RSPO P&C CERTIFICATION AUDIT REPORT

CI TEQUENDAMA SAS

Audit Application Number:	
Assessment Type:	**Annual Surveillance Audit 2**
Date of Audit:	**21-October-2024 – 25-October-2024**
Audit Report Number:	
Revision Number:	**0**
Audit Report Date	**10-December-2024**

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1. Certification Body Background

1.1 Description of Certification Body

Certification Body Information	
Name of Certification Body	**Control Union (Malaysia) Sdn. Bhd.**
Address of Certification Body (Accredited Office)	PORT TECH TOWER, LEVEL 17, Unit, No : 1, Jalan Tiara 3, Bandar Baru Klang, 41150Klang, Selangor. Malaysia
Background of the Certification Body	Control Union Certifications is a member of the Control Union an international inspection and certification body. CUC performs assessments and certification in many agricultural based fields such as FSC, RSPO, and Organic production, Sustainable Textile Production, Organic Exchange, GLOBALGAP, HACCP, BRC, GMP and GTP. Control Union (Malaysia) Sdn Bhd is accredited for RSPO (ASI-ACC-069) for the scope of P&C (Single Site & Group) and SCCS worldwide and accredited by Department of Standards Malaysia (DSM) for ISO 17021, ISO 9001, ISO 14001, and MSPO. When requested, a copy of accredited certificates can be obtained from CUC.
Phone Number (Accredited Office)	+603-3377 1600 / 1700
Websites	rspo@controlunion.com
Contact Person Name	RSPO Programme Manager
Email	dmazrianah@controlunion.com, cdeshapriya@controlunion.com
Accreditation Information	
ASI Code	ASI-ACC-069
Technical Scope	RSPO P&C
Geographical Scope	Worldwide
Accredited Since	4 Nov 2019

2. Organisation Details and Certification Scope

2.1.Organisational Overview

Management Unit Information ***Note: Management Unit refers to unit of certification***	
Name of Management Unit/s	C.I. TEQUENDAMA S.A.S.
Address of the Management Unit/s	Carrera 1 No. 22-58 Piso 11, Ed. Bahía Centro. Santa Marta
Country	Colombia
Websites	www.daabon.com
Description of the Management Unit	C.I. TEQUENDAMA S.A.S. is the company of the DAABON GROUP, dedicated to the production and commercialization of organic and sustainable palm oil. Currently its supply base is made up of its own crops in the departments of Magdalena, Cesar and Guajira, and crops from small and medium-sized producers located in Magdalena, all under organic and sustainable production methods. The Tequendama Extraction Plant is located in the municipality of Aracataca, department of Magdalena.
Management Representative Name	Felipe Guerrero Zúñiga
Management Representative Designation	Carolina Torrado
Management Representative Email	ctorrado@daabon.com.co

2.2.RSPO Membership Information

RSPO Membership Information	
RSPO Membership No.	1-0132-12-000-00
Name of RSPO Member	Daabon Group
Member Since	9 de agosto del 2004

2.3.Certificate Information

Certificate Information	
Certificate No.	CU-RSPO-817186
prisma Document Reference Number	*(N/A until June 2025)*
RSPO PalmTrace ID No.	RSPO_PO1000000123
prisma Trading Account ID	prisma auto generated
Scope of Certification	RSPO P&C IN COLOMBIA
Supply Chain Model	☒ Identity Preserved (IP) ☐ Mass Balance (MB)
Applicable Standards / Normative Reference	☒ Principles and Criteria for the Production of Sustainable Palm Oil 2018 ☒ RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard 2020 ☐ RSPO Management System Requirements for Group Certification of FFB Production 2022 ☐ RSPO Rules on Market Communication and Claims 2022
National Interpretation (NI)	Colombia National Interpretation
Initial Date of Certification:	01/12/2010
Effective Date of Certificate:	16/09/2022
Expiry Date of Certificate:	15/09/2027
Name of Peer Reviewer	No applicable

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**
Extractora Tequendama	prisma auto generated	*Km 2 Vía Fundación a Aracataca, Municipio de Aracataca* – Magdalena	30	10.5497611	-74.18286111111112
Remarks: To include additional information wherever applicable					

Information of Supply Bases					
Name of Supply Bases	**prisma Supply Base ID**	**Address of Supply Bases**	**Type of Supply Bases**	**GPS Coordinates**	
				Latitude	**Longitude**
Tequendama	prisma auto generated	Aracataca, Magdalena	Own/Managed Estate	10.5497611	-74.18286111111112

Ariguani	prisma auto generated	El Copey, Cesar	Own/Managed Estate	10.2367	-74.00168888888889
Gavilán	prisma auto generated	El Reten, Magdalena	Own/Managed Estate	10.6800139	-74.33101111111111
Las Mercedes	prisma auto generated	Riohacha, La Guajira	Own/Managed Estate	11.2633889	-73.15788888888889
Gavilán II	prisma auto generated	El Reten, Magdalena	Own/Managed Estate	10.6961028	-74.29240555555555
Asopaltheca	prisma auto generated	Aracataca, Magdalena	Scheme Smallholder	10.5497611	-74.18286111111112
Aliados Palmicultores	prisma auto generated	Aracataca y El Reten, Magdalena	Scheme Outgrower	10.5497611	-74.18286111111112

3.1. Area Statement of the Management Unit

Area Statement of Supply Bases									
Name of the 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
Tequendama	2399.2	1661.39	0	0	140.6	0	0	0	597,21
Ariguani	1632.9	981.43	0	0	69.7	0	0	45.8	536
Gavilan	1030.3	920.41	0	0	22.5	0	0	56.8	30,59
Las Mercedes	1240.5	328.04	0	0	0	0	0	346.7	565,76
Gavilan II	678.7	382.5	0	0	18.7	0	0	197.48	80,02
Asopaltheca	35	35	0	0	0	0	0	0	0
Aliados Palmicultores	346.66	296.98	0	0	22.27	0	**0**	0	34,9

TOTAL	7363.26	4605.75	0	0	273,77	0	0	646.78	1844.48

- }For Asopaltheca, areas are reduced due to the withdrawal of suppliers in the Alianzas program, due to difficulties in sustaining the crop, related to the impact of CP.
- In the case of Aliados Palmicultores, the areas are reduced due to the withdrawal of suppliers from the Alianzas program, due to difficulties in sustaining the crop, related to the impact of CP.

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 replanting	**4-6 Phase 2**	**7-18 Phase 3** replanting	**≥19 Phase 4**		
Tequendama	556,57	913,32	0	191,5	810,3	1661,39
Ariguani	85,1	0	8,1	888,2	621,4	981,43
Gavilán	778	0	37,49	104,92	50,14	920,41
Las Mercedes	0	0	328,04	0	328,04	328,04
Gavilán II	306,49	0	0	76,01	65,83	382,5

Asopaltheca	11	0	0	24	24	35
Aliados Palmicultores	114,8	16	27,89	138,29	175,8	296,98
TOTAL (ha)	1851,96	929,32	401,52	1.422,92	2.177,96	4.605,75

Remarks:

- The productive areas of the farms varied from one year to another due to the renovation process that is currently taking place in the crops, in cases such as Gavilán, Ariguaní, Gavilán II, the productive areas decreased due to the eradication and renovation process of these farms, and in the Tequendama crop the productive area increases because the area that was immature in the previous audit is now in a mature and productive stage.
- The productive areas of the suppliers ASOPALTHECA and allied palm growers varied due to the eradication and renovation process, in addition to the fact that there are fewer suppliers compared to the previous audit. Corrected sum of production area and clarified the changes in the production areas by farms, due to the eradication and renovation process in the crops.

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)
	2024	2025	2026	2027	2028	
Tequendama	69,75	150	50	N/A	N/A	269,75
Ariguani	85,1	200	250	250	N/A	785,1
Gavilán	262.72	163,27	N/A	N/A	N/A	425,99
Las Mercedes	N/A	N/A	N/A	N/A	N/A	0
Gavilán II	25,37	257,87	N/A	N/A	N/A	283,24
Asopaltheca	11	N/A	N/A	N/A	N/A	11
Aliados Palmicultores	114.8	N/A	N/A	N/A	N/A	114,8
TOTAL (ha)	568,74	771,14	300	250	0 Ha	1889,88

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

3.4. Name of other FFB Supplier Supplying FFB to the Mill

Name of other FFB Suppliers	Type of FFB Suppliers	Certified Status	GPS Coordinates		FFB received by the mil (MT)
			Latitude	Longitude	
PALMAS DE SAN ALBERTO S.A.S.	Intermediaries	RSPO Certified	7.7064489	-73.45585277777778	109,640
FEDERICA SAS	Independent Smallholder (ISH)	Non RSPO Certified	10.6808139	-74.24933333333334	173.67
LACSO SAS	Independent Smallholder (ISH)	Non RSPO Certified	10.7599889	-74.23975	1077.06
MARLAC SAS	Independent Smallholder (ISH)	Non RSPO Certified	10.7543194	-74.30438055555555	318.36
				TOTAL	111,209.09

3.5. Projected Certified Volume for Next License

Information of New License		
Next License Period	Start Date	16/12/2024
	End Date	15/09/2025
Projected Certified FFB Volume (MT)	62500 Note 9 month once licence approved in palm trace- CH needs to request for 3 month volumen extension	
Average Production Yield (MT/ Ha)	24	
Projected CSPO Certified Volume (MT)	Identity Preserved	13750
	Mass Balance	No applicable
Projected CSPK Certified Volume (MT)	Identity Preserved	2650
	Mass Balance	No applicable
Oil Extraction Rate (OER) (%)	22	
Kernel Extraction Rate (KER) (%)	4.25	

3.6. Information of Previous & Current License (Identity Preserved)

Name of Palm Oil Mill	C.I. Tequendama S.A.S.			
Information of License	**Previous Year License**		**Current Year License**	
License Period	Start Date	29/09/2022	Start Date	25/12/2023
	End Date	15/12/2023	End Date	15/12/2024
Actual Production Period Reported	From	29/09/2022	From	25/12/2023
	To	15/12/2023	To	15/12/2024
Projected FFB Certified Volume (MT)	94504		60300	
Actual production of FFB (MT)	49008.3		44124	
Projected CSPO Certified Volume (MT)	16.345		13020	
Actual CSPO Production Volume (MT)	12117.17		9977	
Actual CSPO Volume Sold as RSPO Certified (MT)	11581.77		9899.94	
Actual CSPO Volume Sold as Conventional (MT)	0		0	
Actual CSPO Volume Sold under Other Scheme (MT)	0		0	
Total Actual CSPO Volume Sold (MT)	11581.77		9899.94	
Actual CSPO credits sold (where applicable)	0		0	

Projected CSPK Certified Volume (MT)	3530	2505
Actual CSPK Production Volume (MT)	2431.17	1619.28
Actual CSPK Volume Sold as RSPO Certified (MT)	2431.17	1.619,28
Actual CSPK Volume Sold as Conventional (MT)	0	0
Actual CSPK Volume Sold under Other Scheme (MT)	0	0

3.7. Information of Previous & Current License (Mass Balance)

Name of Palm Oil Mill				
Information of License	**Previous Year License**		**Current Year License**	
License Period	Start Date	DD Mmm YYYY	Start Date	DD Mmm YYYY
	End Date	DD Mmm YYYY	End Date	DD Mmm YYYY
Actual Production Period Reported	From	DD Mmm YYYY	From	DD Mmm YYYY
	To	DD Mmm YYYY	To	DD Mmm YYYY
Projected FFB Certified Volume (MT)	No applicable		No applicable	
Actual production of FFB (MT)	No applicable		No applicable	
Projected CSPO Certified Volume (MT)	No applicable		No applicable	
Actual CSPO Production Volume (MT)	No applicable		No applicable	
Actual CSPO Volume Sold as RSPO Certified (MT)	No applicable		No applicable	
Actual CSPO Volume Sold as Conventional (MT)	No applicable		No applicable	
Actual CSPO Volume Sold under Other Scheme (MT)	No applicable		No applicable	
Total Actual CSPO Volume Sold (MT)	No applicable		No applicable	
Actual CSPO credits sold (where applicable) (MT)	No applicable		No applicable	

Projected CSPK Certified Volume (MT)	No applicable	No applicable
Actual CSPK Production (MT)	No applicable	No applicable
Actual CSPK Volume Sold as RSPO Certified (MT)	No applicable	No applicable
Actual CSPK Volume Sold as Conventional (MT)	No applicable	No applicable
Actual CSPK Volume Sold under Other Scheme (MT)	No applicable	No applicable

Add tables as necessary

4. Audit Programme

4.1. Audit Methodology

This audit is carried out in situ, applying the evidence triangulation methodology, that is, observation, interviews and documentary verification, likewise the objective of the audit is to verify one by one the compliance with the indicators of the RSPO P&C IN, NATIONAL standard for Colombia, this is carried out with the collection of objective evidence, this audit was carried out in situ.

4.2. Audit Team Member

Name	Role	CAB Auditor Number
Jose Orlando Prada Mantilla	Lead Auditor - Legal - Occupational Health and Safety.	UAN-JM23469
Lady Carolina Lopez	Bmp Auditor	UAN-CP24864
Cristian Camilo Cordoba	Ambiental Auditor	UAN-CB23462
Sebastian Hernndez	Auditor Social	UAN-SH23467

4.3. Audit Plan

Date	Time	CAB Auditor Number	Location	Activity
18/10/2024	7:00 – 15:00	UAN-JM23469	Virtual	Desk verification of preaudit documents
21/10/2024	9:00 – 10:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	POM Tequendama	Opening Meeting
21/10/2024	10:00 – 12:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	POM Tequendama	Tour of the Extraction Plant Facilities - Interviews with Workers Workshops • POME Application • Storage Warehouse Inspection • Casino inspection (if any) • Accommodation inspection (if any) • Health and Safety / PPE / Signage • Waste Management / Environment • Interview of direct and third-party workers (if any)

21/10/2024	13:00 – 17:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	POM Tequendama	Documentary Verification Extraction Plant • Workshops • POME Application • Storage Warehouse Inspection • Accommodation inspection (if any) • Health and Safety / PPE / Signage • Waste Management / Environment, etc
21/10/2024	15:00 – 16:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	Salon Comunal	Stakeholders Meeting
22/10/2024	7:00 – 17:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	Own Farms ✓ Gavilan ✓ Gavilan II ✓ Tequendama ✓ Ariguani	Farm tour (field inspection, infrastructure, interviews with workers) • Crop inspection • Workshops • POME Application • Storage Warehouse Inspection

				• Casino inspection (if any) • Accommodation inspection (if any) • Health and Safety / PPE / Signage • Waste Management / Environment • Consultation with stakeholders if necessary **Documentary Verification** Review of all documents applicable to the implementation of the RSPO Principles and Criteria. • ESIA and HCV Impact Studies • Standard Operating Procedures • Business Plan • Records • Occupational Health and Safety Management System • Social Area of the organization • Applicable Labor System, among others
23/10/2024	7:00 – 17:00	UAN-JM23469 UAN-CP24864 UAN-CB23462	Smallholders ✓ El Barzal ✓ La Agustina ✓ La Solita ✓ Alicante	Farm tour (field inspection, infrastructure, interviews with workers) • Crop inspection

		UAN-SH23467		• Workshops • POME Application • Storage Warehouse Inspection • Casino inspection (if any) • Accommodation inspection (if any) • Health and Safety / PPE / Signage • Waste Management / Environment • Consultation with stakeholders if necessary **Documentary Verification** Review of all documents applicable to the implementation of the RSPO Principles and Criteria. • ESIA and HCV Impact Studies • Standard Operating Procedures • Business Plan • Records • Occupational Health and Safety Management System • Social Area of the organization • Applicable Labor System, among others

24/10/2024	7:00 – 17:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	Outgrower ✓ Valentina (+ Lote Palestina	Farm tour (field inspection, infrastructure, interviews with workers) Documentary Verification Review of all documents applicable to the implementation of the RSPO Principles and Criteria. • ESIA and HCV Impact Studies • Standard Operating Procedures • Business Plan • Records • Occupational Health and Safety Management System • Social Area of the organization • Applicable Labor System, among others
25/10/2024	7:00 – 15:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	POM TEQUENDAMA	Documentary verification pending own farms and extraction plant Review of all documents applicable to the implementation of the RSPO Principles and Criteria. • ESIA and HCV Impact Studies • Standard Operating Procedures • Business Plan

				• Records • Occupational Health and Safety Management System • Social Area of the organization • Applicable Labor System, among others
25/10/2024	15:00 – 16:00	UAN-JM23469 UAN-CP24864 UAN-CB23462 UAN-SH23467	POM TEQUENDAMA	Preparation for closing meeting Additional field visits and meetings with managers as necessary
25/10/2024	16:00 – 17:00	UAN-JM23469	POM TEQUENDAMA	Closing meeting • Presentation of findings by the audit team • NC closure dateline (if any) • Questions and answers • Final summary by team leader

Notes: Include the number of hours spent at the sample sites for each day of the audit, including the time for the opening and closing meeting

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

There was no change in the audit plan initially reported.

4.5. Sampling Details

Description of Management Unit	Number of Estate/Members/Mills	Risk Factor	Result x = (√y) x (z)	Total Sampled
Mill	1	Low Risk	1	1
Own/Managed Estates	5	Low Risk	4	4 Four of our own farms were audited as the minimum number described in the RSPO certification system.
Scheme Smallholder	9	Low Risk	4	4 Four of our own farms were audited as the minimum number described in the RSPO certification system.
Scheme Outgrower	1	Low Risk	1	1 Audited as sole *Scheme Outgrower*
Independent Outgrower	N.A	Choose an item	N.A	N.A

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**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
	2020	**2021**	**2022**	**2023**	**2024**
Extractor Tequendama	☒	☒	☒	☒	☒
Finca Tequendama	☒	☐	☒	☒	☒
Finca Ariguani	☐	☒	☒	☒	☒
Finca Gavilan	☐	☒	☒	☒	☒
Finca Gavilan II	☐	☐	☒	☒	☒
Finca Las Mercedes	☒	☐	☒	☐	☐
Asopaltheca Association	☒	☒	☐	☒	☒
Group of Aliados Palmicultores	☒	☒	☒	☒	☒

4.7. Audit Team Leader and Audit Team Information

JOSE ORLANDO PRADA MANTILLA	
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;	Lawyer specialized in labor law, social security and occupational health and safety, with training titled as lead auditor in P&C RSPO in December 2014, and refresher course in March 2024, issued by the organization David Ogg and endorsed by RSPO, Seminar on occupational health and safety culture in 2015, lead auditor in quality management systems in ISO 9001:2015, Certified lead auditor in supply chain on July 10 and 11, 2024, issued by checkmark training endorsed by RSPO. I have participated in evaluations of the P&C RSPO standard since 2013 in Labor and Occupational Health and Safety issues, achieving enough experience to evaluate these aspects with solid bases. Active member of the RSPO audit team of CUC. With more than 10 years of experience in the palm sector, in activities of Labor Audits, Occupational Health and Safety at Work.
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;	Lawyer specialized in labor law, social security and occupational health and safety, with training titled as lead auditor in P&C RSPO in December 2014, and refresher course in March 2024, issued by the organization David Ogg and endorsed by RSPO, Seminar on occupational health and safety culture in 2015, lead auditor in quality management systems in ISO 9001:2015, Certified lead auditor in supply chain on July 10 and 11, 2024, issued by checkmark training endorsed by RSPO. I have participated in evaluations of the P&C RSPO standard since 2013 in Labor and Occupational Health and Safety issues, achieving enough experience to evaluate these aspects with solid bases. Active member of the RSPO audit team of CUC. With more than 10 years of experience in the palm sector, in activities of Labor Audits, Occupational Health and Safety at Work.
Successfully completed a refresher course for RSPO endorsed P&C lead auditor course every three (3) years after the initial qualification as lead auditor	qualified as RSPO P&C lead auditor in December 2014, and refresher course in March 2024, issued by the David Ogg organization and endorsed by RSPO,

Audit Team Members:		
Requirements	**CAB Auditor Number**	**Description**
Possess a bachelor's degree or tertiary education in related disciplines, such as	UAN-CB23462	Agricultural Engineer from Universidad de Antioquia (2019) and currently studying for a Master's Degree in Engineering

agriculture, environmental science or social sciences, etc;		with emphasis on sustainable management of industrial processes at Universidad EAFIT.
	UAN-JM23469	Lawyer specializing in labor law, social security and occupational health and safety UDES University of Colombia.
	UAN-CP24864	Agricultural Engineer 2014 Universidad de Antioquia.
	UAN-SH23467	Environmental and sanitary engineer, 2019.
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	UAN-CB23462	More than 3 years of experience leading international certification projects in the palm oil agroindustry, including ISCC EU, ISCC PLUS, RSPO P&C. He has coordinated energy saving and cogeneration initiatives and conducted technical and economic feasibility studies for the implementation of biogas plants, analyzing available resources, costs and benefits. With experience in the design and adaptation of effluent treatment systems, contributing to the sustainability and efficiency of agro-industrial processes.
	UAN-JM23469	More than 8 years of experience in the implementation of sustainability processes, OSHMS audits, respect for labor rights, human rights, and land title studies in the oil palm sector.
	UAN-CP24864	More than 3 years of experience in the palm sector as Sustainability Coordinator and certifications in charge of the implementation of sustainability standards.
	UAN-SH23467	6 years of experience auditing the oil palm sector in different countries in Central and Latin America.
	UAN-CB23462	Completed and passed RSPO Lead Auditor courses by March 2023.

Successfully completed an RSPO endorsed P&C lead auditor course	UAN-JM23469	Completed and passed RSPO P&C Lead Auditor courses in December 2014 and updated in March 2024.
	UAN-CP24864	Completed and passed RSPO P&C Lead Auditor courses in 2018 and updated in March 2024.
	UAN-SH23467	Completed and passed RSPO P&C Lead Auditor courses in March 2024 (update).
Successfully completed the 5-day lead auditor course for ISO 9001 or ISO 14001 or ISO 45001.	UAN-CB23462	Completed and passed: courses in ISO 9001:2015 Lead Auditor Training Course (November 2022), ISCC EU-PLUS (January 2023), ISCC EU-PLUS (January 2023), ISCC EU-PLUS (November 2023), ISCC EU-PLUS (January 2023).
	UAN-JM23469	He has completed and passed courses: 2015 Occupational Health and Safety Culture Seminar, ISO 9001:2015 Quality Management Systems Lead Auditor, Certified Supply Chain Lead Auditor on July 10 and 11, 2024,
	UAN-CP24864	Ha completado y aprobado cursos: Curso de formación de Auditor ISO 9001:2015 desde 06/03/2023
	UAN-SH23467	Completed and passed courses: internal HSEQ auditor in ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 under the guidelines of ISO 19001:2018 - Bureau Veritas. Course and approved for Lead Auditor in P&C RSPO v.2018. Five (5) days of distance learning in March 2024, and Lead Auditor in SCC RSPO v.2020.
Demonstrable understanding of the latest version of RSPO Certification Systems	UAN-CB23462	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
	UAN-JM23469	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
	UAN-CP24864	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
	UAN-SH23467	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
For auditors verifying compliance with NPP procedures, auditors shall additionally be trained in the assessment of compliance with	N.A	N.A No new plantations

FPIC, HCV and HCS requirements in the context of RSPO NPP procedure		
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.	UAN-CB23462	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
	UAN-JM23469	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
	UAN-CP24864	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
	UAN-SH23467	More than 6 years of experience in conducting P&C RSPO audits, nationally and internationally.
Knowledgeable and experience of the local/regional laws	UAN-JM23469	Academic training as a lawyer specializing in labor law, social security and occupational health and safety.
Knowledgeable in Best Agricultural Practices, and Integrated Pest Management, pesticide and fertiliser use;	UAN-CB23462	Agricultural Engineer from Universidad de Antioquia (2019) and currently studying for a Master's Degree in Engineering with emphasis on sustainable management of industrial processes at Universidad EAFIT.
	UAN-CP24864	Agricultural Engineer 2014 Universidad de Antioquia.
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;	UAN-JM23469	Lawyer specializing in labor law, social security and occupational health and safety UDES University of Colombia.
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;	UAN-SH23467	Completed and passed course: SA 8000 basic course by SAI February 2002
Experience in handling of land rights, gender and indigenous peoples' issues;	UAN-JM23469	Lawyer specialized in labor law, social security and occupational health and safety at the UDES University of Colombia, with extensive experience in the study of private, public, ancestral and indigenous property titles.

Experience in environmental and ecological auditing or assessments, such as experience with High Conservation Value (HCV)/High Carbon Stock (HCS) assessments, organic agriculture or the ISO 14001 Environmental Management Systems standard;	UAN-CB23462	Agricultural Engineer from Universidad de Antioquia (2019) and currently studying for a master's degree in engineering with emphasis on sustainable management of industrial processes at Universidad EAFIT.
	UAN-CP24864	Agricultural Engineer 2014 Universidad de Antioquia.
	UAN-SH23467	Environmental and sanitary engineer, 2019.
Fluent in one of the main national languages	UAN-CB23462	High proficiency in native Spanish.
	UAN-JM23469	High proficiency in native Spanish.
	UAN-CP24864	High proficiency in native Spanish.
	UAN-SH23467	High proficiency in native Spanish.
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.	UAN-JM23469	Has completed and passed training in: Lead Auditor in SCC RSPO v.2020 - March 2022 by David Ogg

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): • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans	**CI TEQUENDAMA SAS** The organization's website aabon.com/en/sustainability_studies shows a section called sustainability, which contains a document called communications protocol, number 5 of which reflects the list of documents available to the public. There is also evidence of a communication addressed to interested parties, which contains the list of documents available to the public along with the mechanism to access them. The aforementioned communication is sent via e-mail and/or personally to interested parties. By the person in charge of the social area. The sample was taken as JAC Barrio La INA - RETEN; Instituto Educativa Distrital Euclides Lizarazo.	**CI TEQUENDAMA SAS** The organization's website aabon.com/en/sustainability_studies shows a section called sustainability, which contains a document called communications protocol, number 5 of which reflects the list of documents available to the public. There is also evidence of a communication addressed to interested parties, which contains the list of documents available to the public along with the mechanism to access them. The aforementioned communication is sent via e-mail and/or personally to interested parties. By the person in charge of the social area. The sample was taken as JAC Barrio La INA - RETEN; Instituto Educativa Distrital Euclides Lizarazo.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	(Criterion 8.1); • Public summary of certification assessment report; Human Rights Policy (Criterion 6.13).	**OUTGROWER** There is evidence of a list of documents available to the public, which are listed below: Property titles Industrial health and safety plan Environmental and social impact assessments and plans Documentation on HCV and ARC areas Pollution prevention and reduction plan. Continuous improvement plans Continuous improvement program Training program Audit reports Details of claims and complaints Negotiation procedure Integral sustainability policy.	**OUTGROWER** There is evidence of a list of documents available to the public, which are listed below: Property titles Industrial health and safety plan Environmental and social impact assessments and plans Documentation on HCV and ARC areas Pollution prevention and reduction plan. Continuous improvement plans Continuous improvement program Training program Audit reports Details of claims and complaints Negotiation procedure Integral sustainability policy.	

		These can be requested through e-mail: a.laudasas@gmail.com phones: 3233459561. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy	These can be requested through e-mail: a.laudasas@gmail.com phones: 3233459561. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy	

		13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The receipt of requests for documents is done through the mechanism of requests, complaints and claims of each of the organizations.	14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The receipt of requests for documents is done through the mechanism of requests, complaints and claims of each of the organizations.	

1.1.2	Information is provided in appropriate languages and made accessible to relevant stakeholders.	**CI TEQUENDANA SAS, OUTGROWER,** SMALLHOLDER Taking into account documentary verification and visual inspection, it can be evidenced that everything related to the list of documents available to the public related to indicator 1.1.1 which is addressed to stakeholders is in Spanish, which is appropriate and suitable considering that the stakeholders are Spanish-speaking, interviews with workers (25), meeting with stakeholders held on 10/21/2024, with the participation of the community action boards of the municipality of fundación where they	**CI TEQUENDANA SAS, OUTGROWER,** SMALLHOLDER Taking into account documentary verification and visual inspection, it can be evidenced that everything related to the list of documents available to the public related to indicator 1.1.1 which is addressed to stakeholders is in Spanish, which is appropriate and suitable considering that the stakeholders are Spanish-speaking, interviews with workers (25), meeting with stakeholders held on 10/21/2024, with the participation of the community action boards of the municipality of fundación where they	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		inquired about the topic discussed here, were taken as a sample. Documents are shared with the communities in the local language. At the time of the audit, there was no evidence of any other language needed to address the information.	inquired about the topic discussed here, were taken as a sample. Documents are shared with the communities in the local language. At the time of the audit, there was no evidence of any other language needed to address the information.	
1.1.3 (C)	Records of requests for information and responses shall be maintained.	**CI TEQUENDAMA SAS** There is evidence of a document called human development policy manual code T-MN-GH-01 V8 dated 4/26/2024 whose objective is to Strengthen timely and efficient communication with the Company's employees, by using complaints and complaints, suggestions or compliments, as a tool for editing the level of satisfaction and the response capacity of the different work centers, which leads to the creation of opportunities for improvement in the company's processes, monitoring and evaluating the actions carried out. Likewise, the document indicates the respect for anonymity as follows: "The PQRS-F, may be handled anonymously and confidentially whenever the applicant so requires and	**CI TEQUENDAMA SAS** There is evidence of a document called human development policy manual code T-MN-GH-01 V8 dated 4/26/2024 whose objective is to Strengthen timely and efficient communication with the Company's employees, by using complaints and complaints, suggestions or compliments, as a tool for editing the level of satisfaction and the response capacity of the different work centers, which leads to the creation of opportunities for improvement in the company's processes, monitoring and evaluating the actions carried out. Likewise, the document indicates the respect for anonymity as follows: "The PQRS-F, may be handled anonymously and confidentially	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		keeping discretion, in order to proceed accordingly". The company has from its IT portal for employees and the internal "DHR" platform. The maximum response time is 15 working days. There is evidence of a document called Stakeholder Service Manual Version 2024, in its numeral 5 System of Attention to Petitions, Complaints and Claims; SCOPE The system for handling requests, complaints, claims and suggestions to Stakeholders covers the following areas relationships that the company has with the following stakeholders: - Neighboring communities, through their organizations or in an individual capacity - Civic and social leaders	whenever the applicant so requires and keeping discretion, in order to proceed accordingly". The company has from its IT portal for employees and the internal "DHR" platform. The maximum response time is 15 working days. There is evidence of a document called Stakeholder Service Manual Version 2024, in its numeral 5 System of Attention to Petitions, Complaints and Claims; SCOPE The system for handling requests, complaints, claims and suggestions to Stakeholders covers the following areas relationships that the company has with the following stakeholders: - Neighboring communities, through their organizations or in an individual capacity - Civic and social leaders	

		- Traditional leaders of legitimately recognized ancestral communities - Representatives of producer organizations - Representatives of women's organizations - Representatives of sexual minority organizations (LGBTI) - Non-Governmental Organizations - Fruit suppliers (independent and organized) - Suppliers of goods and services The mechanisms for interested parties to lodge requests are as follows: Written communication In person Through the website - Ethics Line The maximum response time is 15 working days.	- Traditional leaders of legitimately recognized ancestral communities - Representatives of producer organizations - Representatives of women's organizations - Representatives of sexual minority organizations (LGBTI) - Non-Governmental Organizations - Fruit suppliers (independent and organized) - Suppliers of goods and services The mechanisms for interested parties to lodge requests are as follows: Written communication In person Through the website - Ethics Line The maximum response time is 15 working days.	

		There is evidence of a digital platform called DHR in which all requests from interested parties are registered. The following applications were taken as a sample: Date 4/25/2024 filed 2969, request for occupational disease traceability documents. Response 02/5/2024 Date 05/6/2024 filed 3236 Request for dosimetry measurement documents, response 17/9/2024 **OUTGROWER** There is evidence of a document called procedure for handling complaints, claims and/or suggestions from interested parties. Cod: SOST-PR-04. V. 03, which contemplates a maximum time of 15 days for response.	There is evidence of a digital platform called DHR in which all requests from interested parties are registered. The following applications were taken as a sample: Date 4/25/2024 filed 2969, request for occupational disease traceability documents. Response 02/5/2024 Date 05/6/2024 filed 3236 Request for dosimetry measurement documents, response 17/9/2024 **OUTGROWER** There is evidence of a document called procedure for handling complaints, claims and/or suggestions from interested parties. Cod: SOST-PR-04. V. 03, which contemplates a maximum time of 15 days for response.	

		Interviews with employees revealed that the organization guarantees the anonymity of the person reporting the PQRS, and if necessary, a response will be provided by means of general information on organizational bulletin boards. It was taken as a sample: Requests submitted by the workers as follows: Date: 5/9/2024; request for labor certificate. Date of reply: 6/9/2024 There is evidence of an Excel document called consolidated complaints, claims, requests and suggestions code SOST-F-17 V2 dated 20/3/2020, which records the requests submitted with their respective traceability and response. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy	Interviews with employees revealed that the organization guarantees the anonymity of the person reporting the PQRS, and if necessary, a response will be provided by means of general information on organizational bulletin boards. It was taken as a sample: Requests submitted by the workers as follows: Date: 5/9/2024; request for labor certificate. Date of reply: 6/9/2024 There is evidence of an Excel document called consolidated complaints, claims, requests and suggestions code SOST-F-17 V2 dated 20/3/2020, which records the requests submitted with their respective traceability and response. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy	

		3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy At the time of the audit there was no evidence of any request for publicly available documents within the last 12 months.	**3. Complaints, Claims and Suggestions to Workers** 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy At the time of the audit there was no evidence of any request for publicly available documents within the last 12 months.	
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.	**CI TEQUENDAMA SAS.** There is evidence of a communications protocol document version 2024 which writes the methodology applied to impart communications from each of the organizations and directed to their stakeholders, which is socialized in the processes of induction and re-induction to workers, 25 of the collaborators were taken as a sample; Likewise, there is evidence of socialization given on June 29, 24, 202423,	**CI TEQUENDAMA SAS.** There is evidence of a communications protocol document version 2024 which writes the methodology applied to impart communications from each of the organizations and directed to their stakeholders, which is socialized in the processes of induction and re-induction to workers, 25 of the collaborators were taken as a sample; Likewise, there is evidence of socialization given on June 29, 24, 202423,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		OUTGROWER It is evidenced document called Procedure for communication, Participation consultation Cod: SOST-PR-03 V.01 18/10/2018, whose objective is to establish the criteria and responsibilities for communication participation, and consultation among stakeholders (employees, suppliers, Community, contractors and customers) of LAUDAS SAS. There is evidence of document called SOST-F-13 V1 dated 30/7/2018 Internal and external communications matrix, which stipulates the means of communication, the communication topics to whom the communications are addressed and the person responsible for the communications. There is evidence of the Act of designation of the person in charge of communications Cod: SOST-F-29 of 03/17/2023. V.02	**OUTGROWER** It is evidenced document called Procedure for communication, Participation consultation Cod: SOST-PR-03 V.01 18/10/2018, whose objective is to establish the criteria and responsibilities for communication participation, and consultation among stakeholders (employees, suppliers, Community, contractors and customers) of LAUDAS SAS. There is evidence of document called SOST-F-13 V1 dated 30/7/2018 Internal and external communications matrix, which stipulates the means of communication, the communication topics to whom the communications are addressed and the person responsible for the communications. There is evidence of the Act of designation of the person in charge of communications Cod: SOST-F-29 of 03/17/2023. V.02	

		Where the agronomic coordinator is appointed, whose functions include: Ensure the correct implementation and maintenance of communication, participation and consultation procedures. Inform management of the development and operation of the communication procedure, as well as any need for improvement and/or updating. Ensure that third parties and/or interested parties are aware of the communication mechanisms. Keep the consolidated PQRS updated and measure the indicator. The socialization of the procedure to all workers is included in the annual induction and re-induction and training: the training held on 8/3/2024 was taken as a sample. The officer in charge of external and internal communications for the company is the human resources department.	Where the agronomic coordinator is appointed, whose functions include: Ensure the correct implementation and maintenance of communication, participation and consultation procedures. Inform management of the development and operation of the communication procedure, as well as any need for improvement and/or updating. Ensure that third parties and/or interested parties are aware of the communication mechanisms. Keep the consolidated PQRS updated and measure the indicator. The socialization of the procedure to all workers is included in the annual induction and re-induction and training: the training held on 8/3/2024 was taken as a sample. The officer in charge of external and internal communications for the company is the human resources department.	

		SMALLHOLDERS There is evidence of a document called Communications Protocol, designed for each of the producers, whose objective is to establish the necessary procedures so that communication with the Farm's stakeholders is developed through channels that allow establishing good relations with the producers. workers, neighbors and other social actors present in the geographical context. This procedure has been socialized with the interested parties. Finca el barzal, date 10/10/2024 Agustina Farm 9/9/2024 Finca Alicante and Solita: 9/9/2024	**SMALLHOLDERS** There is evidence of a document called Communications Protocol, designed for each of the producers, whose objective is to establish the necessary procedures so that communication with the Farm's stakeholders is developed through channels that allow establishing good relations with the producers. workers, neighbors and other social actors present in the geographical context. This procedure has been socialized with the interested parties. Finca el barzal, date 10/10/2024 Agustina Farm 9/9/2024 Finca Alicante and Solita: 9/9/2024	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.	**CI TEQUENDAMA SAS** An Excel file called stakeholder list, which contains a list of stakeholders of the organization along with their representatives and contact information, was taken as a sample suppliers of fruit, contractors, labor	**CI TEQUENDAMA SAS** An Excel file called stakeholder list, which contains a list of stakeholders of the organization along with their representatives and contact information, was taken as a sample suppliers of fruit, contractors, labor force	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		force workers, community action boards (neighborhood Reten, El Paraíso, Caracolicito). **OUTGROWER** The "LIST OF INTERESTED PARTIES" document lists all the stakeholders of the Valentina plantation, such as neighboring plantations, government entities, contractors, among others. The sample included the labor force, national police. Retén municipal mayor's office, **SMALLHOLDERS** An Excel file called List of Stakeholders, developed for each of the producers, which contains a list of stakeholders of each of the organizations along with their representatives and contact information, was taken as a sample, El Barzal Farm. Corregimiento buenos aires, Finca la solita, Finca Alicante. La Agustina Farm: Vereda Tehobromina The above lists are updated for the period of the year 2024 and are therefore the most	workers, community action boards (neighborhood Reten, El Paraíso, Caracolicito). **OUTGROWER** The "LIST OF INTERESTED PARTIES" document lists all the stakeholders of the Valentina plantation, such as neighboring plantations, government entities, contractors, among others. The sample included the labor force, national police. Retén municipal mayor's office, **SMALLHOLDERS** An Excel file called List of Stakeholders, developed for each of the producers, which contains a list of stakeholders of each of the organizations along with their representatives and contact information, was taken as a sample, El Barzal Farm. Corregimiento buenos aires, Finca la solita, Finca Alicante. La Agustina Farm: Vereda Tehobromina The above lists are updated for the period of the year 2024 and are therefore the most	☐ Not Applicable (justification required)

		recent.	recent.	

Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.				
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	**CI TEQUENDAMA SAS** A document called "code of ethics" code ODGD-01 V2 dated 4/12/2023 C.I. TEQUENDAMA S.A.S. (hereinafter the 'Organization') adopts this Code of Ethics and Business Commitment (hereinafter the 'Code'), to establish the guidelines of conduct that regulate the behavior of Employees, Shareholders, Customers, Suppliers and Contractors, and frame the relations of these among themselves, as well as with any Person, the Colombian state and other states. The above, based on its corporate principles and values (R.I.S.A.): Respect, Integration in business, Sustainability and Love for what we do, which includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. **OUTGROWER** There is evidence of a document called "CODE OF ETHICS AND GOOD CONDUCT" code GG-COD-01 dated 20-03-2020 version 02. It describes the policies of respect for fair business conduct, prohibition of corruption,	**CI TEQUENDAMA SAS** A document called "code of ethics" code ODGD-01 V2 dated 4/12/2023 C.I. TEQUENDAMA S.A.S. (hereinafter the 'Organization') adopts this Code of Ethics and Business Commitment (hereinafter the 'Code'), to establish the guidelines of conduct that regulate the behavior of Employees, Shareholders, Customers, Suppliers and Contractors, and frame the relations of these among themselves, as well as with any Person, the Colombian state and other states. The above, based on its corporate principles and values (R.I.S.A.): Respect, Integration in business, Sustainability and Love for what we do, which includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. **OUTGROWER** There is evidence of a document called "CODE OF ETHICS AND GOOD CONDUCT" code GG-COD-01 dated 20-03-2020 version 02. It describes the policies of respect for fair business conduct, prohibition of corruption,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		bribery, conflict of interest and protection of information, among others. The socialization of the document to all workers is included in the induction and re-induction given annually and training, it was taken as a sample 7/6/2024. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. **Code of Ethics**	bribery, conflict of interest and protection of information, among others. The socialization of the document to all workers is included in the induction and re-induction given annually and training, it was taken as a sample 7/6/2024. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. **Code of Ethics**	

		12. Working Child Policy, It also includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. It should be noted that these documents are socialized through the induction and reinduction process for employees, which is carried out periodically. There is also a clause in the contracts requiring compliance with the contractor's policies, as a mechanism for implementing the ethical policy. A sample of four fruit transport contractors was taken.	12. Working Child Policy, It also includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. It should be noted that these documents are socialized through the induction and reinduction process for employees, which is carried out periodically. There is also a clause in the contracts requiring compliance with the contractor's policies, as a mechanism for implementing the ethical policy. A sample of four fruit transport contractors was taken.	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	**CI TEQUENDAMA SAS** A document called "code of ethics" code ODGD-01 V2 dated 4/12/2023 C.I. TEQUENDAMA S.A.S. (hereinafter the 'Organization') adopts this Code of Ethics and Business Commitment (hereinafter the 'Code'), to establish the guidelines of conduct that regulate the behavior of Employees, Shareholders, Customers, Suppliers and	**CI TEQUENDAMA SAS** A document called "code of ethics" code ODGD-01 V2 dated 4/12/2023 C.I. TEQUENDAMA S.A.S. (hereinafter the 'Organization') adopts this Code of Ethics and Business Commitment (hereinafter the 'Code'), to establish the guidelines of conduct that regulate the behavior of Employees, Shareholders, Customers, Suppliers and	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Contractors, and frame the relations of these among themselves, as well as with any Person, the Colombian state and other states. The above, based on its corporate principles and values (R.I.S.A.): Respect, Integration in business, Sustainability and Love for what we do, which includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. Likewise, as a mechanism for compliance and implementation of the code of ethics, the organization has confirmed an ethics committee whose functions include: The Ethics Program contemplates at least the following functions: a. Evaluate controversies, conflicts and misconduct related to the Code of Ethics. b. Promote an ethical culture within the organization, as well as periodically review and update the standards of good practices and conduct of people in the company's operations. c. To ensure that all reports of deviations, faults incurred, or non-compliance with the rules and regulations in force that are received through	Contractors, and frame the relations of these among themselves, as well as with any Person, the Colombian state and other states. The above, based on its corporate principles and values (R.I.S.A.): Respect, Integration in business, Sustainability and Love for what we do, which includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. Likewise, as a mechanism for compliance and implementation of the code of ethics, the organization has confirmed an ethics committee whose functions include: The Ethics Program contemplates at least the following functions: a. Evaluate controversies, conflicts and misconduct related to the Code of Ethics. b. Promote an ethical culture within the organization, as well as periodically review and update the standards of good practices and conduct of people in the company's operations. c. To ensure that all reports of deviations, faults incurred, or non-compliance with the rules and regulations in force that are received through	

		any internal or external means are received and attended to. d. Establish sanctions and action plans in cases related to breaches of the Code of Ethics that represent a significant negative impact for the company. e. evaluate the Whistleblower Channels and analyze whether their strategy is working properly or whether adjustments should be made. f. to promote values and principles at all levels, as well as to foster integrity plans under ethical policies of zero-tolerance for the most serious acts. It also establishes periodic monthly meetings with the purpose of identifying any non-compliance against the code of ethics, a sample meeting was held on 10/22/2024. **OUTGROWER** There is evidence of a document called "CODE OF ETHICS AND GOOD CONDUCT" code GG-COD-01 dated 20-03-2020 version 02, which in its numeral 15 describes as a mechanism for the implementation and compliance there is an ethics committee that meets every six months	any internal or external means are received and attended to. d. Establish sanctions and action plans in cases related to breaches of the Code of Ethics that represent a significant negative impact for the company. e. evaluate the Whistleblower Channels and analyze whether their strategy is working properly or whether adjustments should be made. f. to promote values and principles at all levels, as well as to foster integrity plans under ethical policies of zero-tolerance for the most serious acts. It also establishes periodic monthly meetings with the purpose of identifying any non-compliance against the code of ethics, a sample meeting was held on 10/22/2024. **OUTGROWER** There is evidence of a document called "CODE OF ETHICS AND GOOD CONDUCT" code GG-COD-01 dated 20-03-2020 version 02, which in its numeral 15 describes as a mechanism for the implementation and compliance there is an ethics committee that meets every six months	

		between the legal representative, administrator and workers' representative. Minutes of the ethics committee meeting are evidenced. Cod: GG-F-01 V.02 of 06/Jan/2022. The meeting held on 6/28/2024 was taken as a sample, in which no non-compliance with the code of ethics was identified. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor	between the legal representative, administrator and workers' representative. Minutes of the ethics committee meeting are evidenced. Cod: GG-F-01 V.02 of 06/Jan/2022. The meeting held on 6/28/2024 was taken as a sample, in which no non-compliance with the code of ethics was identified. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor	

		10. Trade Union Freedom of Association Policy 11. **Code of Ethics** 12. Working Child Policy, It also includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. The organizations have also determined how to monitor the implementation of and compliance with the code of ethics through the PQRS procedure.	10. Trade Union Freedom of Association Policy 11. **Code of Ethics** 12. Working Child Policy, It also includes respect for fair business conduct, corruption and bribery and fraudulent use of resources. The organizations have also determined how to monitor the implementation of and compliance with the code of ethics through the PQRS procedure.	

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)	The unit of certification complies with applicable legal requirements.	El Barzal Farm (Smallholder) There is evidence of the existence of 3 workers, performing operational work on the farm, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: There is no evidence of payment of service bonuses for the period from January to June	El Barzal Farm (Smallholder) There is evidence of the existence of 3 workers (J.M, A.H, B. de la C), performing operational work on the farm, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: There is no evidence of payment of service bonuses for the period from January to June	☐ Conform ☒ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		2024, according to article 306 of the Substantive Labor Code. There is no evidence of payment of severance pay and interest for the period caused in 2023, this in light of Law 50 of 1990, Article 99. 3. There is no evidence of contributions to the comprehensive social security system (health, pension, ARL) for the year 2024, as described in Law 100 of 1993 and additional regulations for this purpose. Finca Alicante and Solita (Smallholder) There is evidence of the existence of 2 workers , performing operational work on the farm, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: **1.** There is no evidence of payment of transportation allowance for the year 2024, according to Decree 2293 of 2023.	2024, according to article 306 of the Substantive Labor Code. There is no evidence of payment of severance pay and interest for the period caused in 2023, this in light of Law 50 of 1990, Article 99. 3. There is no evidence of contributions to the comprehensive social security system (health, pension, ARL) for the year 2024, as described in Law 100 of 1993, and additional regulations for this purpose. Finca Alicante and Solita (Smallholder) There is evidence of the existence of 2 workers (A.M.B, M.B), performing operational work on the farm, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: **1.** There is no evidence of payment of transportation allowance for the year 2024, according to Decree 2293 of 2023.	
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.	**CI TEQUENDANA SAS, SMALLHOLDER** There is evidence of a document called Procedure for the Identification of Legal Requirements and Other Requirements Code: Code: IGP-08 Ver 05 dated 09/06/2023 which contains the methodology for the identification, access, compliance, permanent updating and communication of legal requirements and	**CI TEQUENDANA SAS, SMALLHOLDER** There is evidence of a document called Procedure for the Identification of Legal Requirements and Other Requirements Code: Code: IGP-08 Ver 05 dated 09/06/2023 which contains the methodology for the identification, access, compliance, permanent updating and communication of legal requirements and	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		applicable local, national and international regulations. There is also evidence of the existence of a document called "matrix for evaluating compliance with legal requirements and other requirements of C. I Tequendama", which lists all applicable legal requirements regarding occupational health and safety. Those responsible for making inquiries about legal updates according to management area are: -Directorate of Export Management / Directorate of Planning and Supply. -OSH Directorate/ Sustainability Directorate/ GIS Directorate. -Human Development Directorate/ Sustainability Directorate/ OSH Directorate/ Head of Social Management. Requests to update the matrix must be made via e-mail, in order to prove the dates of inclusion and implementation of the applicable regulations. This request must be made by the person who detects the need for inclusion or elimination of the requirement. Changes made to the content of the matrix must be recorded on the format's change sheet.	applicable local, national and international regulations. There is also evidence of the existence of a document called "matrix for evaluating compliance with legal requirements and other requirements of C. I Tequendama", which lists all applicable legal requirements regarding occupational health and safety. Those responsible for making inquiries about legal updates according to management area are: -Directorate of Export Management / Directorate of Planning and Supply. -OSH Directorate/ Sustainability Directorate/ GIS Directorate. -Human Development Directorate/ Sustainability Directorate/ OSH Directorate/ Head of Social Management. Requests to update the matrix must be made via e-mail, in order to prove the dates of inclusion and implementation of the applicable regulations. This request must be made by the person who detects the need for inclusion or elimination of the requirement. Changes made to the content of the matrix must be recorded on the format's change sheet.	

		It has been indicated that the evaluation of compliance with legal and other requirements is carried out at least once a year by the person responsible for leading their adoption. The person responsible for leading its adoption and according to the applicability, scope of the requirement, and/or as deemed necessary, will be accompanied by a competent professional from the sustainability, human development, SGI and/or occupational health and safety, legal departments or, failing that, the services of an audit or legal consultancy will be contracted with an external company. **OUTGROWER** It is evidenced document called procedure for identification of legal and other requirements code SOS-PR-05 date 30/8/2018 V1 whose objective is to establish the methodology for the identification access compliance permanent update, communication of legal requirements and applicable national and international local regulations, as well as other requirements voluntarily subscribed by LAUDAS SAS. Among the sources of updates has government ministries.	It has been indicated that the evaluation of compliance with legal and other requirements is carried out at least once a year by the person responsible for leading their adoption. The person responsible for leading its adoption and according to the applicability, scope of the requirement, and/or as deemed necessary, will be accompanied by a competent professional from the sustainability, human development, SGI and/or occupational health and safety, legal departments or, failing that, the services of an audit or legal consultancy will be contracted with an external company. **OUTGROWER** It is evidenced document called procedure for identification of legal and other requirements code SOS-PR-05 date 30/8/2018 V1 whose objective is to establish the methodology for the identification acces compliance permanent update, communication of legal requirements and applicable national and international local regulations, as well as other requirements voluntarily subscribed by LAUDAS SAS. Among the sources of updates has government ministries.	

		It is also noted that as of the date of this audit there is no evidence of the existence of contracted third parties, contracting agencies, service providers and labor contractors, to whom due diligence can be applied.	It is also noted that as of the date of this audit there is no evidence of the existence of contracted third parties, contracting agencies, service providers and labor contractors, to whom due diligence can be applied.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.	CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER There is evidence of a map of each of the farms in which the legal boundaries of each of their properties are identified, with their respective physical demarcation of the boundaries, such as live fences, wooden fences, drainage canals, etc. The following farms were sampled: Laudas 10°3620.989" N 74°17'3.22.19" W Gavilan 2 10°41'39.791 "N - 74°18'22.76 "W Sparrowhawk 1 10°41'39.373 "N - 74°19'55.101 "W Tequendama	CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER There is evidence of a map of each of the farms in which the legal boundaries of each of their properties are identified, with their respective physical demarcation of the boundaries, such as live fences, wooden fences, drainage canals, etc. The following farms were sampled: Laudas 10°3620.989" N 74°17'3.22.19" W Gavilan 2 10°41'39.791 "N - 74°18'22.76 "W Sparrowhawk 1 10°41'39.373 "N - 74°19'55.101 "W Tequendama	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		10°32'59.865 "N - 74°10'53.51 "W "there are no plantations beyond these legal or authorized limits."	10°32'59.865 "N - 74°10'53.51 "W "there are no plantations beyond these legal or authorized limits."	

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.	**CI TEQUENDANA SAS - OUTGROWER - SMALLHOLDER** There is evidence of a document called list of interested parties, which is a list of contractors that includes contact information and the contractual object, which is updated as of June 2024. It is important to note that in interviews with representatives of Smallholders and Outgrower, they argue that they do not have contractors to carry out their work.	**CI TEQUENDANA SAS - OUTGROWER - SMALLHOLDER** There is evidence of a document called list of interested parties, which is a list of contractors that includes contact information and the contractual object, which is updated as of June 2024. It is important to note that in interviews with representatives of Smallholders and Outgrower, they argue that they do not have contractors to carry out their work.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.	**CI TEQUENDANA SAS** There is evidence of a document called a list of interested parties, which includes a list of contractors with contact information and the contractual purpose. There is also evidence of written contracts that include specific clauses on compliance with applicable legal requirements. 4 contracts of contractors whose purpose is the transportation of fruit were taken as a sample. Similarly, in an interview with the C.I. Tequendama official in charge of auditing the contractors' contractual compliance, he argued that they have complied with the contents of each of the contracts signed.	**CI TEQUENDANA SAS** There is evidence of a document called a list of interested parties, which includes a list of contractors with contact information and the contractual purpose. There is also evidence of written contracts that include specific clauses on compliance with applicable legal requirements. 4 contracts of contractors whose purpose is the transportation of fruit were taken as a sample. Similarly, in an interview with the C.I. Tequendama official in charge of auditing the contractors' contractual compliance, he argued that they have complied with the contents of each of the contracts signed.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		OUTGROWER, SMALLHOLDER According to interviews with plantation managers and documentary evidence, none of the organizations have contractors.	**OUTGROWER, SMALLHOLDER** According to interviews with plantation managers and documentary evidence, none of the organizations have contractors.	
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.	**CI TEQUENDANA SAS** There is evidence of a document called list of interested parties, which is a list of contractors that includes contact information and the contractual purpose. There is also evidence of written contracts that include specific clauses prohibiting the employment of minors, forced labor and labor trafficking. 4 contracts were sampled for those contractors whose purpose is the transportation of fruit. Similarly, in an interview with the C.I. Tequendama official in charge of auditing the contractors' contractual compliance, he argued that they have complied with the contents of each of the contracts signed. **OUTGROWER, SMALLHOLDER** According to interviews with plantation managers and documentary evidence, none of the organizations have contractors.	**CI TEQUENDANA SAS** There is evidence of a document called list of interested parties, which is a list of contractors that includes contact information and the contractual purpose. There is also evidence of written contracts that include specific clauses prohibiting the employment of minors, forced labor and labor trafficking. 4 contracts were sampled for those contractors whose purpose is the transportation of fruit. Similarly, in an interview with the C.I. Tequendama official in charge of auditing the contractors' contractual compliance, he argued that they have complied with the contents of each of the contracts signed. **OUTGROWER, SMALLHOLDER** According to interviews with plantation managers and documentary evidence, none of the organizations have contractors.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 2.3:

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

2.3.1 (C)	2.3.1 (C) For all directly sourced FFB, the mill requires: ● Information on geo-location of FFB origins ● Proof of the ownership status or the right/claim to the land by the grower/ smallholder ● Where applicable, valid planting/ operating/ trading license, or is part of a cooperative which allows the buying and selling of FFB	**C.I TEQUENDAMA** According to the documentary review and interviews: The certification unit has a list of all FFB providers, including certified and non-certified. -The list includes the geo-location of the plantations. -A copy of the land titles is kept. -A copy of the registration as an oil palm producer (ICA Registry) is kept. -The following FFB suppliers were verified:	**C.I TEQUENDAMA** According to the documentary review and interviews: The certification unit has a list of all FFB providers, including certified and non-certified. -The list includes the geo-location of the plantations. -A copy of the land titles is kept. -A copy of the registration as an oil palm producer (ICA Registry) is kept. -The following FFB suppliers were verified:	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

FFB SUPPLIER	Real estate registration	ICA Registration	GEOLOCATION
LACSO SAS	222-1622 222-6337 222-16349 222-16346	Request 30242100410	10° 45' 35.96 "N 74°14' 23.10" W
FEDERICA	222-15744	Request 30242100410	10°40' 50,93 "N 74°14' 57.60 "W
ASOPALTECA ROSA MERCEDES	225-2457	47-053-015	10°37'51 "N 74°10'08 "W

FFB SUPPLIER	Real estate registration	ICA Registration	GEOLOCATION
LACSO SAS	222-1622 222-6337 222-16349 222-16346	Request 30242100410	10° 45' 35.96 "N 74°14' 23.10" W
FEDERICA	222-15744	Request 30242100410	10°40' 50,93 "N 74°14' 57.60 "W
ASOPALTECA ROSA MERCEDES	225-2457	47-053-015	10°37'51 "N 74°10'08 "W

		ASOPALTECA EL CAMPANO -LA ESTER	225-7590	Request 30232100241	10° 39' 01 "N 74°14'06 "W	ASOPALTECA EL CAMPANO -LA ESTER	225-7590	Request 30232100241	10° 39' 01 "N 74°14'06 "W			
		GAVILAN 1	225-4112 225-2028 225-1097 225-5873 225-5875 225-5876 225-5878 225-7790 225-8089 225-7788	Request 30242100410	10°40'48.05 "N 74°19'51.64 "W	GAVILAN 1	225-4112 225-2028 225-1097 225-5873 225-5875 225-5876 225-5878 225-7790 225-8089 225-7788	Request 30242100410	10°40'48.05 "N 74°19'51.64 "W			
		GAVILAN 2	225 - 6937 225 - 5362 225 - 1956 225-19057 225-9555 225-3041 225-2242 225-5542	Request 30242100410	10°41'45.97 "N 74°17'32.66 "W	GAVILAN 2	225 - 6937 225 - 5362 225 - 1956 225-19057 225-9555 225-3041 225-2242 225-5542	Request 30242100410	10°41'45.97 "N 74°17'32.66 "W			
		TEQUENDAMA	225 - 4689	47-053-0055	10°32'59.14 "N 74°10'58.30 "W	TEQUENDAMA	225 - 4689	47-053-0055	10°32'59.14 "N 74°10'58.30 "W			

			225 - 2429 225 - 5857 225 - 5856 225-5028 225-7050 225-2243 225-1560 225-257 225-4346				225 - 2429 225 - 5857 225 - 5856 225-5028 225-7050 225-2243 225-1560 225-257 225-4346					
		ARIGUANÍ	190-38049 190-35763 190-25966 190-38048 225-4603 190-25967 190-25964 190-25965 190-12323 190-38217 190-176	Request 30242100410	10°14'12.12 "N 74° 0'6.08 "W	ARIGUANÍ	190-38049 190-35763 190-25966 190-38048 225-4603 190-25967 190-25964 190-25965 190-12323 190-38217 190-176	Request 30242100410	10°14'12.12 "N 74° 0'6.08 "W			

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.	**C.I TEQUENDAMA** According to the documentary review of fruit purchase invoices and receipt of fruit in the scale, it was possible to corroborate that the certification unit does not purchase FGR from intermediaries.	**C.I TEQUENDAMA** According to the documentary review of fruit purchase invoices and receipt of fruit in the scale, it was possible to corroborate that the certification unit does not purchase FGR from intermediaries.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ 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 developed business case for Scheme Smallholders.	**C.I. TEQUENDAMA** The document "Business Plan CI Tequendama SAS 2021 - 2026" is evidenced. It contemplates the guidelines of the state of the business to evaluate the advantages and business opportunities for continuous improvement.	**C.I. TEQUENDAMA** The document "Business Plan CI Tequendama SAS 2021 - 2026" is evidenced. It contemplates the guidelines of the state of the business to evaluate the advantages and business opportunities for continuous improvement.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		The projection of its 5-year business plan is shown below. The following points have been established: 1. Analysis of the palm oil market. 2. Crop data. 3. Financial statements and projections 4. Extraction rate 5. Business plan monitoring system 6. Projection of FFB Financial indicators Ebitda: in millions. Gross margin: in millions. Net margin: in millions. Financial indicators: Ebitda in millions. Gross profit: in millions. Net income: in millions. **OUTGROWER** The business plan presented by the company includes the last renovation of the plantation for greater viability of the business. Since the plantation was affected by the bud rot disease, this activity is carried out taking into account the investment plan defined by the company. The Strategic Plan includes relevant data such as: Tons of RFF to be Produced	The projection of its 5-year business plan is shown below. The following points have been established: 1. Analysis of the palm oil market. 2. Crop data. 3. Financial statements and projections 4. Extraction rate 5. Business plan monitoring system 6. Projection of FFB Financial indicators Ebitda: in millions. Gross margin: in millions. Net margin: in millions. Financial indicators: Ebitda in millions. Gross profit: in millions. Net income: in millions. **OUTGROWER** The business plan presented by the company includes the last renovation of the plantation for greater viability of the business. Since the plantation was affected by the bud rot disease, this activity is carried out taking into account the investment plan defined by the company. The Strategic Plan includes relevant data such as: Tons of RFF to be Produced	

		Productivity Ton. RFF Ha/year **Profit Margin** Operating margin Margin before taxes **Liquidity and solvency** Operating Profit / Tonnes Current Ratio = Current Assets / Current Liabilities. **Profitability** Operating profitability = Operating profit / Operating assets. Return on Equity = UODI / Shareholders' Equity. Profitability of Assets after Tax = UODI / Operating Assets. **Indebtedness** Debt Coverage = (Net Debt/EBITDA). **Sales Price of RFF Vs Cost of Production** Annual income from palm cultivation/ TON RFF produced. Annual expenditure executed in palm cultivation/ TON RFF produced. Profit - Difference between Income and Expenses. Actual tons of FFR are produced. Tons of FFR produced/ Tons of estimated FFR. **SMALLHOLDERS**	Productivity Ton. RFF Ha/year **Profit Margin** Operating margin Margin before taxes **Liquidity and solvency** Operating Profit / Tonnes Current Ratio = Current Assets / Current Liabilities. **Profitability** Operating profitability = Operating profit / Operating assets. Return on Equity = UODI / Shareholders' Equity. Profitability of Assets after Tax = UODI / Operating Assets. **Indebtedness** Debt Coverage = (Net Debt/EBITDA). **Sales Price of RFF Vs Cost of Production** Annual income from palm cultivation/ TON RFF produced. Annual expenditure executed in palm cultivation/ TON RFF produced. Profit - Difference between Income and Expenses. Actual tons of FFR are produced. Tons of FFR produced/ Tons of estimated FFR. **SMALLHOLDERS**	

		There is evidence of a business plan for small producer associates that mentions the following: STRATEGIC OBJECTIVES - Achieve budgeted future sales targets by generating the necessary resources to meet our commitments without affecting the normal course of our operations. -To maintain and improve every day the punctual fulfillment, the quality of our product that allows us to maintain our relations in the palm market. -To obtain a degree of satisfaction and confidence that allows us to maintain a good image in the palm sector. ANALYSIS OF SECTOR FACTORS. -Bud rot, as a factor that initially reduced production and subsequently led to the disappearance of the crop. -Technification of the crop with good agricultural practices. -Sustaining the annual production of the oil palm fruit, trying to achieve the best annual production obtained so far, as an initial objective. -Environmental sustainability in the production processes used. -Competitiveness in the palm sector.	There is evidence of a business plan for small producer associates that mentions the following: STRATEGIC OBJECTIVES - Achieve budgeted future sales targets by generating the necessary resources to meet our commitments without affecting the normal course of our operations. -To maintain and improve every day the punctual fulfillment, the quality of our product that allows us to maintain our relations in the palm market. -To obtain a degree of satisfaction and confidence that allows us to maintain a good image in the palm sector. ANALYSIS OF SECTOR FACTORS. -Bud rot, as a factor that initially reduced production and subsequently led to the disappearance of the crop. -Technification of the crop with good agricultural practices. -Sustaining the annual production of the oil palm fruit, trying to achieve the best annual production obtained so far, as an initial objective. -Environmental sustainability in the production processes used. -Competitiveness in the palm sector.	

		-Maintain product certification. A SWOT matrix was planned with external agents (OPPORTUNITIES THREATS) and internal agents (WEAKNESSES STRENGTHS). An estimated projection for the next 3 years is presented.	-Maintain product certification. A SWOT matrix was planned with external agents (OPPORTUNITIES THREATS) and internal agents (WEAKNESSES STRENGTHS). An estimated projection for the next 3 years is presented.	
3.1.2	An annual replanting programme projected for a minimum of five years, is available.	**C.I. TEQUENDAMA** The Daabon Group has developed a 2010-2028 TAG renewal program in which the areas in the process of renewal have been updated. There are several evaluation criteria to make the decision to renew these areas which can be established in the following parameters: 1. Low yields in production, yields below 15 ton/Ha. 2. Palm height. Eradication rates higher than 10% with respect to initial plantings, eradication caused by disease management, elimination of unproductive palms or death by lightning strikes. 4. Materials with low oil extraction. 5. Renewal by disease condition (PCHC). The planting program for the region of Aracataca, Retén, Ariguani, Cesar was	**C.I. TEQUENDAMA** The Daabon Group has developed a 2010-2028 TAG renewal program in which the areas in the process of renewal have been updated. There are several evaluation criteria to make the decision to renew these areas which can be established in the following parameters: 1. Low yields in production, yields below 15 ton/Ha. 2. Palm height. Eradication rates higher than 10% with respect to initial plantings, eradication caused by disease management, elimination of unproductive palms or death by lightning strikes. 4. Materials with low oil extraction. 5. Renewal by disease condition (PCHC). The planting program for the region of Aracataca, Retén, Ariguani, Cesar was	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		documented. Modified by Mr. Oscar Salamanca, Production Manager and endorsed by the president of the organization. "Renewal of plantings 1987 Asd material Tequendama plantation. 6.1 General Considerations: The Asd material from the 1987 planting of the 30 year old Tequendama plantation requires renewal in consideration of the criteria 2. Height of the palm: There is a growth close to 12 meters in average height for these lots, estimating that for the year 2014 the height will be close to 14 meters, for this consideration and given the difficulties of harvesting in palm greater than 12 meters makes it necessary to program these areas for the year 2024- 2025". **OUTGROWER** It is evident that the renewal plan for the year 2024 establishes the implementation of reseeding for lots affected by PC and taking into account the availability of Hybrid seed as an alternative to face the PYC disease. At the time of this audit, there is evidence of the renovation of the crop in which we are trying to recover a large part of the plantation.	documented. Modified by Mr. Oscar Salamanca, Production Manager and endorsed by the president of the organization. "Renewal of plantings 1987 Asd material Tequendama plantation. 6.1 General Considerations: The Asd material from the 1987 planting of the 30 year old Tequendama plantation requires renewal in consideration of the criteria 2. Height of the palm: There is a growth close to 12 meters in average height for these lots, estimating that for the year 2014 the height will be close to 14 meters, for this consideration and given the difficulties of harvesting in palm greater than 12 meters makes it necessary to program these areas for the year 2024- 2025". **OUTGROWER** It is evident that the renewal plan for the year 2024 establishes the implementation of reseeding for lots affected by PC and taking into account the availability of Hybrid seed as an alternative to face the PYC disease. At the time of this audit, there is evidence of the renovation of the crop in which we are trying to recover a large part of the plantation.	

		SMALLHOLDERS A document called the strategic alliances division's renewal plan has been submitted. This plan stipulates renewals based on criteria of age and height of planting material and as bud rot disease increases and ton/ha production declines, as well as the availability of hybrid planting material to initiate the plantation renewal process. The eradication of the palm trees has been planned according to ecological criteria, which require the mechanical eradication of the palm trees.	**SMALLHOLDERS** A document called the strategic alliances division's renewal plan has been submitted. This plan stipulates renewals based on criteria of age and height of planting material and as bud rot disease increases and ton/ha production declines, as well as the availability of hybrid planting material to initiate the plantation renewal process. The eradication of the palm trees has been planned according to ecological criteria, which require the mechanical eradication of the palm trees.	
3.1.3	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: Results of internal audits Customer feedback Process performance and product conformity Status of preventive and corrective actions Follow-up actions from management	**C.I. TEQUENDAMA** The certification unit carries out the management review according to the planned schedule, in accordance with the scale and nature of the activities undertaken, as defined in the internal procedure PGD-01-Management Review Procedure and as required by the standards established and implemented by the organizations. The management review was carried out on February 02, 2024. (Reference document: Management review minutes 2023). Some of	**C.I. TEQUENDAMA** The certification unit carries out the management review according to the planned schedule, in accordance with the scale and nature of the activities undertaken, as defined in the internal procedure PGD-01-Management Review Procedure and as required by the standards established and implemented by the organizations. The management review was carried out on February 02, 2024. (Reference document: Management review minutes 2023). Some of	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	reviews Changes that could affect the management system Recommendations for improvement	the points discussed during the management review are as follows: Commitments -Management review. -Stakeholder comments. -Human management reports OSH management system review -Agriculture presentation. -Agricultural presentation. -Results of internal audits and corrective actions. -Corrective actions. -Environmental and social performance: according to periodic air and water quality tests, there are no parameters exceeding the threshold. -Health and safety outcomes related to LTIFR reduction. Follow-up actions from the last management review regarding nonconformities identified during the audit. Indicators of agronomic and extraction plant processes. Follow-up actions are established for concluded and required issues. Senior management review is performed annually, however, the leaders of each area	the points discussed during the management review are as follows: Commitments -Management review. -Stakeholder comments. -Human management reports OSH management system review -Agriculture presentation. -Agricultural presentation. -Results of internal audits and corrective actions. -Corrective actions. -Environmental and social performance: according to periodic air and water quality tests, there are no parameters exceeding the threshold. -Health and safety outcomes related to LTIFR reduction. Follow-up actions from the last management review regarding nonconformities identified during the audit. Indicators of agronomic and extraction plant processes. Follow-up actions are established for concluded and required issues. Senior management review is performed annually, however, the leaders of each area	

		meet monthly to monitor the activities programmed for the viability of the business	meet monthly to monitor the activities programmed for the viability of the business	
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.				
3.2.1 (C)	The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. Action plans include continual improvement for the following: i. Optimising the yield of the supply base. ii. Reduction in use of pesticides (Criterion 7.2) iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7) iv. Waste reduction (Criterion 7.3) v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10) vi. Impacts on communities, workers and smallholders (Principle 6) vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12)	**C.I. TEQUENDAMA - OUTGROWER - SMALLHOLDERS** The management has established and implemented a continuous improvement plan, based on the consideration of the main social and environmental impacts and opportunities of the certification unit (Ref. Doc.: CONTINUOUS IMPROVEMENT OF PROCESSES C.I. TEQUENDAMA S.A.S.). The plan must be approved by - Sustainability Director. Plans such as: Areas susceptible to implementing continuous improvement plans in the complex's plantations have been identified. Tequendama and the C.I Tequendama oil plant. Within the activities carried out in the African palm cultivation and extraction process, the factors that were taken into account to implement continuous improvement were identified:	**C.I. TEQUENDAMA - OUTGROWER - SMALLHOLDERS** The management has established and implemented a continuous improvement plan, based on the consideration of the main social and environmental impacts and opportunities of the certification unit (Ref. Doc.: CONTINUOUS IMPROVEMENT OF PROCESSES C.I. TEQUENDAMA S.A.S.). The plan must be approved by - Sustainability Director. Plans such as: Areas susceptible to implementing continuous improvement plans in the complex's plantations have been identified. Tequendama and the C.I Tequendama oil plant. Within the activities carried out in the African palm cultivation and extraction process, the factors that were taken into account to implement continuous improvement were identified:	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		-Quality and availability of surface water: water is one of the essential resources for the development of this economic activity. - Soil management: aspects such as typology, classification, erosive processes, compaction and fertility must be taken into account. 1. Improvement activities: protection of watersheds. -Water body protection strips are identified that require intervention in the plantation. -A reforestation or recovery program is formulated for the protection zone of the water bodies in order to protect the soil, water and maintain the ecological relationships between the existing fauna and flora, taking into account the native tree species in need of conservation. The objective is to protect the soil, water and maintain the ecological relationships between the existing fauna and flora, taking into account the native tree species that need to be conserved. 2. Improvement activities: solid waste management.	-Quality and availability of surface water: water is one of the essential resources for the development of this economic activity. - Soil management: aspects such as typology, classification, erosive processes, compaction and fertility must be taken into account. 1. Improvement activities: protection of watersheds. -Water body protection strips are identified that require intervention in the plantation. -A reforestation or recovery program is formulated for the protection zone of the water bodies in order to protect the soil, water and maintain the ecological relationships between the existing fauna and flora, taking into account the native tree species in need of conservation. The objective is to protect the soil, water and maintain the ecological relationships between the existing fauna and flora, taking into account the native tree species that need to be conserved. 2. Improvement activities: solid waste management.	

		-Solid waste management training is being developed for all personnel, especially general services personnel. -Permanent monitoring of the state of the ecological points. Clean-up days by workers to keep the sites free of waste. -Improve waste storage in the company by improving the adequacy of warehouses and waste storage facilities and ensure that solid waste is collected in a timely manner by waste managers. 3. Improvement activities: Domestic and non-domestic wastewater management. -The general services area includes in its maintenance programs the constant revision of the wastewater conduction system. -Supervise the effectiveness of domestic and non-domestic wastewater treatment according to current regulations. -Optimize the biological bed for the treatment of water impregnated with agrochemicals to improve the removal efficiency of these products in wastewater.	-Solid waste management training is being developed for all personnel, especially general services personnel. -Permanent monitoring of the state of the ecological points. Clean-up days by workers to keep the sites free of waste. -Improve waste storage in the company by improving the adequacy of warehouses and waste storage facilities and ensure that solid waste is collected in a timely manner by waste managers. 3. Improvement activities: Domestic and non-domestic wastewater management. -The general services area includes in its maintenance programs the constant revision of the wastewater conduction system. -Supervise the effectiveness of domestic and non-domestic wastewater treatment according to current regulations. -Optimize the biological bed for the treatment of water impregnated with agrochemicals to improve the removal efficiency of these products in wastewater.	

		-Optimize the biological bed for the treatment of water impregnated with agrochemicals to improve the removal efficiency of these products in wastewater. 4. Crops: Improve the type of coverage in the renovation sectors. - Implement the use of rolo equipment to maintain cover where leguminous cover currently exists to facilitate its development. The brush cutter will be used where there is a population of grasses, and the roller can also be used in these sectors. Initiate control and awareness-raising with outside farmers to reduce the presence of livestock in the renovation sectors. Greenhouse gas (GHG) emissions: GHG-generating activities must be taken into account and the carbon footprint must be monitored annually. 5. Cultivation-Decrease in the use of agrochemicals. - Natural pollen collection points are made in order to apply them to hybrid palms... Crop - Machinery and Fuel Storage.	-Optimize the biological bed for the treatment of water impregnated with agrochemicals to improve the removal efficiency of these products in wastewater. 4. Crops: Improve the type of coverage in the renovation sectors. - Implement the use of rolo equipment to maintain cover where leguminous cover currently exists to facilitate its development. The brush cutter will be used where there is a population of grasses, and the roller can also be used in these sectors. Initiate control and awareness-raising with outside farmers to reduce the presence of livestock in the renovation sectors. Greenhouse gas (GHG) emissions: GHG-generating activities must be taken into account and the carbon footprint must be monitored annually. 5. Cultivation-Decrease in the use of agrochemicals. - Natural pollen collection points are made in order to apply them to hybrid palms... Crop - Machinery and Fuel Storage.	

		-Develop with the occupational health and safety area a safe procedure for the transportation and temporary storage of fuels such as gasoline in the planting activity. -Develop with the maintenance area schedules for the maintenance of machinery and equipment that may develop possible fuel and engine oil leaks. **Oil palm mill** Solid waste management at the extraction plant. -Develop training courses on solid waste management for all personnel, especially general services and contractors. -Acquire ecological points and place them strategically in the places where waste is generated the most. -Promote the realization of cleaning days by the workers, in order to keep the different areas of the company clean. 2. Management of domestic and non-domestic wastewater. -Perform the aspiration of domestic wastewater from the septic tank.	-Develop with the occupational health and safety area a safe procedure for the transportation and temporary storage of fuels such as gasoline in the planting activity. -Develop with the maintenance area schedules for the maintenance of machinery and equipment that may develop possible fuel and engine oil leaks. **Oil palm mill** Solid waste management at the extraction plant. -Develop training courses on solid waste management for all personnel, especially general services and contractors. -Acquire ecological points and place them strategically in the places where waste is generated the most. -Promote the realization of cleaning days by the workers, in order to keep the different areas of the company clean. 2. Management of domestic and non-domestic wastewater. -Perform the aspiration of domestic wastewater from the septic tank.	

		-Optimize the company's domestic wastewater treatment system in accordance with the criteria established by current regulations. 3. Extraction plant steam generation boilers. Improvement activities. -Comply with the environmental compliance plan of Res. 909 of 2008 established by the company. -Monitor operating variables that contribute to good combustion, such as temperature, pressure, oxygen and others. Generate good by-product blends for better fuel quality for unburned fuel reduction, and consumption should be measured and GHG emissions measured with the help of the PalmGHG Calculator tool. Isokinetic studies should also be performed to monitor the system. 4. GREENHOUSE GAS EMISSIONS Improvement activities. -Pass the collected data through the PalmGHG calculator.	-Optimize the company's domestic wastewater treatment system in accordance with the criteria established by current regulations. 3. Extraction plant steam generation boilers. Improvement activities. -Comply with the environmental compliance plan of Res. 909 of 2008 established by the company. -Monitor operating variables that contribute to good combustion, such as temperature, pressure, oxygen and others. Generate good by-product blends for better fuel quality for unburned fuel reduction, and consumption should be measured and GHG emissions measured with the help of the PalmGHG Calculator tool. Isokinetic studies should also be performed to monitor the system. 4. GREENHOUSE GAS EMISSIONS Improvement activities. -Pass the collected data through the PalmGHG calculator.	

		5. Storage and handling of fuels and laboratory and process supplies. Improvement activity - Develop with the occupational health and safety area a safe procedure for the transportation and temporary storage of fuels. -Training warehouse managers in the safe storage and handling of flammable and toxic products. of flammable, toxic, corrosive and other products stored in this area. The environmental management reports for the months of April and September 2024 have been verified, which include the follow-up of improvement activities and their performance and compliance indicators, such as: Report April and September 2024 is evidenced.	5. Storage and handling of fuels and laboratory and process supplies. Improvement activity - Develop with the occupational health and safety area a safe procedure for the transportation and temporary storage of fuels. -Training warehouse managers in the safe storage and handling of flammable and toxic products. of flammable, toxic, corrosive and other products stored in this area. The environmental management reports for the months of April and September 2024 have been verified, which include the follow-up of improvement activities and their performance and compliance indicators, such as: Report April and September 2024 is evidenced.	
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.	**C.I. TEQUENDAMA** The project has sent for review prior to the audit the RSPO template Metric V 2.1. This contains information on the mill and the units of the project scope.	**C.I. TEQUENDAMA** The project has sent for review prior to the audit the RSPO template Metric V 2.1. This contains information on the mill and the units of the project scope.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

				☐ Not Applicable (justification required)
Criterion 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.				
3.3.1 (C)	Standard Operating Procedures (SOPs) for the unit of certification are in place.	**C.I. TEQUENDAMA:** All activities and/or processes are described in the organic palm plantation management and production manual - DAABON group 2020/2022. The document includes: *Human talent *Financials *Processes *Labor capacity *GIS project *Crop management * Harvesting and collection * Pruning * Crop maintenance. * Sowing in definitive site. * Composting process. *Plant health. *Plant nutrition. * Irrigation and drainage. * Infrastructure and civil works. *Topography. Plant procedures. - Procedures and Internal Assurance Manual (Chain of Custody for RSPO / ISCC / Rainforest	**C.I. TEQUENDAMA:** All activities and/or processes are described in the organic palm plantation management and production manual - DAABON group 2020/2022. The document includes: *Human talent *Financials *Processes *Labor capacity *GIS project *Crop management * Harvesting and collection * Pruning * Crop maintenance. * Sowing in definitive site. * Composting process. *Plant health. *Plant nutrition. * Irrigation and drainage. * Infrastructure and civil works. *Topography. Plant procedures. - Procedures and Internal Assurance Manual (Chain of Custody for RSPO / ISCC / Rainforest	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Organic and Natural certified products (August-2020). - Extraction process of crude palm oil, RSPO RA and Natural organic palm kernel oil. - Flow diagram, mass balance, traceability information (Purchase of raw materials RFF, Kernel, CPO and PKO as RSPO -ISCC certified). All standard operating procedures are documented and written in English, easy to understand and accessible to everyone. easy to understand and accessible to all people. The instructions describe: Scope, Objective, Definitions and References, Provisions, Arrangements, Provisions, Actions and Methods, Actions and Methods, Actions and Provisions, Actions and Methods, Expected Results, and Safety and Environmental Considerations. Safety and environmental considerations; Documents available at the offices during the period of **OUTGROWER:** The unit has an Organic Production Management Plan (PMO) document with the following procedures: Sowing Crop establishment 1.4 Maintenance 1.4.1 Weed plant management. 1.4.2 Maintenance pruning	Organic and Natural certified products (August-2020). - Extraction process of crude palm oil, RSPO RA and Natural organic palm kernel oil. - Flow diagram, mass balance, traceability information (Purchase of raw materials RFF, Kernel, CPO and PKO as RSPO -ISCC certified). All standard operating procedures are documented and written in English, easy to understand and accessible to everyone. easy to understand and accessible to all people. The instructions describe: Scope, Objective, Definitions and References, Provisions, Arrangements, Provisions, Actions and Methods, Actions and Methods, Actions and Provisions, Actions and Methods, Expected Results, and Safety and Environmental Considerations. Safety and environmental considerations; Documents available at the offices during the period of **OUTGROWER:** The unit has an Organic Production Management Plan (PMO) document with the following procedures: Sowing Crop establishment 1.4 Maintenance 1.4.1 Weed plant management. 1.4.2 Maintenance pruning	

		1.4.2.1. Maintenance pruning in young palms. 1.4.2.2 Maintenance pruning in adult palms. 1.5 Fertilization 1.5.1.6 Fertilization 1.5.1.7 Use of organic matter 1.6. Irrigation 1.6 Irrigation and drainage 2. Collection processes 2.3.1 Cutting 2.3.2 Collection of FTRs 3. Inputs used 4. Documents for monitoring production processes 5. Traceability **SMALLHOLDERS:** There is evidence of the existence of a standard operating procedures manual that sets out all procedures or activities carried out in the company. procedures or activities carried out in smallholder plantations. smallholder plantations. This manual is managed by EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S. The documents are available during the audit. Some of the activities covered are Fertilization, PC-HC, Handling and Pruning Procedure, Harvesting Procedure, Plant Health Procedure.	1.4.2.1. Maintenance pruning in young palms. 1.4.2.2 Maintenance pruning in adult palms. 1.5 Fertilization 1.5.1.6 Fertilization 1.5.1.7 Use of organic matter 1.6. Irrigation 1.6 Irrigation and drainage 2. Collection processes 2.3.1 Cutting 2.3.2 Collection of FTRs 3. Inputs used 4. Documents for monitoring production processes 5. Traceability **SMALLHOLDERS:** There is evidence of the existence of a standard operating procedures manual that sets out all procedures or activities carried out in the company. procedures or activities carried out in smallholder plantations. smallholder plantations. This manual is managed by EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S. The documents are available during the audit. Some of the activities covered are Fertilization, PC-HC, Handling and Pruning Procedure, Harvesting Procedure, Plant Health Procedure.	

3.3.2	A mechanism to check consistent implementation of procedures is in place.	**C.I. TEQUENDAMA:** All activities and processes related to organic palm plantations are described in detail in the Organic Palm Plantation Management and Production Manual - DAABON Group 2020/2025. Field audits are the responsibility of the area managers, who have an internal auditor. This team performs random reviews of activities such as fertilization, replanting, harvesting, among others. **OUTGROWER and SMALLHOLDERS:** A work supervisor is in charge of verifying in the field the activities related to harvesting, pruning and other agricultural practices. **C.I. TEQUENDAMA:** For small producers, there is evidence of a document called the Organic Management Plan - Production Practice and Procedure, which establishes the mechanisms for compliance and application of the procedures. These are carried out through various control documents, such as: the Plantation Plan, control visits, field notebooks, production records, transport cleaning records, dispatch consignments,	**C.I. TEQUENDAMA:** All activities and processes related to organic palm plantations are described in detail in the Organic Palm Plantation Management and Production Manual - DAABON Group 2020/2025. Field audits are the responsibility of the area managers, who have an internal auditor. This team performs random reviews of activities such as fertilization, replanting, harvesting, among others. **OUTGROWER and SMALLHOLDERS:** A work supervisor is in charge of verifying in the field the activities related to harvesting, pruning and other agricultural practices. **C.I. TEQUENDAMA:** For small producers, there is evidence of a document called the Organic Management Plan - Production Practice and Procedure, which establishes the mechanisms for compliance and application of the procedures. These are carried out through various control documents, such as: the Plantation Plan, control visits, field notebooks, production records, transport cleaning records, dispatch consignments,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		purchase files or invoices, and the balance report.	purchase files or invoices, and the balance report.	
3.3.3	Records of monitoring and any actions taken are maintained and available.	**C.I. TEQUENDAMA:** The requirements established by the RSPO, Rainforest Alliance and ecological standards are rigorously implemented to evaluate compliance with the procedures defined by the company. The record of corrective actions taken has been corroborated, highlighting the following cases: Fruit evaluation is not being carried out according to validated and standardized methods that guarantee both representativeness and objectivity of analysis. Currently, an "eye" count is performed after unloading the vehicles into the hopper. The action plan to resolve the finding consisted of creating instructions for the fruit grading method in such a way that it is standardized among all the fruit evaluators of the group's extraction plants. There are no visual elements such as banners/banners that reinforce to the producer/transporter that a quality harvest must be carried out and what are the permitted limits for each quality criterion. The action plan to resolve the finding consisted of installing visual	**C.I. TEQUENDAMA:** The requirements established by the RSPO, Rainforest Alliance and ecological standards are rigorously implemented to evaluate compliance with the procedures defined by the company. The record of corrective actions taken has been corroborated, highlighting the following cases: Fruit evaluation is not being carried out according to validated and standardized methods that guarantee both representativeness and objectivity of analysis. Currently, an "eye" count is performed after unloading the vehicles into the hopper. The action plan to resolve the finding consisted of creating instructions for the fruit grading method in such a way that it is standardized among all the fruit evaluators of the group's extraction plants. There are no visual elements such as banners/banners that reinforce to the producer/transporter that a quality harvest must be carried out and what are the permitted limits for each quality criterion. The action plan to resolve the finding consisted of installing visual elements such as banners/banners to reinforce	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		elements such as banners/banners to reinforce to the producer/transporter that a quality harvest must be carried out and what the permitted limits are for each quality criterion. Negotiations carried out in the first four months of 2024. **OUTGROWER:** The existence of a *Technical Assistance Visit* form used to evaluate compliance with planting procedures has been verified. It has also been verified that the company has discharge procedures in place for operators who are repeat offenders in the incorrect execution of maintenance work. It is evident that on May 18, 2024 a validation of compliance with operating procedures was carried out, and no findings were reported. **SMALLHOLDERS:** C.I. TEQUENDAMA conducts a follow-up visit to corroborate compliance with procedures and corrective actions: The Technical Assistance Visit format has been established. The following processes are monitored and evaluated (report of diseases, pests, capture of Rynchophorus Palmarum, maintenance work (pruning, planting and weed	to the producer/transporter that a quality harvest must be carried out and what the permitted limits are for each quality criterion. Negotiations carried out in the first four months of 2024. **OUTGROWER:** The existence of a *Technical Assistance Visit* form used to evaluate compliance with planting procedures has been verified. It has also been verified that the company has discharge procedures in place for operators who are repeat offenders in the incorrect execution of maintenance work. It is evident that on May 18, 2024 a validation of compliance with operating procedures was carried out, and no findings were reported. **SMALLHOLDERS:** C.I. TEQUENDAMA conducts a follow-up visit to corroborate compliance with procedures and corrective actions: The Technical Assistance Visit format has been established. The following processes are monitored and evaluated (report of diseases, pests, capture of Rynchophorus Palmarum, maintenance work (pruning, planting and weed control), irrigation and drainage (irrigation cycles	

		control), irrigation and drainage (irrigation cycles and cleaning of canals), harvesting (harvest cycle, collection of loose RFF, estimated monthly production) and soil and fertilization (registration and dosage). On January 1, 2023 at the block house farm, the following observations were made continue with the disease censuses and thus determine the degree of severity of the affected palms, it is also recommended to follow up on the palms that were treated with surgery, change the pheromones every 3 months and the plant bait every 15 days, as well as fill out the cards for captures by traps. Continue with pruning, maintaining cycles of 6 to 8 months, in order to conserve the number of bunches in order to guarantee a good filling of the bunches. Continuing with the good management of the planting activity, it is recommended to apply organic matter to maintain the organic matter in the soil. On October 1, 2024, C.I. Tequendama made a technical visit to the small producers and found that: The traps for monitoring *R. Palmarum* are inactive, The palm plates are in poor condition, which is hindering the collection of loose fruit and in turn generating economic losses. It is evident that measures are taken such as:	and cleaning of canals), harvesting (harvest cycle, collection of loose RFF, estimated monthly production) and soil and fertilization (registration and dosage). On January 1, 2023 at the block house farm, the following observations were made continue with the disease censuses and thus determine the degree of severity of the affected palms, it is also recommended to follow up on the palms that were treated with surgery, change the pheromones every 3 months and the plant bait every 15 days, as well as fill out the cards for captures by traps. Continue with pruning, maintaining cycles of 6 to 8 months, in order to conserve the number of bunches in order to guarantee a good filling of the bunches. Continuing with the good management of the planting activity, it is recommended to apply organic matter to maintain the organic matter in the soil. On October 1, 2024, C.I. Tequendama made a technical visit to the small producers and found that: The traps for monitoring *R. Palmarum* are inactive, The palm plates are in poor condition, which is hindering the collection of loose fruit and in turn generating economic losses. It is evident that measures are taken such as:	

		activate traps to monitor insect populations in the area. to make the planting with cycles between 45 and 60 days either manually or mechanically. To facilitate the harvesting of loose fruit and avoid economic losses to the crop.	activate traps to monitor insect populations in the area. to make the planting with cycles between 45 and 60 days either manually or mechanically. To facilitate the harvesting of loose fruit and avoid economic losses to the crop.	
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.				
3.4.1 (C)	In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.	**C.I. TEQUENDAMA** The Tequendama SAS organization does not have new plantations or operations and therefore does not require a separate ESIA, however, a document called CI Social Impact Study is evidenced. Tequendama updated to 2023. This is updated every two years in order to review the possible impacts of agricultural and oil extraction activities on the populations neighboring these production units. The diagnostic instruments used are applied to the same actors in the areas of influence in the departments of Magdalena, Cesar and La Guajira. Contains. The company has held three community workshops, as indicated below: MUNICIPALITY ARACATACA Participating communities:	**C.I. TEQUENDAMA** The Tequendama SAS organization does not have new plantations or operations and therefore does not require a separate ESIA, however, a document called CI Social Impact Study is evidenced. Tequendama updated to 2023. This is updated every two years in order to review the possible impacts of agricultural and oil extraction activities on the populations neighboring these production units. The diagnostic instruments used are applied to the same actors in the areas of influence in the departments of Magdalena, Cesar and La Guajira. Contains. The company has held three community workshops, as indicated below: MUNICIPALITY ARACATACA Participating communities:	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Sampuecito, Villa María, El Rubí, La Bogotana. La Bogotana. Corregimiento: La Colombia, Sampués and Buenos Aires. Buenos Aires. Zone: San Marcos - MUNICIPALITY OF RETÉN Participating communities: Neighborhoods: La Ina, Las Palmas, Villa Rosa 1 and Barrio. Center. Educational Institutions: Roque de los Ríos and Euclides Lizarazo - MUNICIPALITY OF ALGARROBO Village: La loma del Bálsamo - MUNICIPALITY OF COPEY County: Caracolito. The environmental aspects have been carried out jointly with the stakeholders to estimate the valuation of the positive and negative impacts generated by the organization, in a participatory manner with its stakeholders.	Sampuecito, Villa María, El Rubí, La Bogotana. La Bogotana. Corregimiento: La Colombia, Sampués and Buenos Aires. Buenos Aires. Zone: San Marcos - MUNICIPALITY OF RETÉN Participating communities: Neighborhoods: La Ina, Las Palmas, Villa Rosa 1 and Barrio. Center. Educational Institutions: Roque de los Ríos and Euclides Lizarazo - MUNICIPALITY OF ALGARROBO Village: La loma del Bálsamo - MUNICIPALITY OF COPEY County: Caracolito. The environmental aspects have been carried out jointly with the stakeholders to estimate the valuation of the positive and negative impacts generated by the organization, in a participatory manner with its stakeholders.	
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.	**C.I. TEQUENDAMA** Document "Social Impact Study - Suppliers of fresh fruit C.I. Tequendama SAS dated 08/30/2024. Focused on small producers for the municipalities of Aracataca, El Retén,	**C.I. TEQUENDAMA** Document "Social Impact Study - Suppliers of fresh fruit C.I. Tequendama SAS dated 08/30/2024. Focused on small producers for the municipalities of Aracataca, El Retén,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		Fundacion where several of the farms are located as a supply base for Tequendama. The participatory review with the community of the new social and environmental management sheet has been evidenced, for which the communities, educational institutions, community representatives, presidents of JAC (Paraíso, Villa Rosa 1, Villa Rosa 2, INA, La Bogotana neighborhood, San Toro neighborhood, Puente Bomba neighborhood, Pelechua truth, Buenos Aires neighborhood, San Marcos neighborhood, Sampues neighborhood, El Ruby neighborhood, Sampuesito neighborhood, Villa María neighborhood, La Colombia neighborhood, community participation in the implementation have been summoned. socialization held with participants on september 02, 2024 A. Area of Influence. The direct area of influence of Tequendama - Extraction and Crops Division is determined by the location of its production areas (farms and extractor) and the places where its workers come from. Thus, the information gathering activities for updating the Social Impact Study were carried out in the municipalities of El	Fundacion where several of the farms are located as a supply base for Tequendama. The participatory review with the community of the new social and environmental management sheet has been evidenced, for which the communities, educational institutions, community representatives, presidents of JAC (Paraíso, Villa Rosa 1, Villa Rosa 2, INA, La Bogotana neighborhood, San Toro neighborhood, Puente Bomba neighborhood, Pelechua truth, Buenos Aires neighborhood, San Marcos neighborhood, Sampues neighborhood, El Ruby neighborhood, Sampuesito neighborhood, Villa María neighborhood, La Colombia neighborhood, community participation in the implementation have been summoned. socialization held with participants on september 02, 2024 A. Area of Influence. The direct area of influence of Tequendama - Extraction and Crops Division is determined by the location of its production areas (farms and extractor) and the places where its workers come from. Thus, the information gathering activities for updating the Social Impact Study were carried out in the municipalities of El	☐ Not Applicable (justification required)

		Retén (450 people surveyed), Aracataca (342 people), El Copey (152 people), Algarrobo (61 people) and Riohacha (144 people). B. Methodology. Two participatory tools were used: a face-to-face survey and collective construction spaces (workshops). The social actors involved in this study were: adult inhabitants of the municipalities mentioned, workers and suppliers of goods and services, and suppliers of fresh fruit. workers and suppliers of goods and services, and suppliers of fresh fruits and vegetables. At the end of the study, an IDENTIFICATION OF IMPACTS / ACTIVITIES table has been prepared for each stakeholder. A technical sheet of the survey containing a total of 10 questions related to their experience as a supplier, social and commercial aspects, PQRS, impact, family situation, RSPO certification and improvement activities is presented. The Environmental Management Plan C.I. Tequendama S.A.S. Palm Oil Extraction Plant, Aracataca, Magdalena 2023, version 03, has been drawn up. This document contemplates the identification of environmental impacts in	Retén (450 people surveyed), Aracataca (342 people), El Copey (152 people), Algarrobo (61 people) and Riohacha (144 people). B. Methodology. Two participatory tools were used: a face-to-face survey and collective construction spaces (workshops). The social actors involved in this study were: adult inhabitants of the municipalities mentioned, workers and suppliers of goods and services, and suppliers of fresh fruit. workers and suppliers of goods and services, and suppliers of fresh fruits and vegetables. At the end of the study, an IDENTIFICATION OF IMPACTS / ACTIVITIES table has been prepared for each stakeholder. A technical sheet of the survey containing a total of 10 questions related to their experience as a supplier, social and commercial aspects, PQRS, impact, family situation, RSPO certification and improvement activities is presented. The Environmental Management Plan C.I. Tequendama S.A.S. Palm Oil Extraction Plant, Aracataca, Magdalena 2023, version 03, has been drawn up. This document contemplates the identification of environmental impacts in	

		an objective and quantitative manner. An Environmental Impact Identification Matrix has been prepared. Results Highest impact activities: Sterilization Centrifugation Pressing Steam generation Plant maintenance Solid waste generation Wastewater (STAR). Environmental Management Plan for farms In this case, the identification of environmental impacts corresponds to the determination of possible changes in some of the initial environmental conditions as a result of a project action. Basically, it corresponds to the interrelationship between ASPI and FARI, from which a change in a given factor is obtained, implying deterioration, improvement, reduction, increase, etc. The matrix allows identifying the effects of the project in order to subsequently obtain a valuation of them. The identification of environmental impacts is taken into account in the description of the processes in the agricultural part and the degree of relationship with the different renewable natural resources and their environment, the main actions to be	an objective and quantitative manner. An Environmental Impact Identification Matrix has been prepared. Results Highest impact activities: Sterilization Centrifugation Pressing Steam generation Plant maintenance Solid waste generation Wastewater (STAR). Environmental Management Plan for farms In this case, the identification of environmental impacts corresponds to the determination of possible changes in some of the initial environmental conditions as a result of a project action. Basically, it corresponds to the interrelationship between ASPI and FARI, from which a change in a given factor is obtained, implying deterioration, improvement, reduction, increase, etc. The matrix allows identifying the effects of the project in order to subsequently obtain a valuation of them. The identification of environmental impacts is taken into account in the description of the processes in the agricultural part and the degree of relationship with the different renewable natural resources and their environment, the main actions to be	

		analyzed for the identification of impacts are the following: - Establishment phase: ✓ Land suitability ✓ Planting ✓ Adequacy of roads - Maintenance phase Irrigation and drainage ✓ Fertilization ✓ Pest and disease control. - Production ✓ Cluster cutting and harvesting cycles. ✓ Renewal of plantations OUTGROWER Socialization with neighbors, dissemination of information with neighbors and stakeholders such as: municipal mayor's office, civil defense, El Reten hospital, Edilberto Marquez, San Juda educational institution, Coordinator of the Agro-Palestina plantation. Carried out on October 09, 2024. Topics such as: AVCs Communication Channels Sustainability Policy Fire management, mutual aid plan and forest fires.	analyzed for the identification of impacts are the following: - Establishment phase: ✓ Land suitability ✓ Planting ✓ Adequacy of roads - Maintenance phase Irrigation and drainage ✓ Fertilization ✓ Pest and disease control. - Production ✓ Cluster cutting and harvesting cycles. ✓ Renewal of plantations OUTGROWER Socialization with neighbors, dissemination of information with neighbors and stakeholders such as: municipal mayor's office, civil defense, El Reten hospital, Edilberto Marquez, San Juda educational institution, Coordinator of the Agro-Palestina plantation. Carried out on October 09, 2024. Topics such as: AVCs Communication Channels Sustainability Policy Fire management, mutual aid plan and forest fires.	

		A document called Social Management Plan 2023-2025, prepared by Mrs. Amparo Jiménez (Social Management Coordinator), was evidenced. This document regulates the related objectives, goals up to 2025, processes and responsible parties. It also highlights the participation of stakeholders in the development of the study through surveys, participatory workshops and training. It has been prepared based on suggestions made by stakeholders, as well as social projects aimed at mitigating the impacts described in the study and taken as a sample: Promotion and support of entrepreneurship. - Project "With the kitchen on. Community Leaflet Bank" Project Within the document "Plan de Manejo Ambiental Extractora C.I. Tequendama S.A.S. Ver 03 of June 2023. Environmental management measures are established to prevent, mitigate or correct previously identified impacts. For the management of the environmental management plan of Tequendama SAS, the environmental management sheets for its implementation in the internal processes of the organization are shown below:	A document called Social Management Plan 2023-2025, prepared by Mrs. Amparo Jiménez (Social Management Coordinator), was evidenced. This document regulates the related objectives, goals up to 2025, processes and responsible parties. It also highlights the participation of stakeholders in the development of the study through surveys, participatory workshops and training. It has been prepared based on suggestions made by stakeholders, as well as social projects aimed at mitigating the impacts described in the study and taken as a sample: Promotion and support of entrepreneurship. - Project "With the kitchen on. Community Leaflet Bank" Project Within the document "Plan de Manejo Ambiental Extractora C.I. Tequendama S.A.S. Ver 03 of June 2023. Environmental management measures are established to prevent, mitigate or correct previously identified impacts. For the management of the environmental management plan of Tequendama SAS, the environmental management sheets for its implementation in the internal processes of the organization are shown below:	

		TYPE SHEET No. 1 SOLID SUBPRODUCTS MANAGEMENT). TYPE FACT SHEET No. 2 WASTEWATER MANAGEMENT. STANDARD FORM Nº 3 MANAGEMENT AND CONTROL OF EMISSIONS AND NOISE. TYPE SHEET NO. 4 SOLID WASTE MANAGEMENT.	TYPE SHEET No. 1 SOLID SUBPRODUCTS MANAGEMENT). TYPE FACT SHEET No. 2 WASTEWATER MANAGEMENT. STANDARD FORM Nº 3 MANAGEMENT AND CONTROL OF EMISSIONS AND NOISE. TYPE SHEET NO. 4 SOLID WASTE MANAGEMENT.	
3.4.3 (C)	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	**C.I. TEQUENDAMA** In accordance with the management sheets established for the mitigation of environmental impacts, activities have been carried out to comply with the established indicators and also to respond to continuous improvement. The participatory review with the community of the new social and environmental management sheet has been evidenced, for which the communities, educational institutions, community representatives, presidents of JAC (paraíso, Villa Rosa 1, Villa Rosa 2, INA, La Bogotana neighborhood, San Toro neighborhood, Puente Bomba neighborhood, Pelechua truth, Buenos Aires neighborhood, San Marcos neighborhood, Sampues neighborhood, El Ruby neighborhood, Sampuesito neighborhood, Villa María neighborhood, La Colombia	**C.I. TEQUENDAMA** In accordance with the management sheets established for the mitigation of environmental impacts, activities have been carried out to comply with the established indicators and also to respond to continuous improvement. The participatory review with the community of the new social and environmental management sheet has been evidenced, for which the communities, educational institutions, community representatives, presidents of JAC (paraíso, Villa Rosa 1, Villa Rosa 2, INA, La Bogotana neighborhood, San Toro neighborhood, Puente Bomba neighborhood, Pelechua truth, Buenos Aires neighborhood, San Marcos neighborhood, Sampues neighborhood, El Ruby neighborhood, Sampuesito neighborhood, Villa María neighborhood, La Colombia	☒ Conform ☐ Major Nonconformity ☒ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		neighborhood, community participation in the implementation has been carried out. The following are examples of controls of the action plan activities carried out: 1. Socialization workshop of the bank of community life cards held for people from the community of Aracataca on Friday 21 Oct /2022. Executed. 2. Workshop for socialization of the Community Resume Bank held for community members on Friday 27 Oct /2022. Executed. 3. In infrastructure maintenance, road maintenance has been performed in the community of Sampues de Aracataca according to the minutes of March 02, 2022. 4. Entrepreneurship support activities. Sewing and tailoring workshops were held for women workers with the aim of creating a microenterprise for the production of uniforms for the Daabon group of companies. This was carried out in 2022 and will continue in 2023 with a total of 12 female workers. Extractor C. Tequendama S.A.	neighborhood, community participation in the implementation has been carried out. The following are examples of controls of the action plan activities carried out: 1. Socialization workshop of the bank of community life cards held for people from the community of Aracataca on Friday 21 Oct /2022. Executed. 2. Workshop for socialization of the Community Resume Bank held for community members on Friday 27 Oct /2022. Executed. 3. In infrastructure maintenance, road maintenance has been performed in the community of Sampues de Aracataca according to the minutes of March 02, 2022. 4. Entrepreneurship support activities. Sewing and tailoring workshops were held for women workers with the aim of creating a microenterprise for the production of uniforms for the Daabon group of companies. This was carried out in 2022 and will continue in 2023 with a total of 12 female workers. Extractor C. Tequendama S.A.	

		The project during the audit, the monitoring and follow-up reports of various activities were evidenced in accordance with the established technical sheets: Solid waste management, control of atmospheric emissions, control of water sources by taking parameters and administrative compliance procedures, management of by-products. Tequendama SAS has follow-up and monitoring plans for its implementation in order to evaluate the behavior of the environmental parameter. For water resources it has activities such as: -Measurement of water consumption per m3/ton RFF. Also monitoring of physicochemical parameters at the inlet and outlet of the wastewater treatment system, water quality monitoring, among others. For atmospheric resources it has activities such as: -Conducting atmospheric emission studies for operating boilers, GHG measurements using RSPO's PalmGHG calculator. By-product management activities include: -Sampling for COD analysis in STAR at the biodigester inlet, biodigester outlet and lagoon outlet in August 2023.	The project during the audit, the monitoring and follow-up reports of various activities were evidenced in accordance with the established technical sheets: Solid waste management, control of atmospheric emissions, control of water sources by taking parameters and administrative compliance procedures, management of by-products. Tequendama SAS has follow-up and monitoring plans for its implementation in order to evaluate the behavior of the environmental parameter. For water resources it has activities such as: -Measurement of water consumption per m3/ton RFF. Also monitoring of physicochemical parameters at the inlet and outlet of the wastewater treatment system, water quality monitoring, among others. For atmospheric resources it has activities such as: -Conducting atmospheric emission studies for operating boilers, GHG measurements using RSPO's PalmGHG calculator. By-product management activities include: -Sampling for COD analysis in STAR at the biodigester inlet, biodigester outlet and lagoon outlet in August 2023.	

		-Visit by the environmental authority CORPAMAG to monitor atmospheric emissions generated by the boilers in May 2023. -Training on integrated solid waste management and proper disposal of hazardous waste and cleaning schedule for maintenance personnel in the workshop and welding area in May 2023. - RSPO and HCV training for the plant's administrative staff March 2023. Training in order and cleanliness and good OSH practices with the 3 operating shifts, for the implementation of the new qualification format for the improvement of order and cleanliness in the extraction plant March 2023. - Installation of screens at plant openings to prevent domestic animals from entering the plant March 2023. All verified and in compliance with the reports made by the company Tequendama SAS. annually. By those responsible for the environmental area. Photographic records of the aid for urban vegetable gardens of 15 beneficiaries Buenos Aires - Aracataca are evidenced. El Retén 17 beneficiaries for orchards	-Visit by the environmental authority CORPAMAG to monitor atmospheric emissions generated by the boilers in May 2023. -Training on integrated solid waste management and proper disposal of hazardous waste and cleaning schedule for maintenance personnel in the workshop and welding area in May 2023. - RSPO and HCV training for the plant's administrative staff March 2023. Training in order and cleanliness and good OSH practices with the 3 operating shifts, for the implementation of the new qualification format for the improvement of order and cleanliness in the extraction plant March 2023. - Installation of screens at plant openings to prevent domestic animals from entering the plant March 2023. All verified and in compliance with the reports made by the company Tequendama SAS. annually. By those responsible for the environmental area. Photographic records of the aid for urban vegetable gardens of 15 beneficiaries Buenos Aires - Aracataca are evidenced. El Retén 17 beneficiaries for orchards	

		La Colombia 20 beneficiaries' corn, fish farming for community processes.	La Colombia 20 beneficiaries corn, fish farming for community processes.	
Criterion 3.5: 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.	**CI TEQUENDANA SAS** Documents called: Talent attraction and selection procedure code T-PR-GH-01 V05 dated 4/26/2024 whose objective is to define the methodology for the selection of qualified, competent and reliable personnel to fill vacancies in existing positions. Recruitment, Induction and Training Procedure code T-PR-GH-02 V2 of 12/9/2023, whose objective is to Establish a methodology to hire qualified, competent and reliable personnel under the labor regulations in force. Personnel retirement procedure code T-PR-GH-04 version 3 dated 12/9/2023 whose objective is to establish the procedure for termination of employment, ensuring the retirement in accordance with current legal regulations, as well as the organization has a document called manual of human development policies code T-MN-GH-01 version 8 .o dated 24/6/2024, which contains the internal management for people about to retire as described in the policy of pre-	**CI TEQUENDANA SAS** Documents called: Talent attraction and selection procedure code T-PR-GH-01 V05 dated 4/26/2024 whose objective is to define the methodology for the selection of qualified, competent and reliable personnel to fill vacancies in existing positions. Recruitment, Induction and Training Procedure code T-PR-GH-02 V2 of 12/9/2023, whose objective is to Establish a methodology to hire qualified, competent and reliable personnel under the labor regulations in force. Personnel retirement procedure code T-PR-GH-04 version 3 dated 12/9/2023 whose objective is to establish the procedure for termination of employment, ensuring the retirement in accordance with current legal regulations, as well as the organization has a document called manual of human development policies code T-MN-GH-01 version 8 .o dated 24/6/2024, which contains the internal management for people about to retire as described in the policy of pre-	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		pensioners, within the policy of pre-pension and pension Numeral 3. **OUTGROWER** Documents called: Procedure for the selection and recruitment of personnel Code: GH-PR-01 V2 of 12/6/2019 Contract termination procedure code GH-PR-05 V2 of 3/24/2020 This describes the methodology for the recruitment, selection, hiring, promotion, retirement and retirement of personnel. As responsible are: General Manager/Plantation Administrator: Participates in the interview and decision process. Plantation Administration/Human Resources Department: Receives the personnel requisition and initiates the search for resumes that meet the established profile. Plantation Administration/Human Management Department: reference verification and document processing General Management/ Plantation Administration: Approves or disapproves candidate's employment, participates in interviews for management positions.	pensioners, within the policy of pre-pension and pension Numeral 3. **OUTGROWER** Documents called: Procedure for the selection and recruitment of personnel Code: GH-PR-01 V2 of 12/6/2019 Contract termination procedure code GH-PR-05 V2 of 3/24/2020 This describes the methodology for the recruitment, selection, hiring, promotion, retirement and retirement of personnel. As responsible are: General Manager/Plantation Administrator: Participates in the interview and decision process. Plantation Administration/Human Resources Department: Receives the personnel requisition and initiates the search for resumes that meet the established profile. Plantation Administration/Human Management Department: reference verification and document processing General Management/ Plantation Administration: Approves or disapproves candidate's employment, participates in interviews for management positions.	

		Plantation Administration/Human Resources Department: Performs entry procedures for the new employee. Plantation Administration/Human Management Department: It carries out the procedures for the hiring and affiliation of the new employee. The call is made internally, employment agency stock exchange, classified ads, and through the national employment services, for hiring an interview is conducted, medical examinations for entry, for promotions will be promoted to internal staff of the company that meet the profile for the position, for retirement, The company's personnel may be dismissed for the following reasons: Voluntary resignation by the employee, dismissal with just cause due to non-compliance with the internal work regulations , dismissal with just cause due to non-compliance with the internal work regulations , voluntary resignation by the employee, dismissal with just cause due to non-compliance with the internal work regulations, dismissal with just cause due to non-compliance with the internal work regulations., Retirement without just cause, Termination of Contract, Retirement. **SMALLHOLDERS** Format called employment procedure whose objective is to define the methodology for the	Plantation Administration/Human Resources Department: Performs entry procedures for the new employee. Plantation Administration/Human Management Department: It carries out the procedures for the hiring and affiliation of the new employee. The call is made internally, employment agency stock exchange, classified ads, and through the national employment services, for hiring an interview is conducted, medical examinations for entry, for promotions will be promoted to internal staff of the company that meet the profile for the position, for retirement, The company's personnel may be dismissed for the following reasons: Voluntary resignation by the employee, dismissal with just cause due to non-compliance with the internal work regulations , dismissal with just cause due to non-compliance with the internal work regulations , voluntary resignation by the employee, dismissal with just cause due to non-compliance with the internal work regulations, dismissal with just cause due to non-compliance with the internal work regulations., Retirement without just cause, Termination of Contract, Retirement. **SMALLHOLDERS** Format called employment procedure whose objective is to define the methodology for the	

		selection of reliable personnel, hiring and retirement of personnel and the scope applies to all workers of the farm.	selection of reliable personnel, hiring and retirement of personnel and the scope applies to all workers of the farm.	
3.5.2	Employment procedures are implemented and records are maintained.	**CI TEQUENDANA SAS** Documents called: Talent attraction and selection procedure code T-PR-GH-01 V05 dated 4/26/2024 whose objective is to define the methodology for the selection of qualified, competent and reliable personnel to fill vacancies in existing positions. Recruitment, Induction and Training Procedure code T-PR-GH-02 V2 of 12/9/2023, whose objective is to Establish a methodology to hire qualified, competent and reliable personnel under the labor regulations in force. Personnel retirement procedure code T-PR-GH-04 version 3 dated 12/9/2023 whose objective is to establish the procedure for termination of employment, ensuring the retirement in accordance with current legal regulations, as well as the organization has a document called manual of human development policies code T-MN-GH-01 version 8 .o dated 24/6/2024, which contains the internal management for people about to retire as described in the policy of pre-pensioners, within the policy of pre-pension and pension Numeral 3. Likewise, the aforementioned procedures have the following records for their	**CI TEQUENDANA SAS** Documents called: Talent attraction and selection procedure code T-PR-GH-01 V05 dated 4/26/2024 whose objective is to define the methodology for the selection of qualified, competent and reliable personnel to fill vacancies in existing positions. Recruitment, Induction and Training Procedure code T-PR-GH-02 V2 of 12/9/2023, whose objective is to Establish a methodology to hire qualified, competent and reliable personnel under the labor regulations in forcé. Personnel retirement procedure code T-PR-GH-04 version 3 dated 12/9/2023 whose objective is to establish the procedure for termination of employment, ensuring the retirement in accordance with current legal regulations, as well as the organization has a document called manual of human development policies code T-MN-GH-01 version 8 .o dated 24/6/2024, which contains the internal management for people about to retire as described in the policy of pre-pensioners, within the policy of pre-pension and pension Numeral 3. Likewise, the aforementioned procedures have the following records for their	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		implementation, which are managed from the computer platform called DHR. • Personnel requisition, • Personal interview • Job Description code T-RG-GH-03 V0 of 11/7/2019 • Charge Matrix code t-RG-GH-02, V0 of 11/7/2019 • Letter of termination of contract, • Peace of mind, • Labor certificate, • Induction, • Employment contract, • Training plan **OUTGROWER** Procedure for recruitment, selection and hiring of personnel New from 20/7/2023 Withdrawal procedure of 7/20/2023 The following records are available for implementation: • Personnel Selection • Personnel Induction • Resume • Confirmation of References • Paz y Salvo • Charge delivery record • Labor certificate	implementation, which are managed from the computer platform called DHR. • Personnel requisition, • Personal interview • Job Description code T-RG-GH-03 V0 of 11/7/2019 • Charge Matrix code t-RG-GH-02, V0 of 11/7/2019 • Letter of termination of contract, • Peace of mind, • Labor certificate, • Induction, • Employment contract, • Training plan **OUTGROWER** Procedure for recruitment, selection and hiring of personnel New from 20/7/2023 Withdrawal procedure of 7/20/2023 The following records are available for implementation: • Personnel Selection • Personnel Induction • Resume • Confirmation of References • Paz y Salvo • Charge delivery record • Labor certificate	

		SMALLHOLDERS Format called employment procedure whose objective is to define the methodology for the selection of reliable personnel, hiring and retirement of personnel and the scope applies to all workers of the farm. The following records are available for its implementation • Resume. • Labor Contract. As objective evidence of the implementation of the aforementioned procedures and in addition to the records, the documentary verification of the hiring of 25 workers in the second half of the year 2024, 6 disciplinary processes for breaches of the internal work regulations were taken as a sample.	**SMALLHOLDERS** Format called employment procedure whose objective is to define the methodology for the selection of reliable personnel, hiring and retirement of personnel and the scope applies to all workers of the farm. The following records are available for its implementation • Resume. • Labor Contract. As objective evidence of the implementation of the aforementioned procedures and in addition to the records, the documentary verification of the hiring of 25 workers in the second half of the year 2024, 6 disciplinary processes for breaches of the internal work regulations were taken as a sample.	
3.6.1 (C)	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	**C.I TEQUENDAMA** According to the documentary review, interview and inspection of facilities and crop: -There is a document entitled "Risk identification, evaluation and control matrix, dated May 2024", which evaluates biological, physical, locative, biomechanical and chemical risks, for example: -For plantations, the document "Risk matrix dated 19/09/2024" evaluates biological, physical,	**C.I TEQUENDAMA** According to the documentary review, interview and inspection of facilities and crop: -There is a document entitled "Risk identification, evaluation and control matrix, dated May 2024", which evaluates biological, physical, locative, biomechanical and chemical risks, for example: -For plantations, the document "Risk matrix dated 19/09/2024" evaluates biological, physical,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		locative, biomechanical and chemical risks, for example: Machine operator: animal bites, risk due to loud sounds, injuries caused by equipment, among others. Industrial plan operator: continuous noise, thermal shock, falls to different levels, -The risk matrix was prepared by an occupational health professional with TP 1246. -The risk assessment is updated annually. -A health and safety plan has been defined and the document "Integrated Management Systems Manual (MGI-01 V22)" is available. -Workers have been trained on risks and mitigation measures. -During the interviews the workers demonstrated knowledge of the risks to which they are exposed and the mitigation measures defined. -During the inspection of facilities and plantations, warning signs were observed regarding the risks present. **OUTGROWER** According to the documentary review and interviews: -The certification unit has the document "Risk matrix with GTC-45 valuation", updated June 2024.	locative, biomechanical and chemical risks, for example: Machine operator: animal bites, risk due to loud sounds, injuries caused by equipment, among others. Industrial plan operator: continuous noise, thermal shock, falls to different levels, -The risk matrix was prepared by an occupational health professional with TP 1246. -The risk assessment is updated annually. -A health and safety plan has been defined and the document "Integrated Management Systems Manual (MGI-01 V22)" is available. -Workers have been trained on risks and mitigation measures. -During the interviews the workers demonstrated knowledge of the risks to which they are exposed and the mitigation measures defined. -During the inspection of facilities and plantations, warning signs were observed regarding the risks present. **OUTGROWER** According to the documentary review and interviews: -The certification unit has the document "Risk matrix with GTC-45 valuation", updated June 2024.	

		-The risk matrix was prepared by a health and safety professional with license #2663 of 2021. -The document "Matrix of personal protection elements V01" is available. -Risk matrix is updated annually. -The "Health and Safety Management System" document defines the H&S plan. -Workers have been trained on risks and mitigation measures. -During the interviews the workers demonstrated knowledge of the risks to which they are exposed and the mitigation measures defined. -During the inspection of facilities and plantations, warning signs were observed to warn of the risks involved. **SMALLHOLDERS** According to the documentary review and interviews: -The certification unit has the document "Hazard identification and risk assessment matrix for alliances" updated on 04/22/2024. -The risk matrix was prepared by a health and safety professional with license #1246. -The document "Matrix of personal protection elements V01" is available. -Risk matrix is updated annually.	-The risk matrix was prepared by a health and safety professional with license #2663 of 2021. -The document "Matrix of personal protection elements V01" is available. -Risk matrix is updated annually. -The "Health and Safety Management System" document defines the H&S plan. -Workers have been trained on risks and mitigation measures. -During the interviews the workers demonstrated knowledge of the risks to which they are exposed and the mitigation measures defined. -During the inspection of facilities and plantations, warning signs were observed to warn of the risks involved. **SMALLHOLDERS** According to the documentary review and interviews: -The certification unit has the document "Hazard identification and risk assessment matrix for alliances" updated on 04/22/2024. -The risk matrix was prepared by a health and safety professional with license #1246. -The document "Matrix of personal protection elements V01" is available. -Risk matrix is updated annually.	

		-Workers have been trained on risks and mitigation measures. -During the interviews the workers demonstrated knowledge of the risks to which they are exposed and the mitigation measures defined. -During the inspection of facilities and plantations, warning signs were observed to warn of the risks involved.	-Workers have been trained on risks and mitigation measures. -During the interviews the workers demonstrated knowledge of the risks to which they are exposed and the mitigation measures defined. -During the inspection of facilities and plantations, warning signs were observed to warn of the risks involved.	
3.6.2 (C)	The effectiveness of the H&S plan to address health and safety risks to people is monitored	**CI TEQUENDAMA** The health and safety system has been implemented and there is evidence of the execution of activities such as: -Delivery of PPE -Implementation of the training program. -Medical examinations of workers -Fire extinguisher inspection Mill: 09/25/2024 Tequendama Plantation: 08/28/2024 Ariguaní Plantation: 11/10/2024 Gavilan I Plantation: 12/10/2024 Gavilan II Plantation:12/10/2024 First-aid kit inspection	**CI TEQUENDAMA** The health and safety system has been implemented and there is evidence of the execution of activities such as: -Delivery of PPE -Implementation of the training program. -Medical examinations of workers -Fire extinguisher inspection Mill: 09/25/2024 Tequendama Plantation: 08/28/2024 Ariguaní Plantation: 11/10/2024 Gavilan I Plantation: 12/10/2024 Gavilan II Plantation:12/10/2024 First-aid kit inspection	☐ Conform ☒ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Mill: 09/29/2024 Tequendama Plantation: 09/27/2024. Ariguaní Plantation: 11/09/2024 Gavilan I Plantation: 18/10/2024 Gavilan II Plantation: 19/09/2024 The "Profesiogram" document approved by an occupational physician defines the periodic medical examinations to be performed on employees. Mill: Worker ID 8351: 10/19/2024 Worker ID 0632: 24/06/2024 Worker ID 7196: 19/10/2024 Tequendama: Worker ID 9239: 07/13/2024 Worker ID 3341: 07/13/2024 Ariguaní: Worker ID 2030: 07/27/2024	Mill: 09/29/2024 Tequendama Plantation: 09/27/2024. Ariguaní Plantation: 11/09/2024 Gavilan I Plantation: 18/10/2024 Gavilan II Plantation: 19/09/2024 The "Profesiogram" document approved by an occupational physician defines the periodic medical examinations to be performed on employees. Mill: Worker ID 8351: 10/19/2024 Worker ID 0632: 24/06/2024 Worker ID 7196: 19/10/2024 Tequendama: Worker ID 9239: 07/13/2024 Worker ID 3341: 07/13/2024 Ariguaní: Worker ID 2030: 07/27/2024	

		Worker ID 7634: 07/27/2024 Worker ID 4939: 07/27/2024 Sparrowhawk I: Worker ID: 5759 date: Worker ID: 3306 date: 09/28/2024 Sparrowhawk II: Worker ID 1844: 09/28/2024 Worker ID 8561: 08/28/2024 OUTGROWER The health and safety system has been implemented and there is evidence of the execution of activities such as: -Delivery of PPE -Implementation of the training program. -Medical examinations of workers -First Aid Kit Inspection Date: 09/23/2024 -Fire extinguisher inspection: 10/19/2024. -The document "Profesiogram (SST-F-33 V02)" approved by an occupational physician defines	Worker ID 7634: 07/27/2024 Worker ID 4939: 07/27/2024 Sparrowhawk I: Worker ID: 5759 date: Worker ID: 3306 date: 09/28/2024 Sparrowhawk II: Worker ID 1844: 09/28/2024 Worker ID 8561: 08/28/2024 OUTGROWER The health and safety system has been implemented and there is evidence of the execution of activities such as: -Delivery of PPE -Implementation of the training program. -Medical examinations of workers -First Aid Kit Inspection Date: 09/23/2024 -Fire extinguisher inspection: 10/19/2024. -The document "Profesiogram (SST-F-33 V02)" approved by an occupational physician defines	

		the periodic medical examinations to be performed on workers. Worker 0475 date: 11/07/2024 Worker 7068 date: 04/17/2024 SMALLHOLDERS The health and safety system has been implemented and there is evidence of the execution of activities such as: -Delivery of PPE -Implementation of the training program. -Medical examinations of workers -Fire extinguisher inspection is available: El Barzal: 09/09/2024 Alicante: 09/09/2024 **La Solita**: 09/09/2024 La Agustina: this plantation has no facilities. date: 09/23/2024 First-aid kit inspection Barzal: 09/09/2024	the periodic medical examinations to be performed on workers. Worker 0475 date: 11/07/2024 Worker 7068 date: 04/17/2024 SMALLHOLDERS The health and safety system has been implemented and there is evidence of the execution of activities such as: -Delivery of PPE -Implementation of the training program. -Medical examinations of workers -Fire extinguisher inspection is available: El Barzal: 09/09/2024 Alicante: 09/09/2024 **La Solita**: 09/09/2024 La Agustina: this plantation has no facilities. date: 09/23/2024 First-aid kit inspection Barzal: 09/09/2024	

		Alicante: 09/09/2024 La Solita:09/09/2024 La Agustina: 09/27/2024 -Periodic medical tests are performed on workers. **El Barzal:** Worker ID 6392: 15/10/2024 Worker ID 0830: 15/10/2024 Worker ID 3596: 15/10/2024 **Alicante and La Solita:** Worker ID 8173: 10/19/2024 Worker ID 0377: 19/10/2024 Worker ID 0865: 19/10/2024 La Agustina: There are no workers. **NC RSPO** Failure: Failure to perform periodic medical examinations as defined in the occupational schedules for work performed in the plantations: Evidence:	Alicante: 09/09/2024 La Solita:09/09/2024 La Agustina: 09/27/2024 -Periodic medical tests are performed on workers. **El Barzal:** Worker ID 6392: 15/10/2024 Worker ID 0830: 15/10/2024 Worker ID 3596: 15/10/2024 **Alicante and La Solita:** Worker ID 8173: 10/19/2024 Worker ID 0377: 19/10/2024 Worker ID 0865: 19/10/2024 La Agustina: There are no workers. **NC RSPO** Failure to perform periodic medical examinations as defined in the occupational schedules for work performed in the plantations: Evidence:	

		According to the documentary review and interviews: **For the outgrower Valentina (+ Lot Palestine) there** is a medical examination of the worker in charge of mechanical weed control performed on 11/07/2024, however, this does not include the visiometry exam, an exam that has been defined in the certification unit's Profesiogram for this work. **For the smallholder El Barzal** there are medical exams for the 3 workers who perform the mechanical weed control work, exam performed on 10/15/2024, however, this does not include the Audiometry exam that has been defined in the Profesiogram of the certification unit for this work.	According to the documentary review and interviews: **For the outgrower Valentina (+ Lot Palestine) there** is a medical examination of the worker in charge of mechanical weed control performed on 11/07/2024, however, this does not include the visiometry exam, an exam that has been defined in the certification unit's Profesiogram for this work. **For the smallholder El Barzal** there are medical exams for the 3 workers who perform the mechanical weed control work, exam performed on 10/15/2024, however, this does not include the Audiometry exam that has been defined in the Profesiogram of the certification unit for this work.	
Criterion 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.				

3.7.1 (C)	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&C, in a form they understand, and which includes assessments of training. Training for workers must cover, at minimum, the following: - the health and environmental risks of pesticide exposure; - recognition of acute and long-term exposure symptoms including the most vulnerable groups (e.g. young workers, pregnant women); - International and national instruments or regulations that protect workers' health; - Productivity and best management practice; - relevant SOPs.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit maintains a list of all workers, -The certification unit maintains a list of all outgrowers. -The certification unit maintains a list of all smallholders. -The certification unit has defined a training program based on the detection of needs. -Records are kept of all training activities, for example: Mill Topic: Risks and hazards Date: 09/23/2024. Evaluation: 10/09/2024. Ariguaní Plantation Subject: Risk matrix and Date: 06/09/2024 Evaluation: 06/09/2024 Gavilan I Plantation Subject: Solid and hazardous waste management Date: 07/24/2024 Training evaluation: 11/26/2024	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit maintains a list of all workers, -The certification unit maintains a list of all outgrowers. -The certification unit maintains a list of all smallholders. -The certification unit has defined a training program based on the detection of needs. -Records are kept of all training activities, for example: Mill Topic: Risks and hazards Date: 09/23/2024. Evaluation: 10/09/2024. Ariguaní Plantation Subject: Risk matrix and Date: 06/09/2024 Evaluation: 06/09/2024 Gavilan I Plantation Subject: Solid and hazardous waste management Date: 07/24/2024 Training evaluation: 11/26/2024	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Gavilan II Plantation Subject; Risks Date: 04/09/2024 Training evaluation: 09/09/2024 Tequendama Plantation: Subject: Harvesting and pruning. Date: 20/05/2024 Activity evaluation: 07/25/2024. The training program includes smallholders and records are kept of training for smallholders, for example: Subject: Occupational accidents Date: 09/09/2024 Training evaluation: 09/09/2024 OUTGROWER Based on the document review and interviews, a training plan (GH-F-11 V01) has been documented, which defines the training for workers. The program is in the local language (Spanish). A record is kept of the training sessions held.	Gavilan II Plantation Subject; Risks Date: 04/09/2024 Training evaluation: 09/09/2024 Tequendama Plantation: Subject: Harvesting and pruning. Date: 20/05/2024 Activity evaluation: 07/25/2024. The training program includes smallholders and records are kept of training for smallholders, for example: Subject: Occupational accidents Date: 09/09/2024 Training evaluation: 09/09/2024 OUTGROWER Based on the document review and interviews, a training plan (GH-F-11 V01) has been documented, which defines the training for workers. The program is in the local language (Spanish). A record is kept of the training sessions held.	

		Training evaluation is performed, for example: Topic: Use of PPE Date: 08/03/2024 Date of evaluation: 08/03/2024. Topic: Waste management Date: 05/30/2024 Evaluation date 05/30/2024	Training evaluation is performed, for example: Topic: Use of PPE Date: 08/03/2024 Date of evaluation: 08/03/2024. Topic: Waste management Date: 05/30/2024 Evaluation date 05/30/2024	
3.7.2	Records of training are maintained, where appropriate on an individual basis.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit keeps records of all training activities, document "Attendance List (T-RG-GH-11). -Workers sign the training attendance form -Records are kept in physical and digital form. -The following records were verified: Mill Subject: Risks and hazards Date: 09/23/2024. Evaluation: 10/09/2024. Ariguaní Plantation Subject: Risk matrix and Date: 06/09/2024	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit keeps records of all training activities, document "Attendance List (T-RG-GH-11). -Workers sign the training attendance form -Records are kept in physical and digital form. -The following records were verified: Mill Subject: Risks and hazards Date: 09/23/2024. Evaluation: 10/09/2024. Ariguaní Plantation Subject: Risk matrix and Date: 06/09/2024	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Evaluation: 06/09/2024 Gavilan I Plantation Subject: Solid and hazardous waste management Date: 07/24/2024 Training evaluation: 11/26/2024 Gavilan II Plantation Subject; Risks Date: 04/09/2024 Training evaluation: 09/09/2024 Tequendama Plantation: Subject: Harvesting and pruning. Date: 20/05/2024 Activity evaluation: 07/25/2024. **OUTGROWER** According to the documentary review and interviews: -The certification unit maintains records of all training activities, document "Training and Training Attendance Record (GH-F-01 V04)". -Workers sign the training attendance form -Records are kept in physical and digital form. -The following records were verified:	Evaluation: 06/09/2024 Gavilan I Plantation Subject: Solid and hazardous waste management Date: 07/24/2024 Training evaluation: 11/26/2024 Gavilan II Plantation Subject; Risks Date: 04/09/2024 Training evaluation: 09/09/2024 Tequendama Plantation: Subject: Harvesting and pruning. Date: 20/05/2024 Activity evaluation: 07/25/2024. **OUTGROWER** According to the documentary review and interviews: -The certification unit maintains records of all training activities, document "Training and Training Attendance Record (GH-F-01 V04)". -Workers sign the training attendance form -Records are kept in physical and digital form. -The following records were verified:	

		Topic: Waste management Date: 05/30/2024 Evaluation date 05/30/2024 **SMALLHOLDERS** Subject: Occupational accidents Date: 09/09/2024 All smallholders participated	Topic: Waste management Date: 05/30/2024 Evaluation date 05/30/2024 **SMALLHOLDERS** Subject: Occupational accidents Date: 09/09/2024 All smallholders participated	
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.	**C.I. TEQUENDAMA** There is evidence of attendance control record Cod: T-RG-GH-11 of 09/07/2019. Subject: Supply chain requirements for Extraction Plants. Content: RSPO:2018 Standard and SCC Standard. Date on 09/08/2024 09/15/2024 Personnel interviewed from the position of bascule. Training record made on 05/06/2024. For scale workers.	**C.I. TEQUENDAMA** There is evidence of attendance control record Cod: T-RG-GH-11 of 09/07/2019. Subject: Supply chain requirements for Extraction Plants. Content: RSPO:2018 Standard and SCC Standard. Date on 09/08/2024 09/15/2024 Personnel interviewed from the position of bascule. Training record made on 05/06/2024. For scale workers.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 3.8: Supply Chain Requirements for Mills				

3.8.1	Identity Preserved Module A mill is deemed to be IP is the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO P&C, or against a Group Certification Scheme Certification for the CPO mills is necessary to verify the volumes and sourced 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 inly MB Module is applicable.	There is evidence that the reception at the extraction plant is done by means of the scale where the gross weight of the product is recorded on a receipt, then the vehicle alone is weighed and the net weight of the fruit is obtained by difference, taking into account the shipment of the consignment brought by the vehicles, thus identifying whether the fruit is BIO/RSPO or not certified. Once these data are available, the scale operator enters the weighing system (SIAGRI) and, once the ticket number is obtained, fills in the data on the Daily Scale Record Form (F-PC-01). The fruit entering the extraction plant comes from different plantations; a percentage is provided by the company's own certified farms and another percentage comes from strategic alliances (small producers) certified by the RSPO. Fruit from non-certified farms purchased from third parties is also processed at the plant, but separately (Bach) from RSPO-certified fruit. In the hopper area of the mill, a separation of certified and non-certified product is made in order to know when to generate a production batch of certified product.	There is evidence that the reception at the extraction plant is done by means of the scale where the gross weight of the product is recorded on a receipt, then the vehicle alone is weighed and the net weight of the fruit is obtained by difference, taking into account the shipment of the consignment brought by the vehicles, thus identifying whether the fruit is BIO/RSPO or not certified. Once these data are available, the scale operator enters the weighing system (SIAGRI) and, once the ticket number is obtained, fills in the data on the Daily Scale Record Form (F-PC-01). The fruit entering the extraction plant comes from different plantations; a percentage is provided by the company's own certified farms and another percentage comes from strategic alliances (small producers) certified by the RSPO. Fruit from non-certified farms purchased from third parties is also processed at the plant, but separately (Bach) from RSPO-certified fruit. In the hopper area of the mill, a separation of certified and non-certified product is made in order to know when to generate a production batch of certified product.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		To maintain product traceability, a logistical process is developed within the production chain, which is the washing of equipment or machinery and pipes once the RSPO crude palm oil has been obtained. To guarantee the hygiene and conservation of the properties of the crude oils stored, a protocol is established for checking the tanks of the cargo vehicles at C.I. Tequendama S.A.S., when they should be washed and when they should not. This is verified in format FH-TQV01. Transportation of crude palm oil, RSPO RA organic (Code: PH01).	To maintain product traceability, a logistical process is developed within the production chain, which is the washing of equipment or machinery and pipes once the RSPO crude palm oil has been obtained. To guarantee the hygiene and conservation of the properties of the crude oils stored, a protocol is established for checking the tanks of the cargo vehicles at C.I. Tequendama S.A.S., when they should be washed and when they should not. This is verified in format FH-TQV01. Transportation of crude palm oil, RSPO RA organic (Code: PH01).	
3.8.2	Mass balance Module 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 3rd party certified supply base.	Not applied the project only contemplates in its scope of application the Identity Preserved (PI) model.	Not applied the project only contemplates in its scope of application the Identity Preserved (PI) model.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	There is evidence of a production report document from the extraction plant that is fed by the daily report of the FFB entry process and extraction of palm oil "CPO" and kernel production "PK". The Mill of C.I. Tequendama SAS has documented in its report submitted to the CB a 12-month projection (MT); CPO quantities 13,750 MT; PK 2,650 MT. FBB 62500 MT For the evaluation period from September 2023 to August 2024, the production values were as follows: FBB: 44124.18 MT CPO: 9977.72 MT PK: 1619.28 MT	There is evidence of a production report document from the extraction plant that is fed by the daily report of the FFB entry process and extraction of palm oil "CPO" and kernel production "PK". The Mill of C.I. Tequendama SAS has documented in its report submitted to the CB a 12-month projection (MT); CPO quantities 13,750 MT; PK 2,650 MT. FBB 62500 MT For the evaluation period from September 2023 to August 2024, the production values were as follows: FBB: 44124.18 MT CPO: 9977.72 MT PK: 1619.28 MT	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.4	The mill shall also meet all registration and reporting. Requirements for the appropriate supply chain through the RSPO IT platform	The registration is verified in the Palm Trace platform where the project can make product transactions from its user for sales to the following operating units such as the crusher, refinery and trader. There is basic information of the platform Palm trace: Member Name: C.I. Tequendama S.A.S - Daabon - Extractora Tequendama Type of business: Oil Mill	The registration is verified in the Palm Trace platform where the project can make product transactions from its user for sales to the following operating units such as the crusher, refinery and trader. There is basic information of the platform Palm trace: Member Name: C.I. Tequendama S.A.S - Daabon - Extractora Tequendama Type of business: Oil Mill	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		RSPO Membership Number: 1-0132-12-000-00 (Daabon Group) RSPO_PO1000000123 CPO and PK marketing transaction records were verified in the It RSPO platform; they were found to be available and compliant with supply chain requirements.	RSPO Membership Number: 1-0132-12-000-00 (Daabon Group) RSPO_PO1000000123 CPO and PK marketing transaction records were verified in the It RSPO platform; they were found to be available and compliant with supply chain requirements.	
3.8.5	Documented Procedures 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: a) Complete and up to date procedures covering the implementation of all elements of the supply chain model requirements b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records) c) Identification of the role of the person having 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	There is evidence of the document "Internal Procedures and Assurance Manual" Chain of Custody for RSPO certified products (Organic and Natural). There is evidence of procedures, instructions and records that the company has established for compliance with the requirements of the supply chain, for its operational process. The following documents are validated: - Procedures and Internal Assurance Manual (Chain of Custody for RSPO / ISCC / Rainforest Organic and Natural certified products). - Extraction process of crude palm oil, RSPO RA and Natural organic palm kernel oil. - Flow diagram, mass balance, traceability information (Purchase of raw materials FFB, Kernel PK, CPO and PKO as RSPO -ISCC certified).	There is evidence of the document "Internal Procedures and Assurance Manual" Chain of Custody for RSPO certified products (Organic and Natural). There is evidence of procedures, instructions and records that the company has established for compliance with the requirements of the supply chain, for its operational process. The following documents are validated: - Procedures and Internal Assurance Manual (Chain of Custody for RSPO / ISCC / Rainforest Organic and Natural certified products). - Extraction process of crude palm oil, RSPO RA and Natural organic palm kernel oil. - Flow diagram, mass balance, traceability information (Purchase of raw materials FFB, Kernel PK, CPO and PKO as RSPO -ISCC certified).	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFB's including ensuring no contamination in the IP mill.	- These contain: 1. receipt and processing of certified and non-certified FFBs. 2. Complete and updated records and reports demonstrating compliance with the requirements of the supply chain model at each stage. 3. Purchase and transfer process at scale (FFB purchase and transfer report certified with RSPO Production of CPO, CPKO and PK Inventory Custody Outbound sales record). There is evidence of attendance control record Cod: T-RG-GH-11 of 09/07/2019. Subject: Supply chain requirements for Extraction Plants. Content: RSPO:2018 Standard and SCC Standard. Date on 09/08/2024 09/15/2024 Personnel interviewed from the position of bascule. Training record made on 05/06/2024. For scale workers.	- These contain: 1. receipt and processing of certified and non-certified FFBs. 2. Complete and updated records and reports demonstrating compliance with the requirements of the supply chain model at each stage. 3. Purchase and transfer process at scale (FFB purchase and transfer report certified with RSPO Production of CPO, CPKO and PK Inventory Custody Outbound sales record). There is evidence of attendance control record Cod: T-RG-GH-11 of 09/07/2019. Subject: Supply chain requirements for Extraction Plants. Content: RSPO:2018 Standard and SCC Standard. Date on 09/08/2024 09/15/2024 Personnel interviewed from the position of bascule. Training record made on 05/06/2024. For scale workers.	

		Inventory control system and process reporting. The organization identifies in the documents the roles responsible for implementation. Point four of the chain manual establishes cargo Coordinator de Production y Trazabilidad Mr. Dominiano De Jesus Muñoz Hernandez as responsible. RSPO Training Workshop (Chain of Custody System) Mr. Domiciano de Jesus Muñoz (Production and Traceability Coordinator); Facilitator: David Ogg SCC -RSPO 2018 Standard Lead Auditor Course, online, May 17, 18 and 19, 2021 Duration: 3 days. Certificate No. SJMH-RSPO-AL-SCC-05-2021.	Inventory control system and process reporting. The organization identifies in the documents the roles responsible for implementation. Point four of the chain manual establishes cargo Coordinator de Production y Trazabilidad Mr. Dominiano De Jesus Muñoz Hernandez as responsible. RSPO Training Workshop (Chain of Custody System) Mr. Domiciano de Jesus Muñoz (Production and Traceability Coordinator); Facilitator: David Ogg SCC -RSPO 2018 Standard Lead Auditor Course, online, May 17, 18 and 19, 2021 Duration: 3 days. Certificate No. SJMH-RSPO-AL-SCC-05-2021.	
3.8.6	Internal Audit (i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill; a) Conforms to the requirements in the RSPO SC requirements for mills and the RSPO Rules on Market Communication and Claims b) Effectively implements and maintains the standard requirements within its	The Internal Procedures and Assurance Manual, Chain of Custody of RSPO/ISCC certified products (organic and conventional) - Item 7. The procedure for internal audits and their annual performance is described. There is evidence of internal audit conducted on July 22, 2024 by Mr. Jonathan Lindo with training on the RSPO SCC standard certification system for the supply chain on January 20, 2020.	The Internal Procedures and Assurance Manual, Chain of Custody of RSPO/ISCC certified products (organic and conventional) - Item 7. The procedure for internal audits and their annual performance is described. There is evidence of internal audit conducted on July 22, 2024 by Mr. Jonathan Lindo with training on the RSPO SCC standard certification system for the supply chain on January 20, 2020.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	organization. (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.	The requirements of the rules for communications and use of the RSPO logo were also evaluated. No non-conformities were found. There is a Management Review Charter where it is stipulated that the review will be performed annually. It establishes the inputs for the management review, including results of internal audits, related nonconformities and corrective actions, customer satisfaction, actions taken from previous critical analysis, changes in the system. A senior management review is held on 02/02/2024 to address the results of the internal audit and other commitments by the Continuous Improvement for the RSPO standard.	The requirements of the rules for communications and use of the RSPO logo were also evaluated. No non-conformities were found. There is a Management Review Charter where it is stipulated that the review will be performed annually. It establishes the inputs for the management review, including results of internal audits, related nonconformities and corrective actions, customer satisfaction, actions taken from previous critical analysis, changes in the system. A senior management review is held on 02/02/2024 to address the results of the internal audit and other commitments by the Continuous Improvement for the RSPO standard.	
3.8.7	Purchasing and Goods In (i) The mill shall verify and document. The tonnage and sources of certified and the tonnage of non-certified FFB's received. (ii) The mill shall inform the CB immediately if there is a projected overproduction of certified volume (iii) The ill shall have a mechanism in place for handling of non-conforming FFB and/or documents.	The company CI Tequendama SAS performs the purchase process of FFB in the Bascula - SAP application and generates the input and output report of FFB producers certified with RSPO. Prior to the entry, a monthly purchase order of fruit is created for each producer. - The record of fruit shipment from the suppliers of the growers of the Regime	The company CI Tequendama SAS performs the purchase process of FFB in the Bascula - SAP application and generates the input and output report of FFB producers certified with RSPO. Prior to the entry, a monthly purchase order of fruit is created for each producer. - The record of fruit shipment from the suppliers of the growers of the Regime	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		(alliance ticket) is verified with the following information Delivery date; grower's name, farm name; location, driver's name and RSPO; conventional and ISCC certified product condition. The report is verified in Excel and SAP input of FFB certified farmers with RSPO and non-certified. Traceability of FFB weighing tickets entered in the extraction plant. For the LAUDA SAS plantation Currently there is a productive extension of 21 ha due to PC disease incidence. There is no overproduction according to the review of the mass balance. C.I. Tequendama S.A.S. has in the Internal Procedures and Assurance Manual, the chain of custody of RSPO/ISCC certified products (organic and conventional) - February 2022. Item 19 Mechanism for degradation of non-conforming or contaminated product and risk points that may be generated in the supply chain process IP, model; specified treatment; that establish a mechanism for products and	(alliance ticket) is verified with the following information Delivery date; grower's name, farm name; location, driver's name and RSPO; conventional and ISCC certified product condition. The report is verified in Excel and SAP input of FFB certified farmers with RSPO and non-certified. Traceability of FFB weighing tickets entered in the extraction plant. For the LAUDA SAS plantation Currently there is a productive extension of 21 ha due to PC disease incidence. There is no overproduction according to the review of the mass balance. C.I. Tequendama S.A.S. has in the Internal Procedures and Assurance Manual, the chain of custody of RSPO/ISCC certified products (organic and conventional) - February 2022. Item 19 Mechanism for degradation of non-conforming or contaminated product and risk points that may be generated in the supply chain process IP, model; specified treatment; that establish a mechanism for products and	

		item 20 Mechanism Non-conforming document. No nonconforming products or documents have been identified.	item 20 Mechanism Non-conforming document. No nonconforming products or documents have been identified.	
3.8.8	Sales and Goods Out 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): a) The name and address of buyer; b) The name and address of the seller c) The leading or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number	A sample of RSPO sales documents are verified. There is a distribution report with the sales. All information is captured from invoices in SAP software. The traceability manager is in charge of making announcements on Palmtrace. **December 2023 (venta Nacional)** 1. Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building. Client: Refinería Tequendama - Planta refinería San Francisco / Troncal del caribe km 1 Santa Marta Colombia Purchase Order: 4700014501 Invoice: Internal Transfer PO of December 2023 Quantity: 670.96 MT.	A sample of RSPO sales documents are verified. There is a distribution report with the sales. All information is captured from invoices in SAP software. The traceability manager is in charge of making announcements on Palmtrace. **December 2023 (venta Nacional)** 1. Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building. Client: Refinería Tequendama - Planta refinería San Francisco / Troncal del caribe km 1 Santa Marta Colombia Purchase Order: 4700014501 Invoice: Internal Transfer PO of December 2023 Quantity: 670.96 MT.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Product: ORGANIC CRUDE PALM OIL - RSPO IP Certificate No. CU-RSPO-817186. Remision: 69125574 Vehicle: Car – TFU 066 Departure date: 26/Dic/2023 Unique Transaction No.: TR-002bea9e-4c19 **December 2023** Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building Client: Global Organic INC/ Ofic 14D Financial Park Tower, Costa del este Panama. Purchase Order: 1702855 Invoice: 13 -2020226 dated 28/12/2023 Quantity: 21.26 MT. Product: ORGANIC CRUDE PALM OIL - RSPO IP Certificate No. CU-RSPO -817186.	Product: ORGANIC CRUDE PALM OIL - RSPO IP Certificate No. CU-RSPO-817186. Remision: 69125574 Vehicle: Car – TFU 066 Departure date: 26/Dic/2023 Unique Transaction No.: TR-002bea9e-4c19 **December 2023** Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building Client: Global Organic INC/ Ofic 14D Financial Park Tower, Costa del este Panama. Purchase Order: 1702855 Invoice: 13 -2020226 dated 28/12/2023 Quantity: 21.26 MT. Product: ORGANIC CRUDE PALM OIL - RSPO IP Certificate No. CU-RSPO -817186.	

		Remision: 77027865 Vehicle: TFR043 Departure date: 28/12/2023 Unique Transaction No.: TR-cf7cf128-96f9 **January 2024** Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building Client: Global Organic INC/ Ofic 14D Financial Park Tower, Costa del este Panamá. Purchase order: 1702951 Invoice: 13 - 2020268 dated 17.01.2024 Quantity: 21.30 MT Product: ORGANIC CRUDE PALM OIL - IP Certificate No. CU-RSPO-817186 Remision: 77027934 Vehicle: TFQ 010 Departure date: 17/01/2024. Unique Transaction No: TR-c7a529c5-dfb7	Remision: 77027865 Vehicle: TFR043 Departure date: 28/12/2023 Unique Transaction No.: TR-cf7cf128-96f9 **January 2024** Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building Client: Global Organic INC/ Ofic 14D Financial Park Tower, Costa del este Panamá. Purchase order: 1702951 Invoice: 13 - 2020268 dated 17.01.2024 Quantity: 21.30 MT Product: ORGANIC CRUDE PALM OIL - IP Certificate No. CU-RSPO-817186 Remision: 77027934 Vehicle: TFQ 010 Departure date: 17/01/2024. Unique Transaction No: TR-c7a529c5-dfb7	

		June 2024 Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building Client: Global Organic INC/ Ofic 14D Financial Park Tower, Costa del este Panama. Purchase order: 1702977. Invoice: 13 - 2020743 dated 01.06.2024 Quantity: 65.31 MT Product: ORGANIC CRUDE PALM OIL - IP Certificate No. CU-RSPO-817186 Remision: 77028694 Vehicle: TFR 248 Shipment Date: 01/06/2024. Unique Transaction No: TR-98e4e5b7-f27f **PK Transfer POM** **Internal transfer.** **Transaction 1**	**June 2024** Seller: C.I Tequendama S.A.S Cra 1C NO 22 - 58 Floor 11 Bahía Centro Building Client: Global Organic INC/ Ofic 14D Financial Park Tower, Costa del este Panama. Purchase order: 1702977. Invoice: 13 - 2020743 dated 01.06.2024 Quantity: 65.31 MT Product: ORGANIC CRUDE PALM OIL - IP Certificate No. CU-RSPO-817186 Remision: 77028694 Vehicle: TFR 248 Shipment Date: 01/06/2024. Unique Transaction No: TR-98e4e5b7-f27f **PK Transfer POM** **Internal transfer.** **Transaction 1**	

		Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of January 2024 Quantity: 58.24 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-990f4e62-347c **Transaction 2** Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of March 2024 Quantity: 96.76 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-c9488623-e483 **Transaction 3**	Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of January 2024 Quantity: 58.24 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-990f4e62-347c **Transaction 2** Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of March 2024 Quantity: 96.76 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-c9488623-e483 **Transaction 3**	

		Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of June 2024 Quantity: 255.77 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-ce3b1594-a120	Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of June 2024 Quantity: 255.77 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-ce3b1594-a120	
3.8.9	Outsourcing Activities (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. (ii) The mill shall ensure the following: a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable	There is evidence that CI Tequendama SAS has a transportation company that belongs to the same group but operates as an independent company. There is evidence of a cargo transportation service contract between company "Elogia Soluciones Logisticas SAS" and "CI Tequendama SAS" signed on February 1, 2023 between both parties as a local legal document to have everything in order as independent companies. The company ensures that the subcontractor complies with the requirements for RSPO SCC and also mentions that it will give access to the CB if necessary for audit process.	There is evidence that CI Tequendama SAS has a transportation company that belongs to the same group but operates as an independent company. There is evidence of a cargo transportation service contract between company "Elogia Soluciones Logisticas SAS" and "CI Tequendama SAS" signed on February 1, 2023 between both parties as a local legal document to have everything in order as independent companies. The company ensures that the subcontractor complies with the requirements for RSPO SCC and also mentions that it will give access to the CB if necessary for audit process.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	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. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.			
3.8.10	The mill shall record the names and contact t details of all contractors used for the physical handling of RSPO certified oil palm products.	There is evidence of the registration of contractors with the main contact information, this information is in excel format internal to the organization. List of companies that provide transportation services.	There is evidence of the registration of contractors with the main contact information, this information is in excel format internal to the organization. List of companies that provide transportation services.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the	The Project will report contractor changes on the Union Control Application Form each	The Project will report contractor changes on the Union Control Application Form each	☒ Conform

	names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	time they occur.	time they occur.	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.12	Record Keeping (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	There is evidence of the document "Process of extraction of crude palm and palm kernel organic RSPO and natural oils" of the year 2022. Where the updated documents for the processes and aspects related to the requirements for the RSPO supply chain are contemplated. There is evidence of daily and monthly mass balance with the cuts of the quantities of CPO and PK produced vs. quantities sold. There is evidence of the Internal Procedures and Assurance Manual, chain of custody of RSPO/ISCC certified products (organic and conventional); it indicates in numeral 8; Maintenance and registration of certified products establishing a period of 5 years.	There is evidence of the document "Process of extraction of crude palm and palm kernel organic RSPO and natural oils" of the year 2022. Where the updated documents for the processes and aspects related to the requirements for the RSPO supply chain are contemplated. There is evidence of daily and monthly mass balance with the cuts of the quantities of CPO and PK produced vs. quantities sold. There is evidence of the Internal Procedures and Assurance Manual, chain of custody of RSPO/ISCC certified products (organic and conventional); it indicates in numeral 8; Maintenance and registration of certified products establishing a period of 5 years.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	CPO and PK on a real-time basis and / or three-monthly basis. 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. 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.)			
3.8.13	Extraction rate 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.	In documentary review the Project has the document "PP-MASS BALANCE RSPO 2023 - 2024 of production inventions" in which it mentions the extraction rates of the main certified products: A weighted average of the year 2023 can be evidenced as follows: CPO = 22.51% PK = 3.8%. For a period from September 2023 to October 2024 CPO = 23.08% PK = 3.6%	In documentary review the Project has the document "PP-MASS BALANCE RSPO 2023 - 2024 of production inventions" in which it mentions the extraction rates of the main certified products: A weighted average of the year 2023 can be evidenced as follows: CPO = 22.51% PK = 3.8%. For a period from September 2023 to October 2024 CPO = 23.08% PK = 3.6%	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		These values are a weighted average of the audited year for the different variations that occur throughout the year. Each month the company reports the extraction rate with which they reference the month, therefore this value is not fixed.	These values are a weighted average of the audited year for the different variations that occur throughout the year. Each month the company reports the extraction rate with which they reference the month, therefore this value is not fixed.	
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	There is evidence that the OER for crude palm and kernel oil production is updated daily to ensure accuracy against actual and industry average yield as seen in C.I Tequendama POM's monthly summary for the months of January through December 2023. Also from September 2023 to October 2024. Based on the mass balance and production record, there are daily OER records from 01.01.2023 to 31.12.2023 issued by mill management at each production cut. The highest OER was 24.88% (July) and the lowest was 19.62% (Feb), compared to the industry average of 22%.	There is evidence that the OER for crude palm and kernel oil production is updated daily to ensure accuracy against actual and industry average yield as seen in C.I Tequendama POM's monthly summary for the months of January through December 2023. Also from September 2023 to October 2024. Based on the mass balance and production record, there are daily OER records from 01.01.2023 to 31.12.2023 issued by mill management at each production cut. The highest OER was 24.88% (July) and the lowest was 19.62% (Feb), compared to the industry average of 22%.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm	The company handles RSPO organic products; procedures focus on keeping RSPO products separate from conventional products, so bump protocols are applied during	The company handles RSPO organic products; procedures focus on keeping RSPO products separate from conventional products, so bump protocols are applied during	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

	product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	processing, cleaning and purging of equipment prior to processing RSPO products. The Internal Procedures and Assurance Manual, of the chain of custody of RSPO/ISCC certified products (organic and conventional), which contemplates the procedures to perform traceability, which is marketed through C.I Tequendama's value chain and guarantees the consumer an IP product, including the identification of risks where certified and non-certified products may be mixed. - Extraction process of crude palm oil, organic palm kernel oil RSPO RA and Natural. - Flow diagram, mass balance, traceability information (Purchase of raw materials FFB, Kernel, CPO and PKO as RSPO -ISCC certified).	processing, cleaning and purging of equipment prior to processing RSPO products. The Internal Procedures and Assurance Manual, of the chain of custody of RSPO/ISCC certified products (organic and conventional), which contemplates the procedures to perform traceability, which is marketed through C.I Tequendama's value chain and guarantees the consumer an IP product, including the identification of risks where certified and non-certified products may be mixed. - Extraction process of crude palm oil, organic palm kernel oil RSPO RA and Natural. - Flow diagram, mass balance, traceability information (Purchase of raw materials FFB, Kernel, CPO and PKO as RSPO -ISCC certified).	☐ Opportunity for Improvement ☐ Not Applicable (justification required)
3.8.16	Registration of Transactions (i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.	The company after making its internal inventories of product, through the person in charge makes the publication of advertisements according to the product. CPO and PK. A sample is taken and traceability of transfers is made on the palm trace platform. There is evidence of transactions in the	The company after making its internal inventories of product, through the person in charge makes the publication of advertisements according to the product. CPO and PK. A sample is taken and traceability of transfers is made on the palm trace platform. There is evidence of transactions in the	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	(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	"palm trace" platform of the almond product (PK) from the operative unit (Extraction Plant - POM), to the Palmisteria operative unit. The following transaction records are evidenced in the palm trace platform: CPO TR-98e4e5b7-f27f by 65.31 MT made 09-07-2024 TR-c7a529c5-dfb7 by 21.3 MT made 16-03-2024 TR-cf7cf128-96f9 by 21.26 MT made 16-03-2024 PK TR-990f4e62-347c Por 58.24 MT made 17-04-2024 TR-c9488623-e483 by 92.76 MT made 17-04-2024 TR-ce3b1594-a120 by 255.77 MT made 26-08-2024 The company has taken the action of	"palm trace" platform of the almond product (PK) from the operative unit (Extraction Plant - POM), to the Palmisteria operative unit. The following transaction records are evidenced in the palm trace platform: CPO TR-98e4e5b7-f27f by 65.31 MT made 09-07-2024 TR-c7a529c5-dfb7 by 21.3 MT made 16-03-2024 TR-cf7cf128-96f9 by 21.26 MT made 16-03-2024 PK TR-990f4e62-347c Por 58.24 MT made 17-04-2024 TR-c9488623-e483 by 92.76 MT made 17-04-2024 TR-ce3b1594-a120 by 255.77 MT made 26-08-2024 The company has taken the action of	

		eliminating when it sells under other schemes or downgrades the conventional product. This is verified in palm trace.	eliminating when it sells under other schemes or downgrades the conventional product. This is verified in palm trace.	
3.8.17	Claims 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.	The company uses the logo in accordance with the rules and communications reference document for the use of the RSPO logo. At the time of the audit it is in line with the requirements. Logo use trademark is evidenced for Daabon Group License Number: 1-0132-12-000-00 License Start Date: 19 July 2023 License Expiration Date: 18 July 2025	The company uses the logo in accordance with the rules and communications reference document for the use of the RSPO logo. At the time of the audit it is in line with the requirements. Logo use trademark is evidenced for Daabon Group License Number: 1-0132-12-000-00 License Start Date: 19 July 2023 License Expiration Date: 18 July 2025	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion / Indicator	Audit Findings	Audit Findings (Public Summary)	Results
Principle 4: Respect Community and Human Rights and Deliver Benefits			
Criterion 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders			

4.1.1 (C)	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.	**CI TEQUENDANA SAS** The stakeholder service manual contains the policies, protocols and procedures that guide the corporate management of the DAABON Group companies in their relations with the different social stakeholders. This version (version 2024) contains the following documents: Chapter I. Policy Framework and Procedures Corporate Social Management Corporate Social Responsibility Policy 2. Environmental Sustainability Policy 3. **Human Rights and Protection of Human Rights** Defenders **Policy** 4. Protection against retaliation policy in case of complaints. 5. System of attention to requests, complaints and claims. 6. Conflict Management Protocol 7. Protocol of Identification and Recognition of Customary Rights 8. Consultation and Communications Protocol These policies have been socialized as follows: Date June 23,24,29, 2024 to the workforce.	**CI TEQUENDANA SAS** The stakeholder service manual contains the policies, protocols and procedures that guide the corporate management of the DAABON Group companies in their relations with the different social stakeholders. This version (version 2024) contains the following documents: Chapter I. Policy Framework and Procedures Corporate Social Management Corporate Social Responsibility Policy 2. Environmental Sustainability Policy 3. **Human Rights and Protection of Human Rights** Defenders **Policy** 4. Protection against retaliation policy in case of complaints. 5. System of attention to requests, complaints and claims. 6. Conflict Management Protocol 7. Protocol of Identification and Recognition of Customary Rights 8. Consultation and Communications Protocol These policies have been socialized as follows: Date June 23,24,29, 2024 to the workforce.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		OUTGROWER **Human rights policy** There is evidence of a document called Human Rights and Non-Discrimination Policy code GG-POL-02 dated 27-07-2018 which includes: In our company we respect and abide by the Colombian legal system that ratifies international human rights conventions. Our company rejects any act of corruption and bribery; therefore, it establishes controls and monitoring mechanisms to prevent such practices. We are committed to respecting and promoting human rights throughout our operations; therefore, we respect our employees, contractors and communities in the area of influence. ➢ We guarantee mechanisms and spaces for dialogue and truthful and timely information to stakeholders. The company's employees and contractors have the obligation to act in accordance with the code	**OUTGROWER** **Human rights policy** There is evidence of a document called Human Rights and Non-Discrimination Policy code GG-POL-02 dated 27-07-2018 which includes: In our company we respect and abide by the Colombian legal system that ratifies international human rights conventions. Our company rejects any act of corruption and bribery; therefore, it establishes controls and monitoring mechanisms to prevent such practices. We are committed to respecting and promoting human rights throughout our operations; therefore, we respect our employees, contractors and communities in the area of influence. ➢ We guarantee mechanisms and spaces for dialogue and truthful and timely information to stakeholders. The company's employees and contractors have the obligation to act in accordance with the code of ethics and to comply with the provisions of the constitution and the law.	

		of ethics and to comply with the provisions of the constitution and the law. We reject any act of harassment, intimidation and violence by our employees or contractors in the course of their work. ➢ Apply due diligence to avoid any complicity in human rights violations. LAUDA S.A.S. guarantees respect for human rights and prohibits retaliation against human rights defenders and prohibits intimidation and harassment by the certification unit and associated services, such as contracted companies and security forces. ➢ The company will resolve disputes in an effective, timely and appropriate manner, while ensuring anonymity for whistleblowers, human rights defenders, community spokespersons and whistleblowers upon request. Without risk of retaliation or intimidation and follows RSPO policy on respect for human rights defenders. ➢ The company will keep the parties to a complaint informed of its progress against agreed deadlines and the outcome will be made available and communicated to relevant stakeholders. There is evidence of socialization of the human rights policy, carried out on 14/6/20224. List of	We reject any act of harassment, intimidation and violence by our employees or contractors in the course of their work. ➢ Apply due diligence to avoid any complicity in human rights violations. LAUDA S.A.S. guarantees respect for human rights and prohibits retaliation against human rights defenders and prohibits intimidation and harassment by the certification unit and associated services, such as contracted companies and security forces. ➢ The company will resolve disputes in an effective, timely and appropriate manner, while ensuring anonymity for whistleblowers, human rights defenders, community spokespersons and whistleblowers upon request. Without risk of retaliation or intimidation and follows RSPO policy on respect for human rights defenders. ➢ The company will keep the parties to a complaint informed of its progress against agreed deadlines and the outcome will be made available and communicated to relevant stakeholders. There is evidence of socialization of the human rights policy, carried out on 14/6/20224. List of attendance to training activities and meetings Cod: GH-F-01 V. 03.	

		attendance to training activities and meetings Cod: GH-F-01 V. 03. **SMALLHOLDER** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. **Human Rights Respect Policy**	**SMALLHOLDER** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. **Human Rights Respect Policy** 14. System of Petitions, Complaints, Claims and Suggestions	

		14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 By visual inspection of each of the farms, it is evident that there is no private security, but the same is not true for the extraction plant, which does have private security, which has a judicial background check with the Attorney General's Office, the Prosecutor General's Office, the National Police, and Sacrilaft. The purpose of this is to ensure that the security guards are not involved in any criminal legal requirement.	15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 By visual inspection of each of the farms, it is evident that there is no private security, but the same is not true for the extraction plant, which does have private security, which has a judicial background check with the Attorney General's Office, the Prosecutor General's Office, the National Police, and Sacrilaft. The purpose of this is to ensure that the security guards are not involved in any criminal legal requirement.	
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.	**CI TEQUENDAMA SAS - SMALLHOLDERS** It is evident from interviews with workers and visual inspection in the field that the organization does not use any type of physical	**CI TEQUENDAMA SAS - SMALLHOLDERS** It is evident from interviews with workers and visual inspection in the field that the organization does not use any type of physical	☒ Conform ☐ Major Nonconformity

		and/or verbal violence, nor does it use paramilitary or mercenary forces under any criteria. **OUTGROWER** It is evident that the company in its "integral sustainability policy" code: SOS-POL-01 V3 of 9/8/2021 in item e mentions the use of mercenaries and paramilitaries is prohibited in all its operations. This information is also verified through interviews with workers and a meeting held with stakeholders on 10/21/2024.	and/or verbal violence, nor does it use paramilitary or mercenary forces under any criteria. **OUTGROWER** It is evident that the company in its "integral sustainability policy" code: SOS-POL-01 V3 of 9/8/2021 in item e mentions the use of mercenaries and paramilitaries is prohibited in all its operations. This information is also verified through interviews with workers and a meeting held with stakeholders on 10/21/2024.	☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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)	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.	**C.I. TEQUENDAMA** The document "Communications Matrix 2024 Tequendama" is evidenced, which includes relevant information for requests from communities or stakeholders outside the company. It shows who is communicating, the organization or entity it represents, to whom it is communicating, contact details, subject of reference, date of communication, date of response and status of the communication. A request submitted on April 29, 2024 for "Request for support to enhance local sports equipment" by the president of the Junta de Accion Comunal La Loma del Bálsamo of the Municipality of Algarrobo. The company responds on April 30, 2024. Giving positive response and acknowledgement of receipt on May 10 by the applicant. A request submitted on November 24, 2023 for "Request for gifts for the children of the community she represents for Christmas" by	**C.I. TEQUENDAMA** The document "Communications Matrix 2024 Tequendama" is evidenced, which includes relevant information for requests from communities or stakeholders outside the company. It shows who is communicating, the organization or entity it represents, to whom it is communicating, contact details, subject of reference, date of communication, date of response and status of the communication. A request submitted on April 29, 2024 for "Request for support to enhance local sports equipment" by the president of the Junta de Accion Comunal La Loma del Bálsamo of the Municipality of Algarrobo. The company responds on April 30, 2024. Giving positive response and acknowledgement of receipt on May 10 by the applicant. A request submitted on November 24, 2023 for "Request for gifts for the children of the community she represents for Christmas" by	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		the president of the Junta de Acción Comunal La Colombia of the Municipality of El Retén. The company responds on December 09, 2023. Giving positive response and receipt of the applicant on December 12. Request submitted on November 30, 2023 for “Request for gifts for the children of the community she represents at Christmas” by the president of the Junta de Accion Comunal Sampuecito of the Municipality of Aracataca. The company gives answer on December 09, 2023. Giving positive response and acknowledgement of receipt of the applicant on December 12. The company assures the anonymity of whistleblowers, human rights defenders, community spokespersons and whistleblowers.”	the president of the Junta de Acción Comunal La Colombia of the Municipality of El Retén. The company responds on December 09, 2023. Giving positive response and receipt of the applicant on December 12. Request submitted on November 30, 2023 for “Request for gifts for the children of the community she represents at Christmas” by the president of the Junta de Accion Comunal Sampuecito of the Municipality of Aracataca. The company gives answer on December 09, 2023. Giving positive response and acknowledgement of receipt of the applicant on December 12. The company assures the anonymity of whistleblowers, human rights defenders, community spokespersons and whistleblowers.”	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	**C.I. TEQUENDAMA** There is evidence of a document called "System of requests, complaints, claims and suggestions" V. 01 dated 05/23/2023. And another document "Compendium of Human Management Policies and Procedures", which contains the corresponding to the handling of petitions and also includes the assurance for the understanding of the mentioned	**C.I. TEQUENDAMA** There is evidence of a document called "System of requests, complaints, claims and suggestions" V. 01 dated 05/23/2023. And another document "Compendium of Human Management Policies and Procedures", which contains the corresponding to the handling of petitions and also includes the assurance for the understanding of the mentioned	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		procedure directed to illiterate people and/or with reading-writing difficulties, through the use of pictograms, and training based on graphics and verbal explanations. Letter sent to the president of the community action board. Caracolicito. Letter sent to Barrio Villa Rosa 1, El Retén. Letter sent to the President of JAC Barrio Sampuecito, Aracataca. President JAC Puente Bomba, La Guajira. President JAC Pelechua, La Guajira. President JAC Barrio Las Palmas, El reten There is evidence of information dissemination with neighbors and stakeholders such as: municipal mayor's office, civil defense, El Retén hospital, Edilberto Marquez, San Juda educational institution, Coordinator of the Agro-Palestina plantation. Carried out on October 09, 2024. **OUTGROWER** There is evidence of socialization of the PQRS procedure with workers, this was confirmed in the field interviews conducted at the time of the audit. This procedure	procedure directed to illiterate people and/or with reading-writing difficulties, through the use of pictograms, and training based on graphics and verbal explanations. Letter sent to the president of the community action board. Caracolicito. Letter sent to Barrio Villa Rosa 1, El Retén. Letter sent to the President of JAC Barrio Sampuecito, Aracataca. President JAC Puente Bomba, La Guajira. President JAC Pelechua, La Guajira. President JAC Barrio Las Palmas, El reten There is evidence of information dissemination with neighbors and stakeholders such as: municipal mayor's office, civil defense, El Retén hospital, Edilberto Marquez, San Juda educational institution, Coordinator of the Agro-Palestina plantation. Carried out on October 09, 2024. **OUTGROWER** There is evidence of socialization of the PQRS procedure with workers, this was confirmed in the field interviews conducted at the time of the audit. This procedure	☐ Not Applicable (justification required)

		contains the corresponding to the attention of the requests and also includes the assurance for the understanding of this procedure directed to illiterate people and/or with reading and writing difficulties, through the use of pictograms, and training based on graphics and verbal explanations.	contains the corresponding to the attention of the requests and also includes the assurance for the understanding of this procedure directed to illiterate people and/or with reading and writing difficulties, through the use of pictograms, and training based on graphics and verbal explanations.	
4.2.3	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.	**C.I. TEQUENDAMA** There is a record of registration of requests made by communities such as: Tequendama 2024 stakeholder communications matrix. A request submitted on April 29, 2024 for "Request for support to strengthen local sports equipment" by the president of the Junta de Acción Comunal La Loma del Bálsamo of the Municipality of Algarrobo. The company gives an answer on April 30, 2024. Giving a positive response and a receipt on May 10 by the applicant. A request submitted on November 24, 2023 for "Request for gifts for children of the community she represents at Christmas" by the president of the Junta de Accion Comunal La Colombia of the Municipality of El Retén.	**C.I. TEQUENDAMA** There is a record of registration of requests made by communities such as: Tequendama 2024 stakeholder communications matrix. A request submitted on April 29, 2024 for "Request for support to strengthen local sports equipment" by the president of the Junta de Acción Comunal La Loma del Bálsamo of the Municipality of Algarrobo. The company gives an answer on April 30, 2024. Giving a positive response and a receipt on May 10 by the applicant. A request submitted on November 24, 2023 for "Request for gifts for children of the community she represents at Christmas" by the president of the Junta de Accion Comunal La Colombia of the Municipality of El Retén.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		The company gives an answer on December 09, 2023. Giving a positive response and the applicant's receipt on December 12. A request submitted on November 30, 2023 for "Request for gifts for children of the community she represents at Christmas" by the president of the Junta de Acción Comunal Sampuecito of the Municipality of Aracataca. The company gives an answer on December 09, 2023. Giving a positive response and the applicant's receipt on December 12. **OUTGROWER** There is evidence of a request made by the employee on 05/09/2024. For request of labor letter for Cajamag a requirement. Same day response to request Document "CONSOLIDATE OF COMPLAINTS, COMPLAINTS, PETITIONS AND SUGGESTIONS" Code: SOST-F-17 dated 20/03/2020 SOST-F-13 Internal and external communications matrix. As of July 30, 2018.	The company gives an answer on December 09, 2023. Giving a positive response and the applicant's receipt on December 12. A request submitted on November 30, 2023 for "Request for gifts for children of the community she represents at Christmas" by the president of the Junta de Acción Comunal Sampuecito of the Municipality of Aracataca. The company gives an answer on December 09, 2023. Giving a positive response and the applicant's receipt on December 12. **OUTGROWER** There is evidence of a request made by the employee on 05/09/2024. For request of labor letter for Cajamag a requirement. Same day response to request Document "CONSOLIDATE OF COMPLAINTS, COMPLAINTS, PETITIONS AND SUGGESTIONS" Code: SOST-F-17 dated 20/03/2020 SOST-F-13 Internal and external communications matrix. As of July 30, 2018.	

		Aspect to communicate, who communicates, to whom it communicates, when it communicates. PQRS Procedure COMMUNITY NEEDS	Aspect to communicate, who communicates, to whom it communicates, when it communicates. PQRS Procedure COMMUNITY NEEDS	
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.	**C.I. TEQUENDAMA** It is evidenced that the company in its PQRS procedure mentions the following in the linking of legal and/or technical advisors "Whenever whoever files a complaint or claim states the requirement, the company will accept and allow the complainant to be accompanied by legal and/or technical advisors". **OUTGROWER** There is a record of the Act of designation of the person in charge of communications Cod: SOST-F-29 of 17/03/2023. V.02 In which the agronomic coordinator Geiner Simanca Gonzales is appointed. Socialize the procedure. Keeping records of PQRS. Assignment date 03/17/2023. This document also states that "in the event that one of the interested parties requires the	**C.I. TEQUENDAMA** It is evidenced that the company in its PQRS procedure mentions the following in the linking of legal and/or technical advisors "Whenever whoever files a complaint or claim states the requirement, the company will accept and allow the complainant to be accompanied by legal and/or technical advisors". **OUTGROWER** There is a record of the Act of designation of the person in charge of communications Cod: SOST-F-29 of 17/03/2023. V.02 In which the agronomic coordinator Geiner Simanca Gonzales is appointed. Socialize the procedure. Keeping records of PQRS. Assignment date 03/17/2023. This document also states that "in the event that one of the interested parties requires the	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		intervention of a third party (i.e. legal or technical person, support group or natural person), the company will allow the intermediation of the third party.	intervention of a third party (i.e. legal or technical person, support group or natural person), the company will allow the intermediation of the third party.	
Criterion 4.3: 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.	**C.I. TEQUENDAMA** The company has a community consultation form in which the last question asks if there is any project that needs the company's support. These surveys have been carried out in some 16 communities close to the plantations within the scope of certification. Outreach to communities has included Request for different types of donations such as: Request for Machinery - presented on 02/28/2023 to the extractor. By Heidis Patricia Benavides García, president of the Community Action Board of Sampues. There is evidence of donation of 8 hours of machinery in response to the request filed on 02/28/2023 made on March 02, 2023. **OUTGROWER** There is evidence that the company has held a meeting with the neighboring "parceleros"	**C.I. TEQUENDAMA** The company has a community consultation form in which the last question asks if there is any project that needs the company's support. These surveys have been carried out in some 16 communities close to the plantations within the scope of certification. Outreach to communities has included Request for different types of donations such as: Request for Machinery - presented on 02/28/2023 to the extractor. By Heidis Patricia Benavides García, president of the Community Action Board of Sampues. There is evidence of donation of 8 hours of machinery in response to the request filed on 02/28/2023 made on March 02, 2023. **OUTGROWER** There is evidence that the company has held a meeting with the neighboring "parceleros" regarding the maintenance of the access road	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		regarding the maintenance of the access road to the plantation. There is evidence of a meeting where the farm manager has met with the other palm growers to provide a general solution.	to the plantation. There is evidence of a meeting where the farm manager has met with the other palm growers to provide a general solution.	
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)	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.	**CI TEQUENDAMA SA** Documents evidencing the legal ownership of the land, called certificates of tradition and freedom, were taken as a sample extraction plant, own plantations, outgrower and smallholder included in the sample. **CI TEQUENDAMA**	**CI TEQUENDAMA SA** Documents evidencing the legal ownership of the land, called certificates of tradition and freedom, were taken as a sample extraction plant, own plantations, outgrower and smallholder included in the sample. **CI TEQUENDAMA**	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

FINCA	PROPERTY	MUNICIPALITY	REGISTRATION NUMBER
Tequendama Farm	Tequendama	Aracataca	225 - 4689
	El Treinta	Aracataca	225 - 2429
	Bell One	Aracataca	225 - 5857

FINCA	PROPERTY	MUNICIPALITY	REGISTRATION NUMBER
Tequendama Farm	Tequendama	Aracataca	225 - 4689
	El Treinta	Aracataca	225 - 2429
	Bell One	Aracataca	225 - 5857

			Bell Two	Aracataca	225 - 5856		Bell Two	Aracataca	225 - 5856	
			La Martica	Aracataca	225-5028		La Martica	Aracataca	225-5028	
			El Rubi	Aracataca	225-7050		El Rubi	Aracataca	225-7050	
			La Cecilia	Aracataca	225-2243		La Cecilia	Aracataca	225-2243	
			San Pedro	Aracataca	225-1560		San Pedro	Aracataca	225-1560	
			La Bogotana	Aracataca	225-257		La Bogotana	Aracataca	225-257	
			Puerto Rico	Aracataca	225-4346		Puerto Rico	Aracataca	225-4346	
		Gavilán Farm	Gavilán, Coquivacoa Hda.	El Retén	225-4112	Gavilán Farm	Gavilán, Coquivacoa Hda.	El Retén	225-4112	
			Berlin	El Retén	225-2028		Berlin	El Retén	225-2028	
			La Primavera	El Retén	225-1097		La Primavera	El Retén	225-1097	

			Cairo (Lot 1)	El Retén	225-5873		Cairo (Lot 1)	El Retén	225-5873	
			Cairo (Lot 2)	El Retén	225-5875		Cairo (Lot 2)	El Retén	225-5875	
			Cairo (Lot 3)	El Retén	225-5876		Cairo (Lot 3)	El Retén	225-5876	
			Cairo (Lot 5)	El Retén	225-5878		Cairo (Lot 5)	El Retén	225-5878	
			Ukraine, Kiev	The Retention	225-7790		Ukraine, Kiev	The Retention	225-7790	
			Miami, La Daniela	The Retention	225-8089		Miami, La Daniela	The Retention	225-8089	
			Aji 2, La Daniela	El Retén	225-7788		Aji 2, La Daniela	El Retén	225-7788	
		Ariguani Farm	Ariguani Portion 1	El Copey	190-38049	Ariguani Farm	Ariguani Portion 1	El Copey	190-38049	
			Ariguani Portion 2	El Copey	190-35763		Ariguani Portion 2	El Copey	190-35763	
			Ariguani Portion 3	El Copey	190-25966		Ariguani Portion 3	El Copey	190-25966	
			Ariguani Portion 4	El Copey	190-38048		Ariguani Portion 4	El Copey	190-38048	

			Ariguani Portion 5	Algarrobo	225-4603		Ariguani Portion 5	Algarrobo	225-4603	
			Ariguani Portion 6	El Copey	190-25967		Ariguani Portion 6	El Copey	190-25967	
			Ariguani Portion 7	El Copey	190-25964		Ariguani Portion 7	El Copey	190-25964	
			Ariguani Portion 8	El Copey	190-25965		Ariguani Portion 8	El Copey	190-25965	
			The Sinu	El Copey	190-12323		The Sinu	El Copey	190-12323	
			La Esperanza	El Copey	190-38217		La Esperanza	El Copey	190-38217	
			Araquiel	El Copey	190-176		Araquiel	El Copey	190-176	
		Gavilan II	Lot of Land	El Retén	225 - 6937	Gavilan II	Lot of Land	El Retén	225 - 6937	
			Lot of Land	El Retén	225 - 5362		Lot of Land	El Retén	225 - 5362	
			San Pedro	El Retén	225 - 1956		San Pedro	El Retén	225 - 1956	
			Lot Number One	El Retén	225-19057		Lot Number One	El Retén	225-19057	

			Lot of Land	El Retén	225-9555		Lot of Land	El Retén	225-9555	
			Iran	El Retén	225-3041		Iran	El Retén	225-3041	
			La Granja or Jayo	El Retén	225-2242		La Granja or Jayo	El Retén	225-2242	
			San Antonio	El Retén	225-5542		San Antonio	El Retén	225-5542	
		OUTGROWER The following certificates of title are evidenced: Registration No.: 222 - 31218 Property: Rural "La Palestina" Area extension of 67 Ha. Annotation 006: Purchase and sale of Lauda SAS. As owner of the land. Registration No.: 222 - 22912 Property: Rural "Palmares La Bonanza" Area extension of 45 hectares. Easement notation 002 in 1995 Annotation 019 purchase and sale of LAUDA SAS Registration No.: 222 - 22631 Property: Rural				**OUTGROWER** The following certificates of title are evidenced: Registration No.: 222 - 31218 Property: Rural "La Palestina" Area extension of 67 Ha. Annotation 006: Purchase and sale of Lauda SAS. As owner of the land. Registration No.: 222 - 22912 Property: Rural "Palmares La Bonanza" Area extension of 45 hectares. Easement notation 002 in 1995 Annotation 019 purchase and sale of LAUDA SAS Registration No.: 222 - 22631 Property: Rural				

		"Palmares y Valentina" Area extension of 42 hectares. Annotation 016 purchase and sale of LAUDA SAS **SMALLHOLDERS** The following certificates of title are evidenced: Finca Alicante: Registration 225-11586 Size: 17 Ha Annotation: 9 Purchase and sale Saade Marcos Alfonso Enrique. La Agustina Farm: Registration number: 225-6644 Area: 7 Ha Annotation: 3 succession El barzal Farm Registration 225-232144 Length: 64 Annotation: 21 purchase and sale La Solita Farm: Registration number: 225-982 Size: 18 Ha Annotation: 13 purchase and sale	"Palmares y Valentina" Area extension of 42 hectares. Annotation 016 purchase and sale of LAUDA SAS **SMALLHOLDERS** The following certificates of title are evidenced: Finca Alicante: Registration 225-11586 Size: 17 Ha Annotation: 9 Purchase and sale Saade Marcos Alfonso Enrique. La Agustina Farm: Registration number: 225-6644 Area: 7 Ha Annotation: 3 succession El barzal Farm Registration 225-232144 Length: 64 Annotation: 21 purchase and sale La Solita Farm: Registration number: 225-982 Size: 18 Ha Annotation: 13 purchase and sale	

4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include. 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.	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident from the verification of the requests submitted to the organization that there are no claims and/or conflicts due to loss of customary legal and use rights, therefore it is not necessary to sign any agreements of any kind. Additionally, during the meeting held during the audit exercise on 10/21/2024. The existence of conflicts was investigated, and it was concluded that there are no conflicts of any kind with the organization.	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident from the verification of the requests submitted to the organization that there are no claims and/or conflicts due to loss of customary legal and use rights, therefore it is not necessary to sign any agreements of any kind. Additionally, during the meeting held during the audit exercise on 10/21/2024. The existence of conflicts was investigated, and it was concluded that there are no conflicts of any kind with the organization.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
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).	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of the existence of maps showing the participation of stakeholders (especially communities near the palm plantations) in the identification of customary legal and use rights carried out in December 2021. The company carried out this activity with its human resources team in order to obtain	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of the existence of maps showing the participation of stakeholders (especially communities near the palm plantations) in the identification of customary legal and use rights carried out in December 2021. The company carried out this activity with its human resources team in order to obtain	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		valuable inputs for the interpretation of the mapping of the most relevant stakeholders.	valuable inputs for the interpretation of the mapping of the most relevant stakeholders.	
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements..	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident that all relevant information is in Spanish and in appropriate language. Documents such as ESIA, operating procedures, ESIA action plans, labor contracts, among others, were taken as samples.	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident that all relevant information is in Spanish and in appropriate language. Documents such as ESIA, operating procedures, ESIA action plans, labor contracts, among others, were taken as samples.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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.	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of documents called list of representatives of interested parties which contains those corresponding to the communities.	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of documents called list of representatives of interested parties which contains those corresponding to the communities.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** The verification of the requests submitted to the organizations does not show the existence of claims and/or conflicts due to loss of customary legal and use rights, therefore it is	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** The verification of the requests submitted to the organizations does not show the existence of claims and/or conflicts due to loss of customary legal and use rights, therefore it is	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		not necessary to sign any agreements of any kind. Additionally, during the meeting held during the audit exercise on 10/21/2024. The existence of conflicts was investigated, and it was concluded that there are no conflicts of any kind with the organization.	not necessary to sign any agreements of any kind. Additionally, during the meeting held during the audit exercise on 10/21/2024. The existence of conflicts was investigated, and it was concluded that there are no conflicts of any kind with the organization.	☐ Not Applicable (justification required)
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions				
4.5.1 (C)	Documents showing identification and assessment of demonstrable legal, customary and user rights are available	**C.I. TEQUENDAMA** During the documentary verification of the plantation history, the renewal plan and new plantations, and the agronomic records, at the time of this audit it is evident that the organization has not developed any new palm plantation projects. The company is in the process of renovating land that was previously planted with palm ginensis to hybrid material. However, there is evidence that there is a procedure for identifying customary rights. This procedure addresses how to	**C.I. TEQUENDAMA** During the documentary verification of the plantation history, the renewal plan and new plantations, and the agronomic records, at the time of this audit it is evident that the organization has not developed any new palm plantation projects. The company is in the process of renovating land that was previously planted with palm ginensis to hybrid material. However, there is evidence that there is a procedure for identifying customary rights. This procedure addresses how to	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		deal with any type of conflict related to land. If any type of compensation is appropriate, the company will apply the Conflict Management Protocol Procedure Cod: GH-PT-01 V. 01. If there is any type of conflict, the affected parties will be evaluated to establish the type of compensation. **OUTGROWER** There is no record of new plantation development in the organization. However, the company has developed a procedure for free and informed consent in the event that a new plantation is to be included in the coming years. The document "Free, Prior and Informed Consent Procedure (FPIC)" is evidenced. Cod: SOST-PR-09 V. 01".	deal with any type of conflict related to land. If any type of compensation is appropriate, the company will apply the Conflict Management Protocol Procedure Cod: GH-PT-01 V. 01. If there is any type of conflict, the affected parties will be evaluated to establish the type of compensation. **OUTGROWER** There is no record of new plantation development in the organization. However, the company has developed a procedure for free and informed consent in the event that a new plantation is to be included in the coming years. The document "Free, Prior and Informed Consent Procedure (FPIC)" is evidenced. Cod: SOST-PR-09 V. 01".	
4.5.2 (C)	FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of	☒ Conform

	for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.	the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements should be non-coercive and entered into voluntarily and carried out prior to new operations. 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. c) Evidence that the legal, economic, environmental and social implications of permitting operations on their land have	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	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.			
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.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit, it became evident that the organization has not developed any new projects for new palm plantations.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit, it became evident that the organization has not developed any new projects for new palm plantations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
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.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of	☒ Conform

	operations prior to the issuance of a new concession or land title to the operator..	the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	the plantation history, the plan for renewals and new plantations, and the agronomic records, at the time of this audit it became evident that the organization has not developed any new projects for new palm plantations.	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification regarding the history of land acquisition and taking into account the certificates of freedom and tradition of the existing properties, it is evidenced that all of them were acquired before November 15, 2018.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification regarding the history of land acquisition and taking into account the certificates of freedom and tradition of the existing properties, it is evidenced that all of them were acquired before November 15, 2018.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.5.8 (C)	New lands are not acquired in areas inhabited by communities in voluntary isolation.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the land acquisition history and taking into account the certificates of freedom and tradition and visual inspection by means of a field visit to the existing properties, it is evident that there are no communities of any kind in any of them, particularly in those that are under voluntary isolation.	**C.I. TEQUENDAMA AND OUTGROWER** During the documentary verification of the land acquisition history and taking into account the certificates of freedom and tradition and visual inspection by means of a field visit to the existing properties, it is evident that there are no communities of any kind in any of them, particularly in those that are under voluntary isolation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

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.	**C.I. TEQUENDAMA** There is evidence of the existence of a document called Procedure for the identification of customary rights, which contains the methodology for the identification of possible customary rights existing in the organization together with the identification of persons entitled to compensation and the distribution of fair compensation if necessary. **OUTGROWER** There is evidence of a procedure for the identification of customary rights. "Establish the criteria required to identify customary and legal rights; in addition to the identification of persons entitled to compensation where applicable, as well as define guidelines for conflict reduction."	**C.I. TEQUENDAMA** There is evidence of the existence of a document called Procedure for the identification of customary rights, which contains the methodology for the identification of possible customary rights existing in the organization together with the identification of persons entitled to compensation and the distribution of fair compensation if necessary. **OUTGROWER** There is evidence of a procedure for the identification of customary rights. "Establish the criteria required to identify customary and legal rights; in addition to the identification of persons entitled to compensation where applicable, as well as define guidelines for conflict reduction."	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

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.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called Customary Rights Identification Procedure, which contains the methodology for the identification of possible customary rights existing in the organization, together with the identification of persons entitled to compensation. There is evidence of the document "Protocol for conflict management Cod: GH-PT-01 V. 01. In the event of any type of conflict, the affected parties will be evaluated to establish the type of compensation.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called Customary Rights Identification Procedure, which contains the methodology for the identification of possible customary rights existing in the organization, together with the identification of persons entitled to compensation. There is evidence of the document "Protocol for conflict management Cod: GH-PT-01 V. 01. In the event of any type of conflict, the affected parties will be evaluated to establish the type of compensation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.	**C.I. TEQUENDAMA AND OUTGROWER** It is clear that both men and women have the right to own the land used for palm oil cultivation, a right protected by Colombian law.	**C.I. TEQUENDAMA AND OUTGROWER** It is clear that both men and women have the right to own the land used for palm oil cultivation, a right protected by Colombian law.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.	**C.I. TEQUENDAMA AND OUTGROWER** It is evident that the organization has not received any type of complaint or request for the violation of any legal customary right or use, which could give rise to an indemnification or compensation agreement, the verification is made based on the requests registered by the interested parties and/or the general public. The company has not had any type of agreement, indemnification and/or payment with the communities; however, there is evidence of the document "Conflict Management Protocol Cod: GH-PT-01 V. 01" which contemplates the steps to follow in the event of any type of conflict, the affected parties will be evaluated to establish the type of compensation.	**C.I. TEQUENDAMA AND OUTGROWER** It is evident that the organization has not received any type of complaint or request for the violation of any legal customary right or use, which could give rise to an indemnification or compensation agreement, the verification is made based on the requests registered by the interested parties and/or the general public. The company has not had any type of agreement, indemnification and/or payment with the communities; however, there is evidence of the document "Conflict Management Protocol Cod: GH-PT-01 V. 01" which contemplates the steps to follow in the event of any type of conflict, the affected parties will be evaluated to establish the type of compensation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
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.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called protocol for conflict management code GH-PT-01 version 01 dated October 18, 2018, which contains the protocols for	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called protocol for conflict management code GH-PT-01 version 01 dated October 18, 2018, which contains the protocols for	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

		the management of conflicts over land or otherwise, likewise the aforementioned document includes those relating to fair compensation and the identification of persons entitled to compensation.	the management of conflicts over land or otherwise, likewise the aforementioned document includes those relating to fair compensation and the identification of persons entitled to compensation.	☐ Opportunity for Improvement ☐ Not Applicable (justification required)
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.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called protocol for conflict management code GH-PT-01 version 01 dated October 18, 2018, which contains the protocols for the management of conflicts over land or otherwise, likewise the aforementioned document includes those relating to fair compensation and the identification of persons entitled to compensation.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called protocol for conflict management code GH-PT-01 version 01 dated October 18, 2018, which contains the protocols for the management of conflicts over land or otherwise, likewise the aforementioned document includes those relating to fair compensation and the identification of persons entitled to compensation.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	**C.I. TEQUENDAMA AND OUTGROWER** From the interviews and requests submitted by stakeholders and/or the community in general, and government entities, it appears that the community has at no time lost land rights as a result of the	**C.I. TEQUENDAMA AND OUTGROWER** From the interviews and requests submitted by stakeholders and/or the community in general, and government entities, it appears that the community has at no time lost land rights as a result of the	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		organization's operations.	organization's operations.	☐ Not Applicable (justification required)
Criterion 4.8: 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.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called protocol for conflict management code GH-PT-01 version 01 of October 18, 2018 which contains the protocols for the management of conflicts over land or other type, likewise the aforementioned document includes those related to fair compensation and identification of persons entitled to compensate, Likewise it is evidenced by interview with stakeholders, and through the study of property titles that the entity does not have any conflict over land.	**C.I. TEQUENDAMA AND OUTGROWER** There is evidence of a document called protocol for conflict management code GH-PT-01 version 01 of October 18, 2018 which contains the protocols for the management of conflicts over land or other type, likewise the aforementioned document includes those related to fair compensation and identification of persons entitled to compensate, Likewise it is evidenced by interview with stakeholders, and through the study of property titles that the entity does not have any conflict over land.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

4.8.2 (C)	Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.	**C.I. TEQUENDAMA AND OUTGROWER** Interviews with stakeholders and a study of land titles show that the organization does not have any land conflicts.	**C.I. TEQUENDAMA AND OUTGROWER** Interviews with stakeholders and a study of land titles show that the organization does not have any land conflicts.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).	**C.I. TEQUENDAMA AND OUTGROWER** Stakeholder interviews and a study of property titles show that the organization does not have any land conflict.	**C.I. TEQUENDAMA AND OUTGROWER** Stakeholder interviews and a study of property titles show that the organization does not have any land conflict.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
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).	**C.I. TEQUENDAMA AND OUTGROWER** According to the conflict management protocol document mentioned in previous sections for the management of land and other conflicts, from the interviews with stakeholders and the study of property titles it appears that	**C.I. TEQUENDAMA AND OUTGROWER** According to the conflict management protocol document mentioned in previous sections for the management of land and other conflicts, from the interviews with stakeholders and the study of property titles it appears that	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		the organization does not have any land conflicts.	the organization does not have any land conflicts.	

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.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The mill has a list of all smallholders. -The document "Price of oil palm fruit" is available, where prices are established on a monthly basis. -Prices are shared with smallholders via email. -The prices for the months of September, August, July, June, May and April 2024 were verified. -The information was shared in the local language (Spanish). -During the interviews, small producers reported receiving the information.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The mill has a list of all smallholders. -The document "Price of oil palm fruit" is available, where prices are established on a monthly basis. -Prices are shared with smallholders via email. -The prices for the months of September, August, July, June, May and April 2024 were verified. -The information was shared in the local language (Spanish). -During the interviews, small producers reported receiving the information.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

5.1.2 (C)	Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	**C.I TEQUENDAMA** During the audit, information on the current weight of the fruit was available, as well as price data for the year 2024. -The fruit price update is sent each month that the producer has sold fruit to the extractor. -The FFB's pricing methodology was explained to the smallholders at a meeting held from September 9 to 13, 2024, minutes of which are kept.	**C.I TEQUENDAMA** During the audit, information on the current weight of the fruit was available, as well as price data for the year 2024. -The fruit price update is sent each month that the producer has sold fruit to the extractor. -The FFB's pricing methodology was explained to the smallholders at a meeting held from September 9 to 13, 2024, minutes of which are kept.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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.	**C.I TEQUENDAMA** -The FFB price is defined by Fedepalma and the palm price stabilization fund. -A fruit purchase and sale contract has been signed between the extractor and the small producers. -Contracts include clauses for: Contract duration, payment period, price. -Every month a commercial offer is sent to small producers explaining the price of the fruit. -The producers interviewed stated that they were aware of how prices are calculated. -The producers interviewed stated that the mill makes timely payments. - Upon verifying the records of complaints received by interested parties, it was	**C.I TEQUENDAMA** -The FFB price is defined by Fedepalma and the palm price stabilization fund. -A fruit purchase and sale contract has been signed between the extractor and the small producers. -Contracts include clauses for: Contract duration, payment period, price -Every month a commercial offer is sent to small producers explaining the price of the fruit. - The producers interviewed stated that they were aware of how prices are calculated. -The producers interviewed stated that the mill makes timely payments. - Upon verifying the records of complaints received by interested parties, it was	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		possible to corroborate that no complaints have been filed regarding FFB's prices: The contracts of the following smallholders were verified: Alicante: Date of signature: 01/18/2021. Timetrame: 5 years El Barzal: Date of signature: 06/13/2022 La Solita Date of signature: 01/18/2021. La Agustina: Date of signature; 01/18/2021	possible to corroborate that no complaints have been filed regarding FFB's prices: The contracts of the following smallholders were verified: Alicante: Date of signature: 01/18/2021. Timetrame: 5 years El Barzal: Date of signature: 06/13/2022 La Solita Date of signature: 01/18/2021. La Agustina: Date of signature; 01/18/2021	
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.	**C.I TEQUENDAMA** -A list of FFB suppliers is available. -The list includes both women and men. -The people included in the list are in charge of decision making regarding prices, sales, decision making, plantation management. - The contract is explained in detail at the time of signing to both men and women, which was corroborated by the smallholders during the stakeholder meeting.	**C.I TEQUENDAMA** -A list of FFB suppliers is available. -The list includes both women and men. -The people included in the list are in charge of decision making regarding prices, sales, decision making, plantation management. - The contract is explained in detail at the time of signing to both men and women, which was corroborated by the smallholders during the stakeholder meeting.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe.	**C.I TEQUENDAMA** According to the documentary review and interviews: -Contracts have been signed between the mill and the smallholders. -All the smallholders interviewed stated that they understood the contract. -All contracts are legal, fair and transparent and include the following clauses: First closing: Sale of the total production. Second Clause: Exclusivity. Clause Three: Transportation of the FFB Clause Four: Timeframe and causes of termination Clause Five: Price and payment period Clause Six: Protection of planting and quality of the FFB. Clause Seven: Indemnification Eighth clause: non-compliance Ninth Clause: Obligations of the smallholder with respect to the mill's policies. Tenth Clause: Compromissory clause. The contracts of the following smallholders were verified: Alicante: Date of signature: 01/18/2021. Timetrame: 5 years	**C.I TEQUENDAMA** According to the documentary review and interviews: -Contracts have been signed between the mill and the smallholders. -All the smallholders interviewed stated that they understood the contract. -All contracts are legal, fair and transparent and include the following clauses: First closing: Sale of the total production. Second Clause: Exclusivity. Clause Three: Transportation of the FFB Clause Four: Timeframe and causes of termination Clause Five: Price and payment period Clause Six: Protection of planting and quality of the FFB. Clause Seven: Indemnification Eighth clause: non-compliance Ninth Clause: Obligations of the smallholder with respect to the mill's policies. Tenth Clause: Compromissory clause. The contracts of the following smallholders were verified: Alicante: Date of signature: 01/18/2021. Timetrame: 5 years	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		El Barzal: Date of signature: 06/13/2022 Timetrame: 5 years La Solita Date of signature: 01/18/2021. Timetrame: 5 years La Agustina: Date of signature; 01/18/2021 Timeframe: 5 year	El Barzal: Date of signature: 06/13/2022 Timetrame: 5 years La Solita Date of signature: 01/18/2021. Timetrame: 5 years La Agustina: Date of signature; 01/18/2021 Timeframe: 5 year	
5.1.6 (C)	Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	**C.I TEQUENDAMA** -Payments are made by bank transfer. -Payments are made every 2 weeks. -The mill keeps the following records: scale record with date and quantity received from each small producer, FFB price per month, FFB purchase invoice and bank transaction support. -Payment records were verified for the following smallholders: Alicante, Solita, El Barzal and Agustina, month verified: July and September 2024. -Payments are in compliance with the standard and contracts.	**C.I TEQUENDAMA** -Payments are made by bank transfer. -Payments are made every 2 weeks. -The mill keeps the following records: scale record with date and quantity received from each small producer, FFB price per month, FFB purchase invoice and bank transaction support. -Payment records were verified for the following smallholders: Alicante, Solita, El Barzal and Agustina, month verified: July and September 2024. -Payments are in compliance with the standard and contracts.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government).	**C.I TEQUENDAMA** **-The** mill has a weighing equipment in which the FFB is received from the smallholders. -The equipment is calibrated annually.	**C.I TEQUENDAMA** **-The** mill has a weighing equipment in which the FFB is received from the smallholders. -The equipment is calibrated annually.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

		-Calibration was performed by an independent third party: PROMETALICOS S.A.S. -Calibration certificate is available: Mill Truck Scale Date:09/21/2024 Report 27377 Equipment: 60360 BP	-Calibration was performed by an independent third party: PROMETALICOS S.A.S. -Calibration certificate is available: Mill Truck Scale Date:09/21/2024 Report 27377 Equipment: 60360 BP	☐ Opportunity for Improvement ☐ 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.	**C.I TEQUENDAMA** According to the documentary review and interviews, the certification unit does not purchase FFB from independent smallholders.	**C.I TEQUENDAMA** According to the documentary review and interviews, the certification unit does not purchase FFB from independent smallholders.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ 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.	**C.I TEQUENDAMA** The certification unit has the document "SYSTEM OF REQUESTS, COMPLAINTS, CLAIMS AND SUGGESTIONS" which is available to smallholders. There have been no complaints from small producers. During the stakeholder interviews, it was confirmed that small producers are aware of the grievance mechanism.	**C.I TEQUENDAMA** The certification unit has the document "SYSTEM OF REQUESTS, COMPLAINTS, CLAIMS AND SUGGESTIONS" which is available to smallholders. There have been no complaints from small producers. During the stakeholder interviews, it was confirmed that small producers are aware of the grievance mechanism.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 5.2: 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.	**C.I TEQUENDAMA** -A list of all small producers, including men and women, is available in the "Suppliers Database 2024". -The certification unit has consulted with smallholders on livelihood improvement needs and their interest in RSPO certification through a meeting with all smallholders held on 09/12/2023. -The certification unit has generated and published the document "Strategic Plan for Sustainable Palm Oil Production", which documents the characterization of smallholders. https://www.daabon.com/documents/PLAN%20DE%20PRODUCCI%C3%93N%20ESTRATEGICA%20PROVEEDORES%20TEQUENDAMA%202023-2027.pdf	**C.I TEQUENDAMA** -A list of all small producers, including men and women, is available in the "Suppliers Database 2024". -The certification unit has consulted with smallholders on livelihood improvement needs and their interest in RSPO certification through a meeting with all smallholders held on 09/12/2023. -The certification unit has generated and published the document "Strategic Plan for Sustainable Palm Oil Production", which documents the characterization of smallholders. https://www.daabon.com/documents/PLAN%20DE%20PRODUCCI%C3%93N%20ESTRATEGICA%20PROVEEDORES%20TEQUENDAMA%202023-2027.pdf	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

5.2.2	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) PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.	**C.I TEQUENDAMA** According to the documentary review and interviews, the certification unit has developed "The annual operating plan-POA 2024", which defines the livelihood improvement plan and activities for compliance with the RSPO P&C standard; however, this plan does not include the infrastructure improvements required by the smallholder El Barzal.	**C.I TEQUENDAMA** According to the documentary review and interviews, the certification unit has developed "The annual operating plan-POA 2024", which defines the livelihood improvement plan and activities for compliance with the RSPO P&C standard; however, this plan does not include the infrastructure improvements required by the smallholder El Barzal.	☐ Conform ☐ Major Nonconformity ☒ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production..	**C.I TEQUENDAMA** According to the documentary review: -The certification unit supports smallholders in the legality of the land where FFB is produced. -The certification unit has real estate registrations of the smallholders' plantations. -The certification unit has a copy of the smallholders' registrations as oil palm producers (ICA Registry). -Documents from four smallholders were verified: Finca Alicante: Real estate registration 225-11586 Size: 17 Ha	**C.I TEQUENDAMA** According to the documentary review: -The certification unit supports smallholders in the legality of the land where FFB is produced. -The certification unit has real estate registrations of the smallholders' plantations. -The certification unit has a copy of the smallholders' registrations as oil palm producers (ICA Registry). -Documents from four smallholders were verified: Finca Alicante: Real estate registration 225-11586 Size: 17 Ha	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		ICA Registration 47-053-0031 La Agustina Farm: Real estate registration number: 225-6644 Area: 7 Ha ICA Registration Record of application 09/02/2024 El barzal Farm Real estate registration 225-232144 Length: 64 ICA Registration 47-288-0158 La Solita Farm: Registration number: real estate 225-982 Size: 18 Ha ICA Registration 47-053-0089 The Colombian Institute of Agriculture and Livestock (ICA) has approved the application for registration as an oil palm producer for the following producers: Paradise:10/23/2024 Paradise 3: 10/23/2024 La Muray: 10/23/2024	ICA Registration 47-053-0031 La Agustina Farm: Real estate registration number: 225-6644 Area: 7 Ha ICA Registration Record of application 09/02/2024 El barzal Farm Real estate registration 225-232144 Length: 64 ICA Registration 47-288-0158 La Solita Farm: Registration number: real estate 225-982 Size: 18 Ha ICA Registration 47-053-0089 The Colombian Institute of Agriculture and Livestock (ICA) has approved the application for registration as an oil palm producer for the following producers: Paradise:10/23/2024 Paradise 3: 10/23/2024 La Muray: 10/23/2024	
5.2.4 (C)	Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	**C.I TEQUENDAMA** Based on the documentary review, interviews and inspection of plantations and facilities, it was confirmed that small producers do not apply pesticides.	**C.I TEQUENDAMA** Based on the documentary review, interviews and inspection of plantations and facilities, it was confirmed that small producers do not apply pesticides.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

				☐ Not Applicable (justification required)
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	**C.I TEQUENDAMA** The certification unit has published the progress of the annual operating plan on the web platform https://www.daabon.com/documents/APROBACI%C3%93N%20PLAN%20DE%20PRODUCCI%C3%93N%20ESTR%C3%81TEGICA%20C.I.%20TEQUENDAMA%20S.A.S..pdf. The last review and publication of the follow-up was carried out in January 2024 with the results for the year 2023. -The progress of the plan is reviewed and published annually. -Additionally, a meeting was held with all the smallholders where the results of the annual operating plan -POA were shared, meeting held on 09/12/2023.	**C.I TEQUENDAMA** The certification unit has published the progress of the annual operating plan on the web platform https://www.daabon.com/documents/APROBACI%C3%93N%20PLAN%20DE%20PRODUCCI%C3%93N%20ESTR%C3%81TEGICA%20C.I.%20TEQUENDAMA%20S.A.S..pdf. The last review and publication of the follow-up was carried out in January 2024 with the results for the year 2023. -The progress of the plan is reviewed and published annually. -Additionally, a meeting was held with all the smallholders where the results of the annual operating plan -POA were shared, meeting held on 09/12/2023.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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.	**CI TEQUENDANA SAS** Evidence of Documents Called: Human Development Policy Manual Code T-MH-GH-01 V8 dated 4/26/2024, whose objective is to consolidate the guidelines of C.I. Tequendama S.A.S., defined in each of the policies related to the Human Resource, which indicates the policy "VI. This policy aims to promote social inclusion within the Company, generating culture and acceptance of people who in one way or another have some kind of condition. Similarly, in paragraph A of the same policy it is evident that "Any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national origin or social origin that has the effect of nullifying or altering the equality of opportunities or treatment in employment and occupation". The aforementioned document also states that "Any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; and Any other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation which may be specified by the Member concerned after consultation with representative organizations of workers and employees, where	**CI TEQUENDANA SAS** Evidence of Documents Called: Human Development Policy Manual Code T-MH-GH-01 V8 dated 4/26/2024, whose objective is to consolidate the guidelines of C.I. Tequendama S.A.S., defined in each of the policies related to the Human Resource, which indicates the policy "VI. This policy aims to promote social inclusion within the Company, generating culture and acceptance of people who in one way or another have some kind of condition. Similarly, in paragraph A of the same policy it is evident that "Any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national origin or social origin that has the effect of nullifying or altering the equality of opportunities or treatment in employment and occupation". The aforementioned document also states that "Any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; and Any other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation which may be	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		such exist, and with other appropriate bodies, as a guarantee of equality of opportunity. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** There is evidence of a document called Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021 which states "Promotes equal opportunity and does not allow discriminatory practices based on race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, age or immigration status". Socialized as follows to the workforce as follows: Date: 6/14/2024 **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions Workers 4. Sexual Harassment Policy 5**. Zero Tolerance Discrimination Policy**	specified by the Member concerned after consultation with representative organizations of workers and employees, where such exist, and with other appropriate bodies, as a guarantee of equality of opportunity. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** There is evidence of a document called Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021 which states "Promotes equal opportunity and does not allow discriminatory practices based on race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, age or immigration status". Socialized as follows to the workforce as follows: Date: 6/14/2024 **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated:	

		6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 This policy states "In compliance with ILO Convention 111 of 1958, ratified in Colombia since March 4, 1969, but adopted in Law 22 of 1967, it is strictly prohibited any form of discrimination based on race, color, sex, religion, political opinion, national origin or social origin, which may prevent access to work and the enjoyment of the rights granted by law".	Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions Workers 4. Sexual Harassment Policy 5**. Zero Tolerance Discrimination Policy** 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14.System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 This policy states "In compliance with ILO Convention 111 of 1958, ratified in Colombia since March 4, 1969, but adopted in Law 22 of 1967, it is strictly prohibited any form of discrimination based on race, color, sex, religion, political opinion, national origin or	

		It is also evidenced by interviews and visual inspection with workers that no discriminatory acts are exercised, 50 workers were taken as a sample. There is evidence of a document called Policy Manual, for each of the suppliers, which contains the equal opportunity policy as follows: "In compliance with ILO Convention 111 of 1958, ratified in Colombia since March 4, 1969, but adopted in Law 22 of 1967, within the Group all forms of discrimination are prohibited, and in order to comply with this internal provision, the term discrimination includes: A. any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment and occupation. B. any other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation which may be specified by the Member concerned after consultation with representative organizations of employers and workers, where such organizations exist, and with other appropriate agencies.	social origin, which may prevent access to work and the enjoyment of the rights granted by law". It is also evidenced by interviews and visual inspection with workers that no discriminatory acts are exercised, 50 workers were taken as a sample. There is evidence of a document called Policy Manual, for each of the suppliers, which contains the equal opportunity policy as follows: "In compliance with ILO Convention 111 of 1958, ratified in Colombia since March 4, 1969, but adopted in Law 22 of 1967, within the Group all forms of discrimination are prohibited, and in order to comply with this internal provision, the term discrimination includes: A. any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment and occupation. B. any other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation which may be specified by the Member concerned after	

			consultation with representative organizations of employers and workers, where such organizations exist, and with other appropriate agencies.	
6.1.2 (C)	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	**CI TEQUENDANA SAS** Evidence of documents called: HUMAN DEVELOPMENT POLICY MANUAL code T-MH-GH-01 V8 of 4/26/2024, whose objective is to consolidate the guidelines of C.I. Tequendama S.A.S., defined in each of the policies related to Human Resources, which indicates the policy "VI. ANTIDISCRIMINATION POLICY whose objective is This policy aims to promote social inclusion within the Company, generating culture and acceptance of people who in one way or another have some kind of condition. **OUTGROWER** • There is evidence of a document called Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021 which states "Promotes equal opportunity and does not allow discriminatory practices based on race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, age or immigration status". Socialized as follows to the workforce as follows: • Date: 6/14/2024	**CI TEQUENDANA SAS** Evidence of documents called: HUMAN DEVELOPMENT POLICY MANUAL code T-MH-GH-01 V8 of 4/26/2024, whose objective is to consolidate the guidelines of C.I. Tequendama S.A.S., defined in each of the policies related to Human Resources, which indicates the policy "VI. ANTIDISCRIMINATION POLICY whose objective is This policy aims to promote social inclusion within the Company, generating culture and acceptance of people who in one way or another have some kind of condition. **OUTGROWER** • There is evidence of a document called Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021 which states "Promotes equal opportunity and does not allow discriminatory practices based on race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, age or immigration status".	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		SMALLHOLDERS A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations This policy states "In compliance with ILO Convention 111 of 1958, ratified in Colombia since March 4, 1969, but adopted in Law 22 of 1967, it is strictly prohibited any form of discrimination based on race, color, sex, religion, political opinion, national origin or social origin, which may prevent	Socialized as follows to the workforce as follows: • Date: 6/14/2024 **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations 14. System of Petitions, Complaints, Claims and Suggestions This policy states "In compliance with ILO Convention 111 of 1958, ratified in Colombia since March 4, 1969, but adopted in Law 22 of	

		access to work and the enjoyment of the rights granted by law". The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 It is also evident from interviews and visual inspections with workers that there are no discriminatory acts of any kind, nor are there any migrant workers. A total of 50 workers were sampled. Through interviews with the workforce in each of the management units within the scope, it was found that there is no practice of charging workers to gain access to a job, and that workers indicate that the organizations pays for the costs of admission, such as entrance exams.	1967, it is strictly prohibited any form of discrimination based on race, color, sex, religion, political opinion, national origin or social origin, which may prevent access to work and the enjoyment of the rights granted by law". The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 It is also evident from interviews and visual inspections with workers that there are no discriminatory acts of any kind, nor are there any migrant workers. A total of 50 workers were sampled. Through interviews with the workforce in each of the management units within the scope, it was found that there is no practice of charging workers to gain access to a job, and that workers indicate that the organizations pays for the costs of admission, such as entrance exams.	

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	**TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS** Documents called: Selection and hiring procedure code T-PR-GH-01 version 2 dated 7/13/2022, which describes the methodology for recruitment, selection and promotion of personnel. Hiring procedure code T-PR-GH-02 version 1 dated 10/8/2021, which contains the methodology to carry out the hiring of personnel; **OUTGROWER** Documents called: Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019 which describes the methodology for the recruitment, selection and promotion of personnel. Termination procedure code GH-PR-05 V2 dated 3/24/2020. Which describes the retirement and termination of the contract. **SMALLHOLDERS** There is evidence of a document called Format called employment procedure whose objective is to define the methodology for the selection of reliable personnel, hiring and removal of personnel and the scope applies to all workers on the farm.	**TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS** Documents called: Selection and hiring procedure code T-PR-GH-01 version 2 dated 7/13/2022, which describes the methodology for recruitment, selection and promotion of personnel. Hiring procedure code T-PR-GH-02 version 1 dated 10/8/2021, which contains the methodology to carry out the hiring of personnel; **OUTGROWER** Documents called: Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019 which describes the methodology for the recruitment, selection and promotion of personnel. Termination procedure code GH-PR-05 V2 dated 3/24/2020. Which describes the retirement and termination of the contract. **SMALLHOLDERS** There is evidence of a document called Format called employment procedure whose objective is to define the methodology for the selection of reliable personnel, hiring and removal of	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		These are based on skills and competencies, and medical aptitudes, based on interviews, entrance, periodic and retirement medical examinations, as well as the competencies defined for the position in the job manual and verification of the applicants' experience.	personnel and the scope applies to all workers on the farm. These are based on skills and competencies, and medical aptitudes, based on interviews, entrance, periodic and retirement medical examinations, as well as the competencies defined for the position in the job manual and verification of the applicants' experience.	
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	**TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS** The following documents are evidenced: The employer may establish in the regulations, in addition to the aforementioned documents, all those it deems necessary to admit or not admit the applicant, however, such requirements must not include documents, certifications or data expressly prohibited by the legal norms to that effect: thus it is prohibited to require the inclusion in job application forms or letters "data about the marital status of persons, number of children they have, the religion they profess or the political party to which they belong" (Article 1, Law 13 of 1972). Law 13 of 1972); the same as the requirement of a pregnancy test for women, only in the case of activities classified as high risk (Art.43, C.N. Articles 1 and 2, ILO Convention No. 111, Resolution No. 003941 of 1994	**TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS** The following documents are evidenced: The employer may establish in the regulations, in addition to the aforementioned documents, all those it deems necessary to admit or not admit the applicant, however, such requirements must not include documents, certifications or data expressly prohibited by the legal norms to that effect: thus it is prohibited to require the inclusion in job application forms or letters "data about the marital status of persons, number of children they have, the religion they profess or the political party to which they belong" (Article 1, Law 13 of 1972). Law 13 of 1972); the same as the requirement of a pregnancy test for women, only in the case of activities classified as high risk (Art.43, C.N. Articles 1 and 2, ILO	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		of the Ministry of Labor), the AIDS test (Regulatory Decree No. 559 of 1991 Art. 22), and the military passbook (Art. 111 Decree 2150 of 1995). Human Development Policy Manual code T-MH-GH-01 V8 of 4/26/2024 Which indicates the policy of It is totally forbidden to require within the Company, the practice of pregnancy test except in cases of activities considered as high risk contained in Decrees 1281 of 1994 Article 1 and in numeral 5 of Article 2 of Decree No. 1835 of 1994, today in Decree 2090 of 2003, which in this regard states: **OUTGROWER** The employer may establish in the regulations, in addition to the aforementioned documents, all those it deems necessary to admit or not admit the applicant, however, such requirements must not include documents, certifications or data expressly prohibited by the legal norms to that effect: thus it is forbidden to require the inclusion in job application forms or letters "data about the marital status of persons, number of children they have, the religion they profess or the political party to which they belong" (Article 1, Law 13 of 1972). Law 13 of 1972); the same as the requirement of a pregnancy test for women, only in the case of activities classified as high risk (Art.43, C.N. Articles 1 and 2, ILO	Convention No. 111, Resolution No. 003941 of 1994 of the Ministry of Labor), the AIDS test (Regulatory Decree No. 559 of 1991 Art. 22), and the military passbook (Art. 111 Decree 2150 of 1995). Human Development Policy Manual code T-MH-GH-01 V8 of 4/26/2024 Which indicates the policy of It is totally forbidden to require within the Company, the practice of pregnancy test except in cases of activities considered as high risk contained in Decrees 1281 of 1994 Article 1 and in numeral 5 of Article 2 of Decree No. 1835 of 1994, today in Decree 2090 of 2003, which in this regard states: **OUTGROWER** The employer may establish in the regulations, in addition to the aforementioned documents, all those it deems necessary to admit or not admit the applicant, however, such requirements must not include documents, certifications or data expressly prohibited by the legal norms to that effect: thus it is forbidden to require the inclusion in job application forms or letters "data about the marital status of persons, number of children they have, the religion they profess or the political party to which they belong" (Article	

		Convention No. 111, Resolution No. 003941 of 1994 of the Ministry of Labor), the AIDS test (Regulatory Decree No. 559 of 1991 Art. 22), and the military passbook (Art. 111 Decree 2150 of 1995). Likewise, there is a Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021, which states "It is forbidden to perform pregnancy tests in the selection and hiring of personnel". **SMALLHOLDERS** There is evidence of a document called Policy Manual for each of the farms whose objective is to consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy It is totally forbidden to require within EL PARAISO/3, the practice of pregnancy testing except in cases of activities considered as high risk contained in Decrees 1281 of 1994, Article 1 and in paragraph 5 of Article 2 of Decree No. 1835 of 1994, today in Decree 2090 of 2003. It is also evident from interviews with workers that pregnancy tests are not performed for any criterion. Thirteen female workers were sampled.	1, Law 13 of 1972). Law 13 of 1972); the same as the requirement of a pregnancy test for women, only in the case of activities classified as high risk (Art.43, C.N. Articles 1 and 2, ILO Convention No. 111, Resolution No. 003941 of 1994 of the Ministry of Labor), the AIDS test (Regulatory Decree No. 559 of 1991 Art. 22), and the military passbook (Art. 111 Decree 2150 of 1995). Likewise, there is a Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021, which states "It is forbidden to perform pregnancy tests in the selection and hiring of personnel". **SMALLHOLDERS** There is evidence of a document called Policy Manual for each of the farms whose objective is to consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy It is totally forbidden to require within EL PARAISO/3, the practice of pregnancy testing except in cases of activities considered as high risk contained in Decrees 1281 of 1994, Article 1 and in paragraph 5 of Article 2 of Decree No. 1835 of 1994, today in Decree 2090 of 2003.	

			It is also evident from interviews with workers that pregnancy tests are not performed for any criterion. Thirteen female workers were sampled.	
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.	**TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS** There is evidence of the minutes of formation of the gender committee, as follows: Minutes of formation of the gender committee, dated 3/5/2023, where 6 workers are described as members, for a period of 2 years 2023-2025. The gender committee will meet on a quarterly basis. Date 10/5/2024. Subjects discussed: To process the legal regulations in force, to guarantee equal treatment and opportunities for men and women, to avoid any form of violence and discrimination based on gender. **OUTGROWER** There is evidence of the minutes of the appointment of the senior management representative and the	**TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS** There is evidence of the minutes of formation of the gender committee, as follows: Minutes of formation of the gender committee, dated 3/5/2023, where 6 workers are described as members, for a period of 2 years 2023-2025. The gender committee will meet on a quarterly basis. Date 10/5/2024. Subjects discussed: To process the legal regulations in force, to guarantee equal treatment and opportunities for men and women, to avoid any form of violence and discrimination based on gender. **OUTGROWER** There is evidence of the minutes of the appointment of the senior management	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		creation of the gender participation and equity committee, as follows: Minutes of formation of the gender committee, dated 5/28/2024, where the following workers are described as members: On the part of senior management ID. 185xxxx On the workers' side ID. 1040xxxx It is important to point out that the committees are constantly updating their members every time they leave the committee due to withdrawal from the company. There is evidence of a meeting of the gender committee dated 18/8/2024subscribed by the minutes of the meeting of the gender committee of labor coexistence and gender equity code SST-F-23 V2 OF 28/11/2020, where issues such as treatment of complaints against gender equity were discussed, none were presented.	representative and the creation of the gender participation and equity committee, as follows: Minutes of formation of the gender committee, dated 5/28/2024, where the following workers are described as members: On the part of senior management ID. 185xxxx On the workers' side ID. 1040xxxx It is important to point out that the committees are constantly updating their members every time they leave the committee due to withdrawal from the company. There is evidence of a meeting of the gender committee dated 18/8/2024subscribed by the minutes of the meeting of the gender committee of labor coexistence and gender equity code SST-F-23 V2 OF 28/11/2020, where issues such as treatment of complaints against gender equity were discussed, none were presented.	
6.1.6	There is evidence of equal pay for the same work scope	**CI TEQUENDANA SAS** documents are evidenced: Salary policy whose objective is to define a methodology for equitable, competitive and fair remuneration of workers, based on merit and work efficiency.	**CI TEQUENDANA SAS** documents are evidenced: Salary policy whose objective is to define a methodology for equitable, competitive and fair remuneration of workers, based on merit and work efficiency.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Salary structure LEVEL POSITION I Vice President - Manager II Director - Chief - Administrator III Coordinator - Engineer IV Supervisor - Analyst - Assistant V Auxiliary - Operator The following was taken as an example The position of assistant and supervisor. With technology or technologists, without personnel in charge and without experience: 1.4 SMMLV The position of assistant and supervisor. With professional degree with personnel in charge and with experience $ 1.8 SMMLV Chief administrative officer with professional and experienced personnel $ 5.4 SMMLV Chief administrator with staff in charge, professional and with more experience $ 7.2 SMMLV **OUTGROWER**	Salary structure LEVEL POSITION I Vice President - Manager II Director - Chief - Administrator III Coordinator - Engineer IV Supervisor - Analyst - Assistant V Auxiliary - Operator The following was taken as an example The position of assistant and supervisor. With technology or technologists, without personnel in charge and without experience: 1.4 SMMLV The position of assistant and supervisor. With professional degree with personnel in charge and with experience $ 1.8 SMMLV Chief administrative officer with professional and experienced personnel $ 5.4 SMMLV Chief administrator with staff in charge, professional and with more experience $ 7.2 SMMLV	

		Table of minimum and maximum prices and yields This contains the description of the value to be paid as salary for each of the tasks performed in each of the organization's plantations, including those positions whose salary is determined as variable for being piecework, where the same rate is applied for all field workers, and it is also evidenced through interviews with workers and payroll documents such as payroll pre-liquidations that workers who perform the same work receive as salary remuneration and are guaranteed the legal minimum wage in force. Likewise, through interviews with the workers, it was found that all of them are guaranteed the basic salary, which was identified as equal to or higher than the legal minimum wage in force. Sample table of **values** LABOR Fruit Cutting, Picking and Harvesting Pepa Bag Harvesting Yields Loading and unloading of fruit in gondola and box Fruit Hauling Tractor Driver. Plateo Palma Adulta (Guadaña De La Finca) Plateo Palma Joven (Guadaña De La Finca)	**OUTGROWER** Table of minimum and maximum prices and yields This contains the description of the value to be paid as salary for each of the tasks performed in each of the organization's plantations, including those positions whose salary is determined as variable for being piecework, where the same rate is applied for all field workers, and it is also evidenced through interviews with workers and payroll documents such as payroll pre-liquidations that workers who perform the same work receive as salary remuneration and are guaranteed the legal minimum wage in force. Likewise, through interviews with the workers, it was found that all of them are guaranteed the basic salary, which was identified as equal to or higher than the legal minimum wage in force. Sample table of **values** LABOR Fruit Cutting, Picking and Harvesting Pepa Bag Harvesting Yields Loading and unloading of fruit in gondola and box Fruit Hauling Tractor Driver.	

		Manual Destemming Adult Palm Manual Destemming Young Palm Despalille Con Corta Maleza Palma Adulta Despalille Con Corta Maleza Palma Joven Pruning With Cycles From 9 Months To 12 Months (Adult) Pruning With Cycles From 6 Months To 8 Months (Young) Manual Irrigation Channel Cleaning Irrigation Channel Cleaning With Scythe Manual Drainage Channel Cleaner Drainage Canal Cleaning Guadaña Cleaned From Boundary Casting Labor Plant Health Irrigation Labor Fertilization Sanitary Pruning Pollination **SMALLHOLDERS**	Plateo Palma Adulta (Guadaña De La Finca) Plateo Palma Joven (Guadaña De La Finca) Manual Destemming Adult Palm Manual Destemming Young Palm Despalille Con Corta Maleza Palma Adulta Despalille Con Corta Maleza Palma Joven Pruning With Cycles From 9 Months To 12 Months (Adult) Pruning With Cycles From 6 Months To 8 Months (Young) Manual Irrigation Channel Cleaning Irrigation Channel Cleaning With Scythe Manual Drainage Channel Cleaner Drainage Canal Cleaning Guadaña Cleaned From Boundary Casting Labor Plant Health Irrigation Labor Fertilization Sanitary Pruning	

		It is evident that all the workers who perform field work receive a salary equal to the current legal monthly minimum wage, therefore it is not necessary to implement a salary scale that guarantees the same salary payment for the same work; likewise, the current Colombian legal monthly minimum wage is guaranteed, which amounts to $1,300,000.	Pollination **SMALLHOLDERS** It is evident that all the workers who perform field work receive a salary equal to the current legal monthly minimum wage, therefore it is not necessary to implement a salary scale that guarantees the same salary payment for the same work; likewise, the current Colombian legal monthly minimum wage is guaranteed, which amounts to $1,300,000.	
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW)				
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	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of documents which accredit and guarantee respect for labor rights such as remuneration and working conditions, labor contracts signed by the parties, work schedules, delivery of equipment, payroll slips which clearly detail the elements that make up the salary such as vacation pay, overtime, night surcharges, bonuses, severance pay, social benefits, disability, along with discounts made to the worker, The aforementioned documents are in Spanish and clearly detailed for easy understanding. The aforementioned documents are duly drafted and adjusted to Colombian legal regulations. The following number of workers was taken as a sample: TEQUENDAMA EXTRACTION PLANT	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of documents which accredit and guarantee respect for labor rights such as remuneration and working conditions, labor contracts signed by the parties, work schedules, delivery of equipment, payroll slips which clearly detail the elements that make up the salary such as vacation pay, overtime, night surcharges, bonuses, severance pay, social benefits, disability, along with discounts made to the worker, The aforementioned documents are in	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	language they understand.	15 OWN PLANTATIONS (ARIGUANI) 12 OWN PLANTATIONS (TEQUENDAMA) 10 OWN PLANTATIONS (GAVILAN 2) 9 OWN PLANTATIONS (GAVILAN 1) 8 OUTGROWER 7 SMALLHOLDERS 4 It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.	Spanish and clearly detailed for easy understanding. The aforementioned documents are duly drafted and adjusted to Colombian legal regulations. The following number of workers was taken as a sample: TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS (ARIGUANI) 12 OWN PLANTATIONS (TEQUENDAMA) 10 OWN PLANTATIONS (GAVILAN 2) 9 OWN PLANTATIONS (GAVILAN 1) 8 OUTGROWER 7 SMALLHOLDERS 4 It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.	

6.2.2 (C)	Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of documents which accredit and guarantee respect for labor rights such as remuneration and working conditions, labor contracts signed by the parties, work schedules, delivery of equipment, payroll slips which clearly detail the elements that make up the salary such as vacation pay, overtime, night surcharges, bonuses, severance pay, social benefits, disability, along with discounts made to the worker, The aforementioned documents are in Spanish and clearly detailed for easy understanding. The aforementioned documents are duly drafted and adjusted to Colombian legal regulations. The following number of workers was taken as a sample: TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS (ARIGUANI) 12 OWN PLANTATIONS (TEQUENDAMA) 10 OWN PLANTATIONS (GAVILAN 2) 9 OWN PLANTATIONS (GAVILAN 1) 8 OUTGROWER 7 SMALLHOLDERS 4	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** There is evidence of documents which accredit and guarantee respect for labor rights such as remuneration and working conditions, labor contracts signed by the parties, work schedules, delivery of equipment, payroll slips which clearly detail the elements that make up the salary such as vacation pay, overtime, night surcharges, bonuses, severance pay, social benefits, disability, along with discounts made to the worker, The aforementioned documents are in Spanish and clearly detailed for easy understanding. The aforementioned documents are duly drafted and adjusted to Colombian legal regulations. The following number of workers was taken as a sample: TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS (ARIGUANI) 12 OWN PLANTATIONS (TEQUENDAMA) 10 OWN PLANTATIONS (GAVILAN 2)	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.	9 OWN PLANTATIONS (GAVILAN 1) 8 OUTGROWER 7 SMALLHOLDERS 4 It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.	
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	**El Barzal Farm (Smallholder)** There is evidence of the existence of 3 workers (J.M, A.H, B. de la C), performing operational work on the farm, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: 1. There is no evidence of payment of service bonuses for the period January to June 2024, according to article 306 of the Substantive Labor Code. There is no evidence of payment of severance payments and interest for the period caused in 2023, this in light of Law 50 of 1990, Article 99. 3. There is no evidence of contributions to the integral social security system (health, pension, Arl) for the year 2024, as described in Law 100 of 1993 and additional regulations for such purpose.	**El Barzal Farm (Smallholder)** There is evidence of the existence of 3 workers (J.M, A.H, B. de la C), performing operational work on the farm, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: 1. There is no evidence of payment of service bonuses for the period January to June 2024, according to article 306 of the Substantive Labor Code. There is no evidence of payment of severance payments and interest for	☐ Conform ☒ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Finca Alicante and Solita (Smallholder) There is evidence of the existence of 2 workers (A.M.B, M.B), performing operational tasks within the organization, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: 1. There is no evidence of payment of transportation allowance for the year 2024, according to Decree 2293 of 2023.	the period caused in 2023, this in light of Law 50 of 1990, Article 99. 3. There is no evidence of contributions to the integral social security system (health, pension, Arl) for the year 2024, as described in Law 100 of 1993 and additional regulations for such purpose. Finca Alicante and Solita (Smallholder) There is evidence of the existence of 2 workers (A.M.B, M.B), performing operational tasks within the organization, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: 1. There is no evidence of payment of transportation allowance for the year 2024, according to Decree 2293 of 2023.	
6.2.4 (C)	The unit of certification provides adequate housing, sanitation facilities, water	**CI TEQUENDAMA - OUTGROWER** Visual inspections and interviews with workers show that there are houses where the workers and/or some workers live on the farms; these houses are in adequate condition, with sanitary facilities, water, electricity, a place to prepare food, and bedrooms in good condition, among other spaces.	**CI TEQUENDAMA - OUTGROWER** Visual inspections and interviews with workers show that there are houses where the workers and/or some workers live on the farms; these houses are in adequate condition, with sanitary facilities, water,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	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		electricity, a place to prepare food, and bedrooms in good condition, among other spaces.	☐ Not Applicable (justification required)

6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	With regard to adequate food for workers, it is evident that the companies have developed the following: **CI TEQUENDANA SAS** According to interviews with workers and visual inspection, it is evident that the organization does not provide food to its workers within its facilities. There is also evidence of a document called healthy lifestyles and culture of care program V1 of 1/8/2023 whose objective is to promote the comprehensive care of workers with a focus on the risk of chronic non-communicable diseases (Chronic Non-Communicable Diseases), from the early identification of predisposing and protective factors, diagnosis and timely management of health conditions and guidance on habits, which positively influence the improvement of living conditions and the adoption and increase of healthy lifestyles, involving the actions of the company articulated with those of the Social Security entities. **OUTGROWER** According to interviews with workers and visual inspection, it is evident that the organization does not provide food to its workers within its facilities, Likewise, there is evidence of a document called healthy lifestyle program of 1/2023, which aims to promote well-being among workers of the company LAUDA SAS, through individual and collective intervention in order to prevent health disorders and promote productivity in all aspects. On issues such as physical exercise, proper nutrition,	With regard to adequate food for workers, it is evident that the companies have developed the following: **CI TEQUENDANA SAS** According to interviews with workers and visual inspection, it is evident that the organization does not provide food to its workers within its facilities. There is also evidence of a document called healthy lifestyles and culture of care program V1 of 1/8/2023 whose objective is to promote the comprehensive care of workers with a focus on the risk of chronic non-communicable diseases (Chronic Non-Communicable Diseases), from the early identification of predisposing and protective factors, diagnosis and timely management of health conditions and guidance on habits, which positively influence the improvement of living conditions and the adoption and increase of healthy lifestyles, involving the actions of the company articulated with those of the Social Security entities.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

<table>
<tr>
<td></td>
<td></td>
<td>avoidance of drug use, etc.</td>
<td>OUTGROWER

According to interviews with workers and visual inspection, it is evident that the organization does not provide food to its workers within its facilities,

Likewise, there is evidence of a document called healthy lifestyle program of 1/2023, which aims to promote well-being among workers of the company LAUDA SAS, through individual and collective intervention in order to prevent health disorders and promote productivity in all aspects. On issues such as physical exercise, proper nutrition, avoidance of drug use, etc.</td>
<td></td>
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<tr>
<td>6.2.6</td>
<td>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.

PROCEDURAL</td>
<td>CI TEQUENDANA SAS

The determination of the prevailing wage is evidenced by means of a template designed for this purpose, as follows:

TEQUENDAMA EXTRACTION PLANT
<table><tr><td>LABOR</td><td>SALARY</td></tr><tr><td>LABORATORY ANALYST</td><td>BETWEEN 2 AND 3 SMMLV</td></tr></table></td>
<td>CI TEQUENDANA SAS

The determination of the prevailing wage is evidenced by means of a template designed for this purpose, as follows:

TEQUENDAMA EXTRACTION PLANT
<table><tr><td>LABOR</td><td>S</td></tr><tr><td>LABORATORY ANALYST</td><td>BETW</td></tr></table></td>
<td>☒ Conform
☐ Major Nonconformity
☐ Minor Nonconformity
☐ Opportunity for Improvement
☐ Not Applicable (justification required)</td>
</tr>
</table>

	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	ADMINISTRATIVE ASSISTANT	BETWEEN 2 AND 3 SMMLV		ADMINISTRATIVE ASSISTANT	BETWEEN 2 AND 3 SMMLV	
		WAREHOUSE ASSISTANT	BETWEEN 2 AND 3 SMMLV		WAREHOUSE ASSISTANT	BETWEEN 2 AND 3 SMMLV	
		LOADING AND UNLOADING ASSISTANT	BETWEEN 2 AND 3 SMMLV		LOADING AND UNLOADING ASSISTANT	BETWEEN 2 AND 3 SMMLV	
		GENERAL SERVICES ASSISTANT	BETWEEN 2 AND 3 SMMLV		GENERAL SERVICES ASSISTANT	BETWEEN 2 AND 3 SMMLV	
		BASKETBOX	BETWEEN 2 AND 3 SMMLV		BASKETBOX	BETWEEN 2 AND 3 SMMLV	
		DRIVER	BETWEEN 2 AND 3 SMMLV		DRIVER	BETWEEN 2 AND 3 SMMLV	
		ENVIRONMENTAL COORDINATOR	2.5 SMMLV		ENVIRONMENTAL COORDINATOR	2.5 SMMLV	
		PURCHASING COORDINATOR	2.5 SMMLV		PURCHASING COORDINATOR	2.5 SMMLV	
		PRODUCTION AND TRACEABILITY COORDINATOR	BETWEEN 2 AND 3 SMMLV		PRODUCTION AND TRACEABILITY COORDINATOR	BETWEEN 2 AND 3 SMMLV	
		ELECTRICIAN	BETWEEN 2 AND 3 SMMLV		ELECTRICIAN	BETWEEN 2 AND 3 SMMLV	
		FRUIT EVALUATOR	BETWEEN 2 AND 3 SMMLV		FRUIT EVALUATOR	BETWEEN 2 AND 3 SMMLV	

		BIOMASS PLANT MANAGER	BETWEEN 2 AND 3 SMMLV		BIOMASS PLANT MANAGER	BETWEEN 2 AND 3 SMMLV		
		MACHINE OPERATOR	BETWEEN 2 AND 3 SMMLV		MACHINE OPERATOR	BETWEEN 2 AND 3 SMMLV		
		INDUSTRIAL PLANT OPERATOR	BETWEEN 2 AND 3 SMMLV		INDUSTRIAL PLANT OPERATOR	BETWEEN 2 AND 3 SMMLV		
		GENERAL SERVICES OPERATOR	BETWEEN 2 AND 3 SMMLV		GENERAL SERVICES OPERATOR	BETWEEN 2 AND 3 SMMLV		
		MAINTENANCE PLANNER	BETWEEN 2 AND 3 SMMLV		MAINTENANCE PLANNER	BETWEEN 2 AND 3 SMMLV		
		ELECTRICAL MAINTENANCE SUPERVISOR	BETWEEN 2 AND 3 SMMLV		ELECTRICAL MAINTENANCE SUPERVISOR	BETWEEN 2 AND 3 SMMLV		
		PRODUCTION SUPERVISOR	BETWEEN 2 AND 3 SMMLV		PRODUCTION SUPERVISOR	BETWEEN 2 AND 3 SMMLV		
		GENERAL SERVICES SUPERVISOR	BETWEEN 2 AND 3 SMMLV		GENERAL SERVICES SUPERVISOR	BETWEEN 2 AND 3 SMMLV		
		PROCESS LEADER SUPERVISOR	BETWEEN 2 AND 3 SMMLV		PROCESS LEADER SUPERVISOR	BETWEEN 2 AND 3 SMMLV		
		SENIOR SST SUPERVISOR	BETWEEN 2 AND 3 SMMLV		SENIOR SST SUPERVISOR	BETWEEN 2 AND 3 SMMLV		
		INDUSTRIAL MAINTENANCE TECHNICIAN	BETWEEN 2 AND 3 SMMLV		INDUSTRIAL MAINTENANCE TECHNICIAN	BETWEEN 2 AND 3 SMMLV		

		TORNERO	BETWEEN 2 AND 3 SMMLV		TORNERO	BETWEEN 2 AND 3 SMMLV	
		Average prevailing wage $ X.031,242			Average prevailing wage $ X.031,242		
		OWN PLANTATIONS			**OWN PLANTATIONS**		
		LABOR	SALARY		LABOR		
		WAREHOUSEKEEPER	BETWEEN 2 AND 3 SMMLV		WAREHOUSEKEEPER		
		LABORATORY ANALYST	BETWEEN 2 AND 3 SMMLV		LABORATORY ANALYST		
		ADMINISTRATIVE ASSISTANT	BETWEEN 2 AND 3 SMMLV		ADMINISTRATIVE ASSISTANT		
		BASKETBOX	BETWEEN 2 AND 3 SMMLV		BASKETBOX		
		ADMINISTRATIVE COORDINATOR	BETWEEN 2 AND 3 SMMLV		ADMINISTRATIVE COORDINATOR		
		MECHANIC	BETWEEN 2 AND 3 SMMLV		MECHANIC		

		MACHINE OPERATOR	BETWEEN 2 AND 3 SMMLV	MACHINE OPERATOR		BETWEEN 2 AND 3 SMMLV
		GENERAL SERVICES OPERATOR	BETWEEN 2 AND 3 SMMLV	GENERAL SERVICES OPERATOR		BETWEEN 2 AND 3 SMMLV
		FRUIT LOADING AND UNLOADING OPERATOR	BETWEEN 2 AND 3 SMMLV	FRUIT LOADING AND UNLOADING OPERATOR		BETWEEN 2 AND 3 SMMLV
		COMPOSTING OPERATOR	BETWEEN 2 AND 3 SMMLV	COMPOSTING OPERATOR		BETWEEN 2 AND 3 SMMLV
		FRUIT HARVESTING OPERATOR	BETWEEN 2 AND 3 SMMLV	FRUIT HARVESTING OPERATOR		BETWEEN 2 AND 3 SMMLV
		POLLINATION OPERATOR	BETWEEN 2 AND 3 SMMLV	POLLINATION OPERATOR		BETWEEN 2 AND 3 SMMLV
		IRRIGATION AND DRAINAGE OPERATOR	BETWEEN 2 AND 3 SMMLV	IRRIGATION AND DRAINAGE OPERATOR		BETWEEN 2 AND 3 SMMLV
		CROP MAINTENANCE OPERATOR	BETWEEN 2 AND 3 SMMLV	CROP MAINTENANCE OPERATOR		BETWEEN 2 AND 3 SMMLV
		NURSERY MAINTENANCE OPERATOR	BETWEEN 2 AND 3 SMMLV	NURSERY MAINTENANCE OPERATOR		BETWEEN 2 AND 3 SMMLV

		FISH HANDLER	BETWEEN 2 AND 3 SMMLV	FISH HANDLER		BETWEEN 2 AND 3 SMMLV
		CROP PROTECTION OPERATOR	BETWEEN 2 AND 3 SMMLV	CROP PROTECTION OPERATOR		BETWEEN 2 AND 3 SMMLV
		WELDER	BETWEEN 2 AND 3 SMMLV	WELDER		BETWEEN 2 AND 3 SMMLV
		AGRICULTURAL SUPERVISOR	BETWEEN 2 AND 3 SMMLV	AGRICULTURAL SUPERVISOR		BETWEEN 2 AND 3 SMMLV
		GENERAL AGRICULTURAL SUPERVISOR	BETWEEN 2 AND 3 SMMLV	GENERAL AGRICULTURAL SUPERVISOR		BETWEEN 2 AND 3 SMMLV
		Average $ BETWEEN 2 AND 3 SMMLV **OUTGROWER**		Average $ BETWEEN 2 AND 3 SMMLV **OUTGROWER**		
		Position / Prevailing Wage Harvesters Plant health Machinery Operator BETWEEN 2 AND 3 SMMLV		Position / Prevailing Wage Harvesters Plant health BETWEEN 2 AND 3 SMMLV		

		Various Trades Various Trades Watering can Average prevailing wage **SMALLHOLDERS** Alicante Farm Prevailing Wage: BETWEEN ONE AND TWO SMMLV El Barzal Farm Prevailing Wage: BETWEEN ONE AND TWO SMMLV La Solita Farm: Prevailing Wage: BETWEEN ONE AND TWO SMMLV Alicante Farm Prevailing Wage: BETWEEN ONE AND TWO SMMLV		Machinery Operator Various Trades Various Trades Watering can Average prevailing wage **SMALLHOLDERS** Alicante Farm Prevailing Wage: BETWEEN ONE AND TWO SMMLV El Barzal Farm Prevailing Wage: BETWEEN ONE AND TWO SMMLV La Solita Farm: Prevailing Wage: BETWEEN ONE AND TWO SMMLV Alicante Farm Prevailing Wage: BETWEEN ONE AND TWO SMMLV	

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	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident from interviews and payroll documents and lists of workers, that there are no temporary workers within the organization, all workers are hired directly in each of the organizations. It is also evident from the documentary verification of the labor contracts that all of the workers were hired directly by their respective employers. The following number of workers was taken as a sample TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS 25 OUTGROWER 4 SMALLHOLDERS 4	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident from interviews and payroll documents and lists of workers, that there are no temporary workers within the organization, all workers are hired directly in each of the organizations. It is also evident from the documentary verification of the labor contracts that all of the workers were hired directly by their respective employers. The following number of workers was taken as a sample TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS 25 OUTGROWER 4 SMALLHOLDERS 4	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel				
6.3.1 (C)	A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented	**CI TEQUENDANA SAS** Evidence of documents called: Internal Labor Regulations Article 109. The company is prohibited from 4. Limiting or pressuring workers in any way in the exercise of their rights of association. Human Development Policy Manual code T-MH-GH-01 V8 dated 6/24/2024 whose objective is to consolidate the guidelines of C.I. Tequendama S.A.S., defined in each of the policies related to Human Resources. Also within the same it is indicated: Fundamental principles and rights at work - I.T.O. Declaration. Adopted at the International Labor Conference held in Geneva in June 1998. - Elimination of Discrimination in Respect of Employment and Occupation - Freedom of Association and Trade Union Freedom - Right to Collective Bargaining - Elimination of forced and compulsory labor - Effective elimination of child labor	**CI TEQUENDANA SAS** Evidence of documents called: Internal Labor Regulations Article 109. The company is prohibited from 4. Limiting or pressuring workers in any way in the exercise of their rights of association. Human Development Policy Manual code T-MH-GH-01 V8 dated 6/24/2024 whose objective is to consolidate the guidelines of C.I. Tequendama S.A.S., defined in each of the policies related to Human Resources. Also within the same it is indicated: Fundamental principles and rights at work - I.T.O. Declaration.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		OUTGROWER Sustainability policy document Code: SOS-POL-01 V3 dated 9/8/2021, which describes "Recognize the freedom of all workers, including migrants, emigrants and/or transmigrants, to form associations and bargain collectively in accordance with ILO Conventions 87 and 98. The company is also provided with Internal Labor Regulations Article 44 - the company is prohibited from: numeral 4 Limiting or pressuring workers in any way in the exercise of their right of association and Article 45. To restrict the freedom to work or not to work or to join or not to join or remain in a union or to withdraw from it. **SMALLHOLDERS** Policy Manual of each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which indicates Fundamental Principles and Rights at Work - I.T.O. Declaration. • Adopted at the International Labor Conference held in Geneva in June 1998. • Elimination of Discrimination in Respect of Employment and Occupation • **Freedom of Association and Trade Union Freedom** • Right to Collective Bargaining • Elimination of forced and compulsory labor • Effective elimination of child labor	Adopted at the International Labor Conference held in Geneva in June 1998. • Elimination of Discrimination in Respect of Employment and Occupation • Freedom of Association and Trade Union Freedom • Right to Collective Bargaining • Elimination of forced and compulsory labor • Effective elimination of child labor **OUTGROWER** Sustainability policy document Code: SOS-POL-01 V3 dated 9/8/2021, which describes "Recognize the freedom of all workers, including migrants, emigrants and/or transmigrants, to form associations and bargain collectively in accordance with ILO Conventions 87 and 98. The company is also provided with Internal Labor Regulations Article 44 - the company is prohibited from: numeral 4 Limiting or pressuring workers in any way in the exercise of their right of association and Article 45. To restrict the freedom to work or not to work or to join or not to join or	

		Socialized to the labor force and the following number of workers was taken as a sample TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS 25 OUTGROWER 4 SMALLHOLDERS 4	remain in a union or to withdraw from it. **SMALLHOLDERS** Policy Manual of each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which indicates Fundamental Principles and Rights at Work - I.T.O. Declaration. • Adopted at the International Labor Conference held in Geneva in June 1998. • Elimination of Discrimination in Respect of Employment and Occupation • **Freedom of Association and Trade Union Freedom** • Right to Collective Bargaining • Elimination of forced and compulsory labor • Effective elimination of child labor Socialized to the labor force and the following number of workers was taken as a sample	

			TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS 25 OUTGROWER 4 SMALLHOLDERS 4	
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	**CI TEQUENDANA SAS** Considering that the organization does not have a union group, there are meetings between workers' representatives and the employer, through the workers' committee, as follows: Tequendama Plantation:07/21/2024 Ariguaní Plantation: 10/10/2024 Gavilan Plantation I:08/13/2024 Gavilan II Plantation: 16/09/2024 **OUTGROWER** Taking into account that the organization does not have a union group, there is evidence of meetings between the representatives of the workers and the employer. Dates verified: 27/08/2024, 27/09/2024 Where workers' representatives and company representatives meet in order to discuss issues of interest to workers. Such as accidents, open medical cases, safe working conditions.	**CI TEQUENDANA SAS** Considering that the organization does not have a union group, there are meetings between workers' representatives and the employer, through the workers' committee, as follows: Tequendama Plantation:07/21/2024 Ariguaní Plantation: 10/10/2024 Gavilan Plantation I:08/13/2024 Gavilan II Plantation: 16/09/2024 **OUTGROWER** Taking into account that the organization does not have a union group, there is evidence of meetings between the representatives of the workers and the employer. Dates verified: 27/08/2024, 27/09/2024	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

			Where workers' representatives and company representatives meet in order to discuss issues of interest to workers. Such as accidents, open medical cases, safe working conditions.	
6.3.3	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	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident from interviews with workers that the organization does not interfere in the creation of labor unions: TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS 25 OUTGROWER 4 SMALLHOLDERS 4	**CI TEQUENDANA SAS, OUTGROWER, SMALLHOLDER** It is evident from interviews with workers that the organization does not interfere in the creation of labor unions: TEQUENDAMA EXTRACTION PLANT 15 OWN PLANTATIONS 25 OUTGROWER 4 SMALLHOLDERS 4	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 6.4: 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	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 dated 26/4/2024 which indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations, storage, logistics areas and supply chains of C.I.	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 dated 26/4/2024 which indicates the policy for minors in plantations, agro-industrial plants,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	place, and included into service contracts and supplier agreements	Tequendama SAS. It also contains the mechanisms for redress in case it applies. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". Socialized as follows to the workforce as follows: Date: 6/14/2024 Number of employees 9 Documents called: Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019, which describes within the requirements for hiring to present the citizenship card as a mechanism for proof of age of majority. **SMALLHOLDERS**	transportation, port operations, storage, logistics areas and supply chains of C.I. Tequendama SAS. It also contains the mechanisms for redress in case it applies. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". Socialized as follows to the workforce as follows: Date: 6/14/2024 Number of employees 9 Documents called: Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of	☐ Not Applicable (justification required)

		A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. **Working Child Policy** 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations This policy states that "The objective of this policy is to contribute to the goals set by humanity to prevent children and adolescents from being taken away from their families or from school and, in general terms, from the activities appropriate to their age, to be taken as workers, salaried or not. In this sense, it is TOTALLY PROHIBITED the assignment of children and adolescents for the development of any productive or domestic activity that takes place at the Farm.	12/6/2019, which describes within the requirements for hiring to present the citizenship card as a mechanism for proof of age of majority. **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. **Working Child Policy** 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions	

		The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024	15. Step-by-Step Conflict Resolution 16. Internal Working Regulations This policy states that "The objective of this policy is to contribute to the goals set by humanity to prevent children and adolescents from being taken away from their families or from school and, in general terms, from the activities appropriate to their age, to be taken as workers, salaried or not. In this sense, it is TOTALLY PROHIBITED the assignment of children and adolescents for the development of any productive or domestic activity that takes place at the Farm. The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024	
6.4.2 (C)	There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national	**CI TEQUENDANA SAS** Documents called: Human Development Policy Manual code T-MH-GH-01 V8 of 6/24/2024 Which indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations,	**CI TEQUENDANA SAS** Documents called: Human Development Policy Manual code T-MH-GH-01 V8 of 6/24/2024 Which indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

	minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure	storage, logistics areas and supply chains of C.I Tequendama SAS. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 Likewise, a document called Procedure for Hiring, Induction and Training code T-PR-GH-02 V2 dated 12/9/2023 is evidenced, in which in section 5.2 it is stated as a requirement the presentation of the citizenship card as a mechanism to prove the age of majority. **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". **SMALLHOLDERS** It is evident through field visits and interviews with workers that there are no young and/or underage collaborators working in the palm plantations, as well as the list of workers where it can be seen that all of them have citizenship cards and are of legal age, as well as within the documents required for hiring a person it is specified as a requirement the presentation of the citizenship card which proves the age of majority in Colombia,	storage, logistics areas and supply chains of C.I Tequendama SAS. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 Likewise, a document called Procedure for Hiring, Induction and Training code T-PR-GH-02 V2 dated 12/9/2023 is evidenced, in which in section 5.2 it is stated as a requirement the presentation of the citizenship card as a mechanism to prove the age of majority. **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". **SMALLHOLDERS**	☐ Not Applicable (justification required)

		it is indicated that minors under 18 years of age are not employed:	It is evident through field visits and interviews with workers that there are no young and/or underage collaborators working in the palm plantations, as well as the list of workers where it can be seen that all of them have citizenship cards and are of legal age, as well as within the documents required for hiring a person it is specified as a requirement the presentation of the citizenship card which proves the age of majority in Colombia, it is indicated that minors under 18 years of age are not employed:	
6.4.3 (C)	Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 of 6/24/2024 This manual indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations, storage, logistics areas and supply chains of C.I. Tequendama SAS. **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited".	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 of 6/24/2024 This manual indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations, storage, logistics areas and supply chains of C.I. Tequendama SAS. **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		SMALLHOLDERS Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy prohibiting child labor. A field visit and interviews with workers showed that there are no young employees working in the palm plantations, and the list of workers showed that all of them have citizenship cards and are of legal age.	"Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". **SMALLHOLDERS** Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy prohibiting child labor. A field visit and interviews with workers showed that there are no young employees working in the palm plantations, and the list of workers showed that all of them have citizenship cards and are of legal age.	
6.4.4	The unit of certification demonstrates communication about its 'no child labour policy and the negative effects of child labour, and	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 of 6/24/2024 This manual indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations, storage, logistics areas and supply chains of C.I. Tequendama SAS.	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 of 6/24/2024 This manual indicates the policy for minors in plantations, agro-industrial plants, transportation, port operations, storage, logistics areas	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live	Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". Evidence of socialization carried out on 6/14/2024 addressed to the workforce. **SMALLHOLDERS** Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy prohibiting child labor. The compendium of human management policies and procedures, designed for each of the producers, which contains the following information, is also communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers	and supply chains of C.I. Tequendama SAS. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students carrying out their internships, the performance of high-risk activities is prohibited". Evidence of socialization carried out on 6/14/2024 addressed to the workforce. **SMALLHOLDERS** Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human	

		4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. **Working Child Policy** 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 The aforementioned policies were socialized to the workforce through annual reinduction and to the	Resources, which contains the policy prohibiting child labor. The compendium of human management policies and procedures, designed for each of the producers, which contains the following information, is also communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy	

		communities through periodic meetings, as a sample, those held in August 2024.	11. Code of Ethics 12. **Working Child Policy** 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 The aforementioned policies were socialized to the workforce through annual reinduction and to the communities through periodic meetings, as a sample, those held in August 2024.	
Criterion 6.5: 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	**CI TEQUENDANA SAS** Documents called:	**CI TEQUENDANA SAS** Documents called:	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

	violence is implemented and communicated to all levels of the workforce	Human Development Policy Manual code T-MH-GH-01 V8 of 24/6/2024 The objective of this manual is to support the Company's employees, so that they can freely present their complaints of sexual harassment to their employer, who in turn will help them to settle the situations derived from the alleged sexual harassment, in accordance with the legal provisions in force. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 Date: 2/2/2023 13 employees **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021 which indicates k. "Prohibit any type of physical, sexual or psychological violence, harassment and/or intimidation." This policy has been socialized on 6/14/2024 to the total workforce 9 workers **SMALLHOLDERS** The following documents are evidenced: Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy prohibiting sexual harassment and any form of harassment.	Human Development Policy Manual code T-MH-GH-01 V8 of 24/6/2024 The objective of this manual is to support the Company's employees, so that they can freely present their complaints of sexual harassment to their employer, who in turn will help them to settle the situations derived from the alleged sexual harassment, in accordance with the legal provisions in force. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 Date: 2/2/2023 13 employees **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 dated 9/8/2021 which indicates k. "Prohibit any type of physical, sexual or psychological violence, harassment and/or intimidation." This policy has been socialized on 6/14/2024 to the total workforce 9 workers **SMALLHOLDERS**	☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		A compendium of human management policies and procedures, designed for each of the producers, is communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. **Sexual Harassment Policy** 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 The aforementioned policies are also posted on the bulletin boards of each of the organizations.	The following documents are evidenced: Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy prohibiting sexual harassment and any form of harassment. A compendium of human management policies and procedures, designed for each of the producers, is communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. **Sexual Harassment Policy** 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy	

			14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 The aforementioned policies are also posted on the bulletin boards of each of the organizations.	
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	**CI TEQUENDANA SAS** Documents called: Human Development Policy Manual code T-MH-GH-01 V8 of 224/6/2024 Which indicates the reproductive protection policy objective: This policy seeks to provide spaces and facilities to all workers in the exercise of their right to decide freely and responsibly the number of their children, taking into account the current social phenomena, thus contributing to ensure the health and welfare of the family, which is reflected in the workplace. Its socialization has been carried out as follows:	**CI TEQUENDANA SAS** Documents called: Human Development Policy Manual code T-MH-GH-01 V8 of 224/6/2024 Which indicates the reproductive protection policy objective: This policy seeks to provide spaces and facilities to all workers in the exercise of their right to decide freely and responsibly the number of their children, taking into account the current social phenomena, thus contributing to	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states p. "Recognize the basic right to procreate, as well as the customs and cultures of its workers and contractors". Socialized as follows to the workforce as follows: Date: 6/14/2024 Number of employees 9 **SMALLHOLDERS** The following documents are evidenced: Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy for the protection of reproductive rights. A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy	ensure the health and welfare of the family, which is reflected in the workplace. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states p. "Recognize the basic right to procreate, as well as the customs and cultures of its workers and contractors". Socialized as follows to the workforce as follows: Date: 6/14/2024 Number of employees 9 **SMALLHOLDERS** The following documents are evidenced: Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in	

		5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 The aforementioned policies are also posted on the bulletin boards of each of the organizations.	each of the policies related to Human Resources, which contains the policy for the protection of reproductive rights. A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics	

			12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 The aforementioned policies are also posted on the bulletin boards of each of the organizations.	
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	**CI TEQUENDANA SAS** There is evidence of the minutes of formation of the gender committee, as follows: Minutes of formation of the gender committee, dated 3/5/2023, where 6 workers are described as members: The gender committee will meet on a quarterly basis. Date 10/5/2024. Subjects discussed: To process the legal regulations in force, to guarantee equal treatment and	**CI TEQUENDANA SAS** There is evidence of the minutes of formation of the gender committee, as follows: Minutes of formation of the gender committee, dated 3/5/2023, where 6 workers are described as members:	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		opportunities for men and women, to avoid any form of violence and discrimination based on gender. Through information provided by the human resources area, it was ascertained that there were no pregnant women or women with children under two years of age who were breastfeeding at the time of this audit. The organization also has lactation rooms located in the extraction plant. **OUTGROWER** There is evidence of the minutes of the appointment of the senior management representative and the creation of the gender participation and equity committee, as follows: Minutes of formation of the gender committee, dated 5/28/2024, where the following workers are described as members: On the part of senior management ID. 1961xxxx On the workers' side ID. 100450xxxx Note: As of the date of the audit, the organization does not have any pregnant or nursing women or children under two years of age.	The gender committee will meet on a quarterly basis. Date 10/5/2024. Subjects discussed: To process the legal regulations in force, to guarantee equal treatment and opportunities for men and women, to avoid any form of violence and discrimination based on gender. Through information provided by the human resources area, it was ascertained that there were no pregnant women or women with children under two years of age who were breastfeeding at the time of this audit. The organization also has lactation rooms located in the extraction plant. **OUTGROWER** There is evidence of the minutes of the appointment of the senior management representative and the creation of the gender participation and equity committee, as follows: Minutes of formation of the gender committee, dated 5/28/2024, where the following workers are described as members: On the part of senior management	

			ID. 1961xxxx On the workers' side ID. 100450xxxx Note: As of the date of the audit, the organization does not have any pregnant or nursing women or children under two years of age.	
6.5.4	Grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.	**CI TEQUENDANA SAS** The following documents are evidenced: System of requests, complaints, claims and suggestions, Version 1 of 5/23/2023 which contains anonymous complaints/ethics hotline. The company has established an "ETHICS LINE", which can be accessed through the website www.daabon.com; in the CONTACT US section. From this link it is possible to send an email, a WhatsApp, chat or talk directly with a Resguarda Advisor (company in charge of receiving and processing complaints), who will guarantee the anonymity of those who use this mechanism. **OUTGROWER** Procedure for handling complaints, claims and/or suggestions from interested parties Code: SOST-PR-04 V3 of 01-February-2021 which indicates The plantation guarantees the anonymity of the person reporting the PQRS, and if necessary, the response will be provided by means of general information published on the notice boards and In case the identity of the	**CI TEQUENDANA SAS** The following documents are evidenced: System of requests, complaints, claims and suggestions, Version 1 of 5/23/2023 which contains anonymous complaints/ethics hotline. The company has established an "ETHICS LINE", which can be accessed through the website www.daabon.com; in the CONTACT US section. From this link it is possible to send an email, a WhatsApp, chat or talk directly with a Resguarda Advisor (company in charge of receiving and processing complaints), who will guarantee the anonymity of those who use this mechanism. **OUTGROWER**	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		complainant or the interested party filing the PQRS is known, the company shall ensure that no reprisals are taken against this party. **SMALLHOLDERS** There is evidence of a document called Farm Policy Manual, which is designed for each of the supplier farms, and its objective is to strengthen timely and efficient communication with employees of the Alicante farm, using complaints and claims, suggestions or compliments, as a tool for editing the level of satisfaction and responsiveness of the different workplaces, which leads to the creation of opportunities for improvement in the processes of the organization, monitoring and evaluating the actions taken. A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. **Complaints, Claims and Suggestions to Workers** 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy	Procedure for handling complaints, claims and/or suggestions from interested parties Code: SOST-PR-04 V3 of 01-February- 2021 which indicates The plantation guarantees the anonymity of the person reporting the PQRS, and if necessary, the response will be provided by means of general information published on the notice boards and In case the identity of the complainant or the interested party filing the PQRS is known, the company shall ensure that no reprisals are taken against this party. **SMALLHOLDERS** There is evidence of a document called Farm Policy Manual, which is designed for each of the supplier farms, and its objective is to strengthen timely and efficient communication with employees of the Alicante farm, using complaints and claims, suggestions or compliments, as a tool for editing the level of satisfaction and responsiveness of the different workplaces, which leads to the creation of opportunities for improvement in the processes of the	

		8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 These documents state that the plantation guarantees the anonymity of the person reporting the PQRS, and if necessary, the response will be provided by means of general information posted on bulletin boards and in the event that the identity of the complainant or interested party filing the PQRS is known,	organization, monitoring and evaluating the actions taken. A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. **Complaints, Claims and Suggestions to Workers** 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy	

		the company must guarantee that no reprisals will be taken against this person. All responses to anonymous requests are posted on the organization's bulletin boards in accordance with due process.	13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 These documents state that the plantation guarantees the anonymity of the person reporting the PQRS, and if necessary, the response will be provided by means of general information posted on bulletin boards and in the event that the identity of the complainant or interested party filing the PQRS is known, the company must guarantee that no reprisals will be taken against this person.	

			All responses to anonymous requests are posted on the organization's bulletin boards in accordance with due process.	
riterion 6.6: Work is voluntary and specific labor policy and procedures are implemented.				
6.6.1 (C)	All work is voluntary and following are prohibited: • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 dated 6/24/2024 which indicates the policy of prohibition of forced labor in accordance with the provisions of international conventions ratified by our country before the O.I.T (international labor organization) and the national regulations prohibiting forced labor, modern forms of slavery and human trafficking, the company is committed to comply with such precepts. Its socialization has been carried out as follows:	**CI TEQUENDANA SAS** Documents called: Human development policy manual code T-MH-GH-01 V8 dated 6/24/2024 which indicates the policy of prohibition of forced labor in accordance with the provisions of international conventions ratified by our country before the O.I.T (international labor organization) and the national regulations prohibiting forced labor, modern forms of slavery and human trafficking, the company is committed to comply with such precepts. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019 which contains Within the selection processes, if presented, migrant workers will be taken into account, without any discrimination, provided that it meets the required profiles and required documents and Requirements for hiring migrants. Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which contains f. "To guarantee in the processes of selection and/or hiring of workers that there is no discrimination of any kind against migrants, emigrants	**OUTGROWER** Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019 which contains Within the selection processes, if presented, migrant workers will be taken into account, without any discrimination, provided that it meets the required profiles and required documents and Requirements for hiring migrants. Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which contains f. "To guarantee in the processes of selection and/or hiring of workers that there is no discrimination of any kind against migrants, emigrants and/or transmigrants, as long as they comply with the required profiles and required documents and also no forced labor is allowed in their operations. Socialized as follows to the workforce as follows: Date: 6/14/2024 **SMALLHOLDERS** The following documents are evidenced Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each	

		and/or transmigrants, as long as they comply with the required profiles and required documents and also no forced labor is allowed in their operations. Socialized as follows to the workforce as follows: Date: 6/14/2024 **SMALLHOLDERS** The following documents are evidenced Policy Manual for each of the farms whose objective is to Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the policy prohibiting forced labor. A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy	of the policies related to Human Resources, which contains the policy prohibiting forced labor. A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. **Policy Prohibiting Forced Labor** 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question:	

		3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. **Policy Prohibiting Forced Labor** 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question:	Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 Interviews with workers in the field and at the extraction plant verified that none of the following situations exist: • Withholding of identity documents or passports. • Payment of Contracting fees; • Contract substitution without employee consent • Involuntary overtime; • Lack of freedom of employees to resign • Penalty for termination of employment, unless the certifying unit and the workers agree to the penalty and it is stipulated in the employment contract. • Debt bondage Wage withholding	

		Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 Interviews with workers in the field and at the extraction plant verified that none of the following situations exist: • Withholding of identity documents or passports. • Payment of Contracting fees; • Contract substitution without employee consent • Involuntary overtime; • Lack of freedom of employees to resign • Penalty for termination of employment, unless the certifying unit and the workers agree to the penalty and it is stipulated in the employment contract. • Debt bondage Wage withholding		

6.6.2 (C)	Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented	**CI TEQUENDANA SAS** Documents called: Human Development Policy Manual code T-MH-GH-01 V8 of 6/24/2024 Which indicates the policy of prohibition of forced labor which includes The company will protect the rights of workers, in particular, those of migrant workers, against abusive and fraudulent practices during the recruitment process and also The company will allow migrants to apply or aspire to positions or vacancies within the company, which must be supported with a visa that entitles the foreigner for that purpose. The types of visa, depending on the case, are the following: TP-4, TP-9, TP-12, TP-13. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024	**CI TEQUENDANA SAS** Documents called: Human Development Policy Manual code T-MH-GH-01 V8 of 6/24/2024 Which indicates the policy of prohibition of forced labor which includes The company will protect the rights of workers, in particular, those of migrant workers, against abusive and fraudulent practices during the recruitment process and also The company will allow migrants to apply or aspire to positions or vacancies within the company, which must be supported with a visa that entitles the foreigner for that purpose. The types of visa, depending on the case, are the following: TP-4, TP-9, TP- 12, TP-13. Its socialization has been carried out as follows: Extraction plant labor force; 8/10/2024 Finca Gavilan I and II; 5/27/2024 Ariguaní Farm; 5/28/2024 **OUTGROWER** Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019 which contains Within the selection processes, if presented,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		OUTGROWER Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019 which contains Within the selection processes, if presented, migrant workers will be taken into account, without any discrimination, provided that it meets the required profiles and required documents and Requirements for hiring migrants. Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which contains f. "To guarantee in the processes of selection and/or hiring of workers that there is no discrimination of any kind against migrants, emigrants and/or transmigrants, as long as they comply with the required profiles and required documents".	migrant workers will be taken into account, without any discrimination, provided that it meets the required profiles and required documents and Requirements for hiring migrants. Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which contains f. "To guarantee in the processes of selection and/or hiring of workers that there is no discrimination of any kind against migrants, emigrants and/or transmigrants, as long as they comply with the required profiles and required documents". Socialized as follows to the workforce as follows: Date: 6/14/2024 Number of employees 9 **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy	

		Socialized as follows to the workforce as follows: Date: 6/14/2024 Number of employees 9 **SMALLHOLDERS** A compendium of human management policies and procedures designed for each of the producers has been communicated: Public Access Documents 2. Permit Policy 3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy	3. Complaints, Claims and Suggestions to Workers 4. Sexual Harassment Policy 5. Zero Tolerance Discrimination Policy 6. Harassment Prevention Policy 7. Reproduction Protection Policy 8. Immigrant Recruitment Policy 9. Policy Prohibiting Forced Labor 10. Trade Union Freedom of Association Policy 11. Code of Ethics 12. Working Child Policy 13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 At the time of the audit there was no evidence of migrant or temporary workers working in the organizations.	

		13. Human Rights Respect Policy 14. System of Petitions, Complaints, Claims and Suggestions 15. Step-by-Step Conflict Resolution 16. Internal Working Regulations The following was taken as a sample of socialization of the policy in question: Finca Alicante and la Solita: 9/9/2024 La Agustina Farm: 9/9/20243 El Barzal Farm: 10/9/2024 At the time of the audit there was no evidence of migrant or temporary workers working in the organizations.		
Criterion 6.7: Appropriate health and safety measures are in place.				
6.7.1 (C)	The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded	**C.I TEQUENDAMA** According to the documentary review and interviews": -The certification unit has a health and safety officer with license #1246.	**C.I TEQUENDAMA** According to the documentary review and interviews": -The certification unit has a health and safety officer with license #1246. -A joint occupational health and safety committee (COPASST) has been formed in	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		-A joint occupational health and safety committee (COPASST) has been formed in each plantation and mill. Dates of formation: Mill:09/28/2024 Tequendama Plantation:09/28/2024 Ariguaní Plantation: 03/09/2024. Gavilan I Plantation: 03/09/2024 Gavilan II Plantation: 02/09/2024 -The committee is made up of representatives of the workers and those responsible for the certification unit. -The committee meets monthly and minutes of the meetings are kept. Mill: 09/08/2024. Tequendama Plantation:07/21/2024 Ariguaní Plantation: 10/10/2024 Gavilan Plantation I:08/13/2024 Gavilan II Plantation: 16/09/2024	each plantation and mill. Dates of formation: Mill:09/28/2024 Tequendama Plantation:09/28/2024 Ariguaní Plantation: 03/09/2024. Gavilan I Plantation: 03/09/2024 Gavilan II Plantation: 02/09/2024 -The committee is made up of representatives of the workers and those responsible for the certification unit. -The committee meets monthly and minutes of the meetings are kept. Mill: 09/08/2024. Tequendama Plantation:07/21/2024 Ariguaní Plantation: 10/10/2024 Gavilan Plantation I:08/13/2024 Gavilan II Plantation: 16/09/2024 OUTGROWER According to the documentary review and interviews. -Professional in H&S professional license #2663 of 2021. -Worker 3421 has been defined as an occupational monitor in compliance with local regulations. -Monthly meetings are held to review issues related to worker health and safety.	☐ Not Applicable (justification required)

		OUTGROWER According to the documentary review and interviews. -Professional in H&S professional license #2663 of 2021. -Worker 3421 has been defined as an occupational monitor in compliance with local regulations. -Monthly meetings are held to review issues related to worker health and safety. -Minutes of meetings, document "Health and Safety Oversight Report (SST-G-28 V01)" are kept. -In the meetings, issues concerning the safety and health of workers are reviewed. Verified Dates: 08/27/2024, **09/27/2024** SMALLHOLDERS According to the documentary review and interviews -The occupational overseer has been defined for each	-Minutes of meetings, document "Health and Safety Oversight Report (SST-G-28 V01)" are kept. -In the meetings, issues concerning the safety and health of workers are reviewed. Verified Dates: 08/27/2024, **09/27/2024** SMALLHOLDERS According to the documentary review and interviews -The occupational overseer has been defined for each smallholder in compliance with local regulations. El Barzal: 02/22/2024 Alicante and Solita: 22/02/2024 La Agustina: No workers, 100% family labor. -Quarterly meetings are held with each smallholder's watchers. -Minutes of meetings are kept: El Balzar: 09/09/2024 Alicante: 09/09/2024 Solita: 10/09/2024 -In the meetings, issues concerning the safety and health of workers are reviewed.	

		smallholder in compliance with local regulations. El Barzal: 02/22/2024 Alicante and Solita: 22/02/2024 La Agustina: No workers, 100% family labor. -Quarterly meetings are held with each smallholder's watchers. -Minutes of meetings are kept: El Balzar: 09/09/2024 Alicante: 09/09/2024 Solita: 10/09/2024 -In the meetings, issues concerning the safety and health of workers are reviewed.		
6.7.2	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.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit has defined the procedure for emergency preparedness and response. -Emergency drills have been conducted and records are kept. Mill: 12/14/2023	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit has defined the procedure for emergency preparedness and response. -Emergency drills have been conducted and records are kept. Mill: 12/14/2023 Tequendama Plantation: 12/15/2023	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Tequendama Plantation: 12/15/2023 Ariguaní Plantation: 17/10/2024 Gavilan I Plantation: 12/21/2023 Gavilan II Plantation: 22/12/2023 -There are personnel trained in first aid for the mill and plantations. -There is evidence of the training courses given, document "Attendance Control (TRG-GH-11)". Mill: 09/23/2024 Tequendama Plantation: 19/09/2024 Ariguaní Plantation: 10/15/2024 Gavilan I Plantation: 09/09/2024	Ariguaní Plantation: 17/10/2024 Gavilan I Plantation: 12/21/2023 Gavilan II Plantation: 22/12/2023 -There are personnel trained in first aid for the mill and plantations. -There is evidence of the training courses given, document "Attendance Control (TRG-GH-11)". Mill: 09/23/2024 Tequendama Plantation: 19/09/2024 Ariguaní Plantation: 10/15/2024 Gavilan I Plantation: 09/09/2024 Gavilan Plantation II: 09/09/2024 -During the inspection of facilities, first aid equipment and fire extinguishers were observed in good working order and available for use. -Work accidents are recorded in the "Accident Record" document. **OUTGROWER**	

		Gavilan Plantation II: 09/09/2024 -During the inspection of facilities, first aid equipment and fire extinguishers were observed in good working order and available for use. -Work accidents are recorded in the "Accident Record" document. **OUTGROWER** -The document "Emergency Plan (SST-PL-01 V08)" is available in local language (Spanish). -A drill on how to deal with emergencies has been carried out, date: 01/25/2024. -First aid training is available 01/25/2024. -During the inspection of the facilities, first aid equipment and fire extinguishers were	-The document "Emergency Plan (SST-PL-01 V08)" is available in local language (Spanish). -A drill on how to deal with emergencies has been carried out, date: 01/25/2024. -First aid training is available 01/25/2024. -During the inspection of the facilities, first aid equipment and fire extinguishers were observed to be in good working order and available for use. All first-aid kits were in good condition and in good condition. -Records of all accidents are kept, document "Characterization of accidents" for the year 2024, there has been one accident of the worker 6170, date of accident: 04/18/2024. -Occupational accidents are reviewed monthly. SMALLHOLDER -The document "Emergency preparedness and response plan" is available.	

		observed to be in good working order and available for use. All first-aid kits were in good condition and in good condition. -Records of all accidents are kept, document "Characterization of accidents" for the year 2024, there has been one accident of the worker 6170, date of accident: 04/18/2024. -Occupational accidents are reviewed monthly. SMALLHOLDER -The document "Emergency preparedness and response plan" is available. -Trained personnel are available at each of the smallholder plantations. -First aid training was conducted for 1 person from	-Trained personnel are available at each of the smallholder plantations. -First aid training was conducted for 1 person from each smallholder. Completion date: 08/15/2024 -During the inspection of the facilities, first aid equipment and fire extinguishers were observed to be in good working order and available for use. All first-aid kits were in good condition and in good condition. -There have been no occupational accidents. There is evidence of the existence of personnel trained in first aid called brigadistas, who make up the emergency brigade and are responsible for primary care in the event of any eventuality within the facilities of each of the organizations.	

		each smallholder. Completion date: 08/15/2024 -During the inspection of the facilities, first aid equipment and fire extinguishers were observed to be in good working order and available for use. All first-aid kits were in good condition and in good condition. -There have been no occupational accidents. There is evidence of the existence of personnel trained in first aid called brigadistas, who make up the emergency brigade and are responsible for primary care in the event of any eventuality within the facilities of each of the organizations.		
6.7.3 (C)	Workers use appropriate personal protective equipment (PPE), which is provided free of	**C.I TEQUENDAMA**	**C.I TEQUENDAMA**	☒ Conform

	charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.	According to the documentary review and interviews: -All workers receive PPE according to the activity to be performed and the risks identified in the risk assessment. -PPE is provided free of charge to all workers. -When verifying pay slips, no PPE discounts were evidenced and workers confirmed this through interviews. -Sufficient PPE stock was evidenced in the plantation and mill warehouses. -Workers demonstrate sufficient knowledge in the use of PPE. -During the interviews and inspection of facilities and plantations, workers were observed using PPE properly. -No pesticides are applied.	According to the documentary review and interviews: -All workers receive PPE according to the activity to be performed and the risks identified in the risk assessment. -PPE is provided free of charge to all workers. -When verifying pay slips, no PPE discounts were evidenced and workers confirmed this through interviews. -Sufficient PPE stock was evidenced in the plantation and mill warehouses. -Workers demonstrate sufficient knowledge in the use of PPE. -During the interviews and inspection of facilities and plantations, workers were observed using PPE properly. -No pesticides are applied. -PPE delivery records are kept, document "PPE Delivery Record". -PPE deliveries were verified for harvesting, mechanical weed control, manual weed control, planting, nursery, sterilization, scale and boilers.	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		-PPE delivery records are kept, document "PPE Delivery Record". -PPE deliveries were verified for harvesting, mechanical weed control, manual weed control, planting, nursery, sterilization, scale and boilers. OUTGROWER According to the documentary review and interviews: -All workers receive PPE according to the activity to be performed and the risks identified in the risk assessment. -PPE is provided free of charge to all workers. -When verifying pay slips, no PPE discounts were evidenced and workers confirmed this through interviews.	OUTGROWER According to the documentary review and interviews: -All workers receive PPE according to the activity to be performed and the risks identified in the risk assessment. -PPE is provided free of charge to all workers. -When verifying pay slips, no PPE discounts were evidenced and workers confirmed this through interviews. -Sufficient PPE stock was evidenced in the plantation and mill warehouses. -Workers demonstrate sufficient knowledge in the use of PPE. -During the interviews and inspection of facilities and plantations, workers were observed using PPE properly. -No pesticides are applied. -PPE delivery records are kept, document "PPE Delivery Record". -Deliveries of PPE were verified for the work of the	

		-Sufficient PPE stock was evidenced in the plantation and mill warehouses. -Workers demonstrate sufficient knowledge in the use of PPE. -During the interviews and inspection of facilities and plantations, workers were observed using PPE properly. -No pesticides are applied. -PPE delivery records are kept, document "PPE Delivery Record". -Deliveries of PPE were verified for the work of the The document "Delivery of personal protective equipment (SST-F-09 V03)" is available. There is evidence of PPE delivery for harvesting, mechanical weed control, manual weed control and harvesting.	The document "Delivery of personal protective equipment (SST-F-09 V03)" is available. There is evidence of PPE delivery for harvesting, mechanical weed control, manual weed control and harvesting. SMALLHOLDERS According to the documentary review and interviews: -All workers receive PPE according to the activity to be performed and the risks identified in the risk assessment. -PPE is provided free of charge to all workers. -When verifying pay slips, no PPE discounts were evidenced and workers confirmed this through interviews. -Sufficient PPE stock was evidenced in the plantation and mill warehouses. -Workers demonstrate sufficient knowledge in the use of PPE.	

		SMALLHOLDERS According to the documentary review and interviews: -All workers receive PPE according to the activity to be performed and the risks identified in the risk assessment. -PPE is provided free of charge to all workers. -When verifying pay slips, no PPE discounts were evidenced and workers confirmed this through interviews. -Sufficient PPE stock was evidenced in the plantation and mill warehouses. -Workers demonstrate sufficient knowledge in the use of PPE. -During the interviews and inspection of facilities and	-During the interviews and inspection of facilities and plantations, workers were observed using PPE properly. -No pesticides are applied. -PPE delivery records are kept, document "PPE Delivery Record". -The delivery of PPE for harvesting, mechanical weed control and manual weed control was verified.	

		plantations, workers were observed using PPE properly. -No pesticides are applied. -PPE delivery records are kept, document "PPE Delivery Record". -The delivery of PPE for harvesting, mechanical weed control and manual weed control was verified.		
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	**C.I TEQUENDAMA** There is evidence of the existence of 2 workers (J.M, A.H, B. de la C), performing operational tasks within the organization, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: 1. There is no evidence of contributions to the integral social security system (health, pension, ARL) for the year 2024, as described in	**C.I TEQUENDAMA** There is evidence of the existence of 2 workers (J.M, A.H, B. de la C), performing operational tasks within the organization, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the order of: 1. There is no evidence of contributions to the integral social security system (health, pension, ARL) for the year 2024, as described in Law 100 of 1993 and additional regulations for such purpose.	☐ Conform ☐ Major Nonconformity ☒ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Law 100 of 1993 and additional regulations for such purpose.		
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics	**C.I TEQUENDAMA** According to the documentary review and interview: -The certification unit has an "Accident Record" document where all accidents are recorded. -All accidents that generate loss of productive time are recorded. -Records are kept for the mill and plantations. -The health and safety area is in charge of updating the metrics. -The last review of metrics was performed in October/2024. The following indicator was obtained for the year 2023: Mill Lost Time injured: 2511	**C.I TEQUENDAMA** According to the documentary review and interview: -The certification unit has an "Accident Record" document where all accidents are recorded. -All accidents that generate loss of productive time are recorded. -Records are kept for the mill and plantations. -The health and safety area is in charge of updating the metrics. -The last review of metrics was performed in October/2024. The following indicator was obtained for the year 2023: Mill Lost Time injured: 2511 Total hours worked: 430912	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Total hours worked: 430912 Los time injury frequency rate: 5827 Plantations Lost Time injured: 7123 Total hours worked: 137412 Los time injury frequency rate: 52201	Los time injury frequency rate: 5827 Plantations Lost Time injured: 7123 Total hours worked: 137412 Los time injury frequency rate: 52201	

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.	**NC** **C.I. TEQUENDAMA**: It has been verified that there is an Integrated Pest and Disease Management Plan, entitled "Phytosanitary Management Plan", which includes the identification of pests and diseases present in the crops, as well as damage thresholds and control methods. However, a review of pest and disease censuses and monitoring revealed the following: **For Finca Gavilan 2**:	**NC** **C.I. TEQUENDAMA**: It has been verified that there is an Integrated Pest and Disease Management Plan, entitled "Phytosanitary Management Plan", which includes the identification of pests and diseases present in the crops, as well as damage thresholds and control methods. However, a review of pest and disease censuses and monitoring revealed the following: **For Finca Gavilan 2**:	☐ Conform ☒ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		For lot 3D (replanting 2023) there is no evidence of Strategus Aloeus monitoring in June, July, August and September. For lot 4C (replanting 2023), there is no evidence of census and pest and disease monitoring records for 2024. **Gavilan 1 Farm**: For lot 5, on September 4, 2024, 13 cases of relapsing CP and 5 cases of chlorotic leaf CP were identified, and there is no evidence of treatment records for disease control. **Tequendama Farm**: For lot 10, the first disease census record for the year 2024 is evidenced on May 17 and 32 cases of PC were identified, the next census was conducted on June 1, 2024 and the last one on July 10, 2024. In none of the farms is there evidence of the review of censuses and monitoring of pests and diseases on a monthly basis as defined in the Phytosanitary Management Plan, and for Gavilan 1, there is no evidence of control of the diseases identified in the field, on the other hand, in the Tequendama farm there is evidence in the monitoring records of the presence of Oiketicus and Mesocia, which are not yet	For lot 3D (replanting 2023) there is no evidence of Strategus Aloeus monitoring in June, July, August and September. For lot 4C (replanting 2023), there is no evidence of census and pest and disease monitoring records for 2024. **Gavilan 1 Farm**: For lot 5, on September 4, 2024, 13 cases of relapsing CP and 5 cases of chlorotic leaf CP were identified, and there is no evidence of treatment records for disease control. **Tequendama Farm**: For lot 10, the first disease census record for the year 2024 is evidenced on May 17 and 32 cases of PC were identified, the next census was conducted on June 1, 2024 and the last one on July 10, 2024. In none of the farms is there evidence of the review of censuses and monitoring of pests and diseases on a monthly basis as defined in the Phytosanitary Management Plan, and for Gavilan 1, there is no evidence of control of the diseases identified in the field, on the other hand, in the Tequendama farm there is evidence in the monitoring records of the presence of Oiketicus and Mesocia, which are not yet	

		included in the phytosanitary management plan. **OUTGROWER**: The existence of an Integrated Pest and Disease Management (IPM) Plan has been verified, which includes the identification of pests and diseases in the crops, as well as damage thresholds and control methods. However, when reviewing the censuses and monitoring carried out for lot 8, the following dates have been recorded: April 5, April 24, May 17 and August 12, 2024. These dates show that the monitoring frequency does not comply with the monthly periodicity established by the IPM. In addition, it has been observed that the pest and disease control manual considers the use of certain chemical molecules that do not match the controls and products currently used to manage these pests and diseases. This suggests a disconnect between the IPM guidelines and the practices applied in the field. **SMALLHOLDERS**: It has been verified that there is an Integrated Pest and Disease Management Plan, entitled	included in the phytosanitary management plan. **OUTGROWER**: The existence of an Integrated Pest and Disease Management (IPM) Plan has been verified, which includes the identification of pests and diseases in the crops, as well as damage thresholds and control methods. However, when reviewing the censuses and monitoring carried out for lot 8, the following dates have been recorded: April 5, April 24, May 17 and August 12, 2024. These dates show that the monitoring frequency does not comply with the monthly periodicity established by the IPM. In addition, it has been observed that the pest and disease control manual consider the use of certain chemical molecules that do not match the controls and products currently used to manage these pests and diseases. This suggests a disconnect between the IPM guidelines and the practices applied in the field. **SMALLHOLDERS**: It has been verified that there is an Integrated Pest and Disease Management Plan, entitled	

		"Phytosanitary Management Plan", which includes the identification of pests and diseases present in the crops, as well as damage thresholds and control methods. However, the review of pest and disease censuses and monitoring shows no records for the year 2024.	"Phytosanitary Management Plan", which includes the identification of pests and diseases present in the crops, as well as damage thresholds and control methods. However, the review of pest and disease censuses and monitoring shows no records for the year 2024.	
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.	**C.I. TEQUENDAMA:** It is evident that a review of the classification of invasive species was carried out by consulting the Cabi.org website and the database of invasive species as described in the document entitled "Management and production manual for organic palm plantations of the DAABON group". A survey of invasive plant species was conducted according to the CABI database. During the surveys of all the species on the CABI list of invasive species, only the invasive species Elaeis guineensis (oil palm) was identified. Invasive species monitoring on all farms in DAABON's supply chain will be carried out using the invasive species catalog according to revisions of the CABI World Database and plant distribution for the geographic zones determined, mainly in	**C.I. TEQUENDAMA:** It is evident that a review of the classification of invasive species was carried out by consulting the Cabi.org website and the database of invasive species as described in the document entitled "Management and production manual for organic palm plantations of the DAABON group". A survey of invasive plant species was conducted according to the CABI database. During the surveys of all the species on the CABI list of invasive species, only the invasive species Elaeis guineensis (oil palm) was identified. Invasive species monitoring on all farms in DAABON's supply chain will be carried out using the invasive species catalog according to revisions of the CABI World Database and plant distribution for the geographic zones determined, mainly in	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		conservation areas that are adjacent to bodies of water to prevent seeds from being dispersed through fluids to other plant populations. There is evidence of the use of the species *Pueraria phaseoloides*, known as kudzu, for ground cover in plantations undergoing renovation processes. This species is on CABI's list of invasive species. In order to prevent its expansion into natural areas, the company has established the "Standard Operating Procedure for Invasive Species Management". During the audit, the monitoring and maintenance map for kudzu control was verified. The main control activity consists of maintaining the crop through manual or mechanical intervention in riparian areas, as well as in irrigation and drainage canals. **OUTGROWER**: The invasive species management procedure classified by CABI for Colombia is evident. The company has implemented the use of kudzu in the lots under renovation, taking advantage of its	conservation areas that are adjacent to bodies of water to prevent seeds from being dispersed through fluids to other plant populations. There is evidence of the use of the species *Pueraria phaseoloides*, known as kudzu, for ground cover in plantations undergoing renovation processes. This species is on CABI's list of invasive species. In order to prevent its expansion into natural areas, the company has established the "Standard Operating Procedure for Invasive Species Management". During the audit, the monitoring and maintenance map for kudzu control was verified. The main control activity consists of maintaining the crop through manual or mechanical intervention in riparian areas, as well as in irrigation and drainage canals. **OUTGROWER**: The invasive species management procedure classified by CABI for Colombia is evident. The company has implemented the use of kudzu in the lots under renovation, taking advantage of its	

		benefits such as nitrogen supply and soil protection. The main control is carried out through manual control of the plants in streams, irrigation canals, and nearby drains, a process known as "despalille" (thinning). These activities are recorded in the format "Control of field work in plantations, Code MC-F-01 v01 2018". **SMALLHOLDERS:** The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff. On the other hand, during field visits, the control of spontaneous and cover palms, especially *Pueraria phaseoloides*, known as kudzu, was evident.	benefits such as nitrogen supply and soil protection. The main control is carried out through manual control of the plants in streams, irrigation canals, and nearby drains, a process known as "despalille" (thinning). These activities are recorded in the format "Control of field work in plantations, Code MC-F-01 v01 2018". **SMALLHOLDERS:** The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff. On the other hand, during field visits, the control of spontaneous and cover palms, especially *Pueraria phaseoloides*, known as kudzu, was evident.	
7.1.3	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]	**C.I. TEQUENDAMA:** The DAABON Group's 2020 environmental policy, signed by CEO Dr. A.D.A, states that burning will not be allowed for land preparation, waste, pest or disease management, except in cases justified by phytosanitary emergencies, subject to prior authorization from the competent authorities. The sanitary emergency caused by the bud rot disease (PC) is being treated at the regional level according to Resolution No.	**C.I. TEQUENDAMA:** The DAABON Group's 2020 environmental policy, signed by CEO Dr. A.D.A, states that burning will not be allowed for land preparation, waste, pest or disease management, except in cases justified by phytosanitary emergencies, subject to prior authorization from the competent authorities. The sanitary emergency caused by the bud rot disease (PC) is being treated at the regional level according to Resolution No.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		092771 of the Colombian Agricultural Institute (ICA), dated March 17, 2021, which updates the pests declared for official control and phytosanitary measures in oil palm crops in the national territory. This document states the following: "After PC control interventions, it is recommended to carbonize in a controlled manner the affected tissues, without contravening the measures established by the environmental authorities". The Phytosanitary Management Plan also states that burning for pest and disease control will not be allowed. This plan was socialized with the personnel in charge of the crop's plant health on May 23, 2024. **OUTGROWER:** The following is evidenced in the sustainability policy (Code SOS-POL-01) dated August 9, 2021: "Burning and the use of fire will not be allowed in the preparation of new plantings, nor in the control of pests and diseases." In addition, it is evident that a training on the sustainability policy was held on April 19, 2024.	092771 of the Colombian Agricultural Institute (ICA), dated March 17, 2021, which updates the pests declared for official control and phytosanitary measures in oil palm crops in the national territory. This document states the following: "After PC control interventions, it is recommended to carbonize in a controlled manner the affected tissues, without contravening the measures established by the environmental authorities". The Phytosanitary Management Plan also states that burning for pest and disease control will not be allowed. This plan was socialized with the personnel in charge of the crop's plant health on May 23, 2024. **OUTGROWER:** The following is evidenced in the sustainability policy (Code SOS-POL-01) dated August 9, 2021: "Burning and the use of fire will not be allowed in the preparation of new plantings, nor in the control of pests and diseases." In addition, it is evident that a training on the sustainability policy was held on April 19, 2024.	

		SMALLHOLDERS: The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff. On the other hand, during the field visits there was no evidence of the use of fire for pest and disease control. In addition, there is evidence of the socialization of sustainability policies, which prohibit the use of fire, to all small producers, carried out between September 9 and 13, 2024. General note*. In northern Colombia, the government authority of the Colombian Agricultural Institute (ICA) has required compliance with Resolution No. 092771 (03/17/2021), which requires the use of fire for "charring" of tissues affected by bud rot disease (CBD). However, during interviews with field workers and health managers, they stated that fire is not currently being used for "flaming" or "charring" during PC surgeries.	**SMALLHOLDERS**: The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff. On the other hand, during the field visits there was no evidence of the use of fire for pest and disease control. In addition, there is evidence of the socialization of sustainability policies, which prohibit the use of fire, to all small producers, carried out between September 9 and 13, 2024. General note*. In northern Colombia, the government authority of the Colombian Agricultural Institute (ICA) has required compliance with Resolution No. 092771 (03/17/2021), which requires the use of fire for "charring" of tissues affected by bud rot disease (CBD). However, during interviews with field workers and health managers, they stated that fire is not currently being used for "flaming" or "charring" during PC surgeries.	
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.				
7.2.1 (C)	Justification of all pesticides used is demonstrated. Selective products and	**C.I. TEQUENDAMA:**	**C.I. TEQUENDAMA:**	☒ Conform

	application methods that are specific to the target pest, weed or disease are prioritised.	The document "Management and Production Manual for Organic Palm Plantations DAABON Group 2020-2025" contains a list of products used in organic agriculture for the company's own crops and those of small farmers. No synthetic pesticides are applied; only biological products are used. The main biological inputs used are: *Paecilomyces sp.* for the control of *Leptopharsa gibbicarina* (Hemiptera, Tingidae). *Beauveria bassiana* for the control of *Leptopharsa gibbicarina*, *Brassolis sophorae* and *Stenoma cecropia*. *Metarhizium sp.* for the control of *Leucothyreus sp.*, *Strategus aloeus* and *Rhynchophorus palmarum*. *Trichoderma sp.* for the control of *Ganoderma boninense* and *Phellinus noxius*. **OUTGROWER:** Currently, no synthetic agrochemicals are applied. Biological products are used for the control of bud rot (CBP), such as	The document "Management and Production Manual for Organic Palm Plantations DAABON Group 2020-2025" contains a list of products used in organic agriculture for the company's own crops and those of small farmers. No synthetic pesticides are applied; only biological products are used. The main biological inputs used are: *Paecilomyces sp.* for the control of *Leptopharsa gibbicarina* (Hemiptera, Tingidae). *Beauveria bassiana* for the control of *Leptopharsa gibbicarina*, *Brassolis sophorae* and *Stenoma cecropia*. *Metarhizium sp.* for the control of *Leucothyreus sp.*, *Strategus aloeus* and *Rhynchophorus palmarum*. *Trichoderma sp.* for the control of *Ganoderma boninense* and *Phellinus noxius*. **OUTGROWER:** Currently, no synthetic agrochemicals are applied. Biological products are used for the control of bud rot (CBP), such as	☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Trichoderma sp., together with sodium hypochlorite as a sanitizer during treatments for CBP. **SMALLHOLDERS**: The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff**.** It is important to note that all of the core palm plantations are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622.	*Trichoderma sp.*, together with sodium hypochlorite as a sanitizer during treatments for CBP. **SMALLHOLDERS**: The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff**.** It is important to note that all of the core palm plantations are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622.	
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)	**C.I. TEQUENDAMA:** The records of applications of biological inputs in oil palm plantations were verified. The format used includes the active	**C.I. TEQUENDAMA:** The records of applications of biological inputs in oil palm plantations were verified. The format used includes the active	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

	are provided.	ingredients applied, their LD50, the area treated, the amount of active ingredients applied per hectare and the number of applications made. Trichoderma application data (5.42X10^{14} conidia/gram) were reviewed for the Tequendama and Ariguaní farms, for the Gavilan 1 and Gavilan 2 farms no applications have been made in 2024. **OUTGROWER:** There is evidence of the format "Application of biological products" (Code SV-F-02 v01 2018). The use of *Trichoderma* aims to accelerate the decomposition of pecked palm residues during the eradication process. *Trichoderma* has not been used in the period 2022-2023-2024. Data corresponding to December 2, 2021 were verified in plots 7, 8 and 10, with a dose of 1 kilo per hectare. **SMALLHOLDERS:** S The use of *Trichoderma* is intended to accelerate the decomposition of the pecked palm residues during the eradication process. *Trichoderma* and no other biological products have been used in 2024.	ingredients applied, their LD50, the area treated, the amount of active ingredients applied per hectare and the number of applications made. For the applied products there is no DL 50 according to the verification. Trichoderma application data (5.42X10^{14} conidia/gram) were reviewed for the Tequendama and Ariguaní farms, for the Gavilan 1 and Gavilan 2 farms no applications have been made in 2024. **OUTGROWER:** There is evidence of the format "Application of biological products" (Code SV-F-02 v01 2018). The use of *Trichoderma* aims to accelerate the decomposition of pecked palm residues during the eradication process. *Trichoderma* has not been used in the period 2022-2023-2024. Data corresponding to December 2, 2021 were verified in plots 7, 8 and 10, with a dose of 1 kilo per hectare. **SMALLHOLDERS:** S The use of *Trichoderma* is intended to accelerate the decomposition of the pecked palm residues during the	☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		It is important to note that all of the core palm plantations are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622.	eradication process. *Trichoderma* and no other biological products have been used in 2024. It is important to note that all of the core palm plantations are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622.	
7.2.3 (C)	Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: All of the core's palm plantations are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: All of the core's palm plantations are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622. The main biological inputs used are: *Paecilomyces sp.* for the control of *Leptopharsa gibbicarina* (Hemiptera, Tingidae). *Beauveria bassiana* for the control of *Leptopharsa gibbicarina*, *Brassolis sophorae* and *Stenoma cecropia*. *Metarhizium sp.* for the control of *Leucothyreus sp.*, *Strategus aloeus* and *Rhynchophorus palmarum*. *Trichoderma sp.* for the control of *Ganoderma boninense* and *Phellinus noxius*.	methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622. The main biological inputs used are: *Paecilomyces sp.* for the control of *Leptopharsa gibbicarina* (Hemiptera, Tingidae). *Beauveria bassiana* for the control of *Leptopharsa gibbicarina*, *Brassolis sophorae* and *Stenoma cecropia*. *Metarhizium sp.* for the control of *Leucothyreus sp.*, *Strategus aloeus* and *Rhynchophorus palmarum*. *Trichoderma sp.* for the control of *Ganoderma boninense* and *Phellinus noxius*.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The Daabon Group's Management and Production Manual for Organic Palm Plantations 2015/2025 establishes the prohibition of the prophylactic use of any	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The Daabon Group's Management and Production Manual for Organic Palm Plantations 2015/2025 establishes the prohibition of the prophylactic use of any	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		type of phytosanitary input. Currently, the government authority, the Colombian Agricultural Institute (ICA), requires compliance with Resolution No. 092771 (17/03/2021), which establishes prophylaxis against outbreaks of bud rot disease (PC). However, due to its organic farming practices, this process is not carried out, and only the eradication of diseased plants is allowed.	type of phytosanitary input. Currently, the government authority, the Colombian Agricultural Institute (ICA), requires compliance with Resolution No. 092771 (17/03/2021), which establishes prophylaxis against outbreaks of bud rot disease (PC). However, due to its organic farming practices, this process is not carried out, and only the eradication of diseased plants is allowed.	☐ Not Applicable (justification required)
7.2.5	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: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application 7.2.5 e) Estimation of the timescale of the application and steps taken to limit	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** An inspection of agricultural product storage facilities on farms within the scope of RSPO certification was conducted. No Rotterdam, Stockholm, Class 1A or 1B chemicals or pesticides were found.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** An inspection of agricultural product storage facilities on farms within the scope of RSPO certification was conducted. No Rotterdam, Stockholm, Class 1A or 1B chemicals or pesticides were found.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	application to the specific outbreak.			
7.2.6 (C)	Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: All palm plantations in the unit are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622. However, the technical data sheets and safety data sheets of the biological products produced in the laboratory and used for pest and disease control in the field were reviewed, and the following composition of the products was found: Active ingredient: Spores of the fungus. Additive ingredient: Dehydrated rice. In view of the above, it is evident that synthetic agrochemicals are not used.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: All palm plantations in the unit are certified organic. This means that rigorous standards and regulations are met to ensure that the crops are managed according to sustainable agricultural practices, without the use of synthetic agrochemicals or artificial fertilizers. Instead of these products, natural methods are used, such as the use of biological inputs and the proper management of natural resources. Organic production certificate No. CU 817186EU-01.2024 and registration No. CU 817186 and for the alliance of small producers organic certificate No. 307620 CE/ 307621 NOP/ 307622. However, the technical data sheets and safety data sheets of the biological products produced in the laboratory and used for pest and disease control in the field were reviewed, and the following composition of the products was found: Active ingredient: Spores of the fungus. Additive ingredient: Dehydrated rice. In view of the above, it is evident that synthetic agrochemicals are not used.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		However, the plantations conduct internal training on the handling of biological products for personnel in charge of pest and disease control. The following are the dates on which training sessions were held: **C.I. TEQUENDAMA:** Training on pest and disease control through the use of biological products, held on May 23, 2024. **OUTGROWER**: Training on pest and disease control through the use of biological products, held on June 12, 2024. **SMALLHOLDERS:** Training on pest and disease control through the use of biological products, held on July 18, 2024.	However, the plantations conduct internal training on the handling of biological products for personnel in charge of pest and disease control. The following are the dates on which training sessions were held: **C.I. TEQUENDAMA:** Training on pest and disease control through the use of biological products, held on May 23, 2024. **OUTGROWER**: Training on pest and disease control through the use of biological products, held on June 12, 2024. **SMALLHOLDERS:** Training on pest and disease control through the use of biological products, held on July 18, 2024.	
7.2.7 (C)	Storage of all pesticides is in accordance with recognised best practices.	**C.I. TEQUENDAMA:** The storage of phytosanitary products (biologicals) on the farms follows good practices, with warning signs and padlocked locks. In addition, a spill kit (shovel, broom, sand, and bags) is available and the site has a containment dike in case of incidents. During inspections in the areas surrounding the	**C.I. TEQUENDAMA:** The storage of phytosanitary products (biologicals) on the farms follows good practices, with warning signs and padlocked locks. In addition, a spill kit (shovel, broom, sand, and bags) is available and the site has a containment dike in case of incidents. During inspections in the areas surrounding the	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		facilities, such as the preparation area, adequate management measures were observed to prevent contamination. **OUTGROWER:** The storage of phytosanitary products (biologicals) on the farm follows good practices, with warning signs and padlocked locks. In addition, a spill kit (shovel, broom, sand, and bags) is available and the site has a containment dike in case of incidents. During inspections in the areas surrounding the facilities, such as the preparation area, adequate management measures were observed to prevent contamination. **SMALLHOLDERS:** During the visit to the small producers, it was found that they do not store phytosanitary products (biological), since they are in the process of eradicating the palms that show symptoms of the bud rot disease.	facilities, such as the preparation area, adequate management measures were observed to prevent contamination. **OUTGROWER:** The storage of phytosanitary products (biologicals) on the farm follows good practices, with warning signs and padlocked locks. In addition, a spill kit (shovel, broom, sand, and bags) is available and the site has a containment dike in case of incidents. During inspections in the areas surrounding the facilities, such as the preparation area, adequate management measures were observed to prevent contamination. **SMALLHOLDERS:** During the visit to the small producers, it was found that they do not store phytosanitary products (biological), since they are in the process of eradicating the palms that show symptoms of the bud rot disease.	
7.2.8	All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	**OUTGROWER** According to the documentary review, interviews and inspection of the plantation and facilities, chemical pesticides are not	**OUTGROWER** According to the documentary review, interviews and inspection of the plantation and facilities, chemical pesticides are not	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity

		used; some biological substances are applied and empty containers are disposed of by an authorized operator. Certificate of delivery:13901 Quantity: 18.48 kg.	used; some biological substances are applied and empty containers are disposed of by an authorized operator. Certificate of delivery:13901 Quantity: 18.48 kg.	☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.9 (C)	Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The farms visited during this audit show no traces of aerial applications. To verify this information, staff interviews were conducted. According to information provided by DAABON's technical assistance personnel, no aerial applications have been carried out on the oil palm plantations of the supplier farms in the last period. After reviewing the application records and interviewing operators and administrative personnel, it was confirmed that aerial spraying is not carried out in these plantations.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The farms visited during this audit show no traces of aerial applications. To verify this information, staff interviews were conducted. According to information provided by DAABON's technical assistance personnel, no aerial applications have been carried out on the oil palm plantations of the supplier farms in the last period. After reviewing the application records and interviewing operators and administrative personnel, it was confirmed that aerial spraying is not carried out in these plantations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.2.10 (C)	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	C.ITEQUENDAMA According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used. PRODUCER	C.ITEQUENDAMA According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used. PRODUCER	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

		According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used.	According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used.	
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.	**C.I TEQUENDAMA** **According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used.** **OUTGROWER** **According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used.**	**C.I TEQUENDAMA** **According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used.** **OUTGROWER** **According to the documentary review, interviews and inspection of the plantation and facilities, no pesticides are used.**	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

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.	**C.I TEUQIENDAMA** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Waste management program (PRGI-06 V10)". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. **OUTGROWER** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Comprehensive Hazardous and Non-Hazardous Waste Management Procedure (SOST-PR-08 V02) -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical	**C.I TEUQIENDAMA** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Waste management program (PRGI-06 V10)". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. **OUTGROWER** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Comprehensive Hazardous and Non-Hazardous Waste Management Procedure (SOST-PR-08 V02) -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection center and from there the final disposal is carried out by authorized environmental managers. **SMALLHOLDER** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Waste management program". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection centre and from there the final disposal is carried out by authorized environmental managers.	waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection center and from there the final disposal is carried out by authorized environmental managers. **SMALLHOLDER** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Waste management program". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection centre and from there the final disposal is carried out by authorized environmental managers.	

7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	**C.I TEQUENDAMA** **-All waste material is disposed of through the environmental operators ECOSOL and ASEAR S.A.E.S.P".** **-The environmental operator has an environmental license.** **-ECOSOL: license #00183 of 2018.** **-ASEAR S.A.E.S.P: license # 0440 of 2007.** **-Disposal certificates are kept, e.g.:** **-No hazardous waste:** **Date; 09/31/2024** **Quantity: 89.37 MT** **-Hazardous waste** **Date: 12/02/2024** **Quantity: 535.90 kg** **-Used oil:** **Date:05/20/2024** **Quantity: 550 gallons**	**C.I TEQUENDAMA** **-All waste material is disposed of through the environmental operators ECOSOL and ASEAR S.A.E.S.P".** **-The environmental operator has an environmental license.** **-ECOSOL: license #00183 of 2018.** **-ASEAR S.A.E.S.P: license # 0440 of 2007.** **-Disposal certificates are kept, e.g.:** **-No hazardous waste:** **Date; 09/31/2024** **Quantity: 89.37 MT** **-Hazardous waste** **Date: 12/02/2024** **Quantity: 535.90 kg** **-Used oil:** **Date:05/20/2024** **Quantity: 550 gallons**	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.3.3	The unit of certification does not use open fire for waste disposal.	**C.I TEUQIENDAMA** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Waste management program (PRGI-06 V10)". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic	**C.I TEUQIENDAMA** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Waste management program (PRGI-06 V10)". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. **OUTGROWER** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Comprehensive Hazardous and Non-Hazardous Waste Management Procedure (SOST-PR-08 V02) -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection center and from there the final disposal is carried out by authorized environmental managers. **SMALLHOLDER** -According to the documentary review, interview and inspection of plantation and facilities:	waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. **OUTGROWER** -According to the documentary review, interview and inspection of plantation and facilities: -The certification unit has defined the document "Comprehensive Hazardous and Non-Hazardous Waste Management Procedure (SOST-PR-08 V02) -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection center and from there the final disposal is carried out by authorized environmental managers. **SMALLHOLDER** -According to the documentary review, interview and inspection of plantation and facilities:	

		-The certification unit has defined the document "Waste management program". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection centre and from there the final disposal is carried out by authorized environmental managers.	-The certification unit has defined the document "Waste management program". -The plan identifies all waste, such as plastic waste, glass, metal, cardboard, paper, organic waste, used PPE, electrical waste, used oils, tires, oil filters, and deteriorated air filters and tools. -The plan establishes measures such as separation, recycling, reuse and final disposal. -All waste is delivered to the mill's collection centre and from there the final disposal is carried out by authorized environmental managers.	
Criterion 7.4: Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.				
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.	**C.I. TEQUENDAMA:** It has been demonstrated that there is a well-defined procedure for the preparation of fertilization plans, the objective of which is to ensure that palms receive balanced nutrition that promotes healthy vegetative growth and maximizes economic yield. In the Management and Production Manual for Organic Palm Plantations - DAABON Group 2015 / 2025 Item 7 Plant Nutrition contains the set of activities aimed at obtaining a nutritional balance in the crop	**C.I. TEQUENDAMA:** It has been demonstrated that there is a well-defined procedure for the preparation of fertilization plans, the objective of which is to ensure that palms receive balanced nutrition that promotes healthy vegetative growth and maximizes economic yield. In the Management and Production Manual for Organic Palm Plantations - DAABON Group 2015 / 2025 Item 7 Plant Nutrition contains the set of activities aimed at obtaining a nutritional balance in the crop	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		lots in order to optimize the productive potential of the planted materials. The fertilization plan includes: *results of foliar analysis. *crop needs for harvesting. *organic matter. *nutrient requirements for the productive cycle. Fertilization plans contain the following information: Lot, year of planting, type of fertilizer, formula, dosage, amount recommended and type of product. **OUTGROWER:** Evidence is available from the 2015-2022 Organic Production Management Plan (PMO), which details activities aimed at achieving an adequate nutritional balance. There is a nutrition plan whose progress depends on the state of the disease. In plots with a high incidence of bud rot (CB), the application of fertilizers has been restricted, as priority is given to eradicating the disease. In renewed plantations, organic inputs have been used,	lots in order to optimize the productive potential of the planted materials. The fertilization plan includes: *results of foliar analysis. *crop needs for harvesting. *organic matter. *nutrient requirements for the productive cycle. Fertilization plans contain the following information: Lot, year of planting, type of fertilizer, formula, dosage, amount recommended and type of product. **OUTGROWER:** Evidence is available from the 2015-2022 Organic Production Management Plan (PMO), which details activities aimed at achieving an adequate nutritional balance. There is a nutrition plan whose progress depends on the state of the disease. In plots with a high incidence of bud rot (CB), the application of fertilizers has been restricted, as priority is given to eradicating the disease. In renewed plantations, organic inputs have been used,	

		mainly rachis and compost from the extraction plant. **SMALLHOLDERS:** There is evidence of the Management Plan for Organic Production (PMO) 2015-2022, which establishes activities aimed at achieving an adequate nutritional balance. Currently, fertilization has not been carried out due to the economic impact that the incidence of the bud rot disease (PC) has caused to producers. During field visits to the plantations, it was observed that cover management is minimal, and only in some cases is plant material from eradication applied as organic matter.	mainly rachis and compost from the extraction plant. **SMALLHOLDERS:** There is evidence of the Management Plan for Organic Production (PMO) 2015-2022, which establishes activities aimed at achieving an adequate nutritional balance. Currently, fertilization has not been carried out due to the economic impact that the incidence of the bud rot disease (PC) has caused to producers. During field visits to the plantations, it was observed that cover management is minimal, and only in some cases is plant material from eradication applied as organic matter.	
7.4.2	Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	**C.I. TEQUENDAMA:** There is evidence of soil and foliar analyses carried out by the CENIPALMA Laboratory. Foliar analyses are performed annually, while soil analyses are carried out every 2 to 3 years. Soil analyses measured variables such as pH, cation exchange capacity, electrical conductivity, texture, organic matter, exchangeable aluminum, exchangeable acidity, total nitrogen, available phosphorus, available calcium, available	**C.I. TEQUENDAMA:** There is evidence of soil and foliar analyses carried out by the CENIPALMA Laboratory. Foliar analyses are performed annually, while soil analyses are carried out every 2 to 3 years. Soil analyses measured variables such as pH, cation exchange capacity, electrical conductivity, texture, organic matter, exchangeable aluminum, exchangeable acidity, total nitrogen, available phosphorus, available calcium, available	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		magnesium, available potassium and available sodium. In foliar analysis, variables such as the percentage of nitrogen, phosphorus, potassium, calcium and magnesium are measured, as well as the parts per million of boron, copper, iron, manganese, molybdenum and zinc. The last soil and foliar analyses carried out for the following C.I. Tequendama farms are presented below, with the corresponding dates: **Soil analysis:** **Ariguaní Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26048. The maximum percentage of organic matter recorded is 4.2%, the textures identified are: Franco Franco-Arenoso. Clayey Franco-Arcillo-Arenoso. **Finca Gavilan I:** L	magnesium, available potassium and available sodium. In foliar analysis, variables such as the percentage of nitrogen, phosphorus, potassium, calcium and magnesium are measured, as well as the parts per million of boron, copper, iron, manganese, molybdenum and zinc. The last soil and foliar analyses carried out for the following C.I. Tequendama farms are presented below, with the corresponding dates: **Soil analysis:** **Ariguaní Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26048. The maximum percentage of organic matter recorded is 4.2%, the textures identified are: Franco Franco-Arenoso. Clayey Franco-Arcillo-Arenoso. **Finca Gavilan I:** L	

		he samples were taken on April 12, 2024 and the results were delivered on May 16, 2024 under report No. 26041. The maximum percentage of organic matter recorded is 4.4%, the textures identified are: Franco-Arenoso French-clay Franco-Arcillo-Arenoso. **Gavilan II Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 17, 2024 under report No. 26059. The maximum percentage of organic matter recorded is 3.4%, the textures identified are: Franco-Arenoso French-clay Franco **Tequendama Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 16, 2024 under report No. 26055. The maximum percentage of organic matter recorded is 4.3%, the textures identified are: Franco Franco-Arenoso	he samples were taken on April 12, 2024 and the results were delivered on May 16, 2024 under report No. 26041. The maximum percentage of organic matter recorded is 4.4%, the textures identified are: Franco-Arenoso French-clay Franco-Arcillo-Arenoso. **Gavilan II Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 17, 2024 under report No. 26059. The maximum percentage of organic matter recorded is 3.4%, the textures identified are: Franco-Arenoso French-clay Franco **Tequendama Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 16, 2024 under report No. 26055. The maximum percentage of organic matter recorded is 4.3%, the textures identified are: Franco Franco-Arenoso	

		Clay-loam Franco-Arcillo-Arenoso. **Foliar Analysis:** **Ariguaní Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26047, **Gavilan I Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26045, **Gavilan II Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 16, 2024 under report No. 26058. **Tequendama Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26049. Foliar and soil analyses are the basic input for designing fertilization plans for each plantation. **OUTGROWER:** There is evidence of soil and foliar analyses carried out by the CENIPALMA Laboratory.	Clay-loam Franco-Arcillo-Arenoso. **Foliar Analysis:** **Ariguaní Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26047, **Gavilan I Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26045, **Gavilan II Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 16, 2024 under report No. 26058. **Tequendama Farm:** Samples were taken on April 12, 2024 and the results were delivered on May 15, 2024 under report No. 26049. Foliar and soil analyses are the basic input for designing fertilization plans for each plantation. **OUTGROWER:** There is evidence of soil and foliar analyses carried out by the CENIPALMA Laboratory.	

		Foliar analyses are performed annually, while soil analyses are carried out every 2 to 3 years. Soil analyses measured variables such as pH, cation exchange capacity, electrical conductivity, texture, organic matter, exchangeable aluminum, exchangeable acidity, total nitrogen, available phosphorus, available calcium, available magnesium, available potassium and available sodium. The last soil analysis was performed with the Cenipalma laboratory. Samples were taken on January 31, 2024 and the results were delivered on March 21, 2024 under report N° 25486. The maximum percentage of organic matter recorded is 0.99%, the textures identified are: Clay-loam Clayey Sandy-clay In foliar analysis, variables such as the percentage of nitrogen, phosphorus, potassium, calcium and magnesium are measured, as well as the parts per million of	Foliar analyses are performed annually, while soil analyses are carried out every 2 to 3 years. Soil analyses measured variables such as pH, cation exchange capacity, electrical conductivity, texture, organic matter, exchangeable aluminum, exchangeable acidity, total nitrogen, available phosphorus, available calcium, available magnesium, available potassium and available sodium. The last soil analysis was performed with the Cenipalma laboratory. Samples were taken on January 31, 2024 and the results were delivered on March 21, 2024 under report N° 25486. The maximum percentage of organic matter recorded is 0.99%, the textures identified are: Clay-loam Clayey Sandy-clay In foliar analysis, variables such as the percentage of nitrogen, phosphorus, potassium, calcium and magnesium are measured, as well as the parts per million of	

		boron, copper, iron, manganese, molybdenum and zinc. The last foliar analysis was performed with the Cenipalma laboratory. Samples were taken on January 31, 2024 and the results were delivered on March 21, 2024 under report N° 26490. Foliar and soil analyses are the basic input for designing fertilization plans for the farm. **SMALLHOLDERS:** Evidence of soil and foliar analyses performed by the AGRILAB Laboratory is available. Soil analyses measured variables such as pH, cation exchange capacity, electrical conductivity, texture, organic matter, exchangeable aluminum, exchangeable acidity, total nitrogen, available phosphorus, available calcium, available magnesium, available potassium and available sodium. In foliar analysis, variables such as the percentage of nitrogen, phosphorus, potassium, calcium and magnesium are	boron, copper, iron, manganese, molybdenum and zinc. The last foliar analysis was performed with the Cenipalma laboratory. Samples were taken on January 31, 2024 and the results were delivered on March 21, 2024 under report N° 26490. Foliar and soil analyses are the basic input for designing fertilization plans for the farm. **SMALLHOLDERS:** Evidence of soil and foliar analyses performed by the AGRILAB Laboratory is available. Soil analyses measured variables such as pH, cation exchange capacity, electrical conductivity, texture, organic matter, exchangeable aluminum, exchangeable acidity, total nitrogen, available phosphorus, available calcium, available magnesium, available potassium and available sodium. In foliar analysis, variables such as the percentage of nitrogen, phosphorus, potassium, calcium and magnesium are	

		measured, as well as the parts per million of boron, copper, iron, manganese, molybdenum and zinc. Below are the latest soil and foliar analyses performed for the following SMALLHOLDERS farms with the corresponding dates: **Soil analysis:** **Finca Agustina:** Samples were taken on August 10, 2024 and the results were delivered on August 27, 2024 under report No. 58015-V1-2024. The maximum percentage of organic matter recorded is 0.77%, the textures identified are: Franco-Arcillo-Arenoso. **Finca Alicante:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 51023-V1-2024. The maximum percentage of organic matter recorded is 0.77%, the textures identified are: Franco-Arcillo-Arenoso.	measured, as well as the parts per million of boron, copper, iron, manganese, molybdenum and zinc. Below are the latest soil and foliar analyses performed for the following SMALLHOLDERS farms with the corresponding dates: **Soil analysis:** **Finca Agustina:** Samples were taken on August 10, 2024 and the results were delivered on August 27, 2024 under report No. 58015-V1-2024. The maximum percentage of organic matter recorded is 0.77%, the textures identified are: Franco-Arcillo-Arenoso. **Finca Alicante:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 51023-V1-2024. The maximum percentage of organic matter recorded is 0.77%, the textures identified are: Franco-Arcillo-Arenoso.	

		El Barzal Farm: Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 55901-V1-2024. The maximum percentage of organic matter recorded is 0.99%, the textures identified are: Franco-Arcillo-Arenoso.Franco **Finca Solitas:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 53791-V1-2024. The maximum percentage of organic matter recorded is 0.77%, the textures identified are: Franco-Arcillo-Arenoso.Franco **Foliar Analysis:** **Finca Agustina:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 56923-V1-2024. **Finca Alicante:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 56289-V1-2024.	**El Barzal Farm:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 55901-V1-2024. The maximum percentage of organic matter recorded is 0.99%, the textures identified are: Franco-Arcillo-Arenoso.Franco **Finca Solitas:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 53791-V1-2024. The maximum percentage of organic matter recorded is 0.77%, the textures identified are: Franco-Arcillo-Arenoso.Franco **Foliar Analysis:** **Finca Agustina:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 56923-V1-2024. **Finca Alicante:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 56289-V1-2024.	

		El Barzal Farm: Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 59172-V1-2024. **Solitas Farm:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 59017-V1-2024. Foliar and soil analyses are the basic input for designing fertilization plans for each plantation.	**El Barzal Farm:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 59172-V1-2024. **Solitas Farm:** Samples were taken on August 14, 2024 and the results were delivered on August 27, 2024 under report No. 59017-V1-2024. Foliar and soil analyses are the basic input for designing fertilization plans for each plantation.	
7.4.3	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.	**C.I. TEQUENDAMA:** The company has defined a nutrient recirculation strategy through the application of organic matter obtained from the palm oil extraction process. These byproducts are subjected to a composting process that includes the biodegradation of fiber, pulp, sludge, ash, among others. The final product is used for the company's own crops and those of the alliances. The effluents are also applied to the lots surrounding the extraction plant through a system of "liquid fertilizer application to the soil" or fertigation. This activity is authorized by the Corporación Autónoma Regional del Magdalena (Corpamag), according to resolution 3428 of December 18, 2014,	**C.I. TEQUENDAMA:** The company has defined a nutrient recirculation strategy through the application of organic matter obtained from the palm oil extraction process. These byproducts are subjected to a composting process that includes the biodegradation of fiber, pulp, sludge, ash, among others. The final product is used for the company's own crops and those of the alliances. The effluents are also applied to the lots surrounding the extraction plant through a system of "liquid fertilizer application to the soil" or fertigation. This activity is authorized by the Corporación Autónoma Regional del Magdalena (Corpamag), according to resolution 3428 of December 18, 2014,	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		which exempts the company POM-EXTRACTOR TEQUENDAMA-FINCAS PROPIAS from the retributive rate for not discharging into bodies of water. Fifty percent of the sap is applied directly in the field, while the other 50% goes to the composting plant. To date, a total of 13,448 tons of fresh tusa and 1,340.9 tons of compost have been applied. The details by farm are as follows: **Tequendama Farm**: 837.6 tons of compost and 13,448 tons of fresh tusa. **Ariguani Farm**: 197.3 tons of compost. **Gavilán I and Gavilán II farms**: 306 tons of compost. **OUTGROWER:** There is evidence of a nutrient recycling procedure (Code SV-PR-03, dated January 2, 2023), which defines the following strategies: Leaf application. Application of rachis or compost On the other hand, there is a procedure for the establishment of beneficial plants in the	which exempts the company POM-EXTRACTOR TEQUENDAMA-FINCAS PROPIAS from the retributive rate for not discharging into bodies of water. Fifty percent of the sap is applied directly in the field, while the other 50% goes to the composting plant. To date, a total of 13,448 tons of fresh tusa and 1,340.9 tons of compost have been applied. The details of the farm are as follows: **Tequendama Farm**: 837.6 tons of compost and 13,448 tons of fresh tusa. **Ariguani Farm**: 197.3 tons of compost. **Gavilán I and Gavilán II farms**: 306 tons of compost. **OUTGROWER:** There is evidence of a nutrient recycling procedure (Code SV-PR-03, dated January 2, 2023), which defines the following strategies: Leaf application. Application of rachis or compost On the other hand, there is a procedure for the establishment of beneficial plants in the	

		crop (Code SV-PR-03, dated May 21, 2022). These plants are planted with nitrogen fixers within the palm plots, in addition to helping in weed control. The plants also provide shelter for beneficial insects. To date, a total of 14.1 tons of compost has been applied. **SMALLHOLDERS:** Due to the sanitary emergency situation, no new compost applications have been made, as the plantations are unproductive or in "milking". One of the Smallholders' farms (Finca Alicante) has a renovation of 11 hectares; however, no compost applications have been made to date.	crop (Code SV-PR-03, dated May 21, 2022). These plants are planted with nitrogen fixers within the palm plots, in addition to helping in weed control. The plants also provide shelter for beneficial insects. To date, a total of 14.1 tons of compost has been applied. **SMALLHOLDERS:** Due to the sanitary emergency situation, no new compost applications have been made, as the plantations are unproductive or in "milking". One of the Smallholders' farms (Finca Alicante) has a renovation of 11 hectares; however, no compost applications have been made to date.	
7.4.4	Records of fertiliser inputs are maintained.	**C.I. TEQUENDAMA:** It has fertilizer application records containing the following information: date, lot, hectares, number of palms, dose grams/palm, dose kg/hectare, cycle number and observations. The application of fertilizer was verified in lot 21, on September 13, 2024. The fertilizer "potassium sulfate" was applied at a dose of	**C.I. TEQUENDAMA:** It has fertilizer application records containing the following information: date, lot, hectares, number of palms, dose grams/palm, dose kg/hectare, cycle number and observations. The application of fertilizer was verified in lot 21, on September 13, 2024. The fertilizer "potassium sulfate" was applied at a dose of	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		400 grams per palm, for a total of 1,270 palms. The application of fertilizer was verified in lot B4, on September 25, 2024. The fertilizer "potassium sulfate" was applied at a dose of 500 grams per palm, for a total of 1,363 palms. A review of the applications showed that they were in line with the fertilization plan. Applications of potassium sulfate, kieserite, boron and application of empty fresh fruit bunches and compost are evident. **OUTGROWER:** It is evident that the company has the fertilizer application record, which includes the date, lot, hectares, number of palms, dose per palm, dose per hectare, total lot in kg, quantity applied in packages and number of cycles. . On May 6, 2024, fertilizer application was recorded in lot 9A, specifically Kieserite, at a rate of 700 grams per palm. In addition, the following application records are evident: • Boric acid.	400 grams per palm, for a total of 1,270 palms. The application of fertilizer was verified in lot B4, on September 25, 2024. The fertilizer "potassium sulfate" was applied at a dose of 500 grams per palm, for a total of 1,363 palms. A review of the applications showed that they were in line with the fertilization plan. Applications of potassium sulfate, kieserite, boron and application of empty fresh fruit bunches and compost are evident. **OUTGROWER:** It is evident that the company has the fertilizer application record, which includes the date, lot, hectares, number of palms, dose per palm, dose per hectare, total lot in kg, quantity applied in packages and number of cycles. . On May 6, 2024, fertilizer application was recorded in lot 9A, specifically Kieserite, at a rate of 700 grams per palm. In addition, the following application records are evident: • Boric acid.	

		• DAP. In lot 11, the application of 40 grams per palm of DAP was recommended and was applied on September 10, 2024. In lot 11, compost was also applied at a rate of 1600 grams per palm. In lot 9, compost was applied at a rate of 1600 grams per palm on September 10, 2024. A review of the applications showed that they were in line with the fertilization plan. There is evidence of potassium sulfate, kieserite, boron, DAP and compost applications. **SMALLHOLDERS:** Due to the sanitary emergency situation, no new fertilizer applications have been made because the plantations are unproductive or "milking". One of the Smallholders' farms (Finca Alicante) has a renovation of 11 hectares, however, no compost or fertilizer applications have been made to date because the renovation corresponds to the year 2024.	• DAP. In lot 11, the application of 40 grams per palm of DAP was recommended and was applied on September 10, 2024. In lot 11, compost was also applied at a rate of 1600 grams per palm. In lot 9, compost was applied at a rate of 1600 grams per palm on September 10, 2024. A review of the applications showed that they were in line with the fertilization plan. There is evidence of potassium sulfate, kieserite, boron, DAP and compost applications. **SMALLHOLDERS:** Due to the sanitary emergency situation, no new fertilizer applications have been made because the plantations are unproductive or "milking". One of the Smallholders' farms (Finca Alicante) has a renovation of 11 hectares, however, no compost or fertilizer applications have been made to date because the renovation corresponds to the year 2024.	

Criterion 7.5: Practices minimise and control erosion and degradation of soils				
7.5.1 (C)	Maps identifying marginal and fragile soils, including steep terrain, are available.	**C.I. TEQUENDAMA:** There is evidence of maps that identify marginal and fragile soils on the farms where oil palm plantations are located. Soil types are classified into categories such as nutritional deficiencies and soil textures. Topographic maps of the farms are also available, which show the absence of areas with significant slopes or elevations. These maps were prepared by internal specialists in Geographic Information Systems (GIS). The information is complemented by topographic maps of the plantation design, which include contour lines and were made by the external consulting firm Agrodinco Ltda. in October 2021, for the Tequendama, Ariguani, Gavilán 1 and Gavilán 2 farms. **OUTGROWER:** The identification maps of marginal and fragile soils of the farms where the oil palm plantations are located were verified. These maps were prepared by internal company	**C.I. TEQUENDAMA:** There is evidence of maps that identify marginal and fragile soils on the farms where oil palm plantations are located. Soil types are classified into categories such as nutritional deficiencies and soil textures. Topographic maps of the farms are also available, which show the absence of areas with significant slopes or elevations. These maps were prepared by internal specialists in Geographic Information Systems (GIS). The information is complemented by topographic maps of the plantation design, which include contour lines and were made by the external consulting firm Agrodinco Ltda. in October 2021, for the Tequendama, Ariguani, Gavilán 1 and Gavilán 2 farms. **OUTGROWER:** The identification maps of marginal and fragile soils of the farms where the oil palm plantations are located were verified. These maps were prepared by internal company	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		personnel in July 2019. Topographic maps of the farms are also available, which show the absence of areas with significant slopes or elevations. In addition, they were complemented with an isohypses map, made on September 18, 2024, and an isobath map, prepared internally, with a scale of 1:8000. **SMALLHOLDERS:** Maps identifying the marginal and fragile soils of the Alianzas' farms, where the oil palm plantations are located, were verified. Slope maps of the farms are also available, which show the absence of areas with significant slopes or elevations.	personnel in July 2019. Topographic maps of the farms are also available, which show the absence of areas with significant slopes or elevations. In addition, they were complemented with an isohypses map, made on September 18, 2024, and an isobath map, prepared internally, with a scale of 1:8000. **SMALLHOLDERS:** Maps identifying the marginal and fragile soils of the Alianzas' farms, where the oil palm plantations are located, were verified. Slope maps of the farms are also available, which show the absence of areas with significant slopes or elevations.	
7.5.2	There is no extensive replanting of oil palm on steep terrain.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The elevation maps of the plantations were verified, which show that the slopes of the farms do not exceed 5° of inclination. During the visit to the farms, the replanting of oil palm in flat areas was observed.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The elevation maps of the plantations were verified, which show that the slopes of the farms do not exceed 5° of inclination. During the visit to the farms, the replanting of oil palms in flat areas was observed.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

7.5.3	There is no new planting of oil palm on steep terrain.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.				
7.6.1 (C)	To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils including steep terrain, are taken into account in plans and operations.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
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.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: There is no evidence of new plantations in the project according to the documentary review of maps, records, interviews and review of satellite images of the plantation.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.				
7.7.1 (C)	There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The company C.I Tequendama S.A.S, did not declare any oil palm plantations established on peat soils. Agronomic documents were verified and as of November 15, 2018 no new plantations have been established.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: The company C.I Tequendama S.A.S, did not declare any oil palm plantations established on peat soils. Agronomic documents were verified and as of November 15, 2018 no new plantations have been established.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.7.2	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).	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is evidence of email sent on August 30, 2019 to the GHG RSPO group, where it is notified in the peat inventory template, the absence of peat in plantations within the scope of the project for C.I Tequendama S.A.S. There is evidence of the response email from: GHG Unit ghg@rspo.org dated 02/09/2019.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is evidence of email sent on August 30, 2019 to the GHG RSPO group, where it is notified in the peat inventory template, the absence of peat in plantations within the scope of the project for C.I Tequendama S.A.S. There is evidence of the response email from: GHG Unit ghg@rspo.org dated 02/09/2019.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		The second submission of the peat inventory to the RSPO on April 12, 2024 is evidenced.	The second submission of the peat inventory to the RSPO on April 12, 2024 is evidenced.	
7.7.3 (C)	Subsidence of peat is monitored, documented and minimised.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.7.4 (C)	A documented water and ground cover management programme is in place.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	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. 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]			
7.7.6 ©	All existing plantings on peat are managed according to the *'RSPO Manual on Best Management Practices (BMTs) for existing oil palm cultivation on peat', version 2 (2018)* and associated audit guidance.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The company C.I Tequendama S.A.S., did not declare any oil palm plantation established after November 15, 2018. There are no peatlands on the farms within the scope of RSPO certification.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.				

7.8.1 (C)	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: 7.8.1a. The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. 7.8.1 b. Workers have adequate access to clean water	**C.I. TEQUENDAMA:** It is evident that the company analyzes the water to ensure that it is fit for human consumption. The analyses were carried out on December 5, 2023 and the following results were obtained: • pH: 6.11 • Total Coliforms: 0 • E. coli: 0 • Apparent color: 5 in report 95174 of December 2023 to verify compliance with the indicators required by resolution 2115 of 2007, which indicates the Colombian regulations for the quality of water for human consumption. The values obtained are within the acceptable ranges for Ph, apparent color, heavy metals, among others. There is evidence of the Water Saving and Efficient Use Program (PUEAA) for the company's industrial activities. According to the 2023 report, 80,518 m^3 of water were consumed. The effluents are not discharged into water sources, but are used for the composting	**C.I. TEQUENDAMA:** It is evident that the company analyzes the water to ensure that it is fit for human consumption. The analyses were carried out on December 5, 2023 and the following results were obtained: • pH: 6.11 • Total Coliforms: 0 • E. coli: 0 • Apparent color: 5 in report 95174 of December 2023 to verify compliance with the indicators required by resolution 2115 of 2007, which indicates the Colombian regulations for the quality of water for human consumption. The values obtained are within the acceptable ranges for Ph, apparent color, heavy metals, among others. There is evidence of the Water Saving and Efficient Use Program (PUEAA) for the company's industrial activities. According to the 2023 report, 80,518 m^3 of water were consumed. The effluents are not discharged into water sources, but are used for the composting	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		process and as fertilizer in the adjacent lots of the Tequendama farm. As part of the commitment to the conservation of water sources, a monitoring report of surface water bodies has been prepared, based on studies conducted by the **Microbiological Laboratory Ortiz Martínez S.A.S.** in December 2023, to evaluate the presence of heavy metals, chlorides, pH, coliforms, among other variables. The reports corresponding to the farms are as follows: • **Ariguani Farm**: Report 95259 • **Gavilan I Farm**: Report 97487 • **Gavilán 2 Farm**: Report 98665 • **Tequendama Farm**: Report 98079 There is evidence of a Water Saving and Efficient Use Program (Programa de Ahorro y Uso Eficiente del Agua, PUEAA) for all of the company's farms, including the Alianzas' farms. This document details the different procedures and strategies to be implemented, with a focus on identifying	process and as fertilizer in the adjacent lots of the Tequendama farm. As part of the commitment to the conservation of water sources, a monitoring report of surface water bodies has been prepared, based on studies conducted by the **Microbiological Laboratory Ortiz Martínez S.A.S.** in December 2023, to evaluate the presence of heavy metals, chlorides, pH, coliforms, among other variables. The reports corresponding to the farms are as follows: • **Ariguani Farm**: Report 95259 • **Gavilan I Farm**: Report 97487 • **Gavilán 2 Farm**: Report 98665 • **Tequendama Farm**: Report 98079 There is evidence of a Water Saving and Efficient Use Program (Programa de Ahorro y Uso Eficiente del Agua, PUEAA) for all of the company's farms, including the Alianzas' farms. This document details the different procedures and strategies to be implemented, with a focus on identifying	

		water collection points and consumption facilities. The program covers the monitoring of consumption volumes, the establishment of strategies for the elimination and/or control of losses, the inspection of consumption facilities and their corresponding maintenance. In addition, periodic reports are submitted to the environmental authority Corporación Autónoma Regional del Magdalena (Corpamag). These reports include the results of the water analysis of the catchment sources (such as the Ariguaní River), the water balance of the plantations, the measurement of rainfall between 2021 and 2023, as well as data on water consumption at the farms, average flows, irrigation volumes, and production data on tons of fresh oil palm bunches. The main activities of the PUEAA include the maintenance of vegetation cover, personnel training, reforestation of the Ariguaní River riparian zones, crop maintenance and the proper use of sanitary facilities in the administrative areas of the farms,	water collection points and consumption facilities. The program covers the monitoring of consumption volumes, the establishment of strategies for the elimination and/or control of losses, the inspection of consumption facilities and their corresponding maintenance. In addition, periodic reports are submitted to the environmental authority Corporación Autónoma Regional del Magdalena (Corpamag). These reports include the results of the water analysis of the catchment sources (such as the Ariguaní River), the water balance of the plantations, the measurement of rainfall between 2021 and 2023, as well as data on water consumption at the farms, average flows, irrigation volumes, and production data on tons of fresh oil palm bunches. The main activities of the PUEAA include the maintenance of vegetation cover, personnel training, reforestation of the Ariguaní River riparian zones, crop maintenance and the proper use of sanitary facilities in the administrative areas of the farms,	

		promoting the change towards eco-efficient technologies. The documents related to irrigation water management, which were established by the company's agronomist, were verified. Irrigation cycles are planned according to soil types, taking into account soil texture and topography. In elevated and clay soils, shorter irrigation cycles are used, while in sandy soils, the cycles are lengthened. In sandy soils, the **LARA** varies between **30-40 cm**. Data on irrigation volumes are reported on a **SIAGRI** platform, which includes information on water balances calculated from gauging of water catchment canals in the rivers, as well as evapotranspiration data (**EVT**) obtained from specific points within the plantations. Water concessions were verified for both industrial activities and irrigation in the Mill TEQUENDAMA - FINCAS PROPIAS PROPIERAS plantations. **Mill Tequendama:** The company C.I. TEQUENDAMA S.A.S. dedicated to the cultivation and extraction of African oil palm	promoting the change towards eco-efficient technologies. The documents related to irrigation water management, which were established by the company's agronomist, were verified. Irrigation cycles are planned according to soil types, taking into account soil texture and topography. In elevated and clay soils, shorter irrigation cycles are used, while in sandy soils, the cycles are lengthened. In sandy soils, the **LARA** varies between **30-40 cm**. Data on irrigation volumes are reported on a **SIAGRI** platform, which includes information on water balances calculated from gauging of water catchment canals in the rivers, as well as evapotranspiration data (**EVT**) obtained from specific points within the plantations. Water concessions were verified for both industrial activities and irrigation in the Mill TEQUENDAMA - FINCAS PROPIAS PROPIERAS plantations. **Mill Tequendama:** The company C.I. TEQUENDAMA S.A.S. dedicated to the cultivation and extraction of African oil palm	

		with an organic and sustainable production model and is the beneficiary of the water concession permit granted by Resolution 5387 of September 25, 2023, to which it developed the renewal process by means of official letter with file number **R2023130000843 of January 30, 2023, and through the completion of the** Single National Form (FUN) specified in section V, numeral 5, corresponding to other purposes of use, that in addition to water for irrigation use, the request was made for industrial use, which in this particular case is used in the palm oil extraction process. The corporation was requested to modify Resolution 5387 of September 25, 2023, in the sense of including the industrial use for the oil extraction process in its operative part, specifically in its first article. The corporation issued a response to the request in October 2024 stating that "*I have requested that next week they send me the exp with the required concept. Once this is done, the resolution will be projected for your knowledge and pertinent purposes*". The use of fertigation is supported by Resolution 3428 of December 18, 2014, also issued by Corpamag, which excludes the	with an organic and sustainable production model and is the beneficiary of the water concession permit granted by Resolution 5387 of September 25, 2023, to which it developed the renewal process by means of official letter with file number **R2023130000843 of January 30, 2023, and through the completion of the** Single National Form (FUN) specified in section V, numeral 5, corresponding to other purposes of use, that in addition to water for irrigation use, the request was made for industrial use, which in this particular case is used in the palm oil extraction process. The corporation was requested to modify Resolution 5387 of September 25, 2023, in the sense of including the industrial use for the oil extraction process in its operative part, specifically in its first article. The corporation issued a response to the request in October 2024 stating that "*I have requested that next week they send me the exp with the required concept. Once this is done, the resolution will be projected for your knowledge and pertinent purposes*". The use of fertigation is supported by Resolution 3428 of December 18, 2014, also issued by Corpamag, which excludes the	

		company EXTRACTOR TEQUENDAMA - FINCAS PROPIAS from the retributive rate for not discharging effluents to water bodies. In this regard, the company must comply with the provisions of Resolution 1207 of 2014, which regulates the agricultural use of wastewater. **Oil Palm Crops**: **Tequendama Farm**: Resolution No. 5387 of September 25, 2023 grants surface water rights to the Aracataca River, with an authorized flow of 481.99 L/sec. **Ariguaní Farm**: Resolution No. 0436 of September 13, 2023 grants surface water rights to the Ariguaní River, with an authorized flow of 132 L/sec. **Gavilan I Farm**: Resolution No. 2118 of May 15, 2023 grants surface water rights to the Fundación River, with an authorized flow of 700 L/sec. **Gavilan II Farm**: Resolution No. 2328 of May 25, 2023 grants surface water rights to the	company EXTRACTOR TEQUENDAMA - FINCAS PROPIAS from the retributive rate for not discharging effluents to water bodies. In this regard, the company must comply with the provisions of Resolution 1207 of 2014, which regulates the agricultural use of wastewater. **Oil Palm Crops**: **Tequendama Farm**: Resolution No. 5387 of September 25, 2023 grants surface water rights to the Aracataca River, with an authorized flow of 481.99 L/sec. **Ariguaní Farm**: Resolution No. 0436 of September 13, 2023 grants surface water rights to the Ariguaní River, with an authorized flow of 132 L/sec. **Gavilan I Farm**: Resolution No. 2118 of May 15, 2023 grants surface water rights to the Fundación River, with an authorized flow of 700 L/sec. **Gavilan II Farm**: Resolution No. 2328 of May 25, 2023 grants surface water rights to the	

		Aracataca River, with an authorized flow of 373.3 L/sec. **OUTGROWER:** There is a system for capturing surface water from the Fundación River, which is stored in a reservoir from where it is collected through a pipe assisted by an electrical system. From this point, the water is distributed through a gravity flooding system. During the visit to the plantation, the implementation of the Melgas System was evidenced in the renovations carried out during the year 2022. The records of the "Control of captured flows for irrigation water source" (Code MC-F-03 v01 2021) were verified, which include periodic data on flow meter readings, information on consumption and hours/seconds of capture, in order to determine the flow rate in liters/second. This information is based on manual records made by field staff in the "Crop Maintenance" format (Code MC-F-12 v01 2018). Likewise, the payments corresponding to the Water Use Tariff for the 2023 period were verified. The total number of irrigated hectares is 152 and the concessioned flow is 124 L/sec.	Aracataca River, with an authorized flow of 373.3 L/sec. **OUTGROWER:** There is a system for capturing surface water from the Fundación River, which is stored in a reservoir from where it is collected through a pipe assisted by an electrical system. From this point, the water is distributed through a gravity flooding system. During the visit to the plantation, the implementation of the Melgas System was evidenced in the renovations carried out during the year 2022. The records of the "Control of captured flows for irrigation water source" (Code MC-F-03 v01 2021) were verified, which include periodic data on flow meter readings, information on consumption and hours/seconds of capture, in order to determine the flow rate in liters/second. This information is based on manual records made by field staff in the "Crop Maintenance" format (Code MC-F-12 v01 2018). Likewise, the payments corresponding to the Water Use Tariff for the 2023 period were verified. The total number of irrigated hectares is 152 and the concessioned flow is 124 L/sec.	

		Resolution No. 4146 of 10/16/2018 grants concession in favor of Sociedad Laudas S.A.S "By means of which surface waters are used, coming from the Fundación River in flow of 124 lps destined for irrigation of Palma. **SMALLHOLDERS:** Smallholder alliances follow the technical instructions provided by C.I TEQUENDAMA staff.	Resolution No. 4146 of 10/16/2018 grants concession in favor of Sociedad Laudas S.A.S "By means of which surface waters are used, coming from the Fundación River in flow of 124 lps destined for irrigation of Palma. **SMALLHOLDERS:** Smallholder alliances follow the technical instructions provided by C.I TEQUENDAMA staff.	
7.8.2	7.8.2 (C) 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).	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is evidence of the identification of riparian zones in the plantations through maps prepared by internal company personnel. A 30-meter strip of riparian zone has been established in accordance with the RSPO manual, which has been adopted by all plantations near water sources. During 2023, the process of reforestation of riparian areas continued, using native species from the Colombian Caribbean region, in collaboration with Corpamag and other national institutions. The records of the reforestation work carried out on the Fundación River, in the municipality of	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** There is evidence of the identification of riparian zones in the plantations through maps prepared by internal company personnel. A 30-meter strip of riparian zone has been established in accordance with the RSPO manual, which has been adopted by all plantations near water sources. During 2023, the process of reforestation of riparian areas continued, using native species from the Colombian Caribbean region, in collaboration with Corpamag and other national institutions. The records of the reforestation work carried out on the Fundación River, in the municipality of	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Retén, and on the Ariguaní River, where planting was carried out at the Tequendama (La Cecilia) farm, were verified. The palms are marked so that workers can identify them. Different marking methods are evident in the field (red paint, red tape, prevention signs), and no synthetic or phytosanitary products were applied during the field visits. wetlands and water sources are protected 'in accordance with current regulations and the MPM RSPO Manual for the Management and Rehabilitation of Riparian Reserves' of April 2017'.	Retén, and on the Ariguaní River, where planting was carried out at the Tequendama (La Cecilia) farm, were verified. The palms are marked so that workers can identify them. Different marking methods are evident in the field (red paint, red tape, prevention signs), and no synthetic or phytosanitary products were applied during the field visits. wetlands and water sources are protected 'in accordance with current regulations and the MPM RSPO Manual for the Management and Rehabilitation of Riparian Reserves' of April 2017'.	
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.	**C.I. TEQUENDAMA:** There is evidence of the effluent study carried out by the company Labormar, corresponding to the Wastewater Characterization Report (Analysis Report No. 96046), prepared in November 2023. The results of said report indicate that the BOD (Biochemical Oxygen Demand) is 985 mg O2/L and the COD (Chemical Oxygen Demand) is 1543 mg O2/L. It is important to clarify that EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S.	**C.I. TEQUENDAMA:** There is evidence of the effluent study carried out by the company Labormar, corresponding to the Wastewater Characterization Report (Analysis Report No. 96046), prepared in November 2023. The results of said report indicate that the BOD (Biochemical Oxygen Demand) is 985 mg O2/L and the COD (Chemical Oxygen Demand) is 1543 mg O2/L. This is in compliance with Resolution 0631 of 2015.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required) • required)

		does not discharge to water sources, since the effluents from the extraction plant are used as fertilizer for the soil and in the composting process. The use of fertigation is supported by Resolution 3428 of December 18, 2014, also issued by Corpamag, which excludes the company EXTRACTOR TEQUENDAMA - FINCAS PROPIAS from the retributive rate for not discharging effluents to water bodies. In this regard, the company must comply with the provisions of Resolution 1207 of 2014, which regulates the agricultural use of wastewater.	It is important to clarify that EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S. does not discharge to water sources, since the effluents from the extraction plant are used as fertilizer for the soil and in the composting process. The use of fertigation is supported by Resolution 3428 of December 18, 2014, also issued by Corpamag, which excludes the company EXTRACTOR TEQUENDAMA - FINCAS PROPIAS from the retributive rate for not discharging effluents to water bodies. In this regard, the company must comply with the provisions of Resolution 1207 of 2014, which regulates the agricultural use of wastewater.	
7.8.4	Mill water use per tonne of FFB is monitored and recorded.	**C.I. TEQUENDAMA:** During the audit, the water consumption indicators provided by the Environmental Management staff of EXTRACTORA TEQUENDAMA - FINCAS PROPIAS were verified. In 2023, total water consumption was 80,518 m^3, with a consumption of 0.74 m^3/Ton RFF (fresh fruit bunches) and 3.62 m^3/Ton CPO (crude palm oil). The company has established targets to reduce water consumption, and if these targets are not met, strategies will be implemented to promote the efficient use	**C.I. TEQUENDAMA:** During the audit, the water consumption indicators provided by the Environmental Management staff of EXTRACTORA TEQUENDAMA - FINCAS PROPIAS were verified. In 2023, total water consumption was 80,518 m^3, with a consumption of 0.74 m^3/Ton RFF (fresh fruit bunches) and 3.62 m^3/Ton CPO (crude palm oil). The company has established targets to reduce water consumption, and if these targets are not met, strategies will be implemented to promote the efficient use	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		of the resource.	of the resource.	
Criterion 7.9: **Efficiency of fossil fuel use and the use of renewal energy is optimized.**				
7.9.1	A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.	**C.I. TEQUENDAMA:** There is evidence of the energy efficiency and energy saving program implemented by the company, which includes the use of biogas generated from the industrial effluent collection system to obtain renewable energy, as well as the application of good environmental practices of eco-efficiency in the administrative areas and in the logistics and transportation processes. It is evident that the indicators are maintained in a database with monthly consumption of diesel and gasoline, distributed among agricultural machinery, composting/nursery, extraction plant, transportation, heavy machinery and others. In 2023, the consumption recorded was 8.72 gallons of ACPM/Ton RFF processed, while in 2022 the indicator was 24.55 gallons of ACPM/Ton RFF. This shows	**C.I. TEQUENDAMA:** There is evidence of the energy efficiency and energy saving program implemented by the company, which includes the use of biogas generated from the industrial effluent collection system to obtain renewable energy, as well as the application of good environmental practices of eco-efficiency in the administrative areas and in the logistics and transportation processes. It is evident that the indicators are maintained in a database with monthly consumption of diesel and gasoline, distributed among agricultural machinery, composting/nursery, extraction plant, transportation, heavy machinery and others. In 2023, the consumption recorded was 8.72 gallons of ACPM/Ton RFF processed, while in 2022 the indicator was 24.55 gallons of ACPM/Ton RFF. This shows	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		a significant reduction in the consumption of ACPM. Training on efficient energy use and conservation of nautral resources was held on October 16, 2024. **OUTGROWER:** There is a record of fuel consumption data for agricultural activities in the COM-F-03 v01 2018 code format, responsibility of Purchasing Management. Dates, place of work, tool/vehicle, activity, odometer, fuel types and consumption data are taken into account. **SMALLHOLDERS:** The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff.	a significant reduction in the consumption of ACPM. Training on efficient energy use and conservation of nautral resources was held on October 16, 2024. **OUTGROWER:** There is a record of fuel consumption data for agricultural activities in the COM-F-03 v01 2018 code format, responsibility of Purchasing Management. Dates, place of work, tool/vehicle, activity, odometer, fuel types and consumption data are taken into account. **SMALLHOLDERS:** The small producer alliances follow the technical instructions provided by C.I TEQUENDAMA staff.	
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions				
7.10.1 (C)	GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: There is evidence of the greenhouse gas (GHG) emissions reduction plan prepared	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS**: There is evidence of the greenhouse gas (GHG) emissions reduction plan prepared	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement

		by the company's Sustainability Department, which defines the main strategies to be implemented to mitigate the environmental impact. Regarding the reduction of emissions from the industrial process, POM - EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S. focuses on capturing biogas from industrial effluents in order to cogenerate energy. In addition, the steam generated by the boiler is used to produce electricity, which in turn feeds the oil extraction process, optimizing the use of resources and reducing the carbon footprint. At the agricultural level, the company has implemented sustainable practices, such as not using ammonia-based nitrogen fertilizers (urea or nitrates), which helps reduce nitrogen oxide emissions. A reforestation process is also underway in the conservation areas adjacent to the oil palm plantations, using fast-growing native species to capture carbon and promote biodiversity. In the medium term, there are plans to incorporate the use of solar panels on the farms to diversify renewable energy sources and continue with the sustainability strategy.	by the company's Sustainability Department, which defines the main strategies to be implemented to mitigate the environmental impact. Regarding the reduction of emissions from the industrial process, POM - EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S. focuses on capturing biogas from industrial effluents in order to cogenerate energy. In addition, the steam generated by the boiler is used to produce electricity, which in turn feeds the oil extraction process, optimizing the use of resources and reducing the carbon footprint. At the agricultural level, the company has implemented sustainable practices, such as not using ammonia-based nitrogen fertilizers (urea or nitrates), which helps reduce nitrogen oxide emissions. A reforestation process is also underway in the conservation areas adjacent to the oil palm plantations, using fast-growing native species to capture carbon and promote biodiversity. In the medium term, there are plans to incorporate the use of solar panels on the farms to diversify renewable energy sources and continue with the sustainability strategy.	☐ Not Applicable (justification required)

		GHG RSPO CALCULATOR. To monitor greenhouse gas (GHG) emissions, the data reported through the RSPO GHG v4 calculator was verified. The company's Environmental Sustainability Coordinator is responsible for compiling the information from the various agricultural and industrial production areas. Although some errors were identified in the initial data, the company's staff maintains a robust and up-to-date database, which is fed by computerized systems such as SIAGRI, SAP and automated data from internal processes. These systems ensure the accuracy of the information and facilitate continuous monitoring of emissions, contributing to informed decision-making for GHG reduction.	GHG RSPO CALCULATOR. To monitor greenhouse gas (GHG) emissions, the data reported through the RSPO GHG v4 calculator was verified. The company's Environmental Sustainability Coordinator is responsible for compiling the information from the various agricultural and industrial production areas. Although some errors were identified in the initial data, the company's staff maintains a robust and up-to-date database, which is fed by computerized systems such as SIAGRI, SAP and automated data from internal processes. These systems ensure the accuracy of the information and facilitate continuous monitoring of emissions, contributing to informed decision-making for GHG reduction.	
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).	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** C.I. Tequendama has not reported new plantations since 2014, so this GHG tool has not been used to calculate GHG emissions.	**C.I TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** C.I. Tequendama has not reported new plantations since 2014, so this GHG tool has not been used to calculate GHG emissions.	☐ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☒ Not Applicable (justification required)

7.10.3 (C)	Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.	**C.I. TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** During 2023, the Environmental Sustainability Coordinator developed a Pollutant Monitoring and Management Plan, focused on ensuring compliance with regulations on boiler emissions, proper maintenance of air conditioning systems and monitoring natural gas consumption in the company's restaurant. There is evidence of the Technical Report of Atmospheric Emissions Evaluation by Fixed Sources of EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S., prepared by the company Control de la Contaminación in November 2023, which includes emissions measurements of three boilers. The results obtained were as follows: • Boiler 1: PM 246.93 mg/m^3 and NOx 111.23 mg/m^3. • Boiler 2: PM 258.14 mg/m^3 and NOx 99.81 mg/m^3. • Boiler 3: PM 211.23 mg/m^3 and NOx 103.31 mg/m^3. These values comply with the limits established by Resolution 909 of 2008, which establishes a limit of 300 mg/m^3 for PM (particulate matter) and 350 mg/m^3 for NOx, demonstrating compliance with current environmental regulations.	**C.I. TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** During 2023, the Environmental Sustainability Coordinator developed a Pollutant Monitoring and Management Plan, focused on ensuring compliance with regulations on boiler emissions, proper maintenance of air conditioning systems and monitoring natural gas consumption in the company's restaurant. There is evidence of the Technical Report of Atmospheric Emissions Evaluation by Fixed Sources of EXTRACTOR TEQUENDAMA - FINCAS PROPIAS S.A.S., prepared by the company Control de la Contaminación in November 2023, which includes emissions measurements of three boilers. The results obtained were as follows: • Boiler 1: PM 246.93 mg/m^3 and NOx 111.23 mg/m^3. • Boiler 2: PM 258.14 mg/m^3 and NOx 99.81 mg/m^3. • Boiler 3: PM 211.23 mg/m^3 and NOx 103.31 mg/m^3. These values comply with the limits established by Resolution 909 of 2008, which establishes a limit of 300 mg/m^3 for PM (particulate matter) and 350 mg/m^3 for NOx, demonstrating compliance with current environmental regulations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

Criterion 7.11: 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.	**CI TEQUENDANA SAS - OUTGROWER - SMALLHOLDER** The company has established in its "Environmental Sustainability Policy" the prohibition of the use of fire for land preparation. During field visits to the renewed oil palm plantations, it became evident that fire is not used for land preparation. The old palms are mechanically chopped and incorporated into the soil as organic matter.	**CI TEQUENDANA SAS - OUTGROWER - SMALLHOLDER** The company has established in its "Environmental Sustainability Policy" the prohibition of the use of fire for land preparation. During field visits to the renewed oil palm plantations, it became evident that fire is not used for land preparation. The old palms are mechanically chopped and incorporated into the soil as organic matter.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit has defined the standard operating procedure for forest fire control: -The following prevention measures have been defined; -No use of fire for pest control or land suitability. -Maintenance of agricultural machinery -No use of cigarettes in plantations.	**C.I TEQUENDAMA** According to the documentary review and interviews: -The certification unit has defined the standard operating procedure for forest fire control: -The following prevention measures have been defined; -No use of fire for pest control or land suitability. -Maintenance of agricultural machinery -No use of cigarettes in plantations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		-Implementation of environmental policy. -The following control measures have been defined: -Activation of emergency brigades. -Fire extinguishing equipment (fire extinguishers and water tank car, trained personnel). -Communication with the local fire department. OUTGROWER According to the documentary review and interviews: -The certification unit has defined the procedure for fire prevention and control, document "Emergency Plan (Code: SST-PL-01 V08)". -The plan identifies the external parties that are required to work together for fire response. -The certification unit has fire extinguishers available in its facilities. -The certification unit has the contacts of local fire authorities, such as fire departments and emergency services. -This plan includes smallholders	-Implementation of environmental policy. -The following control measures have been defined: -Activation of emergency brigades. -Fire extinguishing equipment (fire extinguishers and water tank car, trained personnel). -Communication with the local fire department. OUTGROWER According to the documentary review and interviews: -The certification unit has defined the procedure for fire prevention and control, document "Emergency Plan (Code: SST-PL-01 V08)". -The plan identifies the external parties that are required to work together for fire response. -The certification unit has fire extinguishers available in its facilities. -The certification unit has the contacts of local fire authorities, such as fire departments and emergency services. -This plan includes smallholders	

7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	**C.I TEQUENDAMA.** According to the documentary review and interviews: -The certification unit has defined the emergency mutual aid plan (PLGI-02 V03). -The plan identifies the external parties with which they are required to work together for fire response. -Communication with stakeholders has been carried out on: 02/04/2024 for the mutual aid plan for fire response. -This plan includes smallholders OUTOGROWER According to the documentary review and interviews: -The certification unit has defined the procedure for fire prevention and control, document "Emergency Plan (Code: SST-PL-01 V08)". -The plan identifies the external parties with which they are required to work together for fire response. -Communication with interested parties has been carried out on: 09/10/2024 for the mutual aid plan for fire response.	**C.I TEQUENDAMA.** According to the documentary review and interviews: -The certification unit has defined the emergency mutual aid plan (PLGI-02 V03). -The plan identifies the external parties with which they are required to work together for fire response. -Communication with stakeholders has been carried out on: 02/04/2024 for the mutual aid plan for fire response. -This plan includes smallholders OUTOGROWER According to the documentary review and interviews: -The certification unit has defined the procedure for fire prevention and control, document "Emergency Plan (Code: SST-PL-01 V08)". -The plan identifies the external parties with which they are required to work together for fire response. -Communication with interested parties has been carried out on: 09/10/2024 for the mutual aid plan for fire response.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ 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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** There is evidence of a new plantation after 2005 on the POM - EXTRACTOR TEQUENDAMA - FINCAS PROPIAS farm. The internal staff of the DAABON GROUP sent a communication to the RSPO Compensation and Remediation Panel informing about this new plantation, which was carried out on a farm that previously had livestock uses. During the audits, an email sent by the RSPO Panel on July 9, 2014 was verified, accepting this new plantation declaration process. Hi Felipe.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** There is evidence of a new plantation after 2005 on the POM - EXTRACTOR TEQUENDAMA - FINCAS PROPIAS farm. The internal staff of the DAABON GROUP sent a communication to the RSPO Compensation and Remediation Panel informing about this new plantation, which was carried out on a farm that previously had livestock uses. During the audits, an email sent by the RSPO Panel on July 9, 2014 was verified, accepting this new plantation declaration process. Hi Felipe.	☐ Conform ☒ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		That is a great news ! Your compensation procedure staged implementation ends here, since you do not have any management units with liabilities, no affected remediation areas and no HCV 4, 5, 6 issues. I will update you if there is anything else needed from our side. Dillon Samarin Compensation coordinator RSPO	That is a great news ! Your compensation procedure staged implementation ends here, since you do not have any management units with liabilities, no affected remediation areas and no HCV 4, 5, 6 issues. I will update you if there is anything else needed from our side. Dillon Samarin Compensation coordinator RSPO	
7.12.2 (C)	HCVs, HCS forests and other conservation areas are identified as follows: 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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** The organization has an assessment of the High Conservation Value Areas (HCV) elaborated in the framework of the GEF project for the Northern Zone Palm Sector under Agreement ATN/FM 13216-CO of May 12, 2016. This study was conducted by Daniel Arancibia, who holds the HCV Network license. The assessed area covers a total of 10,609 hectares, which includes both own farms and farms from alliances with small and medium oil palm producers. The result of this assessment identified the following High Conservation Value Areas (HCV): • HCV 1: Presence of fauna and flora, including species protected by national and international	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** The organization has an assessment of the High Conservation Value Areas (HCV) elaborated in the framework of the GEF project for the Northern Zone Palm Sector under Agreement ATN/FM 13216-CO of May 12, 2016. This study was conducted by Daniel Arancibia, who holds the HCV Network license. The assessed area covers a total of 10,609 hectares, which includes both own farms and farms from alliances with small and medium oil palm producers. The result of this assessment identified the following High Conservation Value Areas (HCV): • HCV 1: Presence of fauna and flora, including species protected by national and international	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		regulations, as well as endemic species. • HCV 2: Presence of landscapes of regional importance, highlighting the Flora and Fauna Sanctuary Ciénaga Grande de Santa Marta and the Sierra Nevada de Santa Marta National Natural Park. • HCV 3: Associated with fragments of tropical dry forest. Although these patches are small and have low ecological integrity, given the low level of representativeness of this ecosystem, their conservation is considered a priority and they are classified as potential HCV 3. • HCV 4: Presence of a payment point for the indigenous communities of the Sierra Nevada de Santa Marta, located on the banks of the Ariguaní River. • HCV 6: Potential, related to natural features that require further evaluation for final classification. On the "Las Mercedes" farm, an additional HCV identification study was conducted by internal company personnel on October 5, 2015. In this 420 hectare farm, a tropical dry forest of approximately 346.7 hectares was identified, which corresponds to HCV 1, and	regulations, as well as endemic species. • HCV 2: Presence of landscapes of regional importance, highlighting the Flora and Fauna Sanctuary Ciénaga Grande de Santa Marta and the Sierra Nevada de Santa Marta National Natural Park. • HCV 3: Associated with fragments of tropical dry forest. Although these patches are small and have low ecological integrity, given the low level of representativeness of this ecosystem, their conservation is considered a priority and they are classified as potential HCV 3. • HCV 4: Presence of a payment point for the indigenous communities of the Sierra Nevada de Santa Marta, located on the banks of the Ariguaní River. • HCV 6: Potential, related to natural features that require further evaluation for final classification. On the "Las Mercedes" farm, an additional HCV identification study was conducted by internal company personnel on October 5, 2015. In this 420 hectare farm, a tropical dry forest of approximately 346.7 hectares was identified, which corresponds to HCV 1, and	

		HCV 4 was also recognized, associated with the banks of the Tapias River that crosses the farm.	HCV 4 was also recognized, associated with the banks of the Tapias River that crosses the farm.	
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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** No High Forest Cover or High Carbon Cover (HCC) has been identified in the area of influence of the company's palm oil plantations or its production alliance supplier plantations. Therefore, the organization does not have a specific procedure for high forest cover landscapes.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** No High Forest Cover or High Carbon Cover (HCC) has been identified in the area of influence of the company's palm oil plantations or its production alliance supplier plantations. Therefore, the organization does not have a specific procedure for high forest cover landscapes.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)
7.12.3 (C)	In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies. 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;	**C.I. TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The HCV identification study prepared in 2016 establishes the presence of 688 ha of HCV management for the total number of farms assessed. Page 58 of the study defines the management and monitoring strategies for the HCVs found by the consultant staff. A brief description of the value found, the threats in the landscape is established. Management and monitoring recommendations are then established for each HCV. In the study for the Las Mercedes farm, management plans are defined on page 19 with information on threats and management and monitoring recommendations.	**C.I. TEQUENDAMA, OUTGROWER and SMALLHOLDERS:** The HCV identification study prepared in 2016 establishes the presence of 688 ha of HCV management for the total number of farms assessed. Page 58 of the study defines the management and monitoring strategies for the HCVs found by the consultant staff. A brief description of the value found, the threats in the landscape is established. Management and monitoring recommendations are then established for each HCV. In the study for the Las Mercedes farm, management plans are defined on page 19 with information on threats and management and monitoring recommendations.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&C requirements apply, including FPIC and HCV requirements.	Training is provided to company personnel on the importance of nature conservation, and information billboards have been installed on the prohibition of hunting, logging, burning, or fishing in the conservation areas of the company's farms. Records were taken of the following training sessions: Training on the management and maintenance program for water courses and HCVs held on March 15, 2024. Training on wildlife conservation and RAP species conducted on April 5, 2024. Farm field personnel have been trained to keep records of wildlife sightings commonly found on the farms.	Training is provided to company personnel on the importance of nature conservation, and information billboards have been installed on the prohibition of hunting, logging, burning, or fishing in the conservation areas of the company's farms. Records were taken of the following training sessions: Training on the management and maintenance program for water courses and HCVs held on March 15, 2024. Training on wildlife conservation and RAP species conducted on April 5, 2024. Farm field personnel have been trained to keep records of wildlife sightings commonly found on the farms.	
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 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	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** The study for the identification of High Conservation Value Areas established the presence of farms within the so-called "Black Line" that would be a potential HCV 6 on the banks of the Ariguani River, where the indigenous communities of the Sierra Nevada de Santa Marta (Kogis, Arhuacos, Wiwas and KAnkuamos) are located. The study defined a plan to establish a protocol that allows access to "sacred" sites for the ancestral peoples of the SNSM region that are located near the production units of	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** The study for the identification of High Conservation Value Areas established the presence of farms within the so-called "Black Line" that would be a potential HCV 6 on the banks of the Ariguani River, where the indigenous communities of the Sierra Nevada de Santa Marta (Kogis, Arhuacos, Wiwas and KAnkuamos) are located. The study defined a plan to establish a protocol that allows access to "sacred" sites for the ancestral peoples of the SNSM region that are located near the production units of	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

	considerations (where these are identified).	The identification of critical services and situations used consultation with local stakeholders who may be directly affected, and with others who may have local or specialist information, including local authorities and professionals in the area. Consideration was given to issues such as compliance with legislation and other guidelines on watercourse protection and management, and whether there are areas of slope or water catchment that are of significant importance, particularly to the local population. In these cases, it was examined whether the regulations and restrictions in place for such areas effectively protect their conservation value. To carry out the participatory mapping, two community workshops were held to identify HCVs 5 and 6. In them, the intervention focuses were strategically determined according to criteria of spatial proximity, access routes, mobility and exchange of populations, socio-cultural and socio-economic affinities, availability of resources for the execution of the workshops and, above all, proximity to the	The identification of critical services and situations used consultation with local stakeholders who may be directly affected, and with others who may have local or specialist information, including local authorities and professionals in the area. Consideration was given to issues such as compliance with legislation and other guidelines on watercourse protection and management, and whether there are areas of slope or water catchment that are of significant importance, particularly to the local population. In these cases, it was examined whether the regulations and restrictions in place for such areas effectively protect their conservation value. To carry out the participatory mapping, two community workshops were held to identify HCVs 5 and 6. In them, the intervention focuses were strategically determined according to criteria of spatial proximity, access routes, mobility and exchange of populations, socio-cultural and socio-economic affinities, availability of resources for the execution of the workshops and, above all, proximity to the	

		plantations of the C.I. Tequendama S.A.S. nucleus. The social component used the land cover maps and estimated the optimal sub-regional biogeographical and geopolitical points of encounter and interlocution that allow for a greater 'ripple effect' and social intersections (synergies and links) with actors not only related to the palm sector but also with other strategic sectors.	plantations of the C.I. Tequendama S.A.S. nucleus. The social component used the land cover maps and estimated the optimal sub-regional biogeographical and geopolitical points of encounter and interlocution that allow for a greater 'ripple effect' and social intersections (synergies and links) with actors not only related to the palm sector but also with other strategic sectors.	
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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** Photographic records of the training sessions are available, as well as minutes signed by the participants in the socialization sessions of the High Conservation Value Areas (HCV). During field visits to the plantations, interviews were conducted with workers who have extensive knowledge of the local fauna and flora, recognizing the importance of biodiversity conservation. In addition, records of training courses given by internal personnel from the DAABON Group's Sustainability area were verified, with the following training dates: Mill: July 17, 2024; Finca Ariguani: July 18, 2024. February 8, July 15, 2024. Gavilán I Farm: June 28, 2024.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** Photographic records of the training sessions are available, as well as minutes signed by the participants in the socialization sessions of the High Conservation Value Areas (HCV). During field visits to the plantations, interviews were conducted with workers who have extensive knowledge of the local fauna and flora, recognizing the importance of biodiversity conservation. In addition, records of training courses given by internal personnel from the DAABON Group's Sustainability area were verified, with the following training dates: Mill: July 17, 2024; Finca Ariguani: July 18, 2024. February 8, July 15, 2024. Gavilán I Farm: June 28, 2024.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		Gavilan II Farm: September 26, 2024. Finca Tequendama: August 20, 2024. Outgrower: March 15, 2024. Smallholders: April 5, 2024	Gavilan II Farm: September 26, 2024. Finca Tequendama: August 20, 2024. Outgrower: March 15, 2024. Smallholders: April 5, 2024	
7.12.6	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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** he company has hired a professional biologist to implement various monitoring and follow-up programs for the High Conservation Value Areas (HCVAs) identified during the evaluation of the GEF project. The report entitled *"Characterization of diversity in conservation areas associated with the DAABON group's palm farms"* was prepared by local biologist Jean Carlos Guzman Martinez. As part of this study, visits were made to seven farms to evaluate the areas with forest cover, focusing on plants with a diameter at breast height (DBH) greater than 10 cm, as well as on the identification of traces and tracks of avifauna, mastofauna and herpetofauna, through free walks. The results revealed that the most represented plant families were Fabaceae, followed by Malvaceae and Bignoniaceae. In terms of fauna, several species of	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** he company has hired a professional biologist to implement various monitoring and follow-up programs for the High Conservation Value Areas (HCVAs) identified during the evaluation of the GEF project. The report entitled *"Characterization of diversity in conservation areas associated with the DAABON group's palm farms"* was prepared by local biologist Jean Carlos Guzman Martinez. As part of this study, visits were made to seven farms to evaluate the areas with forest cover, focusing on plants with a diameter at breast height (DBH) greater than 10 cm, as well as on the identification of traces and tracks of avifauna, mastofauna and herpetofauna, through free walks. The results revealed that the most represented plant families were Fabaceae, followed by Malvaceae and Bignoniaceae. In terms of fauna, several species of	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

		mastofauna were identified, including the otter *Lontra longicaudis*, the howler monkey *Alouatta seniculus* and rodents such as *Dasyprocta punctata*. As for the avifauna, both migratory species, such as *Ardea cinerea*, and endemic species, especially *Ortalis ruficauda*, were recorded.	mastofauna were identified, including the otter *Lontra longicaudis*, the howler monkey *Alouatta seniculus* and rodents such as *Dasyprocta punctata*. As for the avifauna, both migratory species, such as *Ardea cinerea*, and endemic species, especially *Ortalis ruficauda*, were recorded.	
7.12.7	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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** The oil palm plantations of EXTRACTOR TEQUENDAMA - FINCAS PROPIAS, as well as those of smallholders and suppliers, have been established on land previously used for agriculture or cattle ranching. During the audit, no evidence was found of compensation and remediation processes, as required by RSPO, related to new plantations established by the organization after 2005.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** The oil palm plantations of EXTRACTOR TEQUENDAMA - FINCAS PROPIAS, as well as those of smallholders and suppliers, have been established on land previously used for agriculture or cattle ranching. During the audit, no evidence was found of compensation and remediation processes, as required by RSPO, related to new plantations established by the organization after 2005.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

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.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** There is evidence of a new plantation after 2005 on the POM - EXTRACTOR TEQUENDAMA - FINCAS PROPIAS farm. The internal staff of the DAABON GROUP sent a communication to the RSPO Compensation and Remediation Panel informing us about this new plantation, which was carried out on a farm that previously had livestock uses. During the audits, an email sent by the RSPO Panel on July 9, 2014 was verified, accepting this new plantation declaration process.	**C.I. TEQUENDAMA, OUTGROWER-SMALLHOLDERS:** There is evidence of a new plantation after 2005 on the POM - EXTRACTOR TEQUENDAMA - FINCAS PROPIAS farm. The internal staff of the DAABON GROUP sent a communication to the RSPO Compensation and Remediation Panel informing us about this new plantation, which was carried out on a farm that previously had livestock uses. During the audits, an email sent by the RSPO Panel on July 9, 2014 was verified, accepting this new plantation declaration process.	☒ Conform ☐ Major Nonconformity ☐ Minor Nonconformity ☐ Opportunity for Improvement ☐ Not Applicable (justification required)

6. Summary of Audit Findings

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.	1	0	0	**1**
Principle 3: Optimise productivity, efficiency, positive impacts and resilience *(Includes IP and/or MB Module)*	1	0	0	**1**
Principle 4: Respect Community and Human Rights and Deliver Benefits	0	0	0	**0**
Principle 5: Support Smallholder Inclusion	0	1	0	**0**
Principle 6: Respect Workers Rights and Conditions	1	1	0	**2**

Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment	1	0	0	**1**
Certification Systems Document	0	0	0	**0**
Total	**4**	**2**	**0**	**6**

7. Nonconformity(ies) Issue in this Audit

Indicator Number	2.1.1 (C)
Nonconformity Number	2024 - 1
Nonconformity Category	☒ Major Nonconformity ☐ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☒ No
Date of Nonconformity Issued	25/10/2024
Nonconformity Issued To C.I TEQUENDAMA - FINCA EL BARZAL – SOLITA - ALICANTE	
Deadline:	☒ 3 months from date of closing meeting ☐12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☒ Off-site
Standard Reference	P&C RSPO INTERPRETACION NACIONAL COLOMBIA
Nonconformity Statement: El Barzal Farm (Smallholder) There are 3 workers (J.M, A.H, B. de la C) performing operational work on the farm, with whom a written labor contract has been signed and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the following order: 1. There is no evidence of payment of service bonuses, period from January to June 2024, according to article 306 of the Substantive Labor Code. 2. There is no evidence of payment of severance pay and its interest for the period caused by the year 2023, this in light of Law 50 of 1990, article 99.	

3. There is no evidence of contributions to the integral social security system (health, pension, Arl) year 2024, as described in Law 100 of 1993 and additional regulations for this purpose. Finca Alicante and Solita (Smallholder) There are 2 workers (A.M.B, M.B) performing operational tasks at the farm, with whom a written employment contract has been signed and accepted by both parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the following order: 1. There is no evidence of payment of transportation allowance in the year 2024, in accordance with Decree 2293 of 2023.	
Evidence: EL BARZAL FARM 1. Social benefits payment receipts are duly signed by the worker. 2. Support of payment of social benefits of the workers. 3. Attendance record of personnel training and delivery of the new format to be used. 4. Support of Affiliation to the social security system. 5. Support Payment of contributions to the social security system. 6. Meeting minutes for verification of payments of concepts generated from the contractual relationship. 7. Support and evidence of severance payments. ALICANTE AND SOLITA FARM 1. Transportation allowance payments with signatures of receipt by the workers. 2. Support of payment of transportation allowance to workers. Training attendance record and delivery of the new format to be used.	
Root Cause Analysis	- EL BARZAL FARM *Why is there no evidence of payment of bonuses, severance and interest?* Because the payments related to bonuses and severance payments were made without the proper support that evidences the same. *Why were the payments related to bonuses and severance payments made without due support that evidences the same?* Due to lack of knowledge on the part of the person responsible for making the payments and leaving evidence of the payment with their respective concepts and applicable periods. *Why did the person responsible for making the payments not leave evidence of the payment with*

	its respective concepts and applicable periods? Lack of application of the training provided to small producers on current labor legislation. *Why did the small producer not apply the training on current labor legislation?* Because he considered that the fact that he did not accept affiliation to the workers' pension system due to his age also applied to health and ARL. *Why did he consider that the fact that he did not accept affiliation to the pension system for workers because of their age also applied to health and ARL?* Because It is evident that the person in charge is unaware of the obligation to affiliate workers to the social security system in Colombia. *ALICANTE AND SOLITA FARM* *Why is there no evidence of payment of transportation allowance?* Because the payments related to transportation allowance were made without the due support that evidences the same. *Why were the payments related to transportation allowance made without the proper support that evidences it?* Due to lack of knowledge on the part of the person responsible for making the payments and leaving evidence of the payment with its respective concepts and applicable periods. *Why did the person responsible for making the payments not leave evidence of the payment with its respective concepts and applicable periods?* Lack of application of the training provided to small producers on current labor legislation.
Correction(s)	**EL BARZAL FARM** 1. The payment format was standardized according to each of the items paid to the employee generated by the contractual relationship. 2. Staff was trained on the use of the formats to be used, and the formats were delivered. 3. The workers were affiliated to the Colombian social security system (health and labor). The pension was omitted due to the age of the workers. 4. The workers' social security payments were made as of today, since neither of the two subsystems allows retroactive payment. 5. The employer was trained on current labor legislation. 6. There will be a quarterly follow-up for one year on compliance with the measures adopted

	here. **ALICANTE AND SOLITA FARM** 7. The payment format was standardized according to each of the items paid to the employee generated by the contractual relationship. 1. Staff was trained on the use of the formats to be used, and the formats were delivered. 2. Compliance with the measures adopted here will be monitored quarterly for one year.
Corrective Action Implemented *(including any evidence submitted)*	**EL BARZAL FARM** 3. The payment format was standardized according to each of the items paid to the employee generated by the contractual relationship. 4. Staff was trained on the use of the formats to be used, and the formats were delivered. 3. The workers were affiliated to the Colombian social security system (health and labor). The pension was omitted due to the age of the workers. 4. The workers' social security payments were made as of today, since neither of the two subsystems allows retroactive payment. 5. The employer was trained on current labor legislation. 6. There will be a quarterly follow-up for one year on compliance with the measures adopted here. **ALICANTE AND SOLITA FARM** 7. The payment format was standardized according to each of the items paid to the employee generated by the contractual relationship. 3. Staff was trained on the use of the formats to be used, and the formats were delivered. 4. Compliance with the measures adopted here will be monitored quarterly for one year.
Date of Response	5/1/2025
Audit Team Conclusion *(including any evidence reviewed)*	The project has sent the following evidence for verification and approval: FINCA EL BARZAL 1. Social benefit payment slips duly signed as received by the worker. 2. Support for payment of social benefits for workers. 3. Record of staff training attendance and delivery of the new format to be used.

	4. Support for affiliation to the social security system. 5. Support for payment of contributions to the social security system. 6. Minutes of meeting for verification of payments of concepts generated from the contractual relationship. 7. Support and evidence of severance pay. FINCA ALICANTE Y SOLITA 8. Transport assistance payment slips with signatures of receipt by the workers. 9. Support for payment of transport assistance to workers. 10. Training attendance record and delivery of the new format to be used.
Status of Nonconformity	☒ Closed ☐ Open
Date of Closure:	5/1/2025

Indicator Number	6.2.3 (C)
Nonconformity Number	2024 - 2
Nonconformity Category	☒ Major Nonconformity ☐ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☒ No
Date of Nonconformity Issued	25/10/2024
Nonconformity Issued To C.I TEQUENDAMA - FINCA EL BARZAL – SOLITA - ALICANTE	
Deadline:	☒ 3 months from date of closing meeting ☐12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☒ Off-site
Standard Reference	P&C RSPO INTERPRETACION NACIONAL COLOMBIA
Nonconformity Statement: El Barzal Farm (Smallholder) There are 3 workers (J.M, A.H, B. de la C) performing operational tasks at the farm, with whom a written employment contract has been signed and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the following order: 1. There is no evidence of payment of service bonuses, period from January to June 2024, according to article 306 of the Substantive Labor Code. 2. There is no evidence of payment of severance pay and its interest for the period caused by the year 2023, this in light of Law 50 of 1990, article 99. 3. There is no evidence of contributions to the comprehensive social security system (health, pension, Arl) year 2024, as described in Law 100 of 1993 and additional regulations for this purpose.	

Finca Alicante and Solita (Smallholder) There are 2 workers (A.M.B, M.B) performing operational tasks within the organization, with whom an employment contract has been signed in writing and accepted by both parties. However, there is no evidence of compliance with the legal requirements regarding the employment relationship in the order of	
Evidence: EL BARZAL FARM 1. Social benefits payment receipts duly signed by the worker. 2. Support of payment of social benefits of the workers. 3. Attendance record of personnel training and delivery of the new format to be used. 4. Support of Affiliation to the social security system. 5. Support Payment of contributions to the social security system. 6. Meeting minutes for verification of payments of concepts generated from the contractual relationship. 7. Support and evidence of severance payments. ALICANTE AND SOLITA FARM 1. Transportation allowance payments with signatures of receipt by the workers. 2. Support of payment of transportation allowance to workers. 3. Training attendance record and delivery of the new format to be used.	
Root Cause Analysis	-ELBARZALFARM *Why is there no evidence of payment of bonuses, severance and interest?* Because the payments related to bonuses and severance payments were made without the proper support that evidences the same. *Why were the payments related to bonuses and severance payments made without due support that evidences the same?* Due to lack of knowledge on the part of the person responsible for making the payments and leaving evidence of the payment with their respective concepts and applicable periods. *Why did the person responsible for making the payments not leave evidence of the payment with its respective concepts and applicable periods?* Lack of application of the training provided to small producers on current labor legislation.

	Why did the small producer not apply the training on current labor legislation? Because he considered that the fact that he did not accept affiliation to the workers' pension system due to his age also applied to health and ARL. *Why did he consider that the fact that he did not accept affiliation to the pension system for workers because of their age also applied to health and ARL?* Because It is evident that the person in charge is unaware of the obligation to affiliate workers to the social security system in Colombia. *ALICANTE AND SOLITA FARM* *Why is there no evidence of payment of transportation allowance?* Because the payments related to transportation allowance were made without the due support that evidences the same. *Why were the payments related to transportation allowance made without the proper support that evidences it?* Due to lack of knowledge on the part of the person responsible for making the payments and leaving evidence of the payment with its respective concepts and applicable periods. *Why did the person responsible for making the payments not leave evidence of the payment with its respective concepts and applicable periods?* Lack of application of the training provided to small producers on current labor legislation.
Correction(s)	EL BARZAL FARM 1. The payment format was standardized according to each of the items paid to the employee generated by the contractual relationship. 2. Staff was trained on the use of the formats to be used, and the formats were delivered. 3. The workers were affiliated to the Colombian social security system (health and labor). The pension was omitted due to the age of the workers. 4. The workers' social security payments were made as of today, since neither of the two subsystems allows retroactive payment. 5. The employer was trained on current labor legislation. 6. There will be a quarterly follow-up for one year on compliance with the measures

	adopted here. ALICANTE AND SOLITA FARM 7. The payment format was standardized according to each of the items paid to the employee generated by the contractual relationship. 1. Staff was trained on the use of the formats to be used, and the formats were delivered. 2. Compliance with the measures adopted here will be monitored quarterly for one year.
Corrective Action Implemented *(including any evidence submitted)*	EL BARZAL FARM 1. Social benefits payment receipts duly signed by the worker. 2. Support of payment of social benefits of the workers. 3. Attendance record of personnel training and delivery of the new format to be used. 4. Support of Affiliation to the social security system. 5. Support Payment of contributions to the social security system. 6. Meeting minutes for verification of payments of concepts generated from the contractual relationship. 7. Support and evidence of severance payments. ALICANTE AND SOLITA FARM 1. Transportation allowance payments with signatures of receipt by the workers. 2. Support of payment of transportation allowance to workers. 3. Training attendance record and delivery of the new format to be used.
Date of Response	16/12/2024
Audit Team Conclusion *(including any evidence reviewed)*	The project has sent the following evidence for verification and approval: FINCA EL BARZAL 1. Social benefit payment slips duly signed and received by the worker. 2. Support for payment of social benefits for workers.

	3. Record of staff training attendance and delivery of the new format to be used. 4. Support for affiliation to the social security system. 5. Support for payment of contributions to the social security system. 6. Minutes of meeting for verification of payments of concepts generated from the contractual relationship. 7. Support and evidence of severance pay. FINCA ALICANTE Y SOLITA 8. Transport assistance payment slips with signatures of receipt by the workers. 9. Support for payment of transport assistance to workers. 10. Training attendance record and delivery of the new format to be used.
Status of Nonconformity	☒ Closed ☐ Open
Date of Closure:	16/12/2024

Indicator Number	3.6.2 (C)
Nonconformity Number	2024 - 3
Nonconformity Category	☒ Major Nonconformity ☐ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☒ No
Date of Nonconformity Issued	25/10/2024
Nonconformity Issued To C.I TEQUENDAMA - FINCA VALENTINA – FINCA EL BARZAL	
Deadline:	☒ 3 months from date of closing meeting ☐12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☒ Off-site
Standard Reference	P&C RSPO INTERPRETACION NACIONAL COLOMBIA
Nonconformity Statement: Failure: Periodic medical examinations are not carried out as defined in the occupational schedules for work performed in the plantations: Evidence: According to documentary review and interviews: **For the outgrower Valentina (+ Lot Palestina)** there is a medical examination of the worker in charge of the mechanical weed control work performed 11/07/2024, however, this does not include the visiometry exam, an exam that has been defined in the Profesiogram of the certification unit for this work. **For the smallholder El Barzal** there are medical exams for the 3 workers that perform the mechanical weed control work, exam performed on 10/15/2024, however, this does not include the audiometry exam, exam that has been defined in the Profesiogram of the certification unit for this work.	

Evidence: 1. Programming for socialization of legal requirements for periodic medical examinations and indicated in the Profesiogram. 2. Attendance record of socialization of legal requirements for periodic medical examinations and of the Profesiogram with the people in charge of the farms el Barzal and la Valentina. 3. Results of medical examinations of the personnel of the El Barzal and La Valentina farms. 4. Programming of follow-up of the 2025 medical examinations of alliances**.**	
Root Cause Analysis	*Why were the complementary examinations not performed at Finca Valentina and Barzal?* Because those in charge of sending the occupational physician were not clear about the complementary exams in addition to the occupational physical exam. *Why were the people in charge not aware of the complementary exams?* Because they did not have knowledge of the professional chart that clearly integrates the examinations by position in Finca Alianza. *Why wasn't the non-compliance of the complementary exams evidenced in time?* Because there was no follow-up schedule to monitor compliance with the performance of exams according to the professional program.
Correction(s)	1. Scheduled to those responsible for these farms and OSH advisors on socialization of the legal requirements on occupational medical examinations and occupational health checkups. 2. Socialized the legal requirements on occupational medical examinations and occupational program with those responsible for the farms El Barzal and Valentina. 3. The following workers underwent complementary periodic medical examinations. A six-monthly follow-up program was drawn up to verify compliance with the periodic medical examinations for the year 2025.
Corrective Action Implemented *(including any evidence submitted)*	**1**. Programming for socialization of legal requirements for periodic medical examinations and indicated in the Profesiogram. 2. Attendance record of socialization of legal requirements for periodic medical examinations and of the Profesiogram with the people in charge of the farms el Barzal and la Valentina. 3. Results of medical examinations of the personnel of the El Barzal and La Valentina farms. 4. Programming of follow-up of the 2025 medical examinations of alliances.

Date of Response	16/12/2024
Audit Team Conclusion *(including any evidence reviewed)*	The project has sent the following evidence for verification and approval: 1. Programming for socialization of legal requirements for periodic medical examinations and those indicated in the job description. 2. Attendance record for socialization of legal requirements for periodic medical examinations and the job description with those responsible for the Barzal and Valentina farms. 3. Results of medical examinations of the Barzal and Valentina farm staff. 4. Follow-up programming for 2025 of medical examinations of alliances
Status of Nonconformity	☒ Closed ☐ Open
Date of Closure:	16/12/2024

Indicator Number	5.2.2.
Nonconformity Number	2024 - 4
Nonconformity Category	☐ Major Nonconformity ☒ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☒ No
Date of Nonconformity Issued	25/10/2024
Nonconformity Issued To C.I TEQUENDAMA	
Deadline:	☐ 3 months from date of closing meeting ☒12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☒ Off-site
Standard Reference	P&C RSPO INTERPRETACION NACIONAL COLOMBIA
Nonconformity Statement: According to the documentary review and interviews, the certification unit has developed “The annual operating plan-POA 2024”, which defines the livelihood improvement plan and activities for compliance with the RSPO P&C standard; however, this plan does not include the infrastructure improvements required by the smallholder El Barzal.	
Evidence:	
Root Cause Analysis	

Correction(s)	
Corrective Action Implemented *(including any evidence submitted)*	
Date of Response	DD Mmm YYYY
Audit Team Conclusion *(including any evidence reviewed)*	
Status of Nonconformity	☒ Closed ☐ Open
Date of Closure:	DD Mmm YYYY

Indicator Number	6.7.4
Nonconformity Number	2024 - 5
Nonconformity Category	☐ Major Nonconformity ☒ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☒ No
Date of Nonconformity Issued	25/10/2024
Nonconformity Issued To C.I. TEQUENDAMA	
Deadline:	☐ 3 months from date of closing meeting ☒12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☒ Off-site
Standard Reference	
Nonconformity Statement: There is evidence of the existence of 2 workers (J.M, A.H, B. de la C), performing operational tasks within the organization, with whom an employment contract has been signed in writing and accepted by the parties. However, there is no evidence of compliance with the legal requirements regarding the labor relationship in the following order: 1. There is no evidence of contributions to the comprehensive social security system (health. Pension, ARL) year 2024, as described in Law 100 of 1993 and additional rules for this purpose.	
Evidence: 1. Support of Affiliation to the social security system.	

2. Support Payment of contributions to the social security system. 3. Record of attendance of training to the employer on the labor legislation in force. Record of follow-up for verification of social security payments.	
Root Cause Analysis	*why were the workers' comprehensive social security contributions not made?* Because the responsible party considered that the fact that it did not accept the workers' affiliation to the pension system because of their age also applied to health and ARL. *why did the employer not comply with its obligation to affiliate the workers to the social security system?* because the employer was unaware of its social security affiliation obligations as described in Law 100 of 1993.
Correction(s)	1. The workers were affiliated to the Colombian social security system (health and arl). Pension was omitted due to the age of the workers. 2. Payment of social security for the workers was made as of the date of this report, since neither of the two subsystems allows retroactive payment. 3. The employer was trained on current labor legislation. 4. Quarterly follow-up will be carried out for one year on compliance with the measures adapted herein.
Corrective Action Implemented *(including any evidence submitted)*	**Evidence of Conformity:** 1. Support of Affiliation to the social security system. 2. Support of payment of contributions to the social security system. 3. Record of attendance of training to the employer on current labor legislation. 4. Record of follow-up for verification of social security payments.
Date of Response	16/12/2024
Audit Team Conclusion *(including any evidence reviewed)*	The project has sent the following evidence for verification and approval: 1. Support for affiliation to the social security system.

	2. Support for payment of contributions to the social security system. 3. Record of attendance at training for the employer on current labor legislation. 4. Follow-up report for verification of social security payments.
Status of Nonconformity	☒ Closed ☐ Open
Date of Closure:	16/12/2024

Indicator Number	7.1.1 (C)
Nonconformity Number	2024 - 6
Nonconformity Category	☒ Major Nonconformity ☐ Minor Nonconformity
Recurring Nonconformity	☐ Yes ☒ No
Date of Nonconformity Issued	25/10/20224
Nonconformity Issued To C.I. TEQUENDAMA – FINCA GAVILA – FINCA GAVILAN 2 – FINCA VALENTINA. FINCA - TEQUENDAMA - SMALLHOLDER	
Deadline:	☒ 3 months from date of closing meeting ☐12 months from date of closing meeting
Mode of Nonconformity Closure	☐ Onsite ☒ Off-site
Standard Reference	P&C RSPO INTERPRETACION NACIONAL COLOMBIA

Nonconformity Statement:
NC C.I TEQUENDAMA: It has been verified that there is an Integrated Pest and Disease Management Plan, entitled “Phytosanitary Management Plan”, which includes the identification of pests and diseases present in the crops, as well as damage thresholds and control methods. However, a review of pest and disease censuses and monitoring revealed the following: For Finca Gavilan 2: for lot 3D (replanting 2023) there is no evidence of Strategus Aloeus monitoring records in the months of June, July, August and September. For lot 4C (replanting 2023), there is no evidence of pest and disease census and monitoring records for 2024. Gavilan 1 Farm: For lot 5, on September 4, 2024, 13 cases of recurrent PC and 5 cases of chlorotic leaf PC were identified, and there is no evidence of treatment records to control the disease. Tequendama Farm: For lot 10, the first disease census record for the year 2024 was recorded on May 17 and 32 cases of CP were identified; the next census was conducted on June 1, 2024 and the last one on July 10, 2024. In none of the farms is there evidence of a

review of pest and disease censuses and monitoring on a monthly basis as defined in the phytosanitary management plan, and for Gavilan 1, there is no evidence of control of the diseases identified in the field; on the other hand, on the Tequendama farm there is evidence in the monitoring records of the presence of Oiketicus and Mesocia, which are not yet included in the phytosanitary management plan. Outgrower Finca Valentina: The existence of an Integrated Pest and Disease Management Plan (IPM) has been verified, which includes the identification of crop pests and diseases, as well as damage thresholds and control methods. However, when reviewing the censuses and monitoring carried out for lot 8, the following dates have been recorded: April 5, April 24, May 17 and August 12, 2024. These dates show that the monitoring frequency does not comply with the monthly periodicity established by the IPM. In addition, it has been observed that the pest and disease control manual considers the use of certain chemical molecules that do not coincide with the controls and products currently used for the management of these pests and diseases. This suggests a disconnect between IPM guidelines and practices applied in the field. Smallholder: It was found that there is an Integrated Pest and Disease Management Plan, entitled “Plan de Manejo Phytosanitary” which includes the identification of pests and diseases present in the crops, as well as damage thresholds and control methods. However, the review of pest and disease censuses and monitoring shows no records for the year 2024.	
Evidence: 1. Update of the Strategic Production and Farm Management Manual - organic tag 2015-2024. 2. Programming of technical re-induction of the update of the strategic production manual with own farms and alliances. 3. Record of socialization of the technical induction of the update of the strategic manual for production and administration of organic farms - tag 2015-2024, with own farms and alliances. 4. Programming of census and monitoring of strategus aloeus for November and December 2024 of own farms and alliances. 5. Format of diagnosis of diseases in palms of lot 5 Gavilán 1. 6. Records of census and monitoring of rhynchophorus in the year 2024 of the smallholder.	
Root Cause Analysis	*Why were the farms not complying with the periodicity established in the sanitary management plan to carry out pest and disease censuses?* Because the health supervisors did not have the socialization of the sanitary management plan update to comply with the established census and monitoring times. *Why are there cases of disease identification without evidence of timely treatment?* Because there was no proper programming to treat the palms identified with diseases. *Why is there evidence of monitoring of oiketicus and mesocia that are not included in the sanitary management plan?* Because new pests were identified in the crop that have not been updated in the sanitary management plan.

	Why is there no evidence of census and monitoring records of pests and diseases in smallholder? Because there was no review of the census and monitoring in the field with the smallholders.
Correction(s)	**Corrective/Preventive Actions: (To be filled by Auditee)** 1. The sanitary management plan was updated, including the monitoring of the new pests identified, their periodicity, and appropriate treatments. ***2.*** The agricultural director, general supervisors and health supervisors of the company's own farms, smallholders and outgrowers were socialized and given a technical re-induction on the health management plan and the appropriate treatments for the pests and diseases identified. ***3.*** The farms were programmed for the November and December 2024 census and monitoring of strategus aloeus. ***4.*** Disease diagnosis of the 18 palms identified in Gavilan I with recurrent PC and PC with chlorotic leaves. ***5.*** The records of rhynchophorus censuses and monitoring in the smallholder in 2024 are presented.
Corrective Action Implemented *(including any evidence submitted)*	**Evidence of Conformity:** Update of the strategic production and farm management manual - organic tag 2015-2024 2. 2. Programming of technical re-induction of the update of the strategic production manual with own farms and alliances. 3. Record of socialization of the technical induction of the update of the strategic production and administration manual - organic farms tag 2015-2024, with own farms and alliances. 4. Programming of census and monitoring of strategus aloeus for November and December 2024 of own farms and alliances. 5. Format of diagnosis of diseases in palms of lot 5 Gavilán 1. 6. Records of census and monitoring of rhynchophorus in the year 2024 of the smallholder.
Date of Response	16/12/2024

Audit Team Conclusion *(including any evidence reviewed)*	The project has sent the following evidence for verification and approval: 1. Update of the Strategic Manual for Production and Administration of Organic Farms - TAG 2015-2024. 2. Programming of technical re-induction of the update of the Strategic Manual for Production and Administration of Organic Farms - TAG 2015-2024, with own farms and alliances. 3. Record of socialization of the technical induction of the update of the Strategic Manual for Production and Administration of Organic Farms - TAG 2015-2024, with own farms and alliances. 4. Programming of censuses and monitoring of strategus Aloeus for November and December 2024 of own farms and alliances. 5. Format for diagnosing diseases in palms of lot 5 Gavilán 1. 6. Records of censuses and monitoring of Rhynchophorus in the year 2024 of the smallholders.
Status of Nonconformity	☒ Closed ☐ Open
Date of Closure:	16/12/2024

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

Indicator Number	No Applicable
Opportunity for Improvement Number	
Date of Opportunity for Improvement Issued	DD Mmm YYYY
Opportunity for Improvement Issued To *(when more than one site/member)*:	
Standard Reference	
Opportunity for Improvement Statement:	

9. Nonconformities raised in the previous audit

Indicator No	Nonconformity No	Evidence Observed / Nonconformity Raised	Auditee Response	Verification of Correction/ Corrective Action	Conclusion /Status
			Correction / Corrective Action		
3.8.16 (C)	2023 – 1	Transactions are evidenced in the "palm trace" platform of the almond product (PK) from the	1. Changes were made to the organizational structure of traceability.	Taking into account the analysis described by the	Closed

		operating unit (Extraction Plant - POM) to the Palmisteria operating unit. So: TR-ec24b368-1109 January 2023 for 220.85. TR-2810bed9-df26 November 2022 for 195.5 TR-75683009-b221 August 2022 by 217.5 However, the transactions are outside the three months allowed to make the announcement.	2. Modifications were made to the job description of the production and traceability coordinator, assigning functions and responsibilities related to transactions in the PALM TRACE platform. 1. A follow-up mechanism will be established as established in the internal procedures and assurance manual, June 2023 version. 2. Follow-up shall be carried out to verify the relevant notification of transactions in the PALM TRACE platform.	project regarding the actions taken to close the finding and the action plans as corrective and preventive actions, they comply with the purpose of avoiding the systematic occurrence of the facts.	
5.2.3 (C)	2023-2	Evidence of non-conformity: NC During the documentary review it was not possible to evidence the Registrations as oil palm producer issued by the Colombian agricultural institute of the properties: Farm: La Maury; Owner Jorge Vivic Viloria. Farm: El Paraiso; Owner Julio Cesar Pertuz Perez. Farm: El Paraiso/3; Owner Teresa Pertuz Perez	A procedure was documented to provide scope for technical assistance visits. The technical assistance assistants of the alliances division were socialized and re-induced on the scope of the visits, as well as on the verification of the necessary documentation for the creation of fruit suppliers. It was validated that the current fruit suppliers had the necessary documentation, including the palm producer registration granted by the Colombian Agricultural Institute (Instituto Colombiana Agropecuario - ICA).	Taking into account the analysis described by the project regarding the actions taken to close the finding and the action plans as corrective and preventive actions, they comply with the purpose of avoiding the systematic occurrence of the facts.	Closed

			Once the suppliers that had not yet been registered were identified, the company, through the alliances division, provided support in the process of obtaining the registration, The La Maury farm, although it was processed, was excluded from the certification process for the 2024 audit cycle due to the fact that the producer no longer continued supplying fruit to C. I. TEQUENDAMA S.A.S. However, it is important to point out that the process of obtaining the certificate is subject to the availability of this institution.		

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:

10.1 For Audit Report

No	Consulted Stakeholders *Name of Stakeholders*	Date of Consultation/ Comment Received	Method of Consultation/Comment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses
1	JAC BUENOS AIRES	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
2	JAC EL PRADO – EL RETEN	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national*	*There is no evidence of complaints or grievances from*

				3legislation, provides training, makes 4contributions to the communities, 5supports small palm growers with tec6hnical assistance, respects the labor 7rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.	*your stakeholders on any of the principles of the RSPO P&C standard.*
3	JAC SAN MIGUEL	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
4	I.C.A	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the*

				5sources, prohibits hunting and fishing, and is not involved in any other activities.	*RSPO P&C standard.*
5	TEACHER	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
6	JAC EL RUBI	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*

7	JAC EL CENTRO	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
8	LA COLOMBIANA COMMUNITY	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
9	ALCALDIA ARACATACA	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes*	*There is no evidence of complaints or grievances from your*

				contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.	*stakeholders on any of the principles of the RSPO P&C standard.*
10	TEACHER VEREDA MENGAJO	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
11	JAC SANTO TOMAS	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing,*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*

				and is not involved in any other activities.	
12	WORKERS' REPRESENTATIVE	21/10/2024	*On-site*	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*

10.2 For Public Summary Report

No	**Consulted Stakeholders** *(Type of Stakeholders)*	**Date of Consultation/ Comment Received**	**Method of Consultation/Comment received**	**Feedback/Comments/Issue Raised Received from Stakeholders**	**CB's Responses**
1	JAC BUENOS AIRES	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities,*	*There is no evidence of complaints or grievances from your stakeholders on*

				supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.	*any of the principles of the RSPO P&C standard.*
2	JAC EL PRADO – EL RETEN	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national 3legislation, provides training, makes 4contributions to the communities, 5supports small palm growers with tec6hnical assistance, respects the labor 7rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
3	JAC SAN MIGUEL	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing,*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*

				and is not involved in any other activities.	
4	I.C.A	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water 5sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
5	TEACHER	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
6	JAC EL RUBI	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent*	*There is no evidence of*

				manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.	*complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
7	JAC EL CENTRO	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
8	LA COLOMBIANA COMMUNITY	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the*

				rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.	*RSPO P&C standard.*
9	ARACATACA MAYOR'S OFFICE	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
10	TEACHER VEREDA MENGAJO	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*

11	JAC SANTO TOMAS	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*
12	WORKERS' REPRESENTATIVE	21/10/2024	On-site	*Unanimously, the stakeholders argue that the project acts in a transparent manner, maintains good communication, complies with national legislation, provides training, makes contributions to the communities, supports small palm growers with technical assistance, respects the labor rights of its workers, respects the environment, does not pollute water sources, prohibits hunting and fishing, and is not involved in any other activities.*	*There is no evidence of complaints or grievances from your stakeholders on any of the principles of the RSPO P&C standard.*

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

Total Workers in the Unit of Certification			185	
Sampled Worker Consulted/ Interviewed in This Audit			15	
No	**Type of Workers Consulted/ Interviewed**	**Interview Method**	**Feedback/Comments/Issue Raised/ Received from Workers**	**CB's Responses**
	Field and Extraction Plant Operators within the scope of this audit	*Face-to-face interviews*	*The workers who perform their duties as field and extraction plant operators within the scope argue that the audited company complies with their labor rights; however, during the interviews several failures related to labor law noncompliance were detected.*	*In the documentary verification, several failures were identified in the compliance with legal labor regulations, which were recorded as nonconformity findings.*

Consultation with Previous Land User

Total Identified Previous Land User in the Unit of Certification			0	
Sampled Previous Land User in This Audit			0	
Name of Previous Land User	**Contact Details (address/telephone/email)**	**Total Area (Ha)**	**Date of Consultation**	**Result of Discussion with Previous Land User**
N.A			DD Mmm YYYY	

Since the properties were acquired more than 15 years ago, it was completely impossible to contact the previous owners.

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
Tequendama	Colombia	*Finca Gavilán II, Los Príncipes*	19,1	Not Certified	2024	_	2025

Palmas de San Alberto	Colombia	*Finca La Loma*	1913	Not Certified	2025	_	2026
Palma Y Trabajo SAS	Colombia	*Fabrica Palma y trabajo y base de suministro Oleaginosas del Yuma*	3918,2	Certified	2018	2018	-
Tequendama	Colombia	*Fabrica Tequendama y base de suministro finca Tequendama, Ariguaní, Las Mercedes, Gavilán, Gavilán II, Asopaltheca, y aliados palmicultores*	7362,26	Certified	2010	2010	-

12. Requirements on Multiple Management Unit

Requirement	Findings/Compliance
A time bound 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.	**Applicable**
Was the time bound plan submitted during the initial audit?	**Applicable**
Does the time bound plan contain a current list of all estates and mills?	**Applicable**
Does the time bound plan include the certification of all estates and mills within five years after obtaining RSPO membership?	**Applicable**
Are there any new acquisitions of land done by the certification unit since the last audit?	**Not Applicable**

If YES, is the time bound plan updated to indicate that the newly acquired land is to becertified within a three year timeframe?	
If there are any deviations from these maximum periods, did the Unit of Certification request approval from the RSPO Secretariat?	**Applicable**
Has the CB verified the progress of the time bound plan established by the Unit of Certification during the annual surveillance audit? *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.*	**Applicable**
Is there any revision made to the time bound plan? If YES, has the revised time bound plan been reviewed by the CB? *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).	**Applicable**
Are there any isolated lapses in the implementation of a time bound plan?If YES, a minor non-compliance shall be raised.	**Not Applicable**

Is there any evidence of fundamental failure to proceed with the implementation of the plan? If YES, a major non-compliance shall be raised.	**Not Applicable**

13. Requirements for Uncertified Management Units

Requirement	Findings/Compliance
Is there any replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3 since 1st January 2010? If YES, did the CB verify that it complies with the RSPO New Planting Procedure (NPP)? *Note: For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB*	During this audit there was no evidence of forest substitution, taking into account the visual inspection in the field and documentary verification by the audit team in charge of the audit.
Are there any land conflicts reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member? 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&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.? *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.*	During this audit there was no evidence of land conflicts, taking into account the visual inspection in the field, interviews with stakeholders and documentary verification by the audit team in charge.
Is there any labour dispute reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member? If YES, is it being resolved through a mutually agreed process, per RSPO P&C criterion 4.2?	During this audit there was no evidence of labor conflicts, taking into account the interviews held in person with the workers and the documentary verification by the audit team in charge.

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.	
Is there any legal non-compliance reported/ identified within any Un-Certified Management Unit belonging to the RSPO Member? If YES, has it been addressed through measures consistent with the requirements of RSPO P&C criterion 2.1? *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.*	During this audit, there was no evidence of legal noncompliance or legal proceedings against the audited project, taking into account the interviews with the interested parties and documentary verification by the audit team in charge.
Has a positive assurance statement been provided based on their self-assessment (i.e., internal audit) regarding the requirements for Un-Certified Management Units?*Note:* *1. This would necessitate evidence of the self-assessment for each requirement.* *2. A POSITIVE ASSURANCE statement is MANDATORY to indicate the outcome of self-assessment.*	The internal audit of all of the organization's management units was carried out through the management review, as well as through a meeting with interested parties held during the course of this audit exercise, in which the communities and NGOs, among others, participated, and through interviews with them, compliance with the RSPO and P&C principles of the management units related to the management unit plan was confirmed.

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?	At the time of this audit, there are no units pending certification; however, in consultation with the interested parties at a meeting held on 10/21/2024, a consultation was held to evaluate compliance with the RSPO P&C standard of the certified units.
Did the CB conduct desktop study on the Un-Certified Management Unit to identify risk of any potential non-compliances? *Note: (e.g. relevant complaints, labour disputes, land conflicts)*	At the time of this audit, there are no units pending certification.
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)?	At the time of this audit, there are no units pending certification.

14. Audit Conclusion & Recommendation

Audit finding	
☐	No nonconformity recorded.
☐	Minor nonconformity recorded. A corrective action plan has been accepted. Verification of the nonconformity(ies) to be carried out in the next audit.
☒	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	
☐	Certification (Initial Certification)
☒	Continue certification (Annual Surveillance Audit)
☐	Renewal for certification (Recertification)
☐	Not recommended for certification. Reason: (*Please provide the reason/ justification)*

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

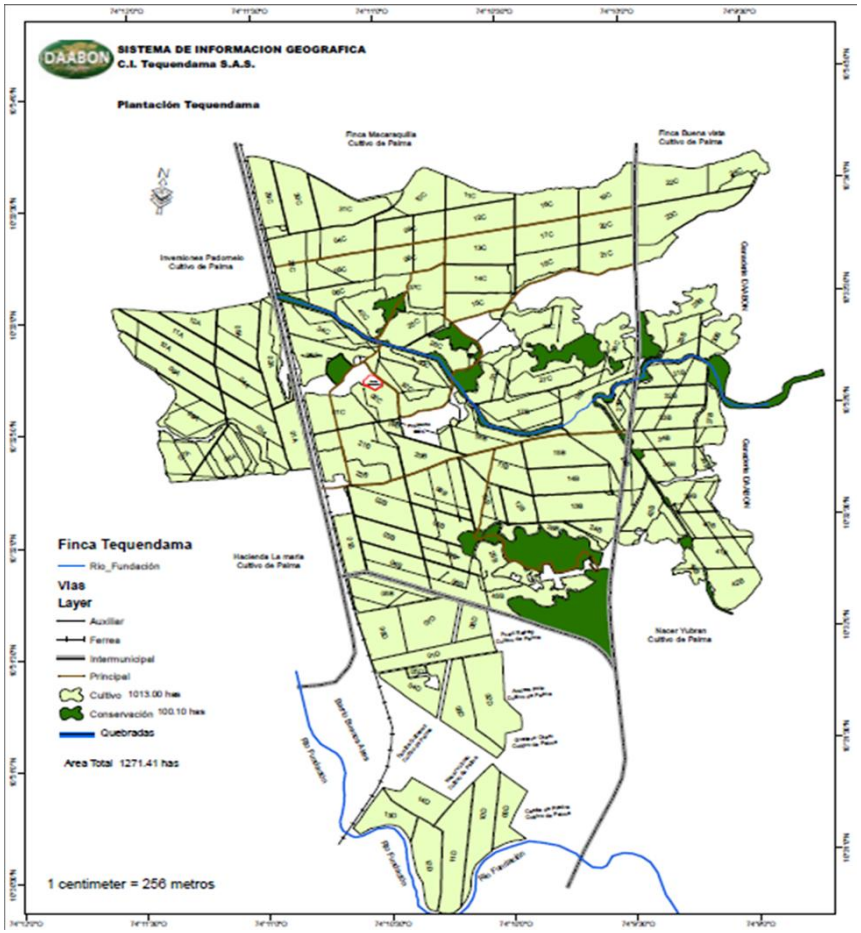
Signing by the Management Unit	
I the undersigned, being the most senior management representative of the operation seeking or holding certification, agree with the contents and audit findings presented in this document. Furthermore, I confirm the following: · Acceptance of responsibility in execution of the instructions given. · 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. · That during the closing meeting all agenda items were covered by the Audit Team Leader.	
Acknowledged by:	
Name	Carolina Torrado
Position	Directora de Sostenibilidad
Date	5/12/2024

Signature

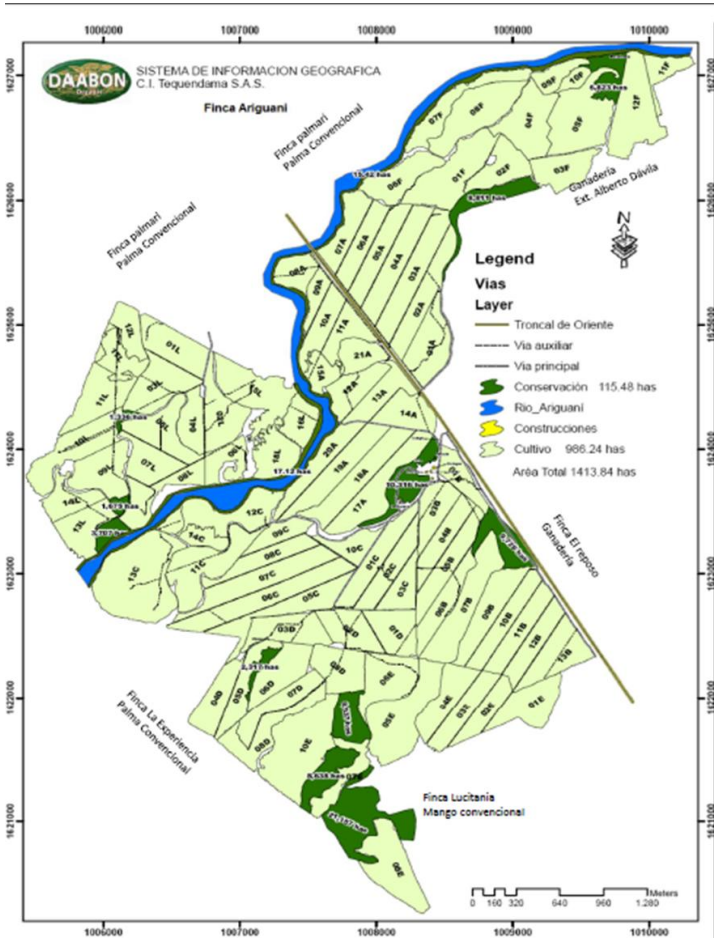
Signing by the Audit Team Leader		
I, the undersigned, being the Audit Team Leader, confirm that this report accurately reflects the findings and proceedings of the closing meeting. Furthermore, I affirm that the summary of the findings presented in this report is a true and accurate representation of the actual findings of the Audit Team.		
Acknowledged by:		
Name	Jose Orlando Prada Mantilla	
Position	Auditor Lider	
Date	05/01/2025	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	Jose Coronado Roballo	
Position	Certifier	
Date	10/01/2025	Signature

Appendix 1: Location Map Unit of Certification and Supply bases



FINCA TEQUENDAMA



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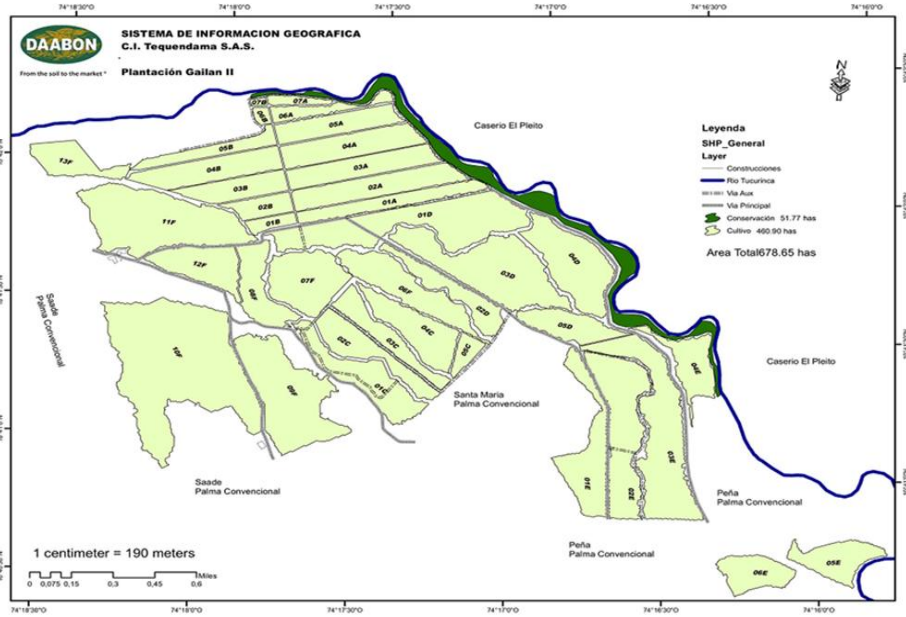
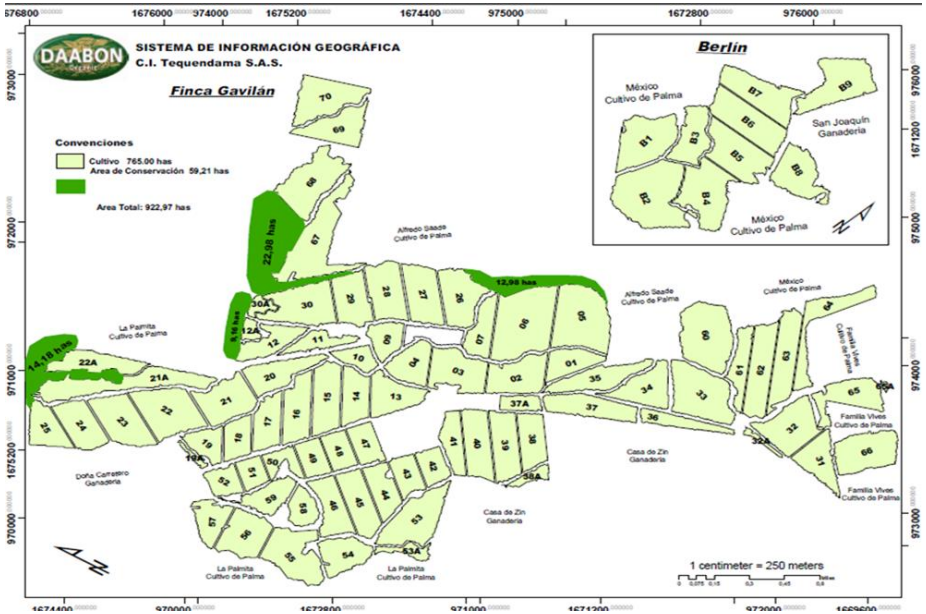
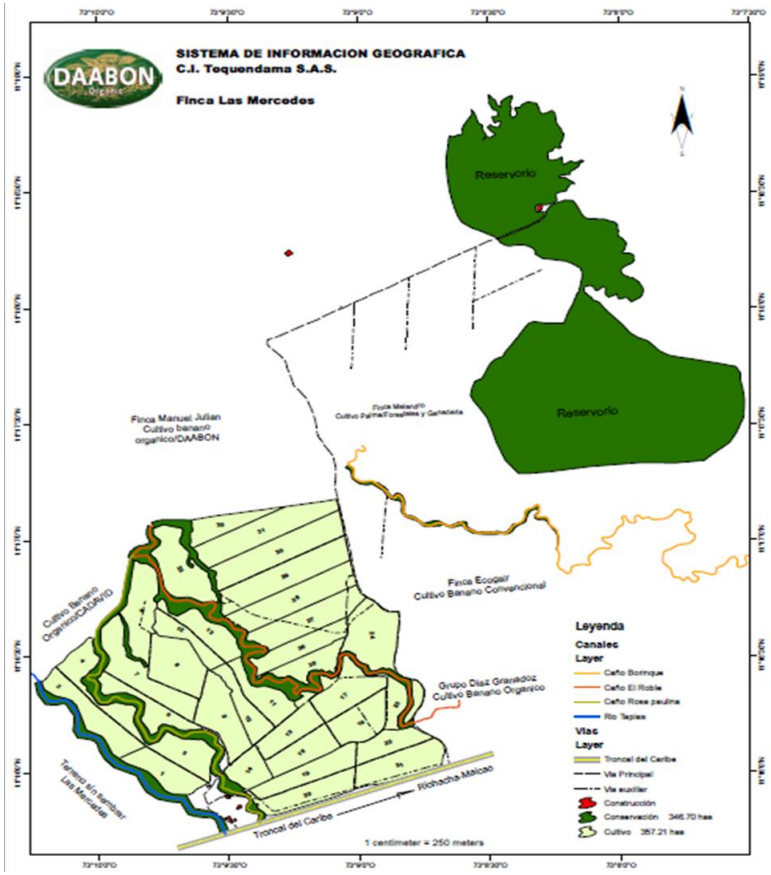




FINCA GAVILAN II

FINCA GAVILAN



FINCA LAS MERCEDES

Appendix 2: Greenhouse Gas (GHG) Report

ing Summary

The GHG emissions produced by the Unit of Certification (POM and its supply bases) in the period of 01/2023 until 12/2023 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 01/2023 for East POM and supply base are as following:

1. **Summary of Emissions**

Description	tCO_2eq/t product
CPO	1.8
PK	1.8
PKO	0
PKE	0

Observations: the PalmGHG calculator does not report data on tCO2 eq/t product of CPO, PK, OMP, PKE, this is due to platform problems, the values are 0, varying with respect to previous years that showed negative values.

It is clarified that the values that have a value of 0 is due to failures and inconsistencies in the calculator, the value that the calculator reflects is reported exactly.

The document generated by Palm gHg is attached.

Extraction	tCO_2e/t product
OER	20.36
KER	4.55

Summary of Plantation/Field Emissions and Sink

Land Use	Ha
OP Planted Area	3359,50
OP Planted on Peat	0
Conservation (Forested)	757,70
Conservation (Non-Forested)	0
Total	5031,44

Production	t/year
FFB Processed	109197,283 ton
CPO Produced	22235,302 ton

Observations: the area planted in the calculator is 3359.50 Ha, this is because at the time of the audit at the request of the auditors asked to place only the net area corresponding only to what is planted by lot, in previous audits the area or planted area was related to the area susceptible to palm planting, known as gross area, similarly the lots that were eradicated and are prone to carry out renovation before these lots were placed as planted area, In this case the missing area is contemplated in the calculator in the other section, in each lot there are additional values in the other section corresponding to the areas that were requested not to be counted, there are also lots that have 0 ha in planted areas and the entire area of the lot is in the other section because they are eradicated lots, but that were going to be renovated soon. Attached is evidence of some lots of the Tequendama farm where both cases can be seen.

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N.º	ID de campo	Año de plantación	Uso de la tierra/tipo de cobertura	% Turba	% Mineral	Área plantada (ha)	Otro (ha)	Área de conservación (ha)	Tipo de conservación	Área total (ha)
1	1A	2021	Oil Palm	0	100	7.93	1.89	0	N/A	9.82
2	2A	2021	Oil Palm	0	100	11.017	1.723	0	N/A	12.74
3	3A	2021	Oil Palm	0	100	10.557	1.513	0	N/A	12.07
4	4A	2021	Oil Palm	0	100	13.27	0.49	0	N/A	13.76
5	5A	2021	Oil Palm	0	100	12.626	1.664	0	N/A	14.29
6	6A	0	Oil Palm	0	100	0	12.8	0	N/A	12.8
7	7A	0	Oil Palm	0	100	0	10.63	0	N/A	10.63

	Own Crop		Group		3rd Party		Total
	tCO_2e	tCO_2e/ tFFB	tCO_2e	tCO_2e/ tFFB	tCO_2e	tCO_2e/ tFFB	
Land Conversion	21317,77	0,62	0	0	0	0	21.318,39
CO_2 Emission from Fertilizer	209,76	0,06	0	0	0	0	209.82
N_2O Emission	0	0	0	0	0	0	0
Fuel Consumption	2522,61	0,71	0	0	0	0	2523.32
Peat Oxidation	0	0	0	0	0	0	0
Crop Sequestration	-27052	-7,64	0	0	0	0	-27.059.64
Sequestration in Conservation Area	-4894,89	-1,34	0	0	0	0	-4996.23

Total	-7896,75	-7,59	0	0	0	0	

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

Summary of Mill Emission and Credits

	tCO_2	tCO_2e/t FFB
Emission		
POME	1456,05	0,04
Fuel Consumption	62,32	0
Grid Electricity Utilization	0	0
Credit		
Export of Excess Electricity to Housing & Grid	0	0
Sales of PKS	-1951,40	-0,05
Sales of EFB	0	0
Total	-433,02	-0,01

2. Palm Oil Mill Effluent (POME) Treatment

Description	%
Diverted to	0
Divert to anaerobic digestion	100

3. POME Diverted to Anaerobic Digestion

Description	%
Diverted to anaerobic pond	0
Diverted to methane capture (Flaring)	0
Diverted to methane capture (electricity generation)	100