidence of the use of fire for land preparation; this was corroborated by the field and administrative personnel interviewed.</p>	<p>The company has a formal policy that prohibits the use of fire for land preparation, waste management, or any other operational activities. Burning is only permitted in exceptional, documented phytosanitary cases with prior approval from the relevant environmental authority, in line with national legislation.</p> <p>In addition, the company has implemented plans and programs to prevent, manage, and respond to accidental fires or those caused by third parties within its properties or areas of influence.</p> <p>During field inspections and interviews with staff, no evidence of burning activities was found, confirming adherence to the zero-burning policy.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



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>The company has an Emergency Plan (PL-RH-SS-2 version 3, 03/03/2025) for Agroindustrial Aceitera. It includes a list of physical resources available for fire management, such as radio equipment, fire extinguishers, booths, hydrants, and a fire alarm system. The role of the fire department is also described.</p> <p>A Comprehensive Emergency Brigade training certificate is available, covering the following topics: Basic First Aid, Fire Control, Fire Extinguisher Handling, and Evacuation Management, with an intensity of 10 hours, carried out by the volunteer fire department of Orocue, Casanare on 08/29/2024, 08/28/2024 and 08/07/2024. 66 participants.</p> <p>Forest Fire Management and Prevention Training Record, Attendance Record Code: FO-RH-AM-20 Version 03, consecutive 05081, date: 03/27/2025, 21 participants.</p> <p>Forest Fire Management and Prevention Training Record, Attendance Record Code: FO-RH-AM-20 Version 03, consecutive 05083, date: 03/29/2025, 9 participants.</p> <p>Forest Fire Prevention Training Record, taught by EES Pentagono S.A.S. Facilitator: Nestor Seponeda, Attendance Record Code: MIS-5-3-2-</p>	<p>The company has established an Emergency Plan for its operations, which outlines the resources and protocols in place for managing fire-related emergencies. These include fire extinguishers, alarm systems, hydrants, radio communication equipment, and designated emergency booths. The plan also defines the role of the local fire department in emergency response.</p> <p>Training has been provided to personnel through multiple sessions in coordination with the local volunteer fire department and specialized facilitators. Key training areas include:</p> <ul style="list-style-type: none"> <li>Fire prevention and control</li> <li>Handling of fire extinguishers</li> <li>First aid and evacuation procedures</li> <li>Forest fire management</li> </ul> <p>A total of over 120 participants have been trained across different sessions in 2024 and 2025, reflecting the company's commitment to proactive risk management and emergency response capacity.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--------	--	---	--	--



		FR37 Version 02, consecutive 05083, date: 04/30/2024, 25 participants.		
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	<p>According to the Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025, the company is committed to have plans and programs to prevent, attend to and control contingencies generated by accidental burns or burns caused by third parties within its properties and areas of direct influence.</p> <p>Therefore, an invitation was extended to adjacent neighbors to attend the community workshop on Wildfire Prevention on 03/27/2025. This invitation was made through whatsapp.</p> <p>There is evidence of the attendance list and photographic record of the training to community personnel on forest fire prevention executed on 03/27/2025 by volunteer firefighters of Orocué, Casanare with the presence of 21 attendees.</p>	<p>As part of its commitment to environmental protection, the company has implemented measures to prevent, manage, and respond to fire-related contingencies, including those caused by third parties on its properties and in surrounding areas.</p> <p>In alignment with this commitment, the company organized a community wildfire prevention workshop, inviting neighboring residents through direct communication channels. The event was held with the participation of volunteer firefighters from Orocué, Casanare, who conducted the training.</p> <p>There is documented evidence of the event, including a participant attendance list and photographic records, confirming the presence of 21 community members. This initiative reflects the company's proactive approach to risk prevention and community involvement in environmental stewardship.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



#### PROCEDURAL NOTE for 7.12

The 2018 RSPO P&C include new requirements to ensure the effective contribution of RSPO to halting deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Toolkit in the revised standard.

The RSPO ToC also commits RSPO to balancing sustainable livelihoods and poverty reduction with the need to conserve, protect and enhance ecosystems.

High Forest Cover Countries (HFCCs) urgently require economic opportunities that enable communities to choose their own development path, while providing socio-economic benefits and safeguards.

Adapted procedures will be developed to support the sustainable development of palm oil by indigenous peoples and local communities with legal or customary rights. These will apply in specific HFCCs, and within those, in High Forest Cover Landscapes (HFCLs).

The development of these procedures will be guided by a No Deforestation Joint Steering Group (NDJSG) of RSPO and HCSA members. In HFCCs, RSPO will work through national and local participatory processes with governments, communities and other stakeholders to develop these procedures. A timeframe for these activities is stipulated in the Terms of Reference for the NDJSG and publicly available.

#### 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.

7.12.1 (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. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	The company has a HCV study carried out in 2018 through the consulting company BioTerra - Dariem Zuñiga Leiton ALS1405DZ., among the results the following HCVs were identified: HCV-1 Present HCV-2 Precautionary Principle HCV- 4 Precautionary Principle HCV - 5 Present.  The development of this report was conducted following a series of methodological procedures, which allowed us to obtain the data that most closely adjusted to the current reality. The methodological process included	The company conducted a High Conservation Value (HCV) study in 2018 through the environmental consulting firm BioTerra. The study identified the presence of HCV-1 and HCV-5, and the application of the precautionary principle for HCV-2 and HCV-4. The assessment included ecological evaluations, fieldwork on flora and fauna, and social consultations with local communities.  The area studied covers rural settlements in the municipalities of Orocué and San Luis de Palenque, within the Casanare department in Colombia. The study used a Rapid Ecological Assessment (REA) methodology, which included sampling of	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
---------------	---	--	--	---



		<p>performing a Rapid Ecological Assessment (REA), which is a systematic and articulated methodology that rapidly provides the necessary information for making decisions related to biodiversity conservation (Sayre et al., 2000). It is also used to determine rapidly the structure of the landscape, community, and habitat and to integrate multiple levels of information, where the most important is the field work, focused on groups of organisms that allow obtaining certain knowledge of the biological diversity of the area (Sobrevilla &amp; Bath, 1992).</p> <p>Indeed, to know the diversity of the sampling area, a process was followed to obtain data based on the main groups of flora and fauna (mammals, reptiles, and birds). For this purpose, we had the support of the consultant biologist John Infante Betancour, who was the counterpart for this project in Colombia. For the REA, previous studies and the records made for the Control Unit were consulted, as well as visits to the natural and semi-natural vegetation cover in the study area to complement the species lists, with emphasis on forests, natural savannas, and wetlands. The details of the methodologies used are presented</p>	<p>mammals, reptiles, and birds, and involved field verification and consultation with social stakeholders to reinforce the findings.</p> <p>In addition, a private nature reserve named "Los Aceites" was officially registered in May 2023, totaling 368.23 hectares, distributed across conservation, buffer, and restoration zones.</p> <p>Following the approved Land Use Change Analysis (LUCA), a remediation area of 57.05 hectares in riparian zones was identified. The objective of the remediation is to restore biodiversity and the ecological function of these areas through actions such as reforestation, agrochemical-free buffer zones, and eventual eradication of oil palm where needed.</p> <p>The company did not identify loss of HCVs 4, 5, or 6 within the LUCA assessment. However, it assumed a compensation responsibility for 101.62 hectares of land that was cleared without prior HCV evaluation. Instead of implementing onsite conservation actions, the company chose to finance conservation efforts through a third party, the Palmarito Casanare Foundation, an NGO dedicated to the protection and sustainable management of natural</p>	
--	--	--	---	--

		<p>in Annex 11.1.2. of the Assessment (see map of REA sampling sites in Annex 11.1.2 of the Assessment).</p> <p>Moreover, to collecting all the environmental information, the consulting firm Bio Terra, also made a field visit to the Control Unit, to verify the results of a random sampling and to provide feedback on the data obtained. Furthermore, a process of consultation and information collection was carried out within the communities and with key social actors to strengthen the information regarding the absence or presence of HCVs in the area, along with the available information. These consultations and interviews were carried out by a professional staff with experience in the social field and mainly structured, and semi-structured interviews, as well as focus groups were used. It was conducted between June 7 and June 14, 2018, and included two stages.</p> <p>The area under study is in the rural settlements of Mariara, Algarrobo, and Jagueyes in the municipalities of Orocué and San Luis de Palenque, in the Department of Casanare in Colombia. The following is the division of the</p>	<p>ecosystems in the Llanos Orientales region.</p> <p>Additional procedures and plans in place include:</p> <ul style="list-style-type: none"> <li>A riparian buffer zone management procedure,</li> <li>A plan for environmental monitoring of HCV areas,</li> <li>A strategy to control invasive species (like Kudzu and Mucuna),</li> <li>A ban and sanction mechanism for wildlife disturbance,</li> <li>Signage indicating HCV presence and prohibiting hunting and fishing,</li> <li>A permitting system for agricultural operations in sensitive adjacent areas.</li> </ul>	
--	--	--	--	--

		<p>evaluated area, its total area, its planting area, its location, its planting date, and its lease agreement:</p>																																																														
		<table><tr><th>Distrit</th><th>Farm</th><th>Date of planting</th><th>Area Lots</th><th>Rural settlement</th><th>Municipality</th></tr><tr><td>GUAFITAS</td><td>1</td><td>2012, 2016</td><td>1121.5</td><td>Mariara</td><td>Orocue</td></tr><tr><td>GUAFITAS</td><td>2</td><td>2012 / 2013</td><td>1135.84</td><td>Mariara</td><td>Orocue</td></tr><tr><td>SAN FELIPE</td><td>3</td><td>2013</td><td>1160.84</td><td>Algarrobo</td><td>Orocue</td></tr><tr><td>SAN FELIPE</td><td>4</td><td>2013</td><td>1065.72</td><td>Algarrobo</td><td>Orocue</td></tr><tr><td>SAN FELIPE</td><td>5</td><td>2013, 2014, 2015</td><td>985.41</td><td>Jagueyes</td><td>San Luis de Palenque</td></tr><tr><td colspan="3">SUB TOTAL AREA SOWN</td><td>5469.31</td><td colspan="2"></td></tr><tr><td colspan="3">PROTECTION AREAS</td><td>1308.2</td><td colspan="2"></td></tr><tr><td colspan="3">INFRASTRUCTURE (Roads, trails, bridges, camps, stockpiles)</td><td>222.49</td><td colspan="2"></td></tr><tr><td colspan="3">Total</td><td>7000</td><td colspan="2"></td></tr></table>	Distrit	Farm	Date of planting	Area Lots	Rural settlement	Municipality	GUAFITAS	1	2012, 2016	1121.5	Mariara	Orocue	GUAFITAS	2	2012 / 2013	1135.84	Mariara	Orocue	SAN FELIPE	3	2013	1160.84	Algarrobo	Orocue	SAN FELIPE	4	2013	1065.72	Algarrobo	Orocue	SAN FELIPE	5	2013, 2014, 2015	985.41	Jagueyes	San Luis de Palenque	SUB TOTAL AREA SOWN			5469.31			PROTECTION AREAS			1308.2			INFRASTRUCTURE (Roads, trails, bridges, camps, stockpiles)			222.49			Total			7000				
Distrit	Farm	Date of planting	Area Lots	Rural settlement	Municipality																																																											
GUAFITAS	1	2012, 2016	1121.5	Mariara	Orocue																																																											
GUAFITAS	2	2012 / 2013	1135.84	Mariara	Orocue																																																											
SAN FELIPE	3	2013	1160.84	Algarrobo	Orocue																																																											
SAN FELIPE	4	2013	1065.72	Algarrobo	Orocue																																																											
SAN FELIPE	5	2013, 2014, 2015	985.41	Jagueyes	San Luis de Palenque																																																											
SUB TOTAL AREA SOWN			5469.31																																																													
PROTECTION AREAS			1308.2																																																													
INFRASTRUCTURE (Roads, trails, bridges, camps, stockpiles)			222.49																																																													
Total			7000																																																													
		<p>In addition, the company has registered in the reserve area of the civil society "Los Aceites" by resolution issued by the Ministry of Environment No. 107 of 25 May 2023 and corresponds to:</p> <p>-258.9741 Conservation area</p> <p>-11,9419 Buffer and special management zone.</p> <p>-97,3148 Restoration zone,</p> <p>Total area: 368,2308 ha.</p>																																																														

		<p>Based on the LUCA (Land Use Change Area) approved, Grupo Colombiano Agropalmero S.A. company has a total remediation area of 57.05 ha, cleared in riparian areas on which the palm oil crop is located. The goal of the remediation plan is to restore biodiversity and ecosystem functioning in the riparian zones to be remediated. The general objective is to restore, monitor, and conserve an extension of 57.05 ha corresponding to a riparian forest located inside the management units of the Company in Casanare department, Colombia.</p> <p>Among its operative procedures, Grupo Colombiano Agropalmero S.A. already has a management plan for the riparian buffer zones, where the following measures are established:</p> <ul style="list-style-type: none"> <li>· In areas with native vegetation, a different management zone is created between the limit of the vegetation cover and the palm plantation.</li> <li>· Agrochemicals will not be used in differentiated management zones.</li> <li>· A delimitation of the buffer zone will be made for its recognition.</li> <li>· Reforestation will be carried out in the</li> </ul>		
--	--	--	--	--



		<p>riparian zones without palm or native vegetation.</p> <ul style="list-style-type: none"> <li>· Areas with oil palm, old palms will be eradicated when they are ending their productive cycle.</li> </ul> <p>Regarding the Compensation Plan for Social Impacts of loss of HCVs 4, 5, and 6, the Company did not identify in the LUCA loss of HCVs 4-6. On the other hand, the Company has a final compensation liability of 101.62 ha, cleared without previous HCV evaluation. The Company's decision about the responsibility is to carry out an Equivalent monetary compensation, therefore, it will provide funding to a third party (Palmarito Casanare foundation) to develop projects or programs to achieve conservation objectives outside the sites managed by the conservation company. The Palmarito Casanare Foundation is a non-profit organization dedicated to the defense, conservation, research, promotion, and sustainable use of Colombian nature in general, with particular emphasis on the region of Los Llanos Orientales and the Palmarito Casanare Nature Reserve, located in the municipality of Orocué, Casanare.</p> <p>Documentary evidence:</p>		
--	--	--	--	--

		<ul style="list-style-type: none"> <li>- Remediation and Compensation Plan_Agroindustrial “Plan de remediación y compensación 2023.</li> <li>- Procedure for management of riparian strips, fragile soils “Procedimiento para manejo de franjas riparias, suelos frágiles”, code: PR-AM-RN-4, version:01.</li> <li>- Management and environmental monitoring plan for areas of high conservation value “Plan de manejo y monitoreo ambiental de las áreas de alto valor de conservación”, code: PL-AM-RN-6, version 2 (9/11/2023).</li> <li>- Invasive species monitoring plan “Plan de monitoreo de especies invasivas” (Kudzu, Mucuna and buttercup): Invasive species management plan, PL-LA-CA-1.</li> <li>- Sustainability policy “Politica de sostenibilidad” (signed 17/08/2021).</li> <li>- Sanctioning procedure for fauna affectation (hunting and trafficking).</li> <li>- Signage plan: identification of HCVs in the lots (prohibition of hunting and fishing).</li> <li>- Work permit for agricultural activities in adjacent areas (maintenance of canals).</li> </ul>		
--	--	---	--	--

<p>7.12.2 (C)</p>	<p>HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) 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>The review of the remediation and compensation plan indicates that after 9 May 2014, 6.50 hectares were cleared, while between 1 January 2010 and 9 May 2014, the figure amounted to 52.01 hectares. No logging was reported in the periods between December 2007 and December 2009, as well as between November 2005 and November 2007. In total, the loss of these prohibited areas amounts to 58.51 hectares, with a total remediation area of 57.05 hectares and compensation liability of 101.62.</p> <p>A document called Evaluación de Altos Valores De Conservación, prepared for the company Agroindustrial de Palma Aceitera S.A. Sucursal Colombia, prepared by the company Bioterra Consultores Ambientales, delivered in December 2018, the document indicates that within the largest area of the plantation, there are no protected natural areas of public access. However, around the Control Unit, 5 private protected areas are identified that are part of the Colombian National System of Protected Areas. These areas are recognised as Civil Society Nature Reserves. The extensions of these reserves vary, and range from La Bramadora with 3994.17</p>	<p>The company conducted a High Conservation Value (HCV) study conducted by an environmental consulting firm in 2018. The study identified the presence of HCVs 1 and 5, and applied the precautionary principle for HCVs 2 and 4. The assessment included rapid ecological analyses, flora and fauna sampling, and the integration of social information through community consultations.</p> <p>No public protected areas were found within the area of operation, but five nearby civil society nature reserves were identified, which are part of Colombia's National System of Protected Areas. Ecosystems such as flooded savannas, riparian forests, and scrubland areas that perform important ecological functions such as water regulation and biodiversity support were also identified.</p> <p>A total loss of 58.51 hectares was estimated in restricted areas, of which 57.05 hectares are under a remediation plan. In addition, the company assumed an equivalent compensation obligation for 101.62 hectares, for areas affected without prior HCV assessment. This compensation will be executed through an external organization specializing in</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
-----------------------	---	--	---	--



		<p>hectares to La Travesada with 4088.4 hectares: Biodiversity concentrations: Present: These are identified in the areas of flooded savannahs, plains and riparian forests within the Control Unit. The importance of the Cravo Sur river in the "Sensitive Species Distribution Areas" is also highlighted. Large-scale ecosystems: Present: Flooded savannas, both inside and outside the Control Unit, are considered regionally and nationally important. However, uncertainty about their natural state leads to the application of the Precautionary Principle. Rare or threatened ecosystems: Present: In ecosystems zoned by the IUCN Red List of Ecosystems, although there are information gaps on their true conservation status. Basic ecosystem services: Present: In the floodplain savannas inside and outside the Control Unit, providing services that support and regulate water quality in the basin and the Cravo Sur river. Information is based on bibliographic and regional sources, with caution due to lack of specific and local data. Critical resources for communities: Present: In the Cravo Sur river, vital for the water supply of some local families. Sites of cultural, historical</p>	<p>conservation in the region.</p> <p>The total area designated for environmental management includes more than 1,500 hectares, divided into riparian corridors, floodplain savannas, scrublands, and forests. Operational measures have been implemented for the protection and recovery of these areas, such as:</p> <ul style="list-style-type: none"> <li>Delimitation of differentiated environmental management zones without the use of agrochemicals.</li> <li>Reforestation in areas without vegetation cover.</li> <li>Eradication of palm trees in sensitive areas at the end of their productive cycle.</li> <li>Signage prohibiting hunting and fishing.</li> <li>Monitoring of invasive species such as kudzu and mucuna.</li> <li>Pension procedures for wildlife impacts.</li> <li>Maintenance planning in agricultural areas near sensitive ecosystems.</li> </ul> <p>These actions are supported by a comprehensive environmental management and monitoring plan to ensure the conservation and restoration of priority areas.</p>	
--	--	--	--	--

		<p>or archaeological significance: Absent: There is no evidence to suggest the existence of cultural, historical or archaeological sites of global or national importance within the unit of interest. Indicates that consultations were carried out as part of the Highly Significant Conservation Values (HCV) analysis. Participants included representatives of various communities, local authorities, and environmental organisations. It is noted that there are rivers under management with a length of 42.8 km. In addition, specific areas have been designated for riparian corridor, forest, flooded savannah and scrub, with areas of 264.5 ha, 84.33 ha, 468 ha and 772.3734 ha, respectively. The overall total of the management areas is 1589.2 ha.</p> <p>In addition, the management and environmental monitoring plan for areas of high conservation value incorporates measures for the management of riparian strips and fragile soils through the implementation of the procedure for the management of riparian strips and fragile soils, code MZ-LA-SA-1. Furthermore, a process of consultation and information collection was carried</p>		
--	--	---	--	--

		<p>out within the communities and with key social actors to strengthen the information regarding the absence or presence of HCVs in the area, along with the available information. These consultations and interviews were carried out by a professional staff with experience in the social field and mainly structured, and semi-structured interviews, as well as focus groups were used. It was conducted between June 7 and June 14, 2018, and included two stages.</p> <p>Documentary evidence:</p> <ul style="list-style-type: none"> <li>- Remediation and Compensation Plan_Agroindustrial "Plan de remediación y compensación 2023.</li> <li>- Procedure for management of riparian strips, fragile soils "Procedimiento para manejo de franjas riparias, suelos frágiles", code: PR-AM-RN-4, version:01.</li> <li>- Management and environmental monitoring plan for areas of high conservation value "Plan de manejo y monitoreo ambiental de las áreas de alto valor de conservación", code: PL-AM-RN-6, version 2 (9/11/2023).</li> <li>- Invasive species monitoring plan "Plan</li> </ul>		
--	--	--	--	--

		<p>de monitoreo de especies invasivas” (Kudzo, Mucuna and buttercup): Invasive species management plan, PL-LA-CA-1.</p> <ul style="list-style-type: none"> <li>- Sustainability policy “Politica de sostenibilidad” (signed 17/08/2021).</li> <li>- Sanctioning procedure for fauna affectation (hunting and trafficking).</li> <li>- Signage plan: identification of HCVs in the lots (prohibition of hunting and fishing).</li> <li>- Work permit for agricultural activities in adjacent areas (maintenance of canals).</li> </ul>		
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.	<p>The review of the remediation and compensation plan indicates that after 9 May 2014, 6.50 hectares were cleared, while between 1 January 2010 and 9 May 2014, the figure amounted to 52.01 hectares. No logging was reported in the periods between December 2007 and December 2009, as well as between November 2005 and November 2007. In total, the loss of these prohibited areas amounts to 58.51 hectares, with a total remediation area of 57.05 hectares and compensation liability of 101.62.</p> <p>A document called Evaluación de Altos Valores De Conservación, prepared for the company Agroindustrial de Palma</p>	<p>The company has conducted an evaluation to identify High Conservation Values (HCV) within its operational area. This assessment confirmed the presence of several HCV categories, particularly related to biodiversity, ecosystem services, and critical community resources. The analysis included ecological fieldwork, consultations with local communities, and the use of established methodologies such as Rapid Ecological Assessments.</p> <p>The evaluation revealed no public protected areas within the plantation boundary; however, five privately protected areas recognized under the</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>Aceitera S.A. Sucursal Colombia, prepared by the company Bioterra Consultores Ambientales, delivered in December 2018, the document indicates that within the largest area of the plantation, there are no protected natural areas of public access. However, around the Control Unit, 5 private protected areas are identified that are part of the Colombian National System of Protected Areas. These areas are recognised as Civil Society Nature Reserves. The extensions of these reserves vary, and range from La Bramadora with 3994.17 hectares to La Travesada with 4088.4 hectares: Biodiversity concentrations: Present: These are identified in the areas of flooded savannahs, plains and riparian forests within the Control Unit. The importance of the Cravo Sur river in the "Sensitive Species Distribution Areas" is also highlighted. Large-scale ecosystems: Present: Flooded savannas, both inside and outside the Control Unit, are considered regionally and nationally important. However, uncertainty about their natural state leads to the application of the Precautionary Principle. Rare or threatened ecosystems: Present: In ecosystems zoned by the IUCN Red List</p>	<p>national conservation system are located nearby. These areas support significant biodiversity, particularly within flooded savannas, riparian forests, and river ecosystems.</p> <p>Environmental Impacts and Restoration Measures:</p> <p>A total of 58.51 hectares were identified as having been cleared in environmentally sensitive areas.</p> <p>57.05 hectares are being restored under a remediation plan.</p> <p>An additional 101.62 hectares were cleared without prior HCV assessment and are subject to compensation obligations.</p> <p>The compensation will be fulfilled via financial support to an external conservation foundation, which will implement conservation projects in the region.</p> <p>The company has designated over 1,500 hectares as environmental management areas, including riparian corridors, savannas, forests, and scrublands. Measures implemented in these areas include:</p> <p>Protection of native vegetation and exclusion of agrochemicals.</p>	
--	--	---	---	--



		<p>of Ecosystems, although there are information gaps on their true conservation status. Basic ecosystem services: Present: In the floodplain savannas inside and outside the Control Unit, providing services that support and regulate water quality in the basin and the Cravo Sur river. Information is based on bibliographic and regional sources, with caution due to lack of specific and local data. Critical resources for communities: Present: In the Cravo Sur river, vital for the water supply of some local families. Sites of cultural, historical or archaeological significance: Absent: There is no evidence to suggest the existence of cultural, historical or archaeological sites of global or national importance within the unit of interest. Indicates that consultations were carried out as part of the Highly Significant Conservation Values (HCV) analysis. Participants included representatives of various communities, local authorities, and environmental organisations. It is noted that there are rivers under management with a length of 42.8 km. In addition, specific areas have been designated for riparian corridor, forest, flooded savannah and scrub, with areas of 264.5 ha, 84.33 ha, 468 ha and</p>	<p>Reforestation of buffer zones. Gradual removal of oil palm from ecologically sensitive zones. Monitoring and control of invasive species. Signage to restrict hunting and fishing. Sanction procedures for wildlife violations. Oversight of agricultural activity near fragile ecosystems. Consultations with local stakeholders were also conducted to enhance the accuracy of HCV identification and support inclusive conservation planning.</p>	
--	--	---	---	--

		<p>772.3734 ha, respectively. The overall total of the management areas is 1589.2 ha.</p> <p>In addition, the management and environmental monitoring plan for areas of high conservation value incorporates measures for the management of riparian strips and fragile soils through the implementation of the procedure for the management of riparian strips and fragile soils, code MZ-LA-SA-1. Furthermore, a process of consultation and information collection was carried out within the communities and with key social actors to strengthen the information regarding the absence or presence of HCVs in the area, along with the available information. These consultations and interviews were carried out by a professional staff with experience in the social field and mainly structured, and semi-structured interviews, as well as focus groups were used. It was conducted between June 7 and June 14, 2018 and included two stages.</p> <p>Documentary evidence :</p> <ul style="list-style-type: none"> <li>- Remediation and Compensation</li> </ul>		
--	--	--	--	--

		<p>Plan_Agroindustrial “Plan de remediación y compensación 2023.</p> <ul style="list-style-type: none"> <li>- Procedure for management of riparian strips, fragile soils “Procedimiento para manejo de franjas riparias, suelos frágiles”, code: PR-AM-RN-4, version:01.</li> <li>- Management and environmental monitoring plan for areas of high conservation value “Plan de manejo y monitoreo ambiental de las áreas de alto valor de conservación”, code: PL-AM-RN-6, version 2 (9/11/2023).</li> <li>- Invasive species monitoring plan “Plan de monitoreo de especies invasivas” (Kudzo, Mucuna and buttercup): Invasive species management plan, PL-LA-CA-1.</li> <li>- Sustainability policy “Política de sostenibilidad” (signed 17/08/2021).</li> <li>- Sanctioning procedure for fauna affectation (hunting and trafficking).</li> <li>- Signage plan: identification of HCVs in the lots (prohibition of hunting and fishing).</li> <li>- Work permit for agricultural activities in adjacent areas (maintenance of canals).</li> </ul>		
7.12.3 (C)	In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific	The company has an environmental management and monitoring plan for	The company has implemented an environmental management and	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



	<p>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.</p> <p>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; 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&amp;C requirements apply, including FPIC and HCV requirements.</p>	<p>areas of high conservation value “Plan de gestión y seguimiento ambiental de las zonas de alta conservación”, version 02, code PL-AM-RN-6, with a revision date of 09/11/2023, with the objective of establishing management and monitoring measures for areas of high conservation value (HCV), identified in the study carried out by the company Bioterra in the Agroindustrial Estate of Palma Aceitera. This document defines compliance indicators and includes specific programmes for the conservation of ecosystems at risk, gallery forests, flooded savannahs, estuaries, scrublands and riparian vegetation, as well as programmes for the management of wildlife, hazardous waste, agrochemical products, and the development of good agricultural practices.</p> <p>Within the management measures, HCV signage is contemplated through the installation of communicative fences, as well as the implementation of the procedure for the management of riparian strips and fragile soils (PR-AM-RN-4), among other actions.</p>	<p>monitoring plan aimed at protecting and preserving areas identified as having high conservation value (HCV). This plan was developed based on a prior HCV study conducted by a specialized consultancy and covers natural ecosystems such as gallery forests, flooded savannahs, estuaries, scrublands, and riparian zones. The plan sets out specific management and monitoring strategies, with defined compliance indicators. It includes:</p> <p>Conservation programmes for ecologically sensitive habitats.</p> <p>Wildlife protection measures.</p> <p>Management of hazardous waste and agrochemicals.</p> <p>Implementation of good agricultural practices to reduce environmental impact. One of the key measures is the installation of signage in HCV areas to communicate conservation restrictions and raise awareness. Additionally, the company enforces a procedure for managing riparian zones and fragile soils, contributing to the protection of water sources and biodiversity corridors.</p> <p>Aligned with its environmental commitments, the company has also adopted a Zero Burning policy, which</p>	<p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--	---	--	---	---

		<p>In addition, the company has a the Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025 establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority, according to the regulations and national legislation in force".</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Environmental management and monitoring plan for areas of high conservation value “Plan de gestión y seguimiento ambiental de zonas de alto valor de conservación”, version 02, code PL-AM-RN-6, revision date 09/11/2023.</li> <li>- Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025.</li> </ul>	<p>prohibits the use of fire for land clearing or waste disposal. Exceptions are only permitted under strict phytosanitary justification and with prior authorization from the relevant environmental authority. These actions form part of the company’s broader sustainability framework, reflecting its commitment to conservation, responsible land use, and regulatory compliance.</p>	
7.12.4 (C)	Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An	The certification unit has a 2024 and 2025 HCV Management Plan, which has identified HCVs and other conservation areas. These are protected according to	The unit undergoing certification has management plans for High Conservation Value (HCV) Areas for the years 2024 and 2025. These plans have identified	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



	integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five 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).	differentiated management, which consists of not applying pesticides and chemical fertilizers to palm trees planted in parallel to these areas. There is a budget for physical identification of these areas, where progress is recorded. The certification unit must continue with the implemented practices and physical identification.	conservation zones that are protected through differentiated management practices, such as not applying agrochemicals to palm crops near these areas.  A budget has been allocated for the physical identification of these zones, and progress is evident in its implementation. It is recommended to continue with the adopted practices and complete the physical signage of the conservation areas.	<input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.12.5	Where rights of local communities have been identified in HCV areas, 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, encouraging their involvement in the maintenance and management of these conservation areas.	In order to conserve the AV5 present for the needs of the communities (fishing activities), the company adopted the practice of suspending the discharge of industrial wastewater instead of taking it to the south cravo river through the drains (review the resolution on how to irrigate the crop) - the assessment of the impact study incorporates the impacts on the communities that could be affected: Mariara, Algarrobo cristo rey and Quebrada seca, identified in the social catography map.  According to the HCV 2025 Management Plan, annual monitoring of the physicochemical characteristics of	In order to conserve High Conservation Value 5 (HCV5), related to the importance of water resources for local communities and their fishing activities, the company has suspended the discharge of industrial wastewater into the Cravo Sur River, instead using alternative drainage systems, in accordance with current regulations on crop irrigation.  The environmental impact study includes a specific assessment of potential impacts on neighboring communities, identified in the social mapping as Mariara, Algarrobo Cristo Rey, and Quebrada Seca.  The HCV 2025 Management Plan	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

		<p>surface water sources located in High Conservation Value areas will be carried out.</p> <p>In addition, the company has a the Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025. establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority, according to the regulations and national legislation in force".</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Plan for environmental management and monitoring of areas of high conservation value “Plan de manejo y monitoreo ambiental de las áreas de alto valor de conservación”, version 02, code PL-AM-RN-6, revision date 09/11/2023.</li> <li>- The Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025.</li> <li>- HCV 2025 Management Plan.</li> </ul>	<p>includes annual monitoring of the physicochemical characteristics of surface water sources located in areas of conservation value.</p> <p>Furthermore, the company's sustainability policy prohibits the use of fire for soil preparation, waste management, or other activities, except in exceptional situations and with prior environmental authorization.</p>	
--	--	--	---	--

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 capture, harm, collect, trade, possess or kill these species.</p>	<p>Reviewed:</p> <p>Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025, establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority, according to the regulations and national legislation in force".</p> <p>Environmental management and monitoring plan for areas of high conservation value, code PL-AM-RN-6, version 2 (9/11/2023).</p> <p>High Conservation Value Areas Monitoring Plan Monitoring Matrix, PL-AM-RN-7</p> <p>HCV monitoring plan has considered to carry out (2) monitoring per year, one in summer and one in winter, the monitoring is carried out with the installation of camera traps, based on data from wildlife sightings by workers.</p> <p>Sanctioning procedure for fauna affectation (hunting and trafficking), published in the different strategic points</p>	<p>The company maintains a sustainability policy that prohibits burning as a method of land preparation, waste management, and other activities, allowing exceptions only for officially authorized phytosanitary control.</p> <p>There is an environmental management and monitoring plan for high conservation value areas, which includes biannual monitoring using camera traps and wildlife sighting reports conducted by staff. Additionally, there is a sanctioning procedure to protect wildlife from hunting and illegal trafficking, with visible information at strategic points on the plantation.</p> <p>The integrated management of conservation areas, peatlands, and other protected areas includes comprehensive signage for wildlife crossings and areas, with full progress in its implementation.</p> <p>Regarding conservation activities, high compliance is reported for wildlife monitoring, as well as for the physical and chemical quality of water sources in these areas. Significant progress has been made in the installation of informational signage.</p> <p>Training sessions have been held for local communities on topics such as forest fire</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
--------	--	--	--	--



		<p>in the plantation.</p> <p>Integrated Management of HCV-ARC, peatlands and other conservation areas (information signage of HCVs and wildlife crossings), 100% progress.</p> <p>The company has the HCV and Species Management Plan RAP 2024 document, which contains the percentage progress of the plan's implementation and Environmental POES. The activities, descriptions and indicators for the evaluation were observed, with the following percentage results in terms of compliance level by activity:</p> <p>Installation of information boards regarding the presence of HCV areas: 67% compliance in 2024. Monitoring of wild fauna and flora in HCV areas: 100% compliance in 2024. Annual monitoring of the physicochemical characteristics of lotic and lentic water sources present within HCV areas: 100% compliance in 2024.</p> <p>There is evidence of the attendance list and photographic record of the training to community personnel on forest fire prevention executed on 03/27/2025 by volunteer firefighters of Orocue, Casanare with the presence of 21 attendees.</p> <p>Training Attendance Record Code FO-</p>	<p>prevention, RSPO certification, informed consent, and priority species management, with significant community participation.</p> <p>The company uses camera traps to monitor large and medium-sized mammals and has successfully secured the designation of its areas as Civil Society Nature Reserves. Wildlife has also been released into a reserve on its land, in coordination with regional environmental authorities.</p>	
--	--	---	---	--

		<p>RH-AM-20 Rev 3, dated June 11, 2019</p> <p>Training: RSPO Certification Presentation, New Crop Development, PQRS, Free, Prior, and Informed Consent, RSPO, HCV, RAP Species. Date: May 3, 2025, 34 participants. Mariara Community.</p> <p>Algarrobo: 11 participants. Date: March 20, 2025</p> <p>Algarrobo: 24 participants, date: November 10, 2024.</p> <p>The company uses 11 camera traps for the annual monitoring of large and medium-sized mammals in the project area. In May 2023, the company's areas were declared Civil Society Nature Reserves. On May 10, 2025, the first release of wildlife was carried out in the Los Aceites Nature Reserve, located within the company's premises, coordinated with the autonomous corporation "Corpo Orinoquia".</p>		
7.12.7	<p>The status of HCVs, 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>The HCV Monitoring Plan has considered to carry out (2) monitoring per year, one in summer and one in winter, the monitoring is carried out with the installation of camera traps, based on data from wildlife sightings by workers. The company has also hired a permanent biologist from March 2023 to</p>	<p>The company conducts twice-a-year monitoring of high conservation value areas, using camera traps and recording wildlife sightings by workers. To strengthen these efforts, it has a biologist permanently dedicated to the conservation program.</p> <p>Priority species for conservation have</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>strengthen the knowledge and implementation of the conservation programme. Additionally, the company has identified as RAP species: Agami Heron, Morrocoy and Anteater. Sighting monitoring with photo-trapping and random transects (March-April 2024).</p> <p>Results of the sighting monitoring: 9 mammal species, 59 bird species, 6 reptile species, and 4 amphibian species. The next monitoring will be conducted in October 2025, and the company is processing data and analyzing information to assess the presence or absence of RTE species in the crop. Management measures include HCV marking through the installation of communication fences, as well as the implementation of the procedure for the management of riparian zones and fragile soils (PR-AM-RN-4), among other actions.</p> <p>In addition, the company has a the Sustainability Policy – “Politica de Sostenibilidad”, code PO-GE-1 Version 04 dated 04/23/2025, establishes Zero Burning where "The company undertakes not to burn as a method of land preparation, waste management and other activities within the company and areas of influence or land under its</p>	<p>been identified, including the agami heron, the morrocoy, and the anteater. During the most recent monitoring, various species of mammals, birds, reptiles, and amphibians were recorded. The next monitoring is planned to continue assessing the presence of rare, threatened, or endangered species in the area.</p> <p>Management measures include physical marking of conservation areas, as well as special management of riparian zones and fragile soils. The company maintains a clear no-burn policy, prohibiting the use of fire for land preparation and waste management, except in very specific cases with official authorization.</p> <p>Overall, the actions and controls implemented reflect a strong commitment to biodiversity conservation and the protection of ecosystems in the area of influence.</p>	
--	--	--	---	--

		<p>control, except in specific situations justified and documented for phytosanitary control, with prior approval of the environmental authority, according to the regulations and national legislation in force".</p> <p>Evidence :</p> <ul style="list-style-type: none"> <li>- Rapid ecological assessment report 2024.</li> <li>- High conservation value monitoring plan monitoring matrix, PL-AM-RN-7</li> <li>- Plan for environmental management and monitoring of areas of high conservation value "Plan de manejo y monitoreo ambiental de las áreas de alto valor de conservación", version 02, code PL-AM-RN-6, revision date 09/11/2023.</li> <li>- The Sustainability Policy – "Política de Sostenibilidad", code PO-GE-1 Version 04 dated 04/23/2025.</li> </ul>		
7.12.8 (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>AIPA intends to donate to conservation projects in the Cravo Sur River basin through cooperation with government entities, NGOs, and local communities.</p> <p>The goal of the compensation plan is to contribute over twelve (12) years to the Fund's project to contribute to the conservation and environmental care actions led by the PALMARITO CASANARE FOUNDATION in the</p>	<p>The Palm Oil Agroindustrial Company (AIPA) has established a donation commitment to support conservation projects in the Cravo Sur River basin, in collaboration with government entities, NGOs, and local communities, through a 12-year compensation plan.</p> <p>The plan's main objective is to contribute to environmental conservation and stewardship led by the Palmarito</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



		<p>Cravo Sur River basin.</p> <p>The proposed activities for this area include the construction of five new Civil Society nature reserves, the conservation of two endangered reptile species (the Orinoco Crocodile and the Charapa Turtle), and the reforestation of 9 hectares of gallery forest in the Palmarito Casanare Civil Society Nature Reserve, among others.</p> <p>The Agroindustrial de Palma Aceitera (Agribusiness Palm Oil Company) and the Palmarito Foundation established an agreement to advance a series of actions through which the company will comply with its obligations to the RSPO. These actions are as follows:</p> <ol style="list-style-type: none"> <li>1. Registration of five new Civil Society Nature Reserves with Colombia's National Natural Parks, all located in the Cravo Sur River basin.</li> <li>2. Restoration of nine hectares in the Palmarito Civil Society Nature Reserve, located in the Cravo Sur River basin, on land near the plantation.</li> </ol>	<p>Casanare Foundation. This includes the creation and registration of five new Civil Society Nature Reserves in the basin, as well as the restoration of nine hectares of gallery forest in the Palmarito Reserve.</p> <p>In addition, conservation programs for endangered species such as the Orinoco Caiman and the Charapa Turtle are being strengthened. Infrastructure for the conservation of river turtles is being built at five strategic sites.</p> <p>Since early 2024, key activities have been carried out, such as:</p> <p>Biological and geographic site collection and analysis for the new reserves.</p> <p>Development of management plans for each reserve.</p> <p>Environmental education for local communities about the importance of these ecosystems.</p> <p>Restoration work has begun, with fencing to protect the restored area and technical planning for reforestation, with georeferenced trees for monitoring.</p> <p>Regarding the Orinoco Caiman program, a veterinary intern has been hired, veterinary equipment has been purchased, and support has been provided for feeding the captive population of 360 individuals in the</p>	
--	--	---	--	--

		<p>3. Strengthening the conservation program for the Orinoco Crocodile (<i>Crocodylus intermedius</i>), the most endangered species in Colombia, carried out by the Palmarito Foundation in the Wisirare Biopark.</p> <p>4. Construction of infrastructure for the conservation of river turtles at five strategically located sites in the Cravo Sur River basin.</p> <p>The process began in early 2024 with the procedures for the registration of the five Civil Society Nature Reserves planned for the project. These are the activities that have been carried out to this point:</p> <ul style="list-style-type: none"> <li>a. Compilation of information on the five sites.</li> <li>b. Biological and geographical characterization of the five sites.</li> <li>c. Structuring of management plans for the five sites.</li> <li>d. Environmental education activities for the communities surrounding the five properties about the importance of conserving the Cravo Sur River basin ecosystems through the creation of Civil</li> </ul>	<p>Wisirare Biopark. Specimens have been released in nature reserves, and facilities have been adapted for their care.</p> <p>Plants are expected to continue planting 10,000 native trees in the protected area, as well as continuing veterinary support and the release of more caimans, both in civil society reserves and national parks.</p> <p>The registration process for the five new Civil Society Nature Reserves is ongoing, with the goal of strengthening the Cravo Sur Biological Corridor, one of the most important conservation projects in the Colombian Orinoquia region.</p>	
--	--	--	--	--

		<p>Society Nature Reserves.</p> <p>In October 2024, the restoration process began on nine hectares in the Palmarito Reserve, with the following activities completed to date:</p> <ul style="list-style-type: none"> <li>a. Enclosure of the nine hectares with barbed wire and chain-link mesh to prevent local wildlife, especially deer and capybaras, from invading and destroying the plantation.</li> <li>b. Technical design of the plantation and initial location of the trees to be planted, which will be individually georeferenced to monitor their growth and development.</li> </ul> <p>Finally, within the framework of strengthening the conservation program for the Plains Caiman (<i>Crocodylus intermedius</i>) that the Palmarito Foundation is carrying out in the Wisirare Biopark, the following actions are being implemented:</p> <ul style="list-style-type: none"> <li>a. Hiring a veterinary intern who will actively collaborate in the care of the population of this species that lives in the Biopark, which includes transportation, housing, and feeding.</li> <li>b. Purchase of veterinary and</li> </ul>		
--	--	---	--	--



		<p>maintenance equipment to technically support the protection efforts of the Plains Caiman in Wisirare.</p> <p>c. Support for the purchase of food for this population of Plains Caimans, which numbers 360 fully developed individuals, prior to their release into their natural habitats.</p> <p>d. Release of 40 specimens that have reached the minimum size requirement of 90 centimeters in the La Aurora Civil Society Nature Reserve in March 2025.</p> <p>e. Adaptation and repair of existing facilities at the Wisirare Biopark.</p> <p>According to the planned schedule, the planting of 10,000 trees will begin next on the land where the previously described enclosure was constructed, all with native species technically selected for their proper adaptation to the selected land.</p> <p>Likewise, support will continue for the captive breeding of the Plains Caiman currently residing in the Wisirare Biopark, which includes their feeding and the hiring of veterinary interns for five years, including their feeding, housing, and transportation. At least two new releases of the specimens that have</p>		
--	--	---	--	--



		<p>already reached the minimum size are also planned for 2025, which are expected to take place in civil society reserves and in El Tuparro National Park.</p> <p>Finally, the registration process with the National Parks for the five new Civil Society Nature Reserves planned in the project will continue in 2025. These reserves will strengthen the Cravo Sur Biological Corridor, which, at 70 kilometers long, constitutes one of the most important conservation initiatives in the Colombian Orinoquia region.</p> <p>Evidende:</p> <p>ACTIVITY REPORT OF THE AGREEMENT BETWEEN AGROINDUSTRIAL DE PALMA ACEITERA AND FUNDACIÓN PALMARITO, June 2025</p> <p>DONATION CONTRACT No. 2372, BETWEEN AGROINDUSTRIA DE PALMA ACEITERA S.A AND THE PALMARITO CASANARE FOUNDATION by \$278,376.000</p> <p>Payment support, date: 10/22/2024</p>		
--	--	--	--	--

## 6. Summary of Audit Findings

### 6.1 Positive and noteworthy findings

No.	Positive finding
1	Good coordination of timings during the audit.
2	Very well documented management system.
3	Openness and resilience of the internal work team.
4	Friendliness, attentiveness, and cordiality of the entire team. Availability of staff to attend to the audit in a cordial manner.
5	Very good implementation of the OHSMS.
6	Demonstrated knowledge by workers about policies and procedures during interviews.
7	Staff in key areas demonstrate a solid understanding of the requirements of the RSPO standard and the organization's certification models, ensuring a firm foundation for program implementation.
8	Community relations: contributions to infrastructure, education, donations for special celebrations, and road maintenance are recognized. A good relationship with the company generates business opportunities and job creation. They promote the conservation of natural resources.
9	Management Commitment to Sustainability
10	Field workers say they feel supported by the company and indicate that the company has demonstrated continuous improvement in various actions implemented.
11	The company offers its employees opportunities for career advancement.
12	Workers indicate that they are satisfied with the punctuality of their payments.



## 6.2 Non-conformities and opportunities for improvement

Summary of nonconformities and opportunities for improvement under the RSPO Principles & Criteria				
Principle	Major	Minor	Opportunities for Improvement	Total No Findings
Principle 1: Behave Ethically and Transparently	0	0	0	0
Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.	2.1.2	2.2.3	0	2
Principle 3: Optimise productivity, efficiency, positive impacts and resilience ( <i>Includes IP and/or MB Module</i> )	0	0	0	0
Principle 4: Respect Community and Human Rights and Deliver Benefits	0	4.2.3	0	1
Principle 5: Support Smallholder Inclusion	0	0	0	0
Principle 6: Respect Workers Rights and Conditions	6.2.2 (C)	6.7.2	0	2
Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment	0	0	7.2.9 7.12.4	2
Certification Systems Document	0	0	0	0
<b>Total</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>7</b>



## 7. Nonconformity(ies) Issue in this Audit

<b>Indicator Number</b>	2.1.2
<b>Nonconformity Number</b>	1
<b>Nonconformity Category</b>	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
<b>Recurring Nonconformity</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Date of Nonconformity Issued</b>	20/06/2025
<b>Nonconformity Issued To</b> <i>(when more than one site/member):</i>	
<b>Deadline:</b>	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
<b>Mode of Nonconformity Closure</b>	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
<b>Standard Reference</b>	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.
<b>Nonconformity Statement:</b> There is insufficient evidence of the application of the principle of legal due diligence with respect to all third parties contracted by the contractor SERVICIO DE ALIMENTACIÓN NP S.A.	
<b>Evidence:</b>  This contractor has Resolution No. 648 from the Ministry of Labor, which authorizes the use of overtime. However, during the document verification, the following observations were identified: -The aforementioned resolution does not cover the headquarters located in Orocué, Casanare, where Agroindustrial de Palma Aceitera S.A. currently operates. -The authorization establishes a maximum limit of 2 hours of overtime per day and 12 hours per week. However, according to the documentation corresponding to the fortnight from April 24 to May 8, 2025, and from May 26 to June 5, 2025, it was found that two kitchen assistants worked 11.5-hour days. -0.5 hours of overtime per day are pending settlement and payment, according to the records reviewed. - Resolution 648 of the Ministry of Labor -Pay stubs for the months of April and May 2025 -Payroll update form for the fortnight from April 24, 2025, to May 8, 2025, and the fortnight from May 26, 2025, to June 5, 2025.	
<b>Root Cause Analysis</b>	The methodology used to identify the problem that led to non-compliance with criterion 2.1.2 is root cause analysis using the 5 Whys approach. According to the following:



	<p>Why 1: Why is there insufficient due diligence applied to the contractor SERVICIO DE ALIMENTACION NP S.A.S?</p> <p>Because the ALIMENTACION NP S.A.S contract includes an audit by the company Tecno Casinos, which covered: quality of service, quantity counting, and everything related to BPN. Legal compliance and due diligence are the responsibility of the company, but it focused on validating compliance with legal requirements in the pre-contractual stage.</p> <p>Why 2? Why was due diligence only verified in the pre-contractual stage?</p> <p>Because due diligence, according to the manual established in the PO-CL-CR policy, only covered verification of legal compliance in the pre-contractual stage, and within the execution of the contract, only social security payments were reviewed.</p> <p>Why 3? Why did the due diligence process focus solely on verifying social security payments?</p> <p>Because there was no updated legal compliance and due diligence procedure that comprehensively covered all phases of the contracting process and the corresponding document verification.</p>
<b>Correction(s)</b>	<ol style="list-style-type: none"> <li>1. The company SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) was requested to apply for the respective permit or authorization to work overtime at its Orocué – Casanare headquarters and to restructure its work shifts to comply with the working hours established in current labor regulations. See Annex 1, File No. 11EE2025710800100004743, dated June 6, 2025.</li> <li>2. The company SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) was requested to provide supporting documentation for the 0.5 hours pending payment for the fortnight from April 24 to May 8, 2025, and from May 26 to June 5, 2025. See Annex 2. Supporting documentation for outstanding overtime payments.</li> <li>3. A due diligence and legal compliance audit was carried out on the company SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) and the results were shared. See Annex 3. Due diligence evaluation form FO-CL-AM-1, and list of attendance at the audit results sharing session.</li> <li>4. The due diligence instructions (IT-CL-AM-1) were updated to include the contractor's general documentation requirements in the areas of occupational health and safety (OHS), human resources management, environmental, legal, and tax issues, and monitoring. See Annex 4. Instructions IT-CL-AM-1.</li> </ol>



<p><b>Corrective Action Implemented</b> (including any evidence submitted)</p>	<ol style="list-style-type: none"> <li>1. Socialization with contractors of the update to the Due Diligence Instructions for Contractors IT-CL-AM-1. Evidence: Annex 5 List of attendance at socialization IT-CL-AM-1. Date: in progress. Responsible: Margarita Tolosa (Legal Compliance Officer).</li> <li>2. Annual schedule for the execution of due diligence verification applied to contractors, which includes the review of all requirements defined in the procedure, including legal, labor, tax, occupational health and safety, human resources, and environmental aspects. Evidence: Annex 6. Schedule for the application of due diligence to contractors. Date: August 1, 2025. Responsible: Sustainability Management</li> <li>3. Monthly review of payroll settlements for workers at SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) OROCUE Casanare for validation and compliance with hours worked in accordance with current regulations and their respective payment. Evidence: Annex 7. Monthly payroll payment support. Date: September 5, 2025. Responsible party: Tecno Casinos y Servicios S.A.S.</li> <li>4. Update of internal work regulations and new schedules for SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) detailing work shifts, breaks, and meal times at the OROCUE Casanare operation. Evidence: Annex 8 Chapter V internal work regulations of Servicio de Alimentación NP S.A.S, updated. Date: July 22, 2025 Responsible party: SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) OROCUÉ</li> <li>5. Disclosure and socialization to interested parties of internal work regulations and their changes. Evidence: Annex 9. Attendance record for disclosure to all personnel. Date: July 30, 2025. Responsible party: SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) OROCUÉ.</li> </ol>
<p><b>Date of Response</b></p>	<p>18/09/2025</p>
<p><b>Audit Team Conclusion</b> (including any evidence reviewed)</p>	<p>The certification unit presented evidence of the implementation of corrections and corrective actions, which were reviewed:</p> <ol style="list-style-type: none"> <li>1. Communication from the Ministry of Labor dated June 27, 2025, confirming that the permit to work overtime includes the headquarters located in Orocué, Casanare.</li> <li>2. Payroll sheets showing payment of outstanding overtime, document "Payment receipt" (without code) for the payment period from July 1 to 15, 2025, showing payment of overtime.</li> <li>3. Due diligence application to the food service provider, document "Contractor due diligence assessment" (code:</li> </ol>



	<p>FO-CL-AM-1 edition 01) carried out on 07/10/2025, which includes the payment of overtime.</p> <p>4. Evaluation and audit document for payments to the food service provider carried out on September 3, 2025.</p> <p>5. Update of the due diligence procedure "Due Diligence Instructions for Contractors" (code: IT-CL-AM-1 edition 01 date: 07/08/2025) which included verification of compliance with labor and health and safety legislation.</p> <p>6. Dissemination of the due diligence instructions for contracted parties carried out on 07/17/2025, record "Attendance Record" (code: FO-RH-AM edition 03).</p> <p>7. Schedule of activities for due diligence "Schedule for contractor due diligence" (code: FO-CL-AM-3 edition 01 date: 07/23/2025) defining the dates and persons responsible for verifying compliance by contracted parties.</p> <p>8. Updated internal work regulations for the contracted party SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA), updated July 2025, which includes shifts for all personnel in compliance with the maximum working hours defined by local legislation.</p> <p>9. Record of working hours for employees of the contracted party SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) for the month of September 2025, showing compliance with maximum overtime hours.</p> <p>10. Socialization of work shifts to employees of SERVICIOS DE ALIMENTACION NP S.A.S (LA VIANDA) date: 09/05/2025</p> <p>11. Employment contracts for three new kitchen assistants to comply with the established shifts.</p>
<b>Status of Nonconformity</b>	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
<b>Date of Closure:</b>	19/09/2025



<b>Indicator Number</b>	2.2.3
<b>Nonconformity Number</b>	2
<b>Nonconformity Category</b>	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
<b>Recurring Nonconformity</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Date of Nonconformity Issued</b>	20/06/2025
<b>Nonconformity Issued To</b> <i>(when more than one site/member):</i>	
<b>Deadline:</b>	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
<b>Mode of Nonconformity Closure</b>	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
<b>Standard Reference</b>	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.
<b>Nonconformity Statement:</b> There is no evidence that contracts with contracted parties include specific clauses prohibiting forced labor and labor trafficking.	
<b>Evidence:</b> The company formalizes written contracts with the service providers included in its list of contracted parties, incorporating specific clauses on the prohibition of child labour and respect for human rights. However, the prohibition of forced labour and labour trafficking are not specified.  Service Provision Contracts for the following services: - Palm leaf cutting and stripping - Food service - FFB transport	
<b>Root Cause Analysis</b>	The methodology used to identify the problem that led to non-compliance with criterion 2.2.3 is root cause analysis using the 5 Whys approach. According to the following: Why 1? Why do contracts with contractors not include specific clauses prohibiting forced labor and labor trafficking? Because such clauses were not included in the standard contract template or model used. Why 2? Why does the contract template not include these clauses? Because the legal department was not responsible for drafting the contract format, and it had not been updated in accordance with the requirements of indicator 2.2.3 of the RSPO P&C standard. Why 3? Why has the contract template not been updated in accordance with indicator 2.2.3 of the RSPO P&C





	<p>standard?</p> <p>Because the legal department, led by the compliance officer, had not received the information required to comply with the indicator.</p> <p>Why 4? Why had the legal department led by the compliance officer not received the required information?</p> <p>Because contract management was focused on legal and operational aspects, and these standard requirements had not been communicated to them for inclusion in the contract. Furthermore, not all contracts were the responsibility of the legal compliance officer.</p> <p>Why 5? Why did not all contracts go through the compliance officer?</p> <p>Because smaller contracts were handled by other administrative areas, and larger contracts were managed by the legal compliance officer.</p>
<b>Correction(s)</b>	<ol style="list-style-type: none"> <li>1. The legal compliance officer was informed of the requirements and clauses that all contracts must include, in compliance with criterion 2.2.3 of the RSPO principles and criteria standard. Annex 1. Minutes of meeting FO-AM-TS-4 V3.</li> <li>2. Contract templates were updated to include the specific clauses required in criterion 2.2.3 of the RSPO Principles and Criteria standard. Annex 2. Contract templates</li> <li>3. The list of contractors and suppliers with current contracts was updated. Annex 3. Updated list of contractors.</li> </ol> <p>Addenda were drafted and signed for the inclusion of specific clauses required in criterion 2.2.3. of the RSPO Principles and Criteria standard for contracts for food and fruit transport. Annex 4. Contract addenda</p>
<b>Corrective Action Implemented</b> <i>(including any evidence submitted)</i>	<ol style="list-style-type: none"> <li>1. Definition of the compliance officer for the preparation and review of all contracts and inclusion of clauses required in criterion 2.2.3. of the RSPO principles and criteria standard, to be carried out by the compliance officer. Status: in progress. Evidence: Annex 5. Delegation of contract preparation by the compliance officer. Responsible: General Management Responsible: Legal Compliance Officer</li> <li>2. Include the clauses of the new version of RSPO 2024 in the contracts. Status: Pending implementation Evidence: Annex 7. Schedule for updating and signing other contracts.</li> <li>3. Prepare and implement a schedule for updating contracts with the clauses required in criterion 2.2.3. of the RSPO principles and criteria standard. Status: In progress Evidence: Annex 6. Schedule for updating contracts</li> </ol>



<b>Date of Response</b>	18/09/2025
<b>Audit Team Conclusion</b> <i>(including any evidence reviewed)</i>	Correction and corrective actions reviewed and approved (09.09.2025)
<b>Status of Nonconformity</b>	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
<b>Date of Closure:</b>	

<b>Indicator Number</b>	4.2.3
<b>Nonconformity Number</b>	3
<b>Nonconformity Category</b>	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
<b>Recurring Nonconformity</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Date of Nonconformity Issued</b>	20/06/2025
<b>Nonconformity Issued To</b> <i>(when more than one site/member):</i>	
<b>Deadline:</b>	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
<b>Mode of Nonconformity Closure</b>	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
<b>Standard Reference</b>	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.
<b>Nonconformity Statement:</b> The certification unit does not keep all parties informed about the progress of agreements and requests identified or received during community meetings.	
<b>Evidence:</b> The company has a Procedure for requests, complaints, claims, and suggestions (PQRS) Code PR-AM-TS-1 version 05, March 4, 2025. and a PQRS 2024 database, which records the cases received through the various channels defined for this purpose, such as the website, email, QR code, and telephone, and shows the management, response, and communication within the established time frames. However, an interview with the social manager revealed that requests received during community meetings are not recorded in the database, and although they are managed internally and actions are taken, in some cases progress is reported by telephone, but no record of this action	



is kept. In an interview with community representatives, they stated that there are requests that were made in meetings with the company in 2024 or earlier and to date have not received a response.

#### Root Cause Analysis

The methodology used to identify the problem that led to non-compliance with criterion 4.2.3. is root cause analysis using the 5 Whys approach. According to the following:

Why 1? Why are requests received at community meetings not being recorded in the PQRS database?  
Because there was no formal instruction within the PQRS procedure indicating that requests arising from community meetings should be treated as PQRS and officially recorded.

Why 2? Why was this instruction not included in the PQRS procedure?  
Because historically, community meetings were treated as spaces for direct dialogue, and it was considered that the requests made there could be resolved informally or verbally.

Why 3? Why were they handled informally and not formally tracked?  
Because the risk of information loss, duplication of requests, or the perception of a lack of response by the communities had not been identified.

Why 4? Why had this risk not been identified?  
Because there had been no formal complaints or expressions of dissatisfaction from the communities regarding requests made at meetings, and it was thought that it was clear that requests involving financial resources should be formalized in writing through the PQRS channel.

#### Correction(s)

1. Requests from community meetings were included in the PQRS database, ensuring their traceability, follow-up, and closure.  
Official responses were also sent by official letter to each community, guaranteeing documentary evidence of the process.  
Annex 1. Updated PQRS database and response letters.
2. Update of the procedure for requests, complaints, claims, and suggestions PR-AM-TS-1  
- Status: Executed  
- Evidence: Annex 1. Updated procedure PR-AM-TS-1

#### Corrective Action Implemented (including any evidence submitted)

1. Preparation and implementation of a schedule for socialization of the PQRS PR-AM-TS-1 procedure aimed at community leaders.  
Status: In progress  
Evidence: List of attendance at PR-AM-TS-1 socialization.  
Responsible: Social Manager.
2. Socialization of the PQRS PR-AM-TS-1 procedure aimed at General Management and process leaders.  
Status: In progress  
Evidence: Attendance list for PR-AM-TS-1 dissemination.  
Responsible party: Social Manager.
3. Consolidated semi-annual report on progress and responses to the community, strengthening transparency



	and trust. Status: In progress. Evidence: Semi-annual PQRS report. Responsible party: Social Manager
<b>Date of Response</b>	18/09/2025
<b>Audit Team Conclusion</b> <i>(including any evidence reviewed)</i>	Correction and corrective actions reviewed and approved (09.09.2025)
<b>Status of Nonconformity</b>	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
<b>Date of Closure:</b>	

<b>Indicator Number</b>	6.2.2
<b>Nonconformity Number</b>	4
<b>Nonconformity Category</b>	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
<b>Recurring Nonconformity</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Date of Nonconformity Issued</b>	20/06/2025
<b>Nonconformity Issued To</b> <i>(when more than one site/member):</i>	
<b>Deadline:</b>	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
<b>Mode of Nonconformity Closure</b>	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
<b>Standard Reference</b>	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.
<b>Nonconformity Statement:</b>	



There are inconsistencies between the information recorded in the employment contract, payroll receipts, and the internal work regulations regarding working hours, which lead to incorrect interpretations by the employee.

**Evidence:**

Upon review of the documentation on remuneration and employment contracts for workers in the position of Gatekeeper Assistant, the following documents were validated:

- Employment Contract: Clause four establishes the working hours based on Article 164 of the Substantive Labor Code (CST), including a paragraph on Flexible Working Hours, indicating a 48-hour work week.

- Other Yes Change of Position and Salary: In its fourth additional clause, Scope, it is stated that: "The other provisions of the employment contract signed between the parties shall continue to govern it."

- Internal Work Regulations: Chapter IV. Working Hours. Article 8. "The start and end times for workers are as follows. The working hours of AGROINDUSTRIAL DE PALMA ACEITERA S.A. employees shall be set in accordance with the maximum legal working week of forty-six (46) hours, within which the employer may set and modify work shifts in accordance with the needs of the service and the development of the company's activities. OPERATIONAL STAFF ON ROTATING SHIFTS ON THE FARM: Working days: Monday to Saturday. Consult schedules in Human Resources form FO-RH-AM-83 or with your immediate supervisor.

However, the aforementioned documents do not detail the specific changes in the days and working hours actually applied to workers with the position of Gatekeeper Assistant.

- Pre-payroll documents
- Proof of payment
- Employment contracts
- Other Yes Change of Position and Salary
- Interview with workers

**Root Cause Analysis**

The methodology used to identify the problem that led to non-compliance with criterion 6.2.2. (C) is root cause analysis using the 5 Whys approach. According to the following:

Why 1? Why is there a lack of clarity regarding the working days and hours applied to door attendants?

Because the documentation (contract, regulations, other yes, FO-RH-AM-83) does not specify the actual schedules accurately or reflect the changes implemented.

Why 2? Why does the documentation not specify the actual schedules accurately?

Because, although the regulations refer to form FO-RH-AM-83 for consulting shifts, this form does not cover the specific shift system or record the changes applied to the position in question.

Why 3? Why does the FO-RH-AM-83 format not clearly reflect the shift system?

Because it was designed primarily to record the weekly working hours and demonstrate compliance with the reduction in working hours, not to detail specific rotating shifts.

Why 4? Why does it not detail specific rotating shifts?

Because its structure focused on complying with the regulatory requirement on the maximum length of the working week, without incorporating fields that facilitate the



	<p>operational breakdown by specific shifts or working days. Why 5? Why were specific fields not incorporated to detail applicable shifts and days? Because it was not anticipated that the format should also serve as a clear internal communication tool for workers regarding the actual assignment of shifts.</p>
<b>Correction(s)</b>	<p>1. Update of internal work regulations to the current legal working week of 44 hours. Evidence: Updated Internal Work Regulations DO-GE-CR-1</p> <p>2. Modification of form FO-RH-AM-83, including the shift system. Evidence: Updated form FO-RH-AM-83.</p> <p>3. Disclosure of the shift structure in accordance with the provisions of form FO-RH-AM-83. Evidence: Attendance record for shift socialization.</p> <p>4. Presentation to general management of the new shift system adjusted to the new working hours for approval and compliance. Evidence: Email and minutes of approval by general management.</p>
<b>Corrective Action Implemented</b> <i>(including any evidence submitted)</i>	<p>1. Internal memorandum from General Management informing all managers, area heads, process leaders, farm managers, and supervisors of the company-wide ban on excessive overtime, in accordance with current labor regulations (Law 2101 of 2021). Status: Executed Evidence: Internal Memorandum from General Management Responsible: Human Resources Management</p> <p>2. Socialization with area managers, area heads, process leaders, farm managers, and supervisors on the instruction issued by General Management regarding the prohibition of excessive overtime reporting and scheduling in all company tasks and the penalties established in the Internal Labor Regulations for those who fail to comply with this guideline. - Status: In progress Evidence: Attendance record, FO-RH-AM-83 communication. Responsible: Human Resources Management</p> <p>3. The review of compliance with schedules related to form FO-RH-AM 83 was included in the internal audit schedule carried out by the Comptroller's Office. This review will be done by comparing the form with the payroll records. Status: In progress. Evidence: Internal audit schedule, physical security area payroll, and FO-RH-AM 83 forms Responsible party: Divisional Comptroller's Office</p>
<b>Date of Response</b>	18/09/2025
<b>Audit Team Conclusion</b> <i>(including any evidence reviewed)</i>	The certification unit presented evidence of the implementation of corrections and corrective actions, which



	<p>were reviewed:</p> <ol style="list-style-type: none"> <li>1. Internal work regulations (code: DO-GE-CR-1 edition 09 date: June/2025) establishing a 44-hour work week starting in July/2025.</li> <li>2. Work shifts for all company employees were defined in the document "Staff Schedules" (code: FO-RH-AM-83 version 02 date: 07/15/2025) in compliance with the maximum legal working hours defined by local legislation.</li> <li>3. Work shifts were communicated to employees on 07/03/2025, document "Attendance Record" (code: FO-RH-AM edition 03).</li> <li>4. Meeting held with senior management to approve work shifts and the hiring of 10 additional workers for the concierge area, document "Minutes of Meeting #683" (code: FO-SG-AM-39 edition 02)</li> <li>5. Publication of vacancies for concierge staff date: 07/30/2025.</li> <li>6. Employment contracts for 7 porter assistants hired in September 2025 to cover the established shifts.</li> <li>7. Communication from human resources management to all department directors informing them of the work shifts for all areas and the obligation to comply with them, sent on 09/05/2025, document "communication" (code: FO-RH-SG-40 edition 01).</li> <li>8. Meeting held with department directors to discuss the maximum working day and overtime, document "Minutes of meeting 706" (code: FO-SG-AM-39 edition 02).</li> <li>9. Communication to workers regarding the reduction in working hours on July 15, 16, 17, and 23, 2025.</li> <li>10. Schedule of internal audits, including verification of working conditions, document "audit schedule" (no code).</li> </ol>
<b>Status of Nonconformity</b>	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
<b>Date of Closure:</b>	19/09/2025



<b>Indicator Number</b>	6.7.2
<b>Nonconformity Number</b>	5
<b>Nonconformity Category</b>	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
<b>Recurring Nonconformity</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Date of Nonconformity Issued</b>	20/06/2025
<b>Nonconformity Issued To</b> <i>(when more than one site/member):</i>	
<b>Deadline:</b>	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
<b>Mode of Nonconformity Closure</b>	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
<b>Standard Reference</b>	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. 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.
<b>Nonconformity Statement:</b> There is evidence of failures in the implementation of emergency procedures.	
<b>Evidence:</b> The company has an "Emergency Plan" procedure (code: PL-SST-3 edition: 08 update date: 05/15/2025) which establishes that an alarm system must be in place, inspected annually, and found to be in proper working order. It also establishes primary care for workplace accidents and the transfer of injured persons by ambulance. However, it was found that the alarm system at the extraction plant has been out of service since 2024, as has the ambulance. Furthermore, the fire protection system inspection carried out on 07/17/2024 was not performed by the fire department. - "Emergency Plan" (code: PL-SST-3 edition: 08 update date: May 15, 2025). -Inspection of facilities. -Interviews with workers. -Interviews with nursing staff.	
<b>Root Cause Analysis</b>	The methodology used to identify the problem that led to non-compliance with criterion 6.7.2. (C) is root cause analysis using the 5 Whys approach. According to the following: Why 1? Why were there failures in the implementation of the emergency plan? Because the maintenance of the alarm system, the inspection of the fire protection system, and the preparation of the ambulance-type vehicle were not carried out in a timely manner.





	<p>Why 2? Why were these actions not carried out in a timely manner? Because these activities were not clearly defined or included in the content of the emergency plan.</p> <p>Why 3? Why were they not included in the content of the plan? Because the plan was developed with a general regulatory approach, without detailing specific actions, responsible parties, or frequencies for verifying physical resources.</p> <p>Why 4? Why were specific actions and responsible parties not detailed in the plan? Because during its formulation, the content of the plan was not articulated with the operational and budgetary processes that manage these resources (maintenance, inspections, authorizations). And although there were operational verification formats for vehicles and the firefighting network, the findings were not being followed up on due to a lack of allocated budget.</p>
<b>Correction(s)</b>	<p>1. Scheduling of the fire protection system inspection with the Orocué Fire Department in the second half of the year. Evidence: certification attesting to the safety and human management inspection, and the annual preventive maintenance report for the system with the fire department on July 18 and 19, 2025.</p> <p>2. Perform corrective maintenance on the alarm system in accordance with purchase order OC-9000009518. - Evidence: OC-9000009518</p> <p>3. Complete the ambulance authorization process with the Ministry of Health and perform the pending technical visit. -Evidence: Purchase order for equipment and maintenance.</p> <p>4. Design and implement a monthly routine to verify the functioning of the alarm system and ambulance as part of internal safety inspections. - Evidence: The FO-SST-86 inspection form is modified to include the monthly inspection and activation of the alarm system. This form will begin to be used at the end of July. This inspection is part of the FO-SST-100 and FO-RH-SS-43 inspection schedule.</p> <p>5. Update the Emergency Plan (PL-SST-3) to include: specification that the fire protection system inspection must be carried out with the Fire Department, and which vehicles are authorized to replace the use of the ambulance in case it is disabled. - Evidence: Page 29 of the PL-SST-3 emergency plan is updated (the item on annual and safety inspections is updated). Law 1796 of 2016 is included in the legal framework, see PL-SST-3. (version 9, revision 07/15/2025) Page 18 of the PL-SST-3 emergency plan is updated (the mutual aid plan item is updated) and the use of trucks is established in the event that the ambulance is undergoing maintenance.</p>
<b>Corrective Action Implemented</b> <i>(including any evidence submitted)</i>	<p>1. Update the annual occupational health and safety work plan: coordinate the annual fire safety network inspection with the Orocué Fire Department in the work plan.</p>



	<p>Status: Executed.  Responsible: Head of OHS.  Evidence: Row 96 of the annual work plan PL-SST-1 is updated to specify that the Orocué Fire Department is responsible for carrying out technical and human safety inspections and fire protection in accordance with Law 1796 of 2016.</p> <p>2. Include in the annual OHS budget a section on the allocation of resources for emergency systems (firefighting network and/or maintenance of the alarm system exclusively in the event of damage or disablement of the same).  Status: Executed.  Responsible party: OHS Manager  Evidence: Update of form FO-SST-131.</p> <p>3. An annual drill will be conducted to evaluate the functioning and operation of the firefighting network, alarm system, and availability of vehicles for emergency response.  Status: In progress.  Responsible party: OHS Manager.  Evidence: Drill evaluation results.</p>
<b>Date of Response</b>	18/09/2025
<b>Audit Team Conclusion</b> <i>(including any evidence reviewed)</i>	Correction and corrective actions reviewed and approved (09.09.2025)
<b>Status of Nonconformity</b>	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
<b>Date of Closure:</b>	



## 8. Opportunity for Improvement (OFI) Issue in this Audit

Indicator Number	7.2.9
Opportunity for Improvement Number	1
Date of Opportunity for Improvement Issued	20/06/2025
Opportunity for Improvement Issued To <i>(when more than one site/member)</i> :	
Standard Reference	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.
<b>Opportunity for Improvement Statement:</b> The certification unit has an Aerial Application Procedure IT-LA-SA-10, version 07. the company made the decision not to carry out aerial applications within its operations as of May 2024. When necessary, the company must ensure the implementation of the procedure, ensuring exceptionality by prioritizing the protection of conservation areas, waterways, areas of ecological interest, and the integrity of human resources.	

Indicator Number	7.12.4
Opportunity for Improvement Number	2
Date of Opportunity for Improvement Issued	20/06/2025
Opportunity for Improvement Issued To <i>(when more than one site/member)</i> :	
Standard Reference	Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five 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).
<b>Opportunity for Improvement Statement:</b>	



The certification unit has a 2024 and 2025 AVC Management Plan, which identifies AVCs and other conservation areas. These are protected according to a differentiated management approach, which consists of not applying pesticides and chemical fertilizers to the palm trees planted parallel to these areas. There is a budget for the physical identification of these areas, where progress is recorded. The certification unit must continue with the practices implemented and physical identification.



## 9. Status of Nonconformities Previously Identified and Opportunity for Improvement

Indicator No	Nonconformity No	Evidence Observed / Nonconformity Raised	Auditee Response	Verification of Correction/ Corrective Action	Conclusion /Status
			Correction / Corrective Action		
2.1.2	2	<p>Inconsistencies were evident in the system implemented to ensure the company's legal compliance.</p> <p>The company has defined the document MZ-GE-CR-1 LEGAL MATRIX "MATRIZ LEGAL" for the monitoring and evaluation of compliance with legal requirements, which includes social, environmental, legal, tax, labour and OSH areas. This matrix evaluates the subject, requirement, norm/regulation, evidence and includes the link to the document or record showing compliance. However, in a review of the matrices, it became evident that compliance with some applicable legal requirements has not been included and therefore has not been evaluated, for example:</p>	<p><b>Correction:</b> As can be seen in the root cause analysis, the main problem for legal compliance is due to the fact that the company did not have a procedure to define those responsible, the applicable rules and legislation, to audit compliance and to update the law whenever it changes, in view of the above and in order to close this non-conformity and not repeat this finding, the company implemented two corrective actions:</p> <p>Elaboration of control and update procedure Legal Matrix code PR-GE-CR-1, in this procedure the responsibilities are defined in terms of updating, training and auditing in legal compliance and the law firm Philippi Prietocarrizosa Ferrero DU &amp; Uría was defined, who will initiate the updating of legal matrix and internal audit for verification of legal compliance. Procedure for</p>	<p>The implementations were verified (evidences):</p> <p>The certification unit documented and implemented the "Legal Matrix Control and Update Procedure" (code: PR-CL-CR-1 version 01 date: 03/03/2025), which defines the methodology for identifying all applicable laws and their respective updates.</p> <p>A document certifying legal</p>	<p>In the current review, it was identified that this indicator was closed.</p>



		<p>a. Substantive Labour Code - Work permit to work overtime.</p> <p>b. Law 2101 of 2021 - Reduction of weekly working hours.</p> <p>c. Resolution 0312 of 2019 - Minimum standards of the Occupational Health and Safety Management System.</p> <p>d. Resolution 0256 of 2014 - Conformation, training and training for the fire brigade in the industrial sector.</p> <p>e. Decree 1072 of 2015 - Unique Regulatory Decree of the Labour Sector.</p> <p>f. Resolution 2115 of 2007 - Parameters of water for human consumption.</p> <p>g. Law 2114 of 2021 - Anti-discrimination measures in labour matters, paternity leave, among others.</p> <p>h. Law 2111 of 2021 - Environmental Crimes Law.</p> <p>i. Resolution No. 0491 DE 2020 - Minimum safety requirements for</p>	<p>monitoring and updating the legal matrix. Annual update of the legal compliance matrix. Updating of the legal matrix and inclusion of the following regulations:</p> <p>a. Substantive Labour Code - Work permit for overtime.</p> <p>b. Law 2101 of 2021 - Reduction of weekly working hours.</p> <p>c. Resolution 0312 of 2019 - Minimum standards of the Occupational Health and Safety Management System.</p> <p>d. Resolution 0256 of 2014 - Conformation, training and training for the fire brigade in the industrial sector.</p> <p>e. Decree 1072 of 2015 - Sole Regulatory Decree of the Labour Sector.</p> <p>f. Resolution 2115 of 2007 - Parameters of water for human consumption.</p> <p>g. Law 2114 of 2021 - Anti-discrimination measures in labour matters, paternity leave, among others.</p> <p>h. Law 2111 of 2021 - Environmental Crimes Law.</p> <p>i. Resolution No. 0491 DE 2020 - Minimum safety requirements for the development of work in confined spaces.</p> <p>j. Resolution No. 20223040040595 of 2022 - Methodology for the design,</p>	<p>advice from a law firm and legal consultants dated 06/10/2025 was provided.</p> <p>Documents "IACSA Legal Matrix (code: MZ-CL-1 version 02, dated 03/03/2025)" and "Legal Matrix - AIPA (code: MZ-CL-CR-1 version 02, dated 03/03/2025)" were provided.</p> <p>Additionally, the CUMPLIMIENTO OOL (C-TOOL) platform, operated by the contractor NAIRI, allows for the registration and traceability of current legal regulations applicable to both the extraction plant and the plantations.</p>	
--	--	--	--	--	--



		<p>the development of work in confined spaces.</p> <p>j. Resolution No. 20223040040595 of 2022 - Methodology for the design, implementation and verification of Strategic Road Safety Plans.</p> <p>k. Decree 1843 of 1991 - On the use and handling of pesticides.</p> <p>l. Resolution 740 of 2023 - Prohibition of the use of fipronil.</p> <p>m. Resolution 6365 of 2023 - Prohibition of chlorpyrifos.</p> <p>n. Resolution 92771 of 2021 - Update of pests declared for official control in oil palm crops.</p> <p>o. Resolution 2184 of 2019 - Colour code for waste separation at source.</p>	<p>implementation and verification of Strategic Road Safety Plans.</p> <p>k. Decree 1843 of 1991 - On the use and handling of pesticides.</p> <p>l. Resolution 740 of 2023 - Prohibition of the use of fipronil.</p> <p>m. Resolution 6365 of 2023 - Prohibition of chlorpyrifos.</p> <p>n. Resolution 92771 of 2021 - Update of pests declared for official control in oil palm crops.</p> <p>o. Resolution 2184 of 2019 - Colour code for waste separation at source.</p> <p><b>Corrective action</b> Elaboration of procedure PR-GE-CR-1 control and updating of the legal matrix.</p> <p>Annual audit and update of legal compliance.</p>	<p>Minutes of the meeting regarding compliance with the legal framework (without code) were presented, dated June 28, 2024, and December 29, 2024.</p>	
3.3.2	3	<p>There are shortcomings in the implementation of operational procedures.</p> <p>1. The Instructions for the Treatment of Sick Palms "Instructivo de Tratamiento de</p>	<p><b>Correction:</b> * Personnel who treat diseased palms (with bud rot) are given the respective safety data sheets of the products they use, in compliance with instructions IT-LA-SA-5.</p>	<p>The implementations were verified (evidences):</p>	<p>In the current review, it was identified that this indicator was closed.</p>



		<p>Palmas Enfermas" code IT-LA-SA-5, Version 02, last revised on 07/21/2023, are not being complied with, since during the walk-through in the field in farm 3, it was found that the safety sheets of the products used for the control of bud rot with paste were not available.</p> <p>2. The Safe Handling of Agrochemicals Instructions "Manejo seguro de Agroquímicos" code IT-LA-SA-11, Version 01, with last revision of 07/01/2022, is not being complied with, since the signage of the batches in application process does not include the information of the re-entry period, according to the indications of the product.</p> <p>3. Inconsistencies are evidenced in the implementation of the Procedure for requests, complaints, claims and suggestions "Procedimiento de peticiones, quejas, reclamos y sugerencias" (PQRS), in documentary review it was identified that a complaint was closed two months after the time established in the procedure, which is 30 days.</p>	<p>* The supervisor of the maintenance area will be given the signage that includes information on the re-entry period in accordance with the indications of the product used, in order to dispose of it in the respective application batches.</p> <p>* The Petitions, Complaints, Claims and Suggestions (PQRS) procedure PR-AM-TS-1 was updated, establishing a response time of 60 days for PQRS, since most of the PQRS received during 2022 and 2023 are requests for resources and investments for the communities and these require more time for their management.</p> <p>* A procedure was drawn up for monitoring standard operating procedures (SOPs) and the Comptroller's Office will designate a person responsible for the continuous monitoring of the implementation of these operating procedures in the different areas of the company. The SOPs will be monitored on an annual basis.</p> <p>* The fertilizer application instructions IT-LA-FE-1 and the occupational health and safety measures were modified, and the risk matrix MZ-RH-SS-10, PPE matrix, was reviewed and updated, taking into account the presentation of the product and the</p>	<p>During interviews with personnel responsible for pesticide application, it was observed that they have the safety data sheets available.</p> <p>Signs were posted in areas where pesticides were applied, providing information on the product used and the re-entry period.</p> <p>The procedure "Requests, complaints, claims, and suggestions (PQRS), identified with code PR-AM-TS-1, version 05, dated March 4, 2025" is evident. This procedure establishes a 60-day response period.</p>	
--	--	--	--	--	--





		<p>4. For the Education and Training Programme "Programa de Formación y Capacitación" code: PG-RH-AM-5, in the training records, reinductions were identified that were not carried out or were carried out after the 2 months that is the maximum period established in the programme and additionally in the evaluation of the effectiveness of training in the environmental area there is no evaluation scale indicating the minimum mastery required for the worker to be considered fit for the job as indicated in this programme.</p> <p>5. In the document called Matrix of Personal Protection Elements "Matriz de Elementos de Protección Personal" in force code: MZ-RH-SS-10, version 1, it is indicated that respiratory protection is required for the position of fertilization, however, workers were observed in lot 42 farm No. 3, performing the task and did not have the required PPE for respiratory protection as determined in the AIPA Hazardous Matrix and matrix of Personal Protection Elements,</p>	<p>recommendations or individual protection measures described in the safety sheet.</p> <p>*The changes in the fertilizer application instructions IT-LA-FE-1, risk matrix MZ-RH-SS-10 and PPE matrix will be shared with the process leaders.</p> <p><b>Corrective actions:</b></p> <ol style="list-style-type: none"> <li>1. Delivery of the safety data sheets of the products used for bud rot control to the operator.</li> <li>2. Include in the instructions IT-LA-SA-5 the periodic review of the documents (safety sheets), ensuring compliance with the requirement.</li> <li>3. Acquisition of signage to include information on the re-entry period in the agrochemical application process.</li> <li>4. Delivery to the supervisor in charge of the respective signage for the application of agrochemicals.</li> <li>5. Update of the Petitions, Complaints, Claims and Suggestions (PQRS) procedure PR-AM-TS-1, with respect to the response times established. Follow-up on the implementation of the PQRS procedure.</li> <li>6. Adjustments were made to the training program (PG-RH-AM-5) in accordance with the non-</li> </ol>	<p>Evidence was found of the implementation of the "Procedure for monitoring the implementation of standard operating procedures" (code: PR-AD-11 version 02), which establishes that an annual verification of compliance with the SOPs will be carried out and records will be kept.</p> <p>Evidenced verification of procedures:</p> <ul style="list-style-type: none"> <li>- Weed planting and maintenance procedure, "Procedimiento de siembra y mantenimiento de arvenses" code: IT-LA-SA-9, version 02, date: 04/28/2025</li> <li>- Instruction</li> </ul>	
--	--	---	---	---	--

		<p>nor was there evidence of the record of delivery of mask, in breach of the provisions of the Fertilization Procedure.</p>	<p>conformities found and the following is established:</p> <ul style="list-style-type: none"> <li>* In case of failure to pass the exam or practical assessment of the shared subject, the evaluator will rule the immediate re-induction since no person can perform work without the security of having correctly appropriated all the policies, procedures and knowledge required for the different activities.</li> <li>* The company establishes a general grading scale from 1 to 5, where 1 is the minimum grade and 5 the maximum grade, which applies to all areas of the company, where 3 indicates the minimum mastery required to be considered fit for work. Human management will carry out half-yearly monitoring of the compliance of each area in its induction, training and education plan for all personnel.</li> <li>10. Modification of the fertilizer application instructions IT-LA-FE-1 on health and safety measures in the workplace.</li> <li>11. Revision and updating of the risk matrix MZ-RH-SS-10, PPE matrix taking into account the product presentation and the recommendations or individual protection measures described in the product safety sheet.</li> </ul>	<p>s for the treatment of diseased palms,” Insructivo tratamiento de las Palmas Enfermas” code: IT-LA-SA-5, version 03, date: 04/25/2025</p> <ul style="list-style-type: none"> <li>- Fertilization Procedure, “Procedimiento de fertilización” code: PR-L PTAR Operating Procedure – “Procedimiento Operación PTAR” code: PR-AM-RN-2, version 02, date: 03/24/2025</li> <li>- PTAP Operating Procedure – “Procedimiento de Operación PTAP” - code: PR-AM-RN-1, version 03, date: 03/22/2025</li> <li>- A-FE-1 version 01, date: 03/20/2025. All carried out on 06/2024, by Certifications Manager.</li> </ul>	
--	--	--	--	--	--

			<p>12. Socialization with the process leaders of the changes in the fertilizer application instructions IT-LA-FE-1, risk matrix MZ-RH-SS-10 and PPE matrix.</p>	<p>Evidence was found of risk assessment associated with fertilizer application in the document "Hazard identification, risk assessment, and control determination matrix" (code: MZ-RH-SS-1 edition 08 update date: 05/30/2025) and the procedure "Fertilizer Application Instructions," code IT-LA-FE -1 Version 3 of 12/14/2023.</p> <p>The delivery and use of PPE appropriate to the safety data sheets of the fertilizers applied was evidenced.</p> <p>-Evidence of dissemination of the fertilizer</p>	
--	--	--	---	--	--

				<p>application instructions and identified risks, date: 12/18/2023</p> <p>Evidence of Instructions for the treatment of diseased palms,” Insructivo tratamiento de las Palmas Enfermas” code: IT-LA-SA-5, version 03, date: 04/25/2025 including the review of data sheets.</p> <p>It was evident that the companies have a 2025 Training Schedule, identified with code FO-RH-AM-72, which includes induction, reinduction, training, and courses aimed at both administrative and operational personnel.</p>	
--	--	--	--	--	--

				<p>The following records are provided to support the implementation of the schedule and the evaluation of the activities carried out:</p> <ul style="list-style-type: none"> <li>Attendance records (code FO-HR-AM-20), which include the type of activity, topic, objective, identification of attendees, company, position, and signatures of participants and instructors.</li> <li>Knowledge assessments applied in sustainability induction and re-induction processes.</li> <li>Training evaluation form (code FO-AM-RN-1), used to</li> </ul>	
--	--	--	--	--	--

				<p>measure understanding of the content taught.</p> <p>The records of the following topics taught by the organizations are validated:</p> <ul style="list-style-type: none"> <li>Sustainability</li> <li>Induction and Re-induction</li> <li>RSPO Concept, RSPO 2018 Regulations, Waste Classification, High Conservation Value Areas (HCVA), Riparian Zones, EPRA Species, PQRS, Committees, Policies, Publicly Available Documents, Communication Channels, and Warehouse Process</li> <li>Environmental Permits, Environmental Policy, and Sustainability Policy.</li> <li>RSPO,</li> </ul>	
--	--	--	--	--	--

				Endangered, Rare, and Threatened Species.	
6.5.3	9	<p>The company did not assess and document the needs of new mothers in consultation with them in order to take action.</p> <p>During interviews with human resources and 100% of the sample of new mothers, it was found that the company did not assess or document the needs of new mothers in consultation with them to take action</p>	<p><b>Correction:</b> Human Resources, specifically the Health and Safety at Work area, through Nursing, starts by identifying potential mothers and breastfeeding mothers by means of a report in the system. Once they have been identified, a meeting is scheduled with the Coexistence and Gender Committee and the mothers who are currently working, providing a space to recognize their needs.</p> <p><b>Corrective actions:</b></p> <ol style="list-style-type: none"> <li>1. The company establishes the identification of new mothers or breastfeeding mothers within the WORK PLAN OF THE GENDER AND COHABITATION COMMITTEE, and will carry out the follow-up through the committee.</li> <li>2. The coexistence and gender committee will be in charge of identifying new mothers or breastfeeding mothers and will establish a quarterly periodicity, and will send the report to the human resources area.</li> </ol>	<p>The implementations were verified (evidences):</p> <p>The Certification Unit conducted an internal consultation using a digital form on October 18, 19, and 21, 2024, targeting 23 female workers from different operational and administrative areas (nursery, human resources, general services, occupational well-being, nursing, occupational health and safety, among others). Two pregnant women participated in the</p>	<p>In the current review, it was identified that this indicator was closed.</p>



			<p>3. The Workplace Coexistence and Gender Committee will be responsible for monthly monitoring of the actions taken by the company to meet the needs of new mothers and breastfeeding mothers.</p>	<p>sample, and none were breastfeeding. The objective was to identify the main needs of pregnant and breastfeeding mothers in the workplace, among other aspects related to well-being.</p> <p>As a result, a meeting was held on January 22, 2025, with the participation of general, plantation, and human resources management, in which the proposals received were analyzed and the following measures were agreed upon:</p> <ul style="list-style-type: none"> <li>· Grant paid leave for pregnant and breastfeeding women to attend medical appointments</li> </ul>	
--	--	--	---	--	--



				<p>Standardize the work week from Monday to Friday, excluding work on Saturdays</p> <p>Implement remote work one month before delivery for administrative staff and preventive relocation for operational staff</p> <p>Provide adequate work clothes for pregnant women.</p> <p>These initiatives were shared with all female workers through the representatives of the Workplace Coexistence and Gender Committee.</p> <p>The above was included in the "Work plan of the gender and cohabitation"</p>	
--	--	--	--	--	--

				committee" (Code: FO-SG-04 Version 01)	
7.3.2	15	<p>There was evidence of deficiencies in the proper disposal of waste in accordance with procedures.</p> <p>According to the Solid Waste Integral Management Plan "Plan de Gestión Integral de Residuos sólidos" code PL-AM-1, Version 01, of Industrial Aceitera de Casanare S.A. and the Solid Waste Integral Management Plan "Plan de Manejo Integral de Residuos Sólidos" code PL-AM-MR-1, Version 2 of Agroindustrial de Palma Aceitera S.A., the packaging and containers of chemical products, containers of chemical products and used oils, paint containers, hydrocarbon contaminated materials and needles, are classified as hazardous, however, during the audit the following situations were observed:</p> <p>1. During the walk-through in the agricultural workshop of farm No. 3, electrical workshop and central warehouse of inputs and</p>	<p><b>Correction.</b></p> <p>The company issued a communiqué to all areas on the ban on the reuse of chemical containers and expired products.</p> <p>The company issued a circular on the prohibition of the use of expired agrochemicals.</p> <p><b>Corrective actions:</b></p> <p>1. A review was carried out in the agricultural workshop of farm 3, central warehouse of inputs and materials of the oil mill where these containers will be delivered to the sustainability area, in order to avoid the reuse of containers or waste that do not comply with the post-consumption plan.</p> <p>2. A memorandum was shared with them under the prohibition of the reuse of chemical containers, oil containers, pet containers, paint jars and the use of expired products.</p> <p>3. They were provided with a set of containers with various compartments for storing screws, spare parts, tools and other materials. Once they are delivered</p>	<p>The implementations were verified (evidences):</p> <p>There is evidence of a communication from management to all areas communicating the prohibition on reusing empty containers, date: 11/30/2023.</p> <p>There is evidence of a communication from management to all areas communicating the prohibition on using expired pesticides, date: 11/30/2023.</p> <p>Pesticide storage facilities were inspected, the field</p>	<p>In the current review, it was identified that this indicator was closed.</p>



		<p>materials of the oil mill it was evidenced that the disposal of oil and chemical product containers has not been carried out with the authorised manager and these are being reused to store tools and other elements.</p> <p>2. During the walk-through of the ox farm No. 2, needles used in veterinary treatments were found in a soda container, without being disposed of in accordance with the established procedure.</p> <p>With regard to the procedure for expired chemical products "Procedimiento de productos químicos vencidos" the following situations were observed:</p> <p>1. In the area of the oxen in camp 2, the presence of expired products was observed: Exodimos (year 2022) and Nexabest Ungento (year 2019).</p> <p>2. In the transit warehouse of the mixture preparation area, the presence of several expired products Pastar/herbicide expired October/2023, Verdict/Herbicide expired, December/2021, Vitavax/fungicide expired, April/2022.</p>	<p>and there is a considerable quantity, they will be arranged with a collection company for their final disposal.</p> <p>4. A previously labelled container for the storage of veterinary needles was delivered to the oxen. Once <math>\frac{3}{4}</math> of the container is filled, it will be handed over to the sustainability area so that it can be disposed of.</p> <p>5. A memorandum was issued under the prohibition of the use of expired products and the reuse of containers of agricultural, veterinary, chemical, agrochemical and pet containers, paint jars, oil containers.</p> <p>6. The Bueyera area handed over expired products to the sustainability area by means of internal control act FO-AM-MR-1.</p> <p>7. Expired products corresponding to pastar, verdict and vitavax were handed over to the sustainability area by means of the internal waste control form FO-AM-MT-1. In addition, the collection for final disposal was arranged via the website (<a href="https://www.colecta.co/">https://www.colecta.co/</a>) with the collection company.</p> <p>8. The 111 litres of expired verdict products dated December 2021 were delivered to the sustainability area.</p> <p>9. Arrangements were made via the website (<a href="https://www.colecta.co/">https://www.colecta.co/</a>) for the collection of this product for final disposal.</p>	<p>was surveyed, interviews were conducted, and facilities were observed to ensure that empty containers were not being reused.</p> <p>During the inspection of facilities and warehouses, it was observed that containers had been adapted for the storage of screws, tools, and other materials.</p> <p>During the verification of facilities and warehouses, it was observed that containers were adapted for the storage of veterinary needles.</p> <p>There is evidence of the delivery of expired pesticides from the cattle</p>	
--	--	--	--	--	--

		<p>3. In the general store farm 3, 111 litres of Verdict/Herbicide expired as of December/2021.</p> <p>4. There was also evidence of an expired product (2021) leaving the warehouse, for 7 litres of Verdict on 05/06/2023 which was applied in the field.</p> <p>7. There was evidence of three 1 kg packages of Lorbsan product expired on 16/11/2022 in the water treatment lagoon tool store.</p> <p>Evidence:</p> <ul style="list-style-type: none"> <li>- Integrated solid waste management plan code PL-AM-MR-1</li> <li>- Procedure for expired chemicals code PR-AM-MR-4</li> </ul>	<p>10. A memorandum was issued under the prohibition of the use of expired products and the reuse of containers of agricultural, veterinary, chemical and agrochemical products, pet containers, paint pots and oil containers.</p> <p>11. The three 1kg lorsban containers were handed over to the sustainability area by means of internal control record FO-AM-MR-1.</p> <p>2. A request was made through the web page with the collection company (<a href="https://www.colecta.co/">https://www.colecta.co/</a>) for the collection of containers sent for final disposal.</p>	<p>area to the sustainability area "waste control report" (code: FO-AMMR-1 version 01) date: 12/15/2023 quantity: 5 liters</p> <p>There is evidence of expired pesticides being delivered to pasture, verdict, and vitavax to the sustainability area "waste control report" (code: FO-AMMR-1 version 01) date: 12/15/2023 quantity: 116.5 liters</p> <p>Evidence of delivery of expired pesticide (Lorsban) to the sustainability area "waste control report" (code: FO-AMMR-1 version 01) date: 12/15/2023</p>	
--	--	---	---	--	--

				<p>quantity: 116.5 liters</p> <p>Record #9024 date: 01/25/2024 disposal of 320 empty containers and 570 kg of expired pesticides</p> <p>Record #9025 date: 01/25/2024 disposal of 130 kilograms of Pastar, Veredic and Vitavax</p>	
--	--	--	--	--	--

Indicator No	Opportunity for Improvement Number	Opportunity for Improvement Statement:	Verification / Follow-up actions:
Not applicable			



## 10. Stakeholder Consultation Process

CB should ensure that all relevant stakeholders are consulted. The relevant stakeholders include but are not limited to statutory bodies, indigenous peoples, local communities (including women representatives, and displaced communities), workers and workers' organisations (including migrant workers), smallholders, and local and national NGOs.

Date of public announcement made: N/A.

Summary of stakeholder's comments and the CB's responses and findings are presented in the table below:

### 11.1 For Audit Report

No	Consulted Stakeholders <i>Name of Stakeholders</i>	Date of Consultation/ Comment Received	Method of Consultation/ Comment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses
1	Sintrapacol	17-06-2025	Face to face	<p>General Summary</p> <p>1. Union Context and Collective Agreement</p> <ul style="list-style-type: none"> <li>Sintrapacol arrived at Industrial Aceitera in October 2024 and at Agroindustrial in 2025.</li> <li>A collective agreement was implemented in both companies, but with representatives chosen for their affinity with management.</li> <li>A collective agreement was signed at Agroindustrial on May 30, 2025, and on May 29, 700 workers were transferred to permanent contracts.</li> </ul> <p>2. Labor and Safety Issues</p> <ul style="list-style-type: none"> <li>Historically, workers have suffered workplace harassment and unjustified dismissals.</li> <li>Unsafe conditions have been reported: defective machinery, serious</li> </ul>	<p>NC's raised for 6.7.2.</p> <p>Other topics were reviewed and found compliance by the company.</p>



				<p>accidents (including one death), and lack of maintenance.</p> <ul style="list-style-type: none"> <li>The firefighting network has not been operational for over a year, and there is environmental pollution from emissions and spills.</li> </ul> <p>3. Discrimination and Union Persecution</p> <ul style="list-style-type: none"> <li>Union members have been persecuted: changes in job duties, delays in contracts, and exclusion from benefits such as overtime pay.</li> <li>There have been improper wage deductions, even for non-union workers.</li> <li>Supervisors without adequate training affect labor management.</li> </ul> <p>4. Management and Infrastructure Problems</p> <ul style="list-style-type: none"> <li>Lack of drinking water and basic services in gatehouses.</li> <li>12-hour workdays with incomplete pay (only 10.5 hours).</li> <li>Lack of clarity in the calculation of overtime and payments.</li> <li>Meetings agreed upon with the company have not been held.</li> </ul> <p>5. Community and Hiring</p> <ul style="list-style-type: none"> <li>The local community complains about a lack of job opportunities and favoritism toward outsiders.</li> <li>Job postings are neither transparent nor inclusive.</li> </ul> <p>6. Cultivation and Piecework Pay</p> <ul style="list-style-type: none"> <li>Disagreements with the payment system based on bunches and hectares.</li> <li>Changes in tasks and payment conditions without prior notice.</li> </ul>	
--	--	--	--	--	--

2	Collective Agreement	17-06-2025	Face to face	<p>AIPA Summary – Collective Agreement Formation:</p> <ul style="list-style-type: none"> <li>AIPA was formed in December 2024 and came into effect on January 1, 2025.</li> <li>It arose from the need to be heard and to improve welfare and accommodation conditions.</li> <li>It is composed of representatives elected by vote in each area; there are currently 913 members.</li> </ul> <p>Main achievements:</p> <ul style="list-style-type: none"> <li>Extended vacations: 20 days for all workers.</li> <li>Bonuses: seniority (up to 15 years), education (14 beneficiaries), calamity (400,000 + loan of 600,000).</li> <li>Infrastructure and welfare: new cafeterias, mats, lockers, air conditioning in rooms, study room, Starlink antennas (10), internet on farms.</li> <li>Education and health: support for studying at SENA (bonus of 500,000), subsidy for a companion in case of illness.</li> <li>Working conditions: full payment in case of accident, reporting of time not worked due to rain, monitoring of the cafeteria and menu.</li> <li>Relationship with the company: monthly meetings with management, minutes available.</li> </ul> <p>Affiliation by area:</p> <ul style="list-style-type: none"> <li>Farm 1 Guafita: 298 people</li> <li>Farm 2: 95 people</li> <li>Farm 3 San Felipe: 256 people</li> <li>Farm 4: 130 people</li> <li>Farm 5: 122 people</li> </ul>	No additional comments or response required.
---	----------------------	------------	--------------	--	--





				<ul style="list-style-type: none"> <li>• Bogotá: 12 people</li> </ul> <p>Challenges:</p> <ul style="list-style-type: none"> <li>• Rivalry with other groups due to failure to comply with proposals.</li> <li>• Difficulties with transportation due to schedules.</li> </ul>	
3	Mariara Community Representative	17-06-2025	Face to face	<p>Environmental impacts</p> <ul style="list-style-type: none"> <li>• River intervention: The company has modified the riverbed or environment, causing concern in the community.</li> <li>• Water supply: There is a perceived negative impact on water availability.</li> <li>• Monoculture: The expansion of palm cultivation through the purchase of farms may affect biodiversity and ecological balance.</li> </ul> <p>Social impacts</p> <ul style="list-style-type: none"> <li>• Relationship with the community: The company is perceived as opportunistic; it approaches the community only for its own convenience.</li> <li>• Lack of communication: Progress is not reported and local needs are not taken into account.</li> <li>• External labor: Personnel are hired from outside the community, limiting opportunities for local residents.</li> <li>• Labor migration: There is a social impact derived from the presence of migrant workers.</li> <li>• Limited access: Difficulties in using the ferry, which affects the community's mobility.</li> <li>• Social investment: Support for education (school, library), infrastructure (pipes, roofs, toilets), and health (brigades, medical equipment).</li> </ul>	<p>River intervention and water resource collection:</p> <p>The company has environmental permits granted by Corporinoquia for water collection, which clearly establish the limits and conditions for its use. This collection is carried out in a controlled manner and under permanent monitoring, with the aim of ensuring compliance with all environmental obligations established by the competent authority.</p> <p>Evidence of compliance:</p> <p>Through Resolution 24110-1397, Corporinoquia regulates the use and exploitation of water resources from the Cravo Sur River. Article 1 establishes a minimum ecological flow of 11.21 m³/sec for the conservation of the river and its ecosystems. In compliance with this resolution, Agroindustrial de Palma Aceitera S.A. conducts annual measurements of the Cravo Sur River, before and after the intake point, in order to verify that the stipulated safety flow is maintained and thus ensure the sustainability of the water resource.</p> <p>Water supply:</p> <p>Water collection is within the permitted limits, based on studies that guarantee the sustainability of the resource. In addition, we periodically monitor flow and consumption to ensure that our activities do not affect other</p>

			<ul style="list-style-type: none"> <li>• Pending projects: Construction of a church and an internal road not yet executed.</li> <li>• Institutional support: Good working relationship with local authorities, but this is not reflected in direct benefits to the community.</li> </ul> <p>Economic impacts</p> <ul style="list-style-type: none"> <li>• Exclusionary business model: The palm oil business is perceived to benefit large entrepreneurs, excluding small and medium-sized producers.</li> <li>• Distribution of resources: The fairness of the distribution of inputs such as palm kernels is questioned.</li> <li>• Public image vs. reality: The company promotes a positive image to Fedepalma, but the community does not feel any real improvements in their quality of life.</li> </ul>	<p>communities' access to water or the balance of the ecosystem.</p> <p>Monoculture and biodiversity:</p> <p>The company is committed to responsible and sustainable oil palm production, in harmony with the environment and communities. Land acquisitions are carried out in compliance with all current regulations and with a view to conserving areas of high ecological value. Currently, within the properties of Agroindustrial de Palma Aceitera S.A., we have 1,590 hectares identified as High Conservation Values (HCV). Of these, 387 hectares have been officially declared as the " " Civil Society Nature Reserve, recognized by Colombia's National Natural Parks.</p> <p>In addition, as part of our Sustainability Policy, we conduct annual wildlife monitoring in these areas to assess and strengthen conservation actions. This initiative reflects the company's commitment to the protection and preservation of the ecosystems present in their productive environment.</p> <p>Within the framework of the Sustainability Policy, the company has maintained constant work with the communities in the area of influence, focusing its management on health, education, and community infrastructure. Below are some of the most representative actions that demonstrate the sustained commitment to the community of Mariara:</p> <p>A) Education and infrastructure:</p> <p>In August 2023, maintenance was carried out on the rural school in Mariara, with an investment of over \$15 million. (Support: final school report).</p>
--	--	--	--	---

				<p>In November 2024, corporate volunteers carried out painting work at the same educational institution, with an approximate investment of \$3.5 million. (Support: purchase order and photographic evidence).</p> <p>B) Humanitarian aid and food security: In June 2024, 50 food baskets were delivered to families affected by the rainy season, with a value of over \$3.5 million. (Support: delivery record and photographic evidence).</p> <p>In July 2024, in coordination with the Secretariat of Social Development of the municipality of Orocué, 200 food baskets were distributed in the communities of Mariara and El Algarrobo, with an investment of over \$36 million. (Support: delivery record and photographic evidence).</p> <p>C) Environmental education and community strengthening: On March 18 and 19, 2025, an educational workshop was held for children in the community, with educational activities on the following topics:</p> <ul style="list-style-type: none"> <li>• The importance of oil palm and its environmental impact.</li> <li>• Proper waste classification.</li> <li>• Prohibition of illegal hunting and fishing.</li> <li>• Careful and responsible use of water.</li> </ul> <p>(Support: report from the "We protect life at every step" campaign).</p> <p>These actions are part of a planned and sustained line of work,</p> <p>D) as set out in the 2024 Social Relations Management Activities and Projections Report,</p>
--	--	--	--	---

				<p>which was available for review with additional supporting documentation.</p> <p>5) Lack of communication: NC raised on 4.2.3.</p> <p>External labor: With the aim of promoting local employability, the company has established a direct channel of communication with the presidents of the community action boards, through which available vacancies and recruitment processes are shared in a timely manner. In addition, regular feedback is provided on the profiles hired, ensuring transparency and community participation.</p> <p>The company maintains an ongoing commitment to prioritizing local labor, provided that the required profiles match the skills available in the communities within its area of influence. Job fairs are also organized in the communities, where resumes are collected and added to institutional databases, allowing for pre-identified local profiles for future vacancies.</p> <p>7) Limited access: Ferry use is regulated by internal protocols that prioritize worker safety and compliance with company regulations, especially those related to road safety and occupational health and safety policies. As a result, the passage of people not directly involved in the operation is restricted, as the company cannot assume responsibility for individuals whose insurance status or conditions cannot be verified.</p> <p>However, in emergency or disaster situations, the use of the ferry is permitted provided that compliance with the established guidelines is guaranteed. In addition, all requests addressed to the social manager for the crossing have</p>
--	--	--	--	---

				<p>been assessed and dealt with, provided that the required safety conditions are met.</p> <p>9) Pending projects: The company has a social investment policy based on voluntary support, which is allocated according to budget availability and sustainability guidelines. According to information provided by the community president, the church construction project has an estimated cost of close to \$600 million, which exceeds the contribution capacity allocated for this type of initiative. However, support has been provided for other prioritized community projects, which are detailed in the report cited in item 4.</p> <p>10) Institutional support: The communities have been provided with job opportunities. Similarly, vehicles belonging to community members have been linked, which have been contracted by the company for the transport of personnel and the loading of palm (Mariara community contract available for review). In addition, the inclusion of small local producers has been promoted by purchasing plantains, cassava, and other typical products of the region. Currently, two community associations are involved: one supplies gloves and the other supplies hayacas to the La Vianda casino and will soon supply eggs. The company continues to work on the progressive integration of local services and labor, thereby strengthening the economic development of the communities in the area of influence.</p> <p>12) Distribution of resources: With regard to the distribution of inputs such as palm kernel meal, it is important to clarify that communities</p>
--	--	--	--	---

					<p>receive a direct economic benefit. Currently, the price per ton for communities is \$420,000 (including VAT), while the price to the general public is \$525,000.</p> <p>This differential benefit reflects the company's commitment to supporting communities in its area of influence. In addition, information regarding availability and prices is disclosed transparently through community groups in order to ensure equitable and timely access for all interested parties.</p>
4	Algarrobo Community Representative	17-06-2025	Face to face	<p>1. Social and infrastructure projects</p> <ul style="list-style-type: none"> <li>Housing project: Although studies and permits are in place, the project has not yet begun. The community has shared information at meetings but has not received a response.</li> <li>Road infrastructure: Work is needed to ensure safe crossing of the river.</li> </ul> <p>2. Environmental impacts</p> <ul style="list-style-type: none"> <li>Concerns about water use in the expansion of the project.</li> <li>Compensation is demanded for the environmental impacts on the territory.</li> </ul> <p>3. Social problems</p> <p>The arrival of foreign workers has led to:</p> <ul style="list-style-type: none"> <li>Overcrowding</li> <li>Insecurity</li> <li>Child drug addiction</li> </ul> <p>4. Employment and opportunities</p> <ul style="list-style-type: none"> <li>They request:</li> <li>Prioritize local hiring.</li> <li>Greater participation in professional vacancies and SENA internships.</li> <li>Transportation support to facilitate access to work.</li> </ul>	<p>The housing project in El Algarrobo is currently in the structuring stage. To date, a six-hectare plot of land has been acquired and the corresponding permits are being processed by the Orocué City Council. Once the required documentation is available, the project will be shared with the community.</p> <p>The company recognizes the importance of having road infrastructure that guarantees safe river crossing; however, due to the high cost of this work, the necessary resources for its execution are not currently available.</p> <p>Despite this, work continues to identify alternatives and prioritize social investments that will address, as far as possible, the most urgent needs of the communities.</p> <p>With regard to environmental compensation, it is important to clarify that the only entity competent to establish and approve such compensation is the Regional Autonomous Corporation (CAR). In our case, we have</p>



			<p>5. Proposals from the Mayor's Office and community leaders</p> <ul style="list-style-type: none"> <li>• Improve infrastructure and security (community center with police support).</li> <li>• Have the company collaborate with the National Police in providing equipment.</li> <li>• Support for the competitiveness of local farmers, prioritizing the purchase of products such as palm hearts.</li> <li>• Payment of outstanding building licenses.</li> </ul> <p>General request The community requests that the promised actions be defined and specified, as population growth has intensified social problems.</p>	<p>worked in coordination with Corporinoquia, developing two environmental compensation projects that together represent an investment of approximately 4.5 billion pesos.</p> <p>Social problems: Due to the high demand for housing in the towns of Quebrada Seca and Mariara, both from workers coming from other regions and from local residents, for the past six years, General Management has been working with municipal authorities to obtain the necessary permits and licenses for the development of a housing project.</p> <p>To date, approval has been obtained for the expansion area of the town of Algarrobo for this project; however, the construction license, which is an essential requirement for starting construction, has not yet been obtained.</p> <p>Regarding concerns about the use of psychoactive substances, although this is the direct responsibility of state public health entities, the company is committed to working with the Ministry of Health, Children, and Adolescents to promote drug and alcohol prevention campaigns in educational institutions.</p> <p>Likewise, there are plans to launch a cultural project focused on dance, aimed at children, with the aim of encouraging the appropriate use of free time after school, promoting recreational spaces that contribute to their overall</p>
--	--	--	---	--

				<p>development and the prevention of substance use.</p> <p>Employment and opportunities: Currently, 48 people are employed as SENA apprentices, supporting various areas within the operation. Several of them belong to the communities and, if they meet the required profile, they are hired (see annex with list of personnel). This employment is part of the commitment to the training and professional development of young people in the region.</p> <p>As for the request for transportation support, although it has been considered, implementation has been limited due to the different arrival and departure times of staff, which vary according to the activities assigned in each area. However, viable alternatives that could facilitate access to the workplace without affecting operations or staff safety continue to be assessed.</p> <p>Infrastructure and security – Support for the National Police:</p> <p>Although there was no prior knowledge of the specific proposal for the community center, the company remains willing to support initiatives related to community safety and well-being. Currently, it collaborates frequently with the National Army, providing logistical support during its visits to the area. Similarly, it is willing to assess possible measures to support the National Police, especially in relation to</p>
--	--	--	--	--



					<p>equipment and supplies, subject to formal request and feasibility.</p> <p>Payment of building licenses:</p> <p>The company has already made the corresponding payment for the building license, was evidenced during the audit.</p> <p>The company acknowledges that population growth has led to serious social challenges, particularly in housing access and the prevention of social issues. In response, the General Management has spent the past six years collaborating with municipal mayors to secure permits and licenses for a housing project, with the expansion area in Algarrobo already approved but awaiting the final construction license. Beyond housing, the company commits to conducting technical and social assessments to prioritize and progressively implement community-focused initiatives that enhance the well-being of residents in the affected areas.</p>
5	Cristo Rey Community Representative	17-06-2025	Face to face	<p>1. Contractors and logistics</p> <ul style="list-style-type: none"> <li>• They request that contractors be fed and housed in the community.</li> <li>• They request advance coordination of the tanker truck for irrigation in summer.</li> </ul> <p>2. Relationship with the company</p> <ul style="list-style-type: none"> <li>• There is a lack of integration between the palm tree and the community; they request a donation of a heifer.</li> </ul>	<p>The company actively supports local economic development by encouraging its contractors to use community-based services such as accommodation, food, and laundry, with these needs communicated in advance during socialization sessions. This approach creates income opportunities for residents in the area of influence. Additionally, during the dry season, the company has hired four</p>



			<ul style="list-style-type: none"> <li>• Gatekeepers are perceived as authoritarian; they request better treatment and fewer obstacles.</li> <li>• They feel marginalized by the manager; they want direct meetings 3-4 times a year.</li> <li>• They requested pipes for the cemetery gate, but have not yet received a response.</li> </ul> <p>3. Environmental issues</p> <ul style="list-style-type: none"> <li>• Request a meeting with Corporinoquia to explain well permits and water use.</li> <li>• Concern about the drying up of the Cravo Sur River; they suggest crops that do not require irrigation.</li> <li>• Connectivity problems since the installation of antennas; they request support for a community antenna.</li> </ul> <p>4. Employment and compensation</p> <ul style="list-style-type: none"> <li>• They do not work for the company due to low wages in relation to the physical effort required.</li> <li>• Promised social investment for community center has not been fulfilled.</li> <li>• They request compensation for environmental and traffic impacts.</li> <li>• They prefer individual contributions and mapping of needs by village.</li> </ul> <p>5. Community infrastructure</p> <ul style="list-style-type: none"> <li>• They request lighting for the soccer field.</li> <li>• They ask for support for the deteriorated playground.</li> </ul> <p>Recognized positive aspects</p>	<p>community-owned tanker trucks—three from Jagüeyes and one from Cristo Rey—demonstrating local involvement in logistics operations. The company also commits to improving coordination so vehicle owners can prepare their availability ahead of time.</p> <p>The company recognizes the importance of strengthening integration and direct dialogue with communities in the area of influence. In this regard, family integration activities have been developed with children and parents, and the 2025 Social Management Plan includes special events such as "Family Day" or "Farmer's Day" in each community, with the aim of promoting closer ties, trust, and community participation.</p> <p>In response to concerns about the behavior of security personnel, customer service protocols will be reviewed to ensure respectful, responsive, and cordial treatment of all community members. The company reiterates its commitment to respect and good treatment as fundamental principles of coexistence.</p> <p>The company has a social manager who acts as a direct liaison with the communities, as well as a channel for Petitions, Complaints, Claims, and Suggestions (PQRS), through which concerns are received, managed, and responded to in a timely manner.</p> <p>These mechanisms are intended to strengthen communication, ensure community</p>
--	--	--	---	---

			<ul style="list-style-type: none"> <li>• Financial contributions greater than those of the oil industry.</li> <li>• Good management by the social manager: facilitates ferry passage, supports schools, improves communication.</li> <li>• Donations: markets for the elderly, school desks, water filter, computer room, electrification.</li> <li>• Contribution to road maintenance.</li> </ul>	<p>participation, and advance jointly in the search for solutions.</p> <p>The request has been received and donated, and only the tube from the plantation remains to be removed for transport reasons; it has not been removed. Delivery note available for review.</p> <p>As for the connectivity issues following the installation of antennas, the situation will be assessed together with service providers and the relevant authorities, as there is an antenna within the plantation but the signal has been weak for several weeks.</p> <p>The company reports that it is not currently using groundwater for irrigation, as concessions for deep well use are still being processed by the environmental authority. In response to concerns about the Cravo Sur River drying up, the company emphasizes that it holds valid environmental permits from Corporinoquia and complies with ecological flow requirements outlined in Resolution 24110-1397 to protect the river's ecosystem. To ensure responsible water use, periodic technical measurements are conducted before and after the collection point. The company also welcomes suggestions to explore non-irrigated crops and remains committed to sustainable water management through ongoing monitoring, conservation efforts, and the adoption of efficient technologies.</p>
--	--	--	--	--

				<p>The company reaffirms its commitment to fair and competitive wages aligned with the oil palm agro-industrial sector, using a salary structure based on a living wage matrix that considers regional socioeconomic factors. The current base salary of \$2,738,900 exceeds both the legal minimum and the regional industry average. While comparisons with higher-paying sectors like oil are acknowledged, the company focuses on sustainable working conditions and employee well-being. Notably, 52% of the mill's workforce in Casanare—515 out of 988 workers—comes from nearby villages, reflecting strong local hiring and investment in regional human talent.</p> <p>Community center</p> <p>*Regarding the social investment committed to the construction of the community center, we report that the respective architectural plans are already available. It is currently in the process of being authorized by General Management, and work is expected to begin as soon as possible.</p> <p>The company follows a sustainability policy that emphasizes voluntary contributions to community projects with high collective impact, particularly in health, education, and infrastructure. While individual and environmental impact compensation requests are acknowledged, they are only considered when justified, feasible, and beneficial to the broader community. The proposal to map village-specific needs is appreciated and will be</p>
--	--	--	--	---

					reviewed as part of the community relations plan. In line with Colombian regulations, environmental compensation is overseen by Regional Autonomous Corporations; under Corporinoquia's supervision, the company has implemented two certified compensation projects in Cristo Rey, including conservation agreements and sustainable initiatives like silvopastoral systems, rotational livestock, eco-efficient kitchens, and agroforestry systems.
6	Quebrada Seca Community Representative	17-06-2025	Face to face	<p>Positive aspects</p> <ul style="list-style-type: none"> <li>• Development and employment: The company has generated economic opportunities in the region.</li> <li>• Community support: <ul style="list-style-type: none"> <li>• Purchase of a plot of land for a school (50% of the value).</li> <li>• Support for the construction of a pedestrian bridge.</li> <li>• Participation in local fairs and festivals.</li> </ul> </li> <li>• Business opportunities: <ul style="list-style-type: none"> <li>• Two business roundtables have been held to showcase local services.</li> </ul> </li> <li>• The company communicates its needs so that the community can offer solutions.</li> <li>• Clean technologies: Use of sustainable practices and prohibition of hunting.</li> <li>• Agro-industrial tourism: Potential thanks to wildlife and attractions such as the waterfall and the 400-hectare nature reserve.</li> <li>• Good reputation: They are perceived as good payers and willing to help.</li> </ul>	<p>The company acknowledges that while external suppliers have occasionally been selected for meeting higher technical standards, it remains committed to strengthening local supplier participation, including contractors for road maintenance and irrigation. A social investment plan for 2024–2025 has been pledged for Quebrada Seca, focusing on school improvements and park enhancements, currently under technical and budgetary review. In response to concerns about interpersonal treatment, the company held a meeting with the labor department and reaffirmed its commitment to respectful and equitable labor relations. Its sustainability policy includes a clear human rights focus, which has been shared in community meetings and will continue to be reinforced. Regarding Free, Prior, and Informed Consultation (FPIC), the company confirms compliance with legal requirements and respectful, participatory processes, supported by attached documentation.</p>



				<p>Challenges and weaknesses</p> <ul style="list-style-type: none"> <li>• Materialization of alliances: Although there is openness, external companies tend to win bids due to a lack of local competitiveness.</li> <li>• Pending social investment (2024–2025): School and park to boost tourism.</li> <li>• Relationship with the manager:</li> <li>• Complaints of mistreatment and allegations of harassment.</li> <li>• A meeting was held with the labor department to address the issue.</li> <li>• Human rights: No information has been shared on this subject.</li> <li>• Prior consultation (NPP): Mentioned, but no details on its implementation.</li> </ul> <p>General conclusion</p> <p>The community values the company as a good entity, but asks for greater support to strengthen local productivity, improve interpersonal relations, and fulfill social commitments.</p>	
7	Rural Women's Association	18-06-2025	Face to face	<p>Support and request for chickens in 2024; no response has been given.</p>	<p>The company provided the following response:</p> <p>Support for the laying hen project is currently being jointly managed with government entities.</p> <p>A meeting with representatives of the Casanare Governor's Office is scheduled for the first week of July 2025 to define the institutional support necessary to ensure the technical viability and sustainability of the project. Although previous meetings with public sector actors have already taken place,</p>

					<p>comprehensive support to ensure the success of the project has not yet been finalized.</p> <p>The company has the corresponding quote, which estimates an investment of approximately \$140 million for the acquisition of 5,000 chickens. However, it is essential to have the support of local authorities and the relevant technical support to ensure that the project will be profitable and beneficial for the participating women.</p> <p>The aforementioned quote is was available for review during the audit.</p>
8	Service Providers.	17-06-2025	Face to face	<p>Type of Service Provided</p> <p>La Vianda (AIPA - IACSA):</p> <ul style="list-style-type: none"> <li>• Food service.</li> <li>• Contract active from July 1, 2023, to June 30, 2026.</li> </ul> <p>Intra:</p> <ul style="list-style-type: none"> <li>• Transportation of FFB, materials, and oil.</li> <li>• Contract in force for 7 years.</li> </ul> <p>Construcciones y Transportes Díaz:</p> <ul style="list-style-type: none"> <li>• Transportation of personnel and cargo (3 trucks, 1 minibus).</li> <li>• Hourly contracts (200 hours, \$62,000/hour).</li> </ul> <p>Netafim (AIPA):</p> <ul style="list-style-type: none"> <li>• Installation of irrigation system on 234 ha.</li> </ul>	No additional comments or feedback.

				<ul style="list-style-type: none"> <li>• Project underway since March 2025, ending in August 2025.</li> </ul> <p>Type of Contract</p> <p>La Vianda:</p> <ul style="list-style-type: none"> <li>• Contract with specific clauses.</li> <li>• Another due to inconsistencies in the number of services.</li> </ul> <p>Intra:</p> <ul style="list-style-type: none"> <li>• Internal contract with policy, updated every 8 months.</li> <li>• Service orders per ton.</li> </ul> <p>Transportes Díaz:</p> <ul style="list-style-type: none"> <li>• Written contracts by the hour.</li> <li>• 5 workers with employment contracts.</li> </ul> <p>Netafim:</p> <ul style="list-style-type: none"> <li>• Contract per job, subject to schedule.</li> </ul> <p>Follow-up and Monitoring</p> <p>La Vianda:</p> <ul style="list-style-type: none"> <li>• Quarterly follow-ups.</li> <li>• Internal audits.</li> <li>• Follow-up interviews.</li> </ul> <p>Intra:</p> <ul style="list-style-type: none"> <li>• Training in road safety, OHS, BPM.</li> <li>• Casino committee with monthly meetings.</li> </ul> <p>Transportes Díaz:</p> <ul style="list-style-type: none"> <li>• Mandatory induction before joining.</li> <li>• Supervision by immediate supervisor (Engineer Hernán).</li> </ul> <p>Netafim:</p> <ul style="list-style-type: none"> <li>• Knowledge assessment.</li> <li>• Induction by the company and AIPA.</li> </ul> <p>Relationship and Communication</p> <p>La Vianda:</p>	
--	--	--	--	---	--



				<ul style="list-style-type: none"> <li>• Very good relationship with the company.</li> <li>• Biweekly billing.</li> </ul> <p>Intra:</p> <ul style="list-style-type: none"> <li>• Business roundtable.</li> <li>• Increase according to CPI.</li> </ul> <p>Transportes Díaz:</p> <ul style="list-style-type: none"> <li>• Close relationship as neighbors.</li> <li>• Communication via email with transport manager.</li> </ul> <p>Netafim:</p> <ul style="list-style-type: none"> <li>• Direct contact with Hernán Charry and Fredy.</li> <li>• Suggestion boxes.</li> </ul> <p>Staff and Work Schedules</p> <p>La Vianda:</p> <ul style="list-style-type: none"> <li>• 56 people with employment contracts and benefits.</li> <li>• Operating shifts: 12 pm to 10:30 am / 10:30 am to 8:30 pm.</li> <li>• 15-day contract with 5 days off.</li> <li>• Transition to local staff (70% local, 30% external).</li> </ul> <p>Intra:</p> <ul style="list-style-type: none"> <li>• Shifts 21 – 7 days off.</li> <li>• Hours: 6 am to 6 pm.</li> </ul> <p>Transportes Díaz:</p> <ul style="list-style-type: none"> <li>• 5 workers with employment contracts.</li> <li>• Punctual biweekly payment.</li> </ul> <p>Netafim:</p> <ul style="list-style-type: none"> <li>• 30 people on the farm (2 direct, 28 outsourced).</li> <li>• Requirements: social security, pension, entrance exams.</li> </ul>	
--	--	--	--	---	--

				<p>PQRS (Requests, Complaints, Claims, and Suggestions)</p> <ul style="list-style-type: none"> <li>• La Vianda: Response time: 8 days.</li> <li>• Transportes Díaz: Via email to immediate supervisor.</li> <li>• Netafim: Suggestion boxes and direct contact.</li> </ul> <p>Social and Environmental Impact Transportes Díaz:</p> <ul style="list-style-type: none"> <li>• Generates local employment.</li> <li>• Positive relationship with the community.</li> <li>• Considers the location of the palm tree to be beneficial.</li> </ul>	
9	Government entities	17-06-2025	Face to face	<p>Formalization and Production Chains</p> <ul style="list-style-type: none"> <li>• The Casanare Governor's Office is working on the formalization of production chains and the organization of committees.</li> <li>• A memorandum of understanding was signed to support small producers.</li> <li>• Agreement between Cenipalma, Fedepalma, and the Governor's Office in four municipalities, with 160 initial users, filtered down to 55 after field verification.</li> <li>• The formalization of the palm cluster is being promoted through the Chamber of Commerce, with voluntary participation.</li> </ul>	No additional comments.

				<ul style="list-style-type: none"> <li>• Law 811 of 2003 as a framework for production chains.</li> </ul> <p>Relationship with the Palm Sector</p> <ul style="list-style-type: none"> <li>• The Governor's Office has no direct relationship with the palm company.</li> <li>• Fedepalma has no interest in actively participating.</li> <li>• The chain committee involves all actors in the sector.</li> </ul> <p>Environmental Management (Corporinoquia)</p> <ul style="list-style-type: none"> <li>• Corporinoquia regulates environmental permits for crops and milling.</li> <li>• Environmental management measures are established for areas larger than 100 ha.</li> <li>• New environmental impacts have been generated by agro-industrial development, mitigated in part by actions such as: <ul style="list-style-type: none"> <li>○ Wildlife recovery</li> <li>○ Civil society nature reserve</li> <li>○ Wildlife friends network</li> </ul> </li> <li>• During the dry season (February to April), the use of the Cravo Sur water resource is restricted to 50%.</li> <li>• Environmental compliance investigations have been carried out, generating new requirements.</li> </ul> <p>Education and Community Participation</p> <ul style="list-style-type: none"> <li>• Corporinoquia carries out environmental education exercises with schools, communities, and workers.</li> </ul>	
--	--	--	--	--	--

				<ul style="list-style-type: none"> <li>The company supports these initiatives on common issues.</li> </ul> <p>Communication and Requirements</p> <ul style="list-style-type: none"> <li>The Governor's Office responds to specific requests, without structured action plans.</li> <li>Fedepalma has requested that the Attorney General's Office revoke environmental management measures.</li> </ul>	
10	NGO	17-06-2025	Face to face	<p>Asocravosur</p> <p>Origin &amp; Purpose:</p> <ul style="list-style-type: none"> <li>Founded 10 years ago as a program of Fundación Palmarito.</li> <li>Created to protect and conserve the Cravo Sur River.</li> <li>Promoted by Palma Aceitera and Manuelita.</li> <li>Functions as a platform for dialogue among landowners, businesses, and communities.</li> </ul> <p>Activities &amp; Relationships:</p> <ul style="list-style-type: none"> <li>Maintains close relationships with members and board.</li> <li>Hosts open, transparent discussions.</li> <li>Engages in conservation activities like turtle releases (150 turtles in La Fortuna).</li> <li>Collaborates with Industrial Aceitera and local communities.</li> </ul> <p>Legal &amp; Environmental Oversight:</p> <ul style="list-style-type: none"> <li>Monitors compliance with water usage regulations.</li> </ul>	No comments.

				<ul style="list-style-type: none"> <li>• Uses legal channels when necessary.</li> <li>• Advocates for responsible water use under legal concessions.</li> </ul> <p>Community Engagement:</p> <ul style="list-style-type: none"> <li>• Works with Juntas de Acción Comunal in Palmarito and El Delirio.</li> <li>• Builds direct friendships with communities near Quebrada Seca and Algarrobo.</li> </ul> <p>Fundación Palmarito</p> <p>Origin &amp; Mission:</p> <ul style="list-style-type: none"> <li>• Founded 20 years ago by concerned landowners.</li> <li>• Aims to protect the Palmarito Reserve, the first registered civil reserve in the Orinoquía region.</li> </ul> <p>Conservation Leadership:</p> <ul style="list-style-type: none"> <li>• Largest contributor of civil society reserves in Colombia.</li> <li>• Manages the Bioparque and Caimán Llanero breeding program.</li> <li>• Expanded efforts to protect river turtles (Charapa and Terecai).</li> </ul> <p>Turtle Conservation Program:</p> <ul style="list-style-type: none"> <li>• Supported by Fondo Acción, TNC, and Conservación Internacional.</li> <li>• Established 5 artificial beaches for nesting and hatchling protection.</li> <li>• Over 13,000 turtles released.</li> <li>• Plans to expand to 5 new collection points (Cuenca baja and media).</li> </ul> <p>Education &amp; Outreach:</p>	
--	--	--	--	---	--

				<ul style="list-style-type: none"> <li>• Promotes environmental education in schools.</li> <li>• Involves children in turtle release events.</li> </ul>	
				<p>Caimán Llanero Conservation Breeding &amp; Release:</p> <ul style="list-style-type: none"> <li>• Supported by Industrial Aceitera.</li> <li>• Plans to double breeding capacity by 2026 (120 specimens/year).</li> <li>• Collaboration with MinAmbiente and Universidad Nacional.</li> <li>• Released 40 caimans in La Aurora and 60 in Arauca.</li> </ul> <p>Genetic Diversity &amp; Survival:</p> <ul style="list-style-type: none"> <li>• Focus on genetic variability with Corporinoquia.</li> <li>• Goal: ensure long-term survival of the species.</li> </ul>	
				<p>Land Restoration &amp; Sustainability Reserva Los Aceites:</p> <ul style="list-style-type: none"> <li>• Joint initiative by Fundación Palmarito and Asocravosur.</li> <li>• Uses company-owned conservation lands.</li> </ul> <p>OMEC Initiative:</p> <ul style="list-style-type: none"> <li>• First mixed conservation model recognized by the Ministry.</li> <li>• 25-year project to restore degraded lands.</li> </ul> <p>Reforestation Efforts:</p>	

				<ul style="list-style-type: none"> <li>Led by Jorge Londoño (GHL owner).</li> <li>10 hectares fenced and reforested with 10,000 trees, including Moriche palms.</li> </ul> <p>Sustainability Bonds:</p> <ul style="list-style-type: none"> <li>Used to finance long-term conservation and restoration.</li> </ul>	
11	Genders Committee and Coexistence	18-06-2025	Face to face	<p>Frequency and Term of Meetings</p> <ul style="list-style-type: none"> <li>AIPA: Meetings every 3 months. Last meeting: May 28. Committee term until October 2025.</li> <li>AICSA: Meetings every 3 months. Last meeting: May 27. Committee term until April 2026.</li> </ul> <p>Cases Handled</p> <p>AIPA:</p> <ul style="list-style-type: none"> <li>2024: 2 cases.</li> <li>2025: 3 cases of coexistence.</li> <li>Cases received by PQRS. One under analysis.</li> </ul> <p>AICSA:</p> <ul style="list-style-type: none"> <li>2024: 5 cases.</li> <li>2025: 11 cases (no follow-up yet).</li> <li>Latest labor case: alcohol consumption at work (reported by email).</li> </ul> <p>Training and Education</p> <p>AIPA: Latest training for the committee not specified.</p> <p>AICSA:</p> <ul style="list-style-type: none"> <li>Training on committee functions and types of harassment.</li> </ul>	No comments.

				<ul style="list-style-type: none"> <li>Quarterly schedule: April, May, and June with topics such as harassment, assertive communication, and conflict resolution.</li> </ul> <p>Campaigns and Activities</p> <p>AIPA:</p> <ul style="list-style-type: none"> <li>“Equity for Women” campaign in April.</li> <li>Support for activities: Labor Day, end of the year.</li> </ul> <p>AICSA:</p> <ul style="list-style-type: none"> <li>“Cocola Listens to You” campaign.</li> <li>“The Monster” activity.</li> <li>Gender survey in November 2024; results shared on June 27, 2025.</li> <li>Difficulty in carrying out gender committee activities.</li> </ul> <p>Breastfeeding and Maternity</p> <p>AIPA:</p> <ul style="list-style-type: none"> <li>Breastfeeding area in Guafitas since April 2025.</li> <li>Two women breastfeeding, two on maternity license.</li> </ul> <p>AICSA:</p> <ul style="list-style-type: none"> <li>Breastfeeding room available.</li> <li>Sixteen women in mill, one breastfeeding, one pregnant.</li> </ul> <p>Work Plans</p> <ul style="list-style-type: none"> <li>AIPA: General work plan.</li> <li>AICSA: Quarterly work plan, adjusted according to complaints received.</li> </ul>	
--	--	--	--	---	--



12	COPASST  Joint Committee on Occupational Safety and Health	18-06-2025	Face to face	During the meeting with COPASST representatives from the mill and field, monthly activities, reports of unsafe conditions, and follow-up on commitments were reviewed. At AIPA, valid until April 2026, the management of reports via word of mouth and OSH software was highlighted, with no serious accidents in the last year, although minor incidents such as punctures and falls did occur. A poisoning drill was conducted in the agrochemical warehouse. At the mill, also with monthly meetings, a serious accident related to an uncovered sieve was reported, which led to an action plan to modify pipes and valves. Three accidents have been recorded in the last year. Official communication is carried out by radios and whistles, as there has been no operational alarm system for over a year. A chemical spill drill was carried out and firefighter training was requested.	NC's raised for 6.7.2.
----	--	------------	--------------	---	------------------------

#### 11.2 For Public Summary Report

No	Consulted Stakeholders  (Type of Stakeholders)	Date of Consultation/ Comment Received	Method of Consultation/Com ment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses



1	Sintrapacol	17-06-2025	Face to face	<p>The general summary highlights key issues across six areas. In the union context, Sintrapacol entered Industrial Aceitera in October 2024 and Agroindustrial in 2025, with collective agreements signed but with representatives aligned with management; notably, 700 workers at Agroindustrial received permanent contracts on May 29, 2025. Labor and safety concerns include workplace harassment, unjustified dismissals, defective machinery, serious accidents (including one fatality), and a non-functional firefighting system. Union members face discrimination and persecution, such as job changes, delayed contracts, and exclusion from benefits. Management issues include lack of basic services, incomplete pay for 12-hour shifts, and unclear overtime calculations. The local community reports hiring favoritism and lack of transparency. Finally, workers express dissatisfaction with piecework pay systems, citing sudden changes in tasks and payment conditions.</p>	<p>NC's raised for 6.7.2.</p> <p>Other topics were reviewed and found compliance by the company.</p>
2	Collective Agreement	17-06-2025	Face to face	<p>AIPA collective agreement was established in December 2024 and became effective in January 2025, driven by workers' desire for improved welfare and living conditions. With 913 members elected by area, the collective agreement has led to significant achievements, including extended vacations, various bonuses,</p>	<p>No additional comments or response required.</p>



				infrastructure improvements (cafeterias, lockers, air conditioning, internet), and support for education and health. Working conditions have improved through full accident compensation and better cafeteria oversight, while monthly meetings with management ensure ongoing dialogue. However, challenges remain, such as rivalry with other groups and transportation issues due to scheduling.	
3	Mariara Community Representative	17-06-2025	Face to face	The company's operations have generated notable environmental, social, and economic impacts. Environmentally, riverbed modifications and palm monoculture expansion have raised concerns about water availability and biodiversity loss. Socially, the company is perceived as opportunistic, with limited communication and hiring practices that exclude local residents, contributing to labor migration and restricted community mobility. Although there have been investments in education, health, and infrastructure, several promised projects remain unfulfilled. Economically, the business model is seen as favoring large entrepreneurs, with questionable resource distribution and a public image that contrasts with the community's lived reality.	Agroindustrial de Palma Aceitera S.A. operates under environmental permits granted by Corporinoquia, ensuring controlled and monitored water collection from the Cravo Sur River in compliance with ecological flow requirements. The company conducts annual river measurements and maintains water use within permitted limits to avoid affecting local communities or ecosystems. It promotes sustainable palm cultivation, preserving 1,590 hectares as High Conservation Value areas, including a recognized nature reserve, and conducts annual wildlife monitoring. Socially, the company has invested in education, health, and infrastructure in Mariara, including school maintenance, food aid, and environmental education workshops. It has improved communication with local communities through job fairs and direct hiring channels, prioritizing local

					labor when possible. Ferry access remains restricted for safety reasons, though exceptions are made in emergencies. While some community projects, like church construction, remain pending due to budget constraints, other initiatives have been supported. Economically, the company supports local producers and offers discounted prices on palm kernel meal to communities, reinforcing its commitment to equitable resource distribution and local development.
4	Algarrobo Community Representative	17-06-2025	Face to face	The community has raised concerns regarding delayed social and infrastructure projects, including a housing initiative that remains unstated despite completed studies and permits, and the need for safer river crossings. Environmentally, there are worries about water usage due to project expansion and demands for compensation for territorial impacts. Social issues have intensified with the arrival of foreign workers, leading to overcrowding, insecurity, and child drug addiction. Residents request prioritization of local hiring, access to professional roles and internships, and transportation support. Proposals from local leaders include improving infrastructure and security, collaborating with the National Police, supporting local farmers, and resolving pending building license payments. Overall, the community urges the company to define and	The housing project in El Algarrobo is currently in the structuring phase, with a six-hectare plot acquired and permits being processed by the Orocué City Council. Although construction has not yet begun, the company plans to share the project with the community once documentation is complete. Due to high costs, road infrastructure improvements for safe river crossing are pending, but alternative solutions are being explored. Environmental compensation efforts include two projects developed with Corporinoquia, totaling an investment of approximately 4.5 billion pesos. In response to social challenges like overcrowding and substance abuse, the company collaborates with public health entities and plans cultural initiatives for youth. Employment efforts include hiring 48

				<p>fulfill its promised actions, as population growth has exacerbated existing social challenges.</p>	<p>SENA apprentices, many from local communities, and assessing transportation support options. The company is open to supporting community safety initiatives and has already paid the building license. Overall, it acknowledges the social pressures caused by population growth and remains committed to progressively implementing community-focused solutions.</p>
5	Cristo Rey Community Representative	17-06-2025	Face to face	<p>Community members have expressed a range of concerns and requests related to contractors, company relations, environmental issues, employment, and infrastructure. They ask that contractors be housed and fed locally and that irrigation logistics be coordinated in advance. There is a perceived disconnect between the company and the community, with calls for more respectful treatment by gatekeepers, direct meetings with management, and responses to pending requests like cemetery gate materials. Environmental concerns include water use and river drying, prompting a request for a meeting with Corporinoquia and support for a community antenna due to connectivity issues. Employment dissatisfaction stems from low wages and unmet social investment promises, with suggestions for individualized compensation and needs mapping. Infrastructure needs include lighting for the</p>	<p>The company actively promotes local economic development by encouraging contractors to use community-based services such as housing, food, and laundry, and by hiring community-owned tanker trucks during the dry season, with improved coordination efforts underway. It fosters stronger community ties through family integration activities and events like "Family Day," while also addressing concerns about security personnel by reviewing customer service protocols. Communication is facilitated through a dedicated social manager and a PQRS system. Environmental concerns, including water use and river health, are managed in compliance with Corporinoquia regulations, with ongoing monitoring and openness to sustainable crop alternatives. The company supports fair wages above</p>

				soccer field and playground repairs. Despite these challenges, the company is recognized for its financial contributions, effective social management, and donations supporting schools, elderly care, and road maintenance.	industry averages and prioritizes local hiring, with 52% of its mill workforce from nearby villages. Plans for a community center are progressing, and while individual compensation requests are considered selectively, broader community projects in health, education, and infrastructure are prioritized. Connectivity issues are being assessed, and certified environmental compensation projects have been implemented in Cristo Rey, reflecting a commitment to sustainability and community well-being.
6	Rural Women's Association	18-06-2025	Face to face	Support and request for chickens in 2024; no response has been given.	The company is currently coordinating with government entities to support a laying hen project, with a meeting scheduled with the Casanare Governor's Office in July 2025 to finalize institutional backing and ensure its technical viability. Although prior discussions have taken place, comprehensive support is still pending. A quote for the acquisition of 5,000 chickens, totalling approximately \$140 million, has been prepared and was available during the audit. The company emphasizes the need for collaboration with local authorities to ensure the project's profitability and long-term benefits for participating women.

7	Service Providers	17-06-2025	Face to face	A consultation was carried out with key service providers such as food, transportation, and agro-industrial projects, inquiring about the type of service, contracting, monitoring, relationship, and communication. La Vianda maintains an active contract with AIPA for food, with quarterly monitoring, internal audits, and a good business relationship; Inntra has been providing transportation services for seven years under an internal contract with periodic updates and continuous training; Construcciones y Transportes Díaz, with a 14-year relationship, offers personnel and cargo transportation, standing out for its punctuality, organization, and community proximity; and Netafim, responsible for the installation of irrigation systems, operates under a contract for work with strict induction, assessor, and regulatory compliance processes. All suppliers report active PQRS mechanisms, good communication with the company, and a positive impact on the local community.	No comments.
8	Government entities	17-06-2025	Face to face	An interview was conducted with representatives of the Casanare Governor's Office and Corporinoquia, addressing issues related to the formalization of production chains, environmental management, and relations with the palm sector. The Governor's Office is promoting the organization of palm committees and clusters through the Chamber of	No comments.



				Commerce, although it has no direct relationship with the palm company and has faced a lack of interest on the part of Fedepalma. For its part, Corporinoquia regulates environmental permits and establishes management measures for areas larger than 100 hectares, promoting conservation actions such as nature reserves and wildlife recovery. It also restricts the use of the Cravo Sur water resource during critical periods and conducts investigations for environmental compliance. Both entities carry out educational activities with communities and workers, and although action plans have been limited, specific requests related to the sector are addressed.	
9	NGO	17-06-2025	Face to face	Asocravosur, created 10 years ago as an initiative of the Palmarito Foundation, is an organization dedicated to the conservation of the Cravo Sur River, promoting responsible water use and dialogue between business owners, landowners, and local communities. It maintains close relationships with its partners, carries out conservation activities such as turtle releases, and ensures compliance with the legal framework for water use. Fundación Palmarito, with 20 years of experience, leads the protection of the Palmarito reserve and has developed conservation programs for the llanero caiman and river turtles, with more than 13,000	No comments.



				specimens released. Both entities promote the creation of civil reserves, the restoration of degraded ecosystems, environmental education, and long-term projects such as the 70-km biological corridor and the OMEC initiative, with the support of companies, authorities, and international organizations.	
10	Genders Committee and Coexistence	18-06-2025	Face to face	During the meeting with the Coexistence and Gender Committees of AICSA and AIPA, recent progress and activities were reviewed. Both committees meet quarterly and will remain in place until October 2025 (AIPA) and April 2026 (AICSA). AIPA reported five cases between 2024 and 2025, while AICSA recorded 16, including one for alcohol consumption during work. Campaigns such as “Equity for Women” (AIPA) and “Cocola Listens to You” (AICSA) have been carried out, in addition to activities such as gender surveys and internal events. Both have breastfeeding areas and women on maternity leave. Training in harassment, assertive communication, and conflict resolution was highlighted, and work plans are maintained in line with the complaints received.	No comments.
11	COPASST	18-06-2025	Face to face	During the meeting with COPASST representatives from the mill and field, monthly activities, reports of unsafe conditions, and follow-up on commitments were reviewed. At AIPA, valid until April 2026, the management of	NC's raised for 6.7.2.

	Joint Committee on Occupational Safety and Health			reports via word of mouth and OSH software was highlighted, with no serious accidents in the last year, although minor incidents such as punctures and falls did occur. A poisoning drill was conducted in the agrochemical warehouse. At the mill, also with monthly meetings, a serious accident related to an uncovered sieve was reported, which led to an action plan to modify pipes and valves. Three accidents have been recorded in the last year. Official communication is carried out by radios and whistles, as there has been no operational alarm system for over a year. A chemical spill drill was carried out and firefighter training was requested.	
--	---	--	--	---	--

11.3 Summary of workers interviewed, and the CB's responses and findings are presented in the table below:

<b>Total Workers in the Unit of Certification</b>			<b>1055</b>	
<b>Sampled Worker Consulted/ Interviewed in This Audit</b>			<b>33</b>	
<b>No</b>	<b>Type of Workers Consulted/ Interviewed</b>	<b>Interview Method</b>	<b>Feedback/Comments/Issue Raised/ Received from Workers</b>	<b>CB's Responses</b>



1	Field worker (Group of 7 Contract workers and 4 individual)	Semi-structured in-person	<p><b>Health and Safety</b></p> <p>Workers clearly identify the risks to which they are exposed and also identify the mitigation measures defined by the company such as the use of personal protective equipment, demonstrating knowledge of the use of each of these elements, stating that they receive this PPE free of charge and that it is replaced when damaged.</p> <p>The workers know the procedures for dealing with emergencies, the people trained and the first aid equipment and fire extinguishers.</p> <p><b>Working conditions and salary</b></p> <p>The workers are aware of the legal minimum wage and state that they earn more than this and are satisfied with the salary conditions and working hours. Overtime is voluntary and infrequent and is paid in accordance with local legislation.</p> <p>They state that they receive a payslip and are paid by bank transfer.</p> <p><b>Safety conditions</b></p>	<p>The workers are satisfied with the working conditions, including salaries and working hours.</p> <p>The correct use of personal protective equipment was observed, which was in good condition and used frequently.</p> <p>In addition, sanitary units with showers and toilets for all workers and specific units for pesticide handlers were observed, all of which were in a good state of maintenance and hygiene.</p> <p>The workers are satisfied with the facilities such as the dormitories and the canteen, as well as with the quality of the food they receive, which was corroborated during the audit.</p> <p>The workers demonstrate sufficient knowledge of company procedures such as waste management and environmental policies, which were observed to be implemented.</p>
---	---	---------------------------	---	--

			<p>The workers stated that they live on company premises which are in good hygienic and functional condition, have access to free drinking water and sufficient sanitary facilities.</p> <p>The workers stated that they had received an induction where they were explained health and safety issues, care for the environment, employment conditions, internal work regulations, among others.</p> <p>The workers identify the waste generated on the plantations, the collection points, the fact that they do not throw waste on the plantation or in water sources, they also identify some species present on the plantations and that hunting, logging and fishing of these species is prohibited, they state that when they find any species of fauna they take a photo of it and report it to the administration.</p>	
2	Agriculture Operator (3 individual worker)	Semi-structured in-person	<p>The worker demonstrates knowledge of the pesticides applied, the risks associated with them, the measures to mitigate these risks, the use of personal protective</p>	As part of the audit process, employment conditions, occupational safety and working conditions were verified, which were in accordance with what was stated by the workers in the interviews, what was

			<p>equipment, the transportation of pesticides, correct application, the use of showers and sanitary units, the disposal of empty containers and how to avoid contamination of other elements, areas and people.</p> <p>He states that he has an annual medical examination and receives constant training. In addition, personal protective equipment is provided free of charge and is replaced when it deteriorates, such as: application uniform, goggles, gloves, boots, respirator with filters.</p> <p>He states that there is a laundry area for washing PPE and lockers for storing it.</p> <p>He states that he works 46 hours a week from Monday to Saturday and that overtime work is voluntary and sporadic, for which he is paid the surcharge defined by law. He also states that he receives good treatment from the supervisors and demonstrates that he knows how to lodge complaints, including anonymous complaints.</p>	<p>observed and what was verified in the documentary review.</p> <p>Good use of personal protective equipment was observed, facilities for pesticide handlers were in good working order and hygiene and were sufficient for the workers.</p> <p>In addition, good pesticide handling practices were observed, including storage, transportation and application. Good management of empty containers was observed, and the worker demonstrated appropriate knowledge of safety regulations in the handling of pesticides and in minimizing the risks associated with them, Compliance with company procedures was observed.</p>
--	--	--	--	--

			<p>He states that he has access to drinking water and sanitary facilities provided by the company at no cost.</p> <p>He states that he has received a copy of his employment contract, that he is paid piecework and that he earns more than the minimum wage, he receives a payslip specifying the period, the amount, any deductions and other relevant information, he states that the only deductions are social security contributions and restaurant expenses which he has authorized.</p> <p>He states that he has received training in integrated pest management, rational pesticide management, health and safety, and environmental care, among others.</p>	
3	Fieldworker (Group of 2 permanent workers, Individual Interviews)	Semi-structured in-person	<p>The workers state that their contracts with the company are open-ended.</p> <p>They receive free personal protective equipment from the company.</p>	<p>The workers' comments reflect the company's comprehensive approach to the health, safety, and well-being of its workers. By providing permanent contracts, personal protective equipment, specialized training in responsible agrochemical management and pest monitoring, as well as medical screening and cholinesterase analysis, the company appears to be complying with several regulations and good labor</p>

			<p>They receive training in Responsible Agrochemical Management and pest monitoring, and also undergo medical tests and cholinesterase analysis.</p> <p>They state that the health personnel at the clinic provide them with first aid training.</p> <p>They are aware of the risks associated with their work in the fields and, in case of an emergency, they have access to a clinic where they are treated by health personnel under an agreement with the Social Security Institute.</p> <p>The company provides them with unrestricted drinking water, suitable for human consumption.</p> <p>The workers demonstrate their understanding of freedom of association and collective bargaining.</p> <p>They acknowledge how the company responds to anonymous complaints.</p>	<p>practices. Furthermore, access to emergency medical care, clean water, and first aid training are key to ensuring a safe and healthy work environment.</p> <p>The fact that workers are informed about the risks associated with their work in the fields and have access to a medical clinic under an agreement with the Social Security Institute is another positive indicator of the company's social responsibility.</p> <p>The mention of freedom of association and collective bargaining shows that the company also respects fundamental labor rights. Furthermore, the commitment to handling anonymous complaints reinforces the idea that the company is willing to listen and respond to potential employee concerns, contributing to a more transparent and fair work environment.</p> <p>In short, the company appears to be taking a responsible stance regarding the health, safety, and labor rights of its workers, which is critical both for employee well-being and for the good performance and reputation of the company as a whole.</p>
4	Extraction Plant Assistants (extraction plant operators,	Semi-structured in-person	<b>Health and safety</b>	The company complies with its obligations under labor, occupational health, and safety laws because it

	<p>mechanical assistants, mechanics, boiler operators, and biogas operators) (Group of 12 workers) Permanent and temporary workers</p>		<p>Workers know and identify the risks associated with their activities, as well as the corresponding personal protective equipment (PPE) and its correct use, and demonstrate knowledge of emergency protocols. They indicate that their supervisor always keeps them informed of emergency measures and that they receive training related to risks in the work area. None of the workers surveyed reported having had a work-related accident.</p> <p>They recognize the members of the emergency response team and the emergency response protocol.</p> <p>Workers acknowledge that they undergo medical examinations upon joining the company.</p> <p>Work tools are provided free of charge by the company.</p> <p><b>Wages and benefits</b></p> <p>Workers acknowledge that they have a signed employment contract and that they have a copy of it.</p> <p>Workers say they are satisfied with the payments they receive, which</p>	<p>has written employment contracts and guarantees all legal social security benefits, and all personal protective equipment is provided in a timely and complete manner, demonstrating its commitment to its workers.</p> <p>The company also provides ongoing training in operating procedures (activities performed by each worker), which reduces risks to workers by teaching them the correct way to perform work in the industrial area. The company also provides ongoing training on the Complaints and Grievances procedure and organizational policies, such as human rights and environmental policies.</p> <p>Medical evaluations and laboratory tests performed on workers and medical care provided through a health entity affiliated with the company are also positive measures that reflect a concern for the overall health of workers.</p> <p>On the other hand, the organization has a workers' union, and workers demonstrated an understanding of the policy of freedom of association and what it represents. None of the workers interviewed are</p>
--	--	--	--	--



		<p>are always on time and complete. Workers acknowledge that their working conditions, such as salary and working hours, are clear. Workers acknowledge that they receive the financial benefits to which they are entitled under the country's regulations (service bonus, vacation, severance pay, among others).</p> <p>Workers acknowledge that they receive a biweekly pay slip.</p> <p>Workers acknowledge that the working hours established in their contracts are respected. If overtime is required, it is agreed in advance with the company, which guarantees full payment in accordance with current regulations.</p> <p>All workers are enrolled in comprehensive social security (EPS – ARL – AFP).</p> <p><b>Training</b></p> <p>Workers report that they receive ongoing training in the appropriate language (Spanish) on various</p>	<p>affiliated with the workers' union, as they consider it unnecessary.</p> <p>The company provides accommodation for workers who come from other cities. Food is provided through a fully equipped industrial kitchen operated by a contractor. This service is subsidized by the company, which means that the cost is shared: one part is paid by the worker and the other by the organization.</p> <p>There is a positive working environment between the workers and the company, and there were no complaints from the workers interviewed.</p> <p>The workers feel satisfied and grateful for their working conditions, and they feel that the company listens to them and attends to their work needs.</p> <p>The workers affirm that there is no discrimination on the part of the organization and that they are treated fairly and adequately.</p>
--	--	---	---

			<p>topics and demonstrate basic knowledge of: Occupational Health and Safety Committee, Workplace Coexistence Committee, RSPO, human rights, occupational health and safety, wildlife protection, and freedom of association.</p> <p><b>Committees, Complaints, and Requests</b></p> <p>Workers demonstrate knowledge of the existence of Occupational Health and Safety Committees and Workplace Relations Committees and recognize their representatives.</p> <p>Workers recognize the means provided by the organization to file a complaint or request, mentioning: the QR code and the suggestion box.</p>	
5	Permanent Employee (Laboratory Analyst)	Semi-structured in-person	<p><b>Health and safety</b></p> <p>The worker knows and identifies the risks associated with her activities, as well as the corresponding personal protective equipment (PPE) and its correct use, and demonstrates knowledge of emergency protocols. She acknowledges that her supervisor</p>	<p>The company complies with its obligations under labor, occupational health, and safety laws because it has written employment contracts and guarantees all legal social security benefits, and all personal protective equipment is provided in a timely and complete manner, demonstrating its commitment to its workers.</p>

		<p>always keeps them informed of emergency measures and that they receive training related to risks in the work area. The worker states that she has not had any work-related accidents within the company. She recognizes the members of the emergency response team and the emergency response protocol.</p> <p>The worker acknowledges that she undergoes medical examinations upon hiring and periodically thereafter.</p> <p><b>Salary and benefits</b></p> <p>The worker acknowledges that she has a signed employment contract and that she has a copy of it.</p> <p>The worker says she is satisfied with the payments she receives, which are always on time and complete. She acknowledges that her working conditions, such as salary and working hours, are clear to her. She acknowledges that she receives the financial benefits to which she is entitled under the country's regulations (service bonus, vacation, severance pay, among others), as well as comprehensive</p>	<p>The company also provides ongoing training in operating procedures (activities performed by each worker), which reduces risks to workers by teaching them the correct way to perform work in the industrial area. The company also provides ongoing training on the Complaints and Grievances procedure and organizational policies, such as human rights and environmental policies.</p> <p>Medical evaluations and laboratory tests performed on workers and medical care provided through a health entity affiliated with the company are also positive measures that reflect a concern for the overall health of workers.</p> <p>Furthermore, the organization has a workers' union, and the company demonstrates understanding of the policy of freedom of association and its significance. However, it has decided not to join the union, considering that it is not necessary in its case. Even so, it is bound by the Collective Agreement in force in the organization.</p> <p>The company provides accommodation for workers who come from other cities. Food is provided through a fully equipped industrial kitchen operated by a contractor. This service is subsidized by the company, which means that the cost is shared: one part is paid by the worker and the other by the organization.</p>
--	--	---	---

			<p>social security coverage (EPS – ARL – AFP).</p> <p>The worker acknowledges that they receive a biweekly pay slip.</p> <p>She acknowledges that the working hours established in their contracts are respected. If overtime is required, it is agreed in advance with the company, which guarantees full payment in accordance with current regulations.</p> <p><b>Training</b></p> <p>The workers state that they receive ongoing training in the appropriate language (Spanish) on different topics and demonstrate basic knowledge of: Occupational Health and Safety Committee, Workplace Coexistence Committee, RSPO, human rights, occupational health and safety, wildlife protection, and freedom of association.</p> <p><b>Committees, Complaints, and Requests</b></p> <p>The worker demonstrates knowledge of the existence of the Occupational Health and Safety Committee and the Workplace Relations Committee and</p>	<p>There is a positive working environment between the workers and the company, and there were no complaints from the workers during the interview.</p> <p>The workers are satisfied and grateful for their working conditions, and they feel that the company listens to them and attends to their work needs.</p> <p>The workers affirm that there is no discrimination on the part of the organization and that they are treated fairly and appropriately.</p>
--	--	--	--	---

			<p>recognizes their representatives. In addition, the worker is a member of the Gender Committee, which reviews and addresses specific requests and requirements of women.</p> <p>She also recognizes the means provided by the organization to file a complaint or request, mentioning the QR code and the suggestion box.</p> <p><b>Organizational Policies</b></p> <p>The employee states that she is familiar with the company's human rights policy, which prohibits any form of harassment, respects equal opportunities, and guarantees reproductive rights. She also acknowledges that these policies are effectively enforced, as no cases of discrimination, harassment, or inequality have been reported. She also notes that pregnant workers are reassigned to duties in line with their needs, ensuring their well-being.</p>	
6	Contract Worker (Kitchen Assistant) (Groups of 2 workers)	Semi-structured in-person	<p><b>Health and safety</b></p> <p>Female workers clearly identify the risks and hazards associated with their work and understand the importance of using personal protective equipment (PPE).</p>	The contracting company complies with its obligations within the legal framework of labor, safety, and occupational health, as it has signed employment contracts and guarantees all legal economic and social benefits and provides all personal protective

			<p>Workers stated that this equipment is provided free of charge, in a timely manner, and is inspected periodically and replaced free of charge if damaged or worn. They reported no work-related accidents in the organization.</p> <p>The workers acknowledge that the contractor conducts regular medical evaluations and laboratory tests to assess their medical condition.</p> <p>In case of emergency, they have access to a nursing station where they are attended by occupational health and safety personnel and, if necessary, are transferred to the nearest health center. However, none of the workers report having had a work-related accident.</p> <p><b>Wages and benefits</b></p> <p>The workers admit that they receive their wages and other social benefits (overtime pay, night shift premiums, service bonuses, vacations, among others). They also have comprehensive social security coverage (EPS, ARL, and AFP).</p> <p>The workers acknowledge that they have copies of their employment contracts.</p>	<p>equipment in a timely manner, demonstrating its commitment to its workers.</p> <p>The company also provides ongoing training in the appropriate language (Spanish) for workers on the risks associated with the activities carried out, which reduces the risks for female workers. In addition, the Certification Unit provides ongoing training on organizational policies, such as human rights, environmental policies, etc. The company also offers training in the following areas.</p> <p>Female workers have exclusive rooms for women with sanitary facilities and basic amenities.</p> <p>In terms of personal protection, it was confirmed that the contractor provides female workers with the necessary personal protective equipment for the performance of their activities free of charge.</p> <p>Medical evaluations and laboratory tests carried out on female workers and medical care provided by nurses are also positive measures that reflect a concern for the general health of female workers.</p> <p>The company only provides free accommodation and meals to non-local workers (residents of other cities). Workers' meals are provided through the company's fully equipped industrial kitchen, which is suitable for food preparation.</p>
--	--	--	---	--

			<p>The workers acknowledge that the company provides them with free housing and food, which are adequate and sufficient.</p> <p><b>Training and development</b> The workers state that they receive ongoing training in the appropriate language (Spanish) on different topics from the contracting company. In addition, they state that they have received training from the Certification Unit on topics such as: RSPO, human rights, occupational health and safety, wildlife protection, among others.</p> <p>They also acknowledge the means provided by the organization to file a complaint or request, mentioning the QR code and the suggestion box.</p> <p><b>Organizational Policies</b> The employees state that they are familiar with the company's Human Rights policy, which prohibits any form of harassment, respects equal opportunities, and guarantees reproductive rights. They also acknowledge that these policies are effectively enforced, as no cases of</p>	<p>There is a positive atmosphere between the workers and the company, and there were no complaints from the workers during the interview.</p> <p>The workers state that there is no discrimination by the organization and that they are treated fairly, respectfully, and appropriately.</p>
--	--	--	--	--

			<p>discrimination, harassment, or inequality have been reported. The workers understand and recognize that the organization guarantees gender equality in the workplace, promoting mutual respect and support.</p> <p><b>Workload and schedules</b> The workers express acceptance of their work schedules and wages. They also have access to vacation time, which is paid in accordance with current regulations.</p>	
7	Agricultural Operators – Permanent Workers (Group: 2 workers)	Semi-structured in-person	<p><b>Health and safety</b></p> <p>Workers clearly identify the risks and hazards associated with their work and understand the importance of using personal protective equipment (PPE). Workers stated that this equipment is provided free of charge, is complete and timely, and is inspected regularly and replaced at no cost if damaged or worn.</p> <p>Workers acknowledge that the organization conducts regular medical evaluations and laboratory tests to assess their health status. In case of emergency, they have</p>	<p>The company complies with its obligations within the legal framework regarding labor and occupational health and safety, as it has written employment contracts and guarantees all legal, social, and economic benefits and provides all personal protective equipment in a timely and complete manner, demonstrating its commitment to its workers.</p> <p>The company also provides ongoing training in organizational policies, such as human rights policy, environmental policies, and operating procedures.</p> <p>Medical evaluations and laboratory tests for workers and medical care provided through the company's clinic are also positive measures that reflect a concern for the overall health of workers.</p>



		<p>access to a nursing service where they are attended by occupational safety and health personnel and, if necessary, transferred to the nearest medical center. No employee reports having had a work-related accident. Work tools are provided to workers by the company free of charge.</p> <p><b>Wages and benefits</b> Workers acknowledge that they receive their wages and other social benefits (overtime pay, service bonuses, vacations, among others) in full and on time. They also acknowledge that they are enrolled in comprehensive social security (EPS, ARL, and AFP).</p> <p>Workers acknowledge that they have copies of their employment contracts.</p> <p>Workers acknowledge that the company provides them with free housing and food, which is adequate and sufficient and partially subsidized by the organization, i.e., part of the cost of food is covered by the company.</p>	<p>The company provides free accommodation for non-local workers (residents of other cities). Workers' meals are provided by the company's industrial kitchen, which is fully equipped and suitable for food preparation. These meals are partially subsidized by the organization, meaning that part of the cost of the food is covered by the company.</p> <p>There is a positive atmosphere between workers and the company, and no complaints were raised by workers during the interview.</p> <p>The company has a nursing station, staffed by nursing assistants, available to all workers in case of common illness or work-related accidents. In more complex cases, workers are referred to the nearest health center.</p> <p>Workers are satisfied and grateful for their working conditions and feel that the company listens to them and addresses their work-related needs.</p> <p>Workers say that there is no discrimination by the organization and that they are treated fairly and appropriately.</p> <p>The audit team highlighted the high level of satisfaction among workers, who expressed pride in belonging to the company and recognized it as one of the best in the region.</p>
--	--	---	---

			<p><b>Training and development</b></p> <p>The workers state that they receive ongoing training on various topics and demonstrate basic knowledge of the work performed, RSPO, human rights, organizational policies, occupational health and safety, and wildlife protection, among other topics.</p>	
--	--	--	---	--

#### 11.4 Consultation with Previous Land User

<b>Total Identified Previous Land User in the Unit of Certification</b>			1	
<b>Sampled Previous Land User in This Audit</b>			1	
<b>Name of Previous Land User</b>	<b>Contact Details (address/telephone/email)</b>	<b>Total Area (Ha)</b>	<b>Date of Consultation</b>	<b>Result of Discussion with Previous Land User</b>
Roberto Valenzuela		7.000 ha.	17-06-2025	The land known as Hato San Felipe has been in the possession of the family since 1871 and was sold approximately 11 or 12 years ago through a straightforward process involving Jose Ignacio González, while the seller was in Costa Rica. Title studies were conducted, and no conflicts have arisen regarding land use or ownership in the area. The neighbors are described as friendly and cooperative, and there is a possibility of selling an additional 2,000 hectares this year. Historically, the property encompassed around 35,000 hectares with proper land titles.



## 11. Time Bound Plan

Name of the Management Unit	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status	Plan Year for Certification	Actual Certification Year	New Proposed Year for Certification
Industrial Aceitera del Casanare S.A.	Colombia	Industrial Aceitera del Casanare S.A.	20.00	Certified	2024	2024	2024
Industrial Aceitera del Casanare S.A.	Colombia	Finca Guafitas 1 - Management unit 1	1,564.44	Certified	2024	2024	2024
Industrial Aceitera del Casanare S.A.	Colombia	Finca Guafitas 1 - Management unit 2	1,135.84	Certified	2024	2024	2024
Industrial Aceitera del Casanare S.A.	Colombia	Finca San Felipe 1 - Management unit 3	2,230.31	Certified	2024	2024	2024
Industrial Aceitera del Casanare S.A.	Colombia	Finca San Felipe 1 - Management unit 4	1,065.72	Certified	2024	2024	2024
Industrial Aceitera del Casanare S.A.	Colombia	Finca Felipe Farm 1 - Management unit 5	985.41	Certified	2024	2024	2024



Industrial Aceitera del Casanare S.A.	Colombia	Santa Rosa	861.04	Not Certified	2027	-	2027
Industrial Aceitera del Casanare S.A.	Colombia	Rancho Alegre	1,027.09	Not Certified	2027	-	2027
Industrial Aceitera del Casanare S.A.	Colombia	El Cairo	57.00	Not Certified	2027	-	2027
Industrial Aceitera del Casanare S.A.	Colombia	Merecures	60.00	Not Certified	2027	-	2027
Industrial Aceitera del Casanare S.A.	Colombia	Berlin	427.16	Not Certified	2027	-	2027

Note: To date, farms that are not certified have not yet been planted.



**12. Requirements on Multiple Management Unit.** N/A. This is a Unit of Certification not a Multiple Management Unit.

Requirement	Findings/Compliance
A timebound plan for certifying all its management units and/or entities, including the units where the organisation has management control and no or minor shareholding has been established by the certification unit.	<b>Not Applicable</b>
Was the time bound plan submitted during the initial audit?	<b>Not applicable.</b> The time bound plan was submitted during the IC, this is a Unit of Certification not a Multiple Management.
Does the time bound plan contain a current list of all estates and mills?	<b>Not applicable.</b> The time bound plan was submitted during the IC, this is a Unit of Certification not a Multiple Management.
Does the time bound plan include the certification of all estates and mills within five years after obtaining RSPO membership?	<b>Not applicable.</b> This is a Unit of Certification not a Multiple Management, for this reason the time bound plan include the certification of all estates within three years after the IC.



<p>Are there any new acquisitions of land done by the certification unit since the last audit?</p> <p>If YES, is the time bound plan updated to indicate that the newly acquired land is to be certified within a three year timeframe?</p>	<p><b>Not applicable</b></p>
<p>If there are any deviations from these maximum periods, did the Unit of Certification request approval from the RSPO Secretariat?</p>	<p><b>Not applicable</b></p>
<p>Has the CB verified the progress of the time bound plan established by the Unit of Certification during the annual surveillance audit?</p> <p><i>Note: If the CB conducting the surveillance audit differs from the CB that initially accepted the time bound plan, the latter CB must assess the appropriateness of the time bound plan at the time of its first involvement and will only verify its continued appropriateness thereafter.</i></p>	<p><b>Not applicable</b></p>
<p>Is there any revision made to the time bound plan?</p> <p>If YES, has the revised time bound plan been reviewed by the CB?</p> <p><i>Note: Changes to the time bound plan are allowed only if the organisation can provide evidence to the CB that these changes are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or Chamber of Commerce (or equivalent).</i></p>	<p><b>Not applicable</b></p>

<p>Are there any isolated lapses in the implementation of a time bound plan?</p> <p>If YES, a minor non-compliance shall be raised.</p>	<p><b>Not applicable</b></p>
<p>Is there any evidence of fundamental failure to proceed with the implementation of the plan?</p> <p>If YES, a major non-compliance shall be raised.</p>	<p><b>Not applicable</b></p>



**1. Requirements for Uncertified Management Units.** This is a Unit of Certification not a Multiple Management Unit.

Requirement	Findings/Compliance
<p>Is there any replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&amp;C criterion 7.3 since 1st January 2010?</p> <p>If YES, did the CB verify that it complies with the RSPO New Planting Procedure (NPP)?</p> <p><i>Note: For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB</i></p>	<b>Not Applicable</b>
<p>Are there any land conflicts reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member?</p> <p>If YES, has it been resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.?</p> <p><i>Note: In case of issues related to land conflicts identified by the CB, details of the status/ progress to resolve such matters shall be clearly explained.</i></p>	<b>Not Applicable</b>
<p>Is there any labour dispute reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member?</p>	<b>Not Applicable</b>



<p>If YES, is it being resolved through a mutually agreed process, per RSPO P&amp;C criterion 4.2?</p> <p><i>Note: In case of an issue related to labour dispute identified by the CB, details of the status/ progress to resolve such matter shall be clearly explained.</i></p>	
<p>Is there any legal non-compliance reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member?</p> <p>If YES, has it been addressed through measures consistent with the requirements of RSPO P&amp;C criterion 2.1?</p> <p><i>Note: In case of an issue related to legal non-compliance identified by the CB, details of the status/ progress to resolve such matter shall be clearly explained.</i></p>	<p><b>Not Applicable</b></p>
<p>Has a positive assurance statement been provided based on their self-assessment (i.e., internal audit) regarding the requirements for Un-Certified Management Units?<i>Note:</i></p> <p><i>1. This would necessitate evidence of the self-assessment for each requirement.</i></p> <p><i>2. A POSITIVE ASSURANCE statement is MANDATORY to indicate the outcome of self-assessment.</i></p>	<p><b>Not Applicable</b></p>

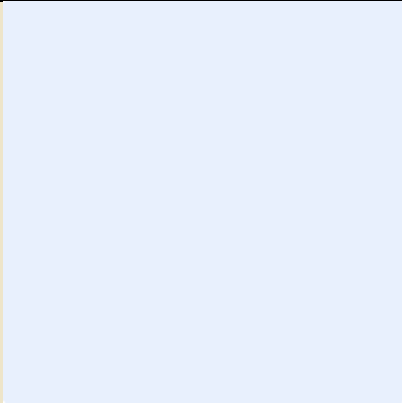
<p>Did the CB conduct targeted stakeholder consultation (including consultation with the relevant NGO's) to evaluate the compliance related to Requirements on the Un-Certified Management Unit?</p>	<p><b>Not Applicable</b></p>
<p>Did the CB conduct desktop study on the Un-Certified Management Unit to identify risk of any potential non-compliances?</p> <p><i>Note: (e.g. relevant complaints, labour disputes, land conflicts)</i></p>	<p><b>Not Applicable</b></p>
<p>Based on the result of the desktop study, did the CB decide to perform further stakeholder consultation or field inspection to assess the risk of any potential non-compliance with the requirements (as necessary)?</p>	<p><b>Not Applicable</b></p>

## 2. Audit Conclusion & Recommendation

Audit finding	
<input type="checkbox"/>	No nonconformity recorded.
<input checked="" type="checkbox"/>	Minor nonconformity recorded. A corrective action plan has been accepted. Verification of the nonconformity(ies) to be carried out in the next audit.
<input checked="" type="checkbox"/>	Major nonconformity recorded. Evidence of implementation of the corrective actions have been accepted by the audit team. The nonconformity(ies) have been satisfactorily closed out.
Recommendation	
<input type="checkbox"/>	Certification (Initial Certification)
<input checked="" type="checkbox"/>	Continue certification (Annual Surveillance Audit)
<input type="checkbox"/>	Renewal for certification (Recertification)
<input type="checkbox"/>	Not recommended for certification. Reason:



### 3. Acknowledgment of Internal Responsibility and Formal Sign-off Assessment Findings

<b>Signing by the Management Unit</b>		
<p>I the undersigned, being the most senior management representative of the operation seeking or holding certification, agree with the contents and audit findings presented in this document.</p> <p>Furthermore, I confirm the following:</p> <ul style="list-style-type: none"> <li>· Acceptance of responsibility in execution of the instructions given.</li> <li>· That this company was made aware that the recommendation of the Audit Team is tentative, pending review and decision by the Certification Decision Maker assigned by the CB.</li> <li>· That during the closing meeting all agenda items were covered by the Audit Team Leader.</li> </ul>		
Acknowledged by:		
Name		
Position		
Date		
		Signature

### Signing by the Audit Team Leader

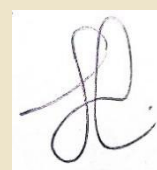
I, the undersigned, being the Audit Team Leader, confirm that this report accurately reflects the findings and proceedings of the closing meeting. Furthermore, I affirm that the summary of the findings presented in this report is a true and accurate representation of the actual findings of the Audit Team.

Acknowledged by:

Name Carolina López

Position Lead Auditor

Date 06/10/2025



Signature

### Signing by the Certification Decision Maker

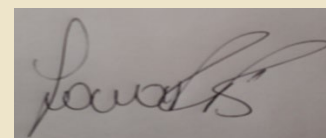
I, the undersigned, being the Certification Decision Maker, confirm that the information and conclusions contained in this report have been prepared in good faith and that the certification decision has been made based upon this information.

Acknowledged by:

Name Laura Reyes

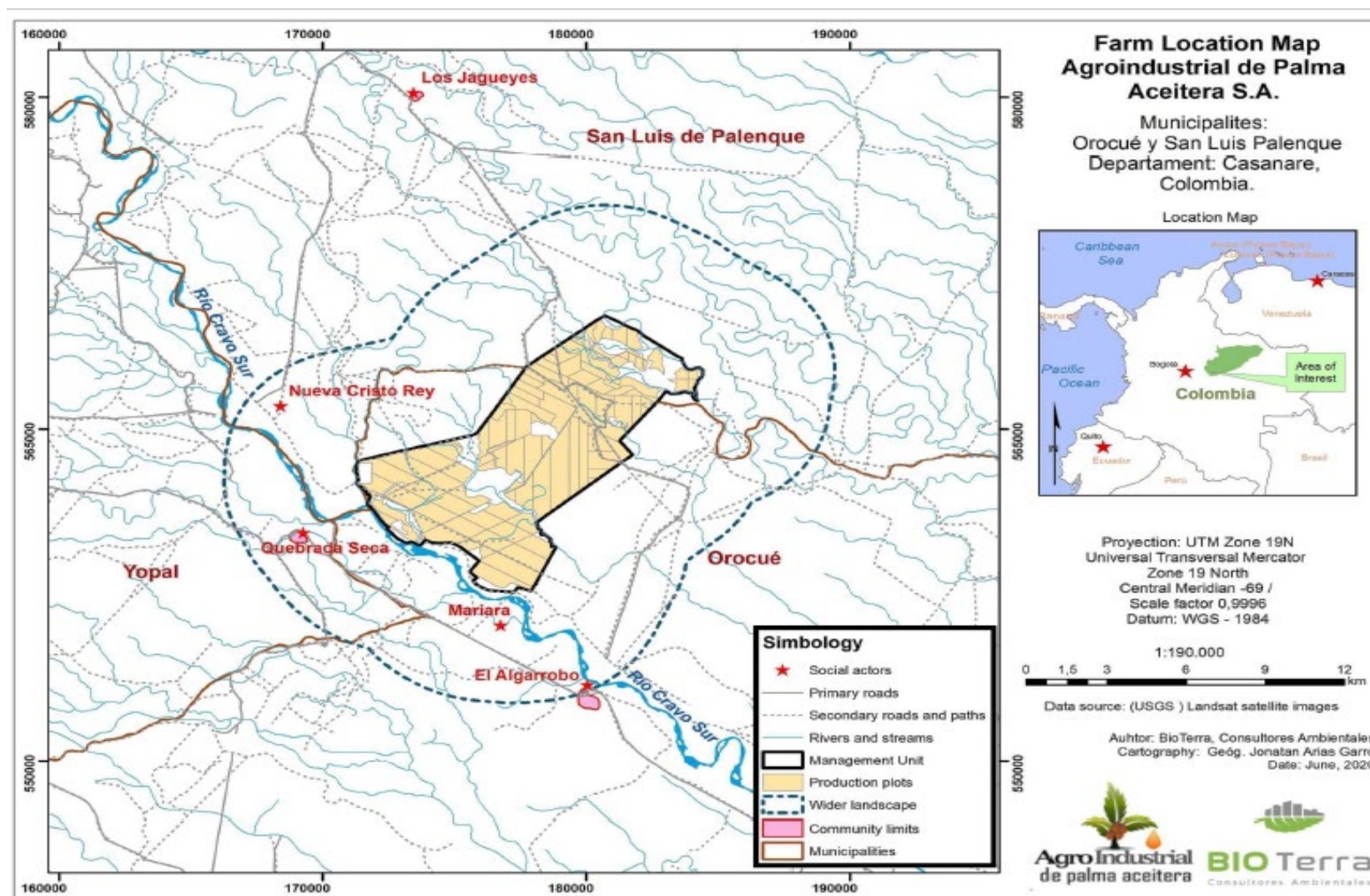
Position Sr Technical Manager

Date 20/11/2025



Signature

## Appendix 1: Location Map Unit of Certification and Supply Bases



# Appendix 2: History of the changes in the current certification cycle

Assessment Type	Date of Audit	Changes
Not applicable		





## Appendix 3: Greenhouse Gas (GHG) Reporting Summary

The GHG emissions produced by the [Unit of Certification](#) (POM and its supply bases) in the period of [MMyyyy](#) until [MMyyyy](#) have been calculated using the RSPO PalmGHG Calculator (version 4). The assessment team had verified the data input in the PalmGHG Calculator against operations records. The Certification Unit has selected the following options from the PalmGHG Calculator when preparing inputs for the GHG emissions calculations:

- ☐ Apply Full Version
- ☐ Exclude LUC Emissions

The summary of the Net GHG emitted in [mmYYYY](#) for [POM and supply base](#) are as following:

### 1. Summary of Emissions

Description	tCO <sub>2</sub> eq/t product
CPO	0.12
PK	0.12
PKO	0.14
PKE	0.14

Extraction	tCO <sub>2</sub> e/t product
OER	24.44
KER	5.13

## 2. Summary of Plantation/Field Emissions and Sink

Land Use	Ha
OP Planted Area	5401.64
OP Planted on Peat	0.00
Conservation (Forested)	786.13
Conservation (Non-Forested)	781.69
<b>Total</b>	<b>6,969.46</b>

Production	t/year
FFB Processed	164,272.52
CPO Produced	40142.08



	Own Crop		Group		3rd Party		Total
	tCO <sub>2</sub> e	tCO <sub>2</sub> e/ tFFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e/ tFFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e/ tFFB	
Land Conversion	4945.83	0.03	0.00	0.00	0.00	0.00	4945.83
CO <sub>2</sub> Emission from Fertilizer	15384.03	0.09	0.00	0.00	0.00	0.00	15384.03
N <sub>2</sub> O Emission	5827.42	0.04	0.00	0.00	0.00	0.00	5827.42
Fuel Consumption	1708.27	0.01	0.00	0.00	0.00	0.00	1708.27
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Crop Sequestration	-50559.35	-0.31	0.00	0.00	0.00	0.00	-50559.35
Sequestration in Conservation Area	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>-22693.80</b>	<b>-0.14</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-22693.80</b>

*\*Note: Includes both estates and smallholders (delete whichever not applicable)*



### 3. Summary of Mill Emission and Credits

	tCO <sub>2</sub>	tCO <sub>2</sub> e/t FFB
<b>Emission</b>		
POME	28802.85	0.18
Fuel Consumption	168.59	0.00
Grid Electricity Utilization	293.20	0.00
<b>Credit</b>		
Export of Excess Electricity to Housing & Grid	-166.38	0.00
Sales of PKS	0.00	0.00
Sales of EFB	-816.19	0.00
<b>Total</b>	<b>28282.06</b>	<b>0.18</b>



#### 4. Palm Oil Mill Effluent (POME) Treatment

Description	%
Diverted to	0.00
Divert to anaerobic digestion	100

#### 5. POME Diverted to Anaerobic Digestion

Description	%
Diverted to anaerobic pond	100
Diverted to methane capture (Flaring)	0.00
Diverted to methane capture (electricity generation)	0.00

