

# Assessment criteria and indicators

February 2016

Section	Criterion	Indicator
1	<b>Land tenure and legislation</b>	
	1.1 Commitment to comply with sustainability standards consistent with these requirements	1.1.1 There is a documented policy commitment that current operations and future new plantings comply with these requirements, which is understood by all relevant departments.
	1.2 Compliance with applicable and relevant laws and legislation	1.2.1 There is compliance with all applicable local, national and ratified international laws and regulations.
	1.3 Land tenure rights held (production only on legally held land)	1.3.1 The right (of the mill and its suppliers) to use the land is demonstrated, and is not legitimately contested (by local people or recent local residents who can demonstrate that they have legal, customary or user rights).
1.3.2 There are no significant land conflicts, unless conflict resolution processes are being implemented that are accepted by all of the parties involved.		
2	<b>Deforestation</b>	
	2.1 No development of High Carbon Stock (HCS <sup>1</sup> ) forest areas	2.1.1 High Carbon Stock (HCS) areas are identified, prior to establishing new plantations or expanding existing ones.

---

<sup>1</sup> HCS assessments should follow the HCS Approach (toolkit developed by Greenpeace and partners), and may also reference the HCS+ methodology developed by the Sustainable Palm Oil Manifesto (SPOM) study. The objective during 2016 is to achieve convergence on a single recognised HCS tool.

Section	Criterion	Indicator
		2.1.2 Any new plantings are consistent with the results of the HCS assessment, such that no new plantings take place on identified HCS areas.
	2.2 No conversion of HCVs since November 2005	2.2.1 There is evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more-High Conservation Values (HCVs), since November 2005.
		2.2.2 A comprehensive HCV assessment, including stakeholder consultation, is conducted prior to any conversion or new planting.
	2.3 Maintenance and/or enhancement of HCVs and rare, threatened and endangered species (RTEs)	2.3.1 There is a management plan with effective measures to maintain and/or enhance HCVs and protect RTEs affected by mill or plantation operations.
<b>3</b>	<b>Development on peat lands</b>	
	3.1 No new development on peat lands, regardless of depth	3.1.1 There are no new plantation developments on any peat land (regardless of depth).
	3.2 Application of best management practices in existing plantations on peat land areas	3.2.1 Where there are existing plantations on peat, subsidence of peat soils shall be minimised by best management practices, including a water management and ground cover programme <sup>2</sup> .
<b>4</b>	<b>Use of fire</b>	

<sup>2</sup> Best available management practices should be utilised – e.g. RSPO Manual on Best Management Practices

Section	Criterion	Indicator
	4.1 Implementation of a no-burning commitment	4.1.1 There is no land preparation by burning for any new plantings or re-plantings.
5	<b>Management of environmental impacts</b>	
	5.1 Environmental impacts are identified and mitigated	5.1.1 An assessment of the environmental impacts of existing operations and any new plantings is undertaken.
		5.1.2 Where significant negative impacts are identified, measures to mitigate these impacts are implemented.
		5.1.3 Waste is managed responsibly, including the disposal, reuse and recycling of hazardous and non-hazardous wastes.
6	<b>Greenhouse gas (GHG) emissions</b>	
	6.1 Progressively reduce GHG emissions on existing plantations and operations	6.1.1 All sources of GHG emissions are identified.
		6.1.2. There are records and/or action plans to demonstrate reductions in net GHG emissions for plantations and operations.
7	<b>Social compliance</b>	
	7.1 Respect and support for the Universal Declaration of Human Rights or similar statement	7.1.1 A documented policy to respect human rights is communicated to all levels of the workforce and implemented. The policy commits the supplier to protect human rights and ensure that there is no complicity in any abuses.

Section	Criterion	Indicator
	7.2 Social impacts are identified and mitigated	7.2.1 An assessment of the social impacts of existing operations and any new plantings is undertaken through a participatory process.
		7.2.2 Where significant negative impacts are identified, measures to mitigate these impacts are implemented.
	7.3 Respect the rights of indigenous and local communities to give their free, prior and informed consent (FPIC) to operations on lands over which they hold legal, communal or customary rights	7.3.1 Evidence shall be available that affected local peoples understand they have the right to say 'no' to operations planned on their lands, up until an agreement has been signed and ratified by these local peoples.
		7.3.2 The process and outcome of any negotiated agreements and compensation claims is documented, with evidence of the participation of affected parties (including women), and complies with FPIC principles.
	7.4 No use of illegal, forced or child labour	7.4.1 There is no use of illegal, forced, bonded or compulsory labour as per ILO Conventions 29 and 105.
		7.4.2 There is no use of child labour. Child labour refers to work that is mentally, physically, socially, morally dangerous or harmful to children or that improperly interferes with schooling needs as per ILO Conventions 138 and 182. (Where it occurs that children work on smallholder family farms in the supply base, evidence is available that steps have been taken to avoid or eliminate harmful child labour).
	7.5 Recognition of workers <sup>3</sup> rights	7.5.1 Workers' pay, hours of work, benefits and working conditions comply with minimum legal requirements or mandatory industry standards (including any applicable collective agreements), and are understood by workers.

<sup>3</sup> This includes contract, temporary and migrant workers.

Section	Criterion	Indicator
		7.5.2 The rights of workers to freedom of association and collective bargaining are respected, consistent with applicable ILO Conventions 87 and 98 and those identified by the United Nations Universal Declaration of Human Rights.
		7.5.3 Adequate health and safety equipment and training is provided in order to ensure a safe working environment as per ILO Convention 184.
<b>8</b>	<b>Supply chains</b>	
	8.1 Traceable and controlled supply chains	8.1.1 The mill has a documented system to ensure that all FFB supplied is fully traceable to either company plantations, associated smallholders and/or outgrowers and independent suppliers.
		8.1.2 Measures are implemented to ensure that FFB is not sourced from any illegally occupied land or from any legally protected areas, based on known levels of risk.
	8.2 Inclusion of smallholders into supply chains (where the mill sources from smallholders)	8.2.1 Documented measures are in place to support smallholders in working towards complying with these requirements.
		8.2.2 Efforts and/or resources have been allocated to address smallholders' livelihood needs, such as measures to improve productivity.
		8.2.3 The mill and any intermediaries deal fairly and transparently with smallholders on FFB pricing mechanisms, payments and deductions, loans or advances.

**Annex 2. Table template: continuous improvement plan**

Indicator	Result and detail of findings	Root cause of non-compliance	Action(s)	Timescale	Roles and responsible party	Verification procedure	Comments