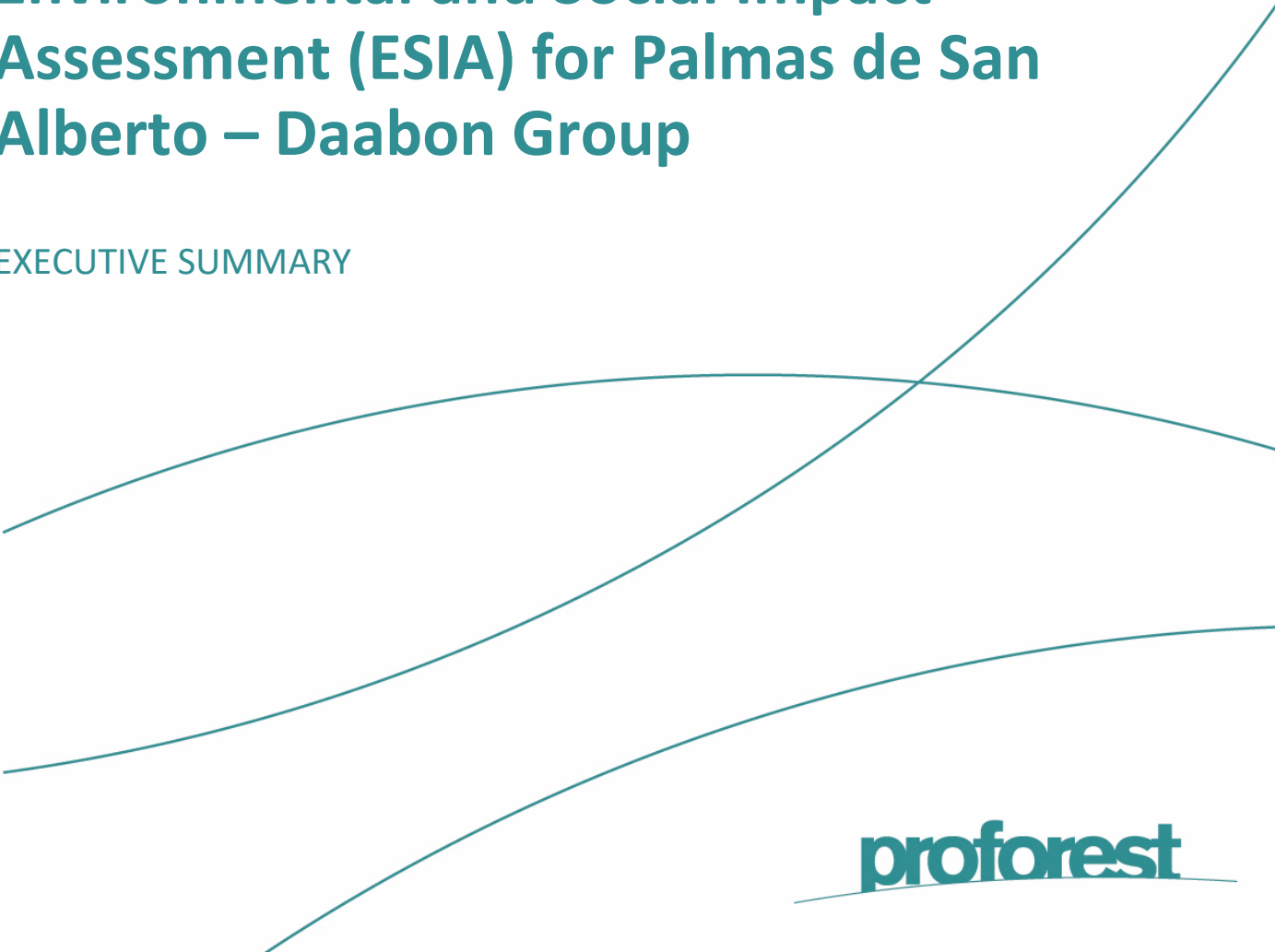




June 2023

Environmental and Social Impact Assessment (ESIA) for Palmas de San Alberto – Daabon Group

EXECUTIVE SUMMARY





About Proforest

Agricultural commodity production can be done in a way that meets global demand and works for the natural environment where commodities are grown, benefits the people who live and work there, and in a way that creates a resilient climate.

At Proforest, we focus on the production base and supply chains of agricultural and forestry commodities, including soy, sugar, rubber, palm oil, cocoa, coconut, beef, and timber. We have more than twenty years of practical experience supporting companies, governments, communities, and partners to establish responsible production and sourcing practices in Asia, Africa, Latin America and the Caribbean, Europe, and North America.

We support companies with direct action to tackle environmental and social risks throughout a supply chain. We also work with governments, companies, and collaborative organizations to address systemic issues beyond the supply chain, within a landscape or a sector, to deliver positive outcomes at scale. We bring expertise in these environmental and social issues that drive our work, including protecting and restoring forests and natural ecosystems, conserving biodiversity, and advancing gender equality and human rights.

We believe there needs to be a foundation of good governance to drive real change. We support this by creating and facilitating multi-stakeholder platforms, developing tools and guidance, providing policy advice, and delivering training to build capacity and ensure local benefits and ownership of issues in the places where commodities are produced.

Visit our website to see an [overview of projects](#) we've worked on and to [meet our global team](#). You can also find training and resources at the [Proforest Academy](#).



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1. Introduction

The Daabon Group is a Colombian company dedicated to producing organic and sustainable vegetable oils and organic fruits and vegetables. The Daabon Group has acquired the San Alberto plantations located in the Department of Cesar. Previously, these plantations were under the management of Industrial Agraria La Palma Limitada (INDUPALMA) until 2019, when the liquidation process commenced. Subsequently, palm cultivation and harvesting activities have been continued by two newly formed companies, Agroingenium SAS and Ceresagro SAS, which emerged following the reorganization of the cooperative system for personnel hiring within the plantations.

As part of its commitment to sustainable palm oil production and the RSPO (Roundtable on Sustainable Palm Oil) certification process, the Daabon Group has undertaken a comprehensive Social and Environmental Impact Assessment (EISA) in collaboration with Proforest Latinoamérica S.A.S. This assessment emphasizes stakeholders' perspectives and evaluates potential environmental impacts associated with the plantations and the extraction plant. The assessment findings are then compared against the RSPO standards to analyze compliance and identify opportunities for further improvement.

Throughout the evaluation process, the methodology to be employed was defined, along with identifying relevant stakeholders within the areas of direct and indirect influence. The primary objectives were to elucidate the positive or negative impacts of the organization's activities and identify critical elements that will inform the development of actionable measures for mitigating adverse effects and enhancing existing processes within the project.

2. Environmental Impacts

2.1 Methodology

The methodological development encompassed various stages that facilitated gathering information about the productive activities, socio-environmental aspects, and ecosystem conditions within the landscape where the study area is situated. The adopted methodology drew upon the well-established approach outlined by Conesa Fernández (2011), which incorporates a multicriteria matrix recommended by the Ministry of Environment and Sustainable Development as part of the General Methodology for the Preparation and Presentation of Environmental Studies. The environmental impact assessment consisted of four stages.

1. The first stage implied collecting secondary information on the location and production processes.
2. The second one involved collecting preliminary information, including field verification and stakeholder interviews.
3. The third one was the analysis of the ESIA.
4. The fourth stage describes the recommendations associated with the identified impacts (both positive and negative).

The methodology included the qualification of the following criteria:

1. Type of impact



2. Extension
3. Intensity
4. Moment
5. Persistence
6. Reversibility
7. Synergy
8. Accumulation
9. Periodicity
10. Effect
11. Recoverability

In the ESIA evaluation, significant impacts are defined as negative or positive effects that can be direct, indirect, or cumulative in nature, affecting various environmental components. These components include:

Physical Environment: This refers to the impact on climate, geological, geomorphological, hydrogeological, and edaphological features. It also encompasses the generation of noise levels, deterioration of air quality, impact on water resources, and alteration to biogeochemical cycles.

Biotic Environment: This component focuses on the impact on species categorized under conservation statuses or the alteration of strategic ecosystems and their functions, such as trophic chains and ecological niches.

Socioeconomic Environment: This aspect encompasses variables related to the quality of life of affected communities, including their livelihood systems and cultural practices. Special emphasis is placed on communities protected by specific laws.

The environmental rating corresponds to the sum of the evaluated criteria, expressed according to the significance of the impact: critical, severe, moderate, low, and null, as shown in Table 1.

Table 1 Environmental Qualification

<i>Environmental and/or social qualification</i>			
<i>Impact</i>	<i>Qualification</i>	<i>Colour</i>	<i>Description</i>
<i>Critical</i>	≥ 75	Red	<i>The impact exceeds the acceptable threshold, resulting in a significant degradation of environmental conditions. The loss in quality is permanent, and there is no possibility of recovery.</i>
<i>Severe</i>	$50 \geq <75$	Orange	<i>The impact necessitates implementing corrective or protective measures to restore the environmental conditions. The recovery process is expected to take a considerable amount of time, spanning over an extended period.</i>



Moderate	$25 \geq < 50$	Yellow	<i>The impact does not necessitate extensive corrective or protective measures to address environmental effects.</i>
Low	< 25	Green	<i>This impact is negligible when weighed against the aims and objectives of the project in question.</i>
Null/Positive	(+)	Blue	<i>This impact does not generate any alteration. It also includes positive effects due to the implementation of management measures.</i>

The primary data collection process involved field visits and the utilization of checklists to assess various factors such as surface water sources, plantations on steep slopes, harvesting activities, fruit harvesting, water source protection strips, and nursery facilities. In addition, interviews were conducted with management, collaborators, neighboring communities, and environmental authority officials.

The field phase of the environmental assessment commenced with unstructured interviews covering various areas, including environmental management, production practices, plant health, plantation maintenance, harvesting, extraction plant operations, warehouse management, community engagement, and employee perspectives. Site visits were also conducted to assess riparian forest areas, water catchment zones, water source protection areas, the extraction plant, industrial wastewater treatment systems, sludge management/use areas, rachis and ash management/use areas, hazardous substances storage areas, and solid waste storage areas.

The environmental components that could potentially be impacted were identified, along with the environmental aspects associated with the activities carried out by the company's oil palm plantation. The impact assessment was conducted using the methodology described earlier. Additionally, the visits to the area of influence helped identify environmental aspects and assess the operational control mechanisms implemented by the company to ensure compliance with legal requirements and mitigate environmental impacts.

2.2 Results

Both secondary and primary information collection was conducted to determine the environmental aspects, following the principles outlined in Principle 7 of the RSPO (Roundtable on Sustainable Palm Oil). These principles were adapted to the evaluation methodology proposed by Conesa Fernández. A fieldwork phase was carried out, involving information gathering from stakeholders for seven days, during which various activities and tours were conducted.

The criteria analyzed during these activities and tours included pesticides, residues, soil fertility, slopes, and fragile soils, soil and topography, water quality and availability, pollution and emission reduction, fires, and areas with high conservation value.

The assessment of environmental impacts was structured differently for the Plantation and extraction plant. The activities related to "Planning, infrastructure, and office activities" were included in the plantation assessment. In total, 209 environmental impacts were evaluated, with 167 corresponding to the Plantation and 42 to the extraction plant.

Within the plantation assessment, 83% of the total environmental impacts were classified as moderate, 9% as severe, and 6% as positive, while low and critical impacts represented 2%. The process with the highest number of environmental impacts was plantation maintenance, with a total



of 42 identified impacts, followed by the planning process with 33 impacts, and the establishment process with 30 impacts (Figure 1).

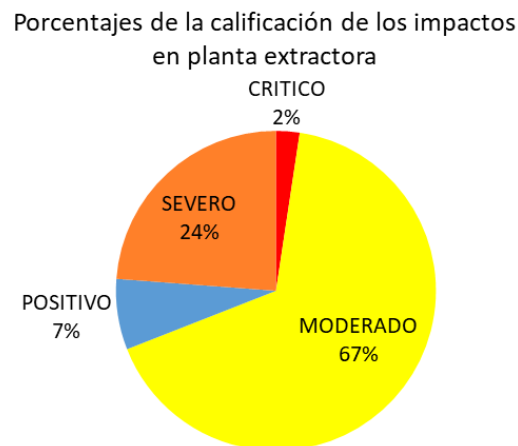


Figure 1. Percentage distribution of environmental impacts in the extraction plant according to environmental qualification.

In the extraction plant, 42 impacts were identified, with 67% classified as moderate, 24% as severe, 7% as positive, and 2% as critical. The extraction process accounted for the highest number of environmental impacts, with 18 identified impacts. This was followed by the extraction plant adaptation process, with 14 impacts, and the industrial services process, with 9 impacts (Figure 2).

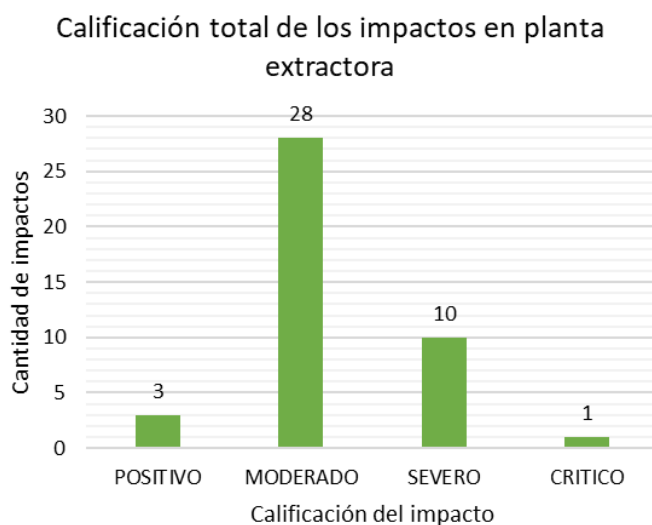


Figure 2. Amount of environmental impacts in the extraction plant according to environmental qualification.

At the environmental level, several positive impacts were identified in both the plantations and the extraction plant. These include:

1. Improvement of soil chemical characteristics through the incorporation of organic matter.
2. Care and preservation of ecosystem health and species.
3. Reduction of pressure on natural resources through the availability of energy.
4. Reduction of pollutant loads, leading to a decrease in environmental pollution.



However, certain negative impacts were also identified in both the plantations and the extraction plant, which include:

1. Improper separation and management of ordinary waste generated from daily activities such as office work, cooking, cleaning, and maintenance.
2. Changes in the aesthetics of the landscape.
3. Alteration of hydrogeological dynamics.
4. Adverse effects on surface water quality due to the application of agrochemicals for pest and disease control.

2.3 Environmental Action Plan

In designing the action plans for the environmental component, the guidelines provided in the Fedepalma Environmental Guide (2022), specifically Chapter 4, which outlines the sustainability objectives, were considered.

As a result, seven action plans have been formulated to address the identified environmental impacts and strengthen the company's environmental management practices in alignment with its commitment to sustainability and the protection of environmental components. The proposed action plans are as follows:

1. Environmental Compliance Plan: This plan ensures compliance with environmental regulations and standards.
2. Sustainable Water Resource Management Plan: This plan aims to ensure the sustainable utilization and management of water resources.
3. Water Usage Optimization Plan: This plan promotes efficient and responsible water usage practices.
4. Hazardous Solid Waste Management Plan: This plan addresses the proper management and disposal of hazardous solid waste.
5. Biodiversity Conservation and Livestock Health Plan: This plan focuses on protecting and conserving biodiversity while ensuring the health and well-being of livestock animals.
6. Infrastructure Improvement Plan: This plan aims to enhance the adequacy and functionality of the existing infrastructure.
7. Extraction Plant Optimization Plan: This plan aims to improve the operations and efficiency of the extraction plant.

3. Social Impacts

3.1 Methodology

For identifying and analyzing the impacts generated by the company's activities in their direct and indirect areas of influence, the methodological basis for collecting information consisted of a descriptive cross-sectional design. The instruments used included:

Table 2 Instruments used



<i>Methodology – Instruments used</i>
<i>Identification and prioritization of stakeholders</i>
<i>Focus groups</i>
<i>Interviews</i>
<i>Direct observation</i>
<i>Document review</i>
<i>Cartography</i>
<i>Timeline</i>

The process was also subdivided into four stages:

1. Identification and prioritization of stakeholders. This process begins with a documentary review (maps, deeds, topographical plans). Interviews are conducted with managers and personnel assigned to identify stakeholders. This process considers different organizations, such as local authorities, educational institutions, non-governmental organizations, fruit and service providers, the community in general, and vulnerable population organizations. Finally, stakeholders are prioritized based on coercive, utilitarian, and normative power variables within legitimacy and urgency. It should be noted that different secondary information sources are reviewed to verify the presence of indigenous, black, Afro-Colombian, Raizal, or Palenquero communities the Ministry of the Interior legally recognizes.
2. Fieldwork and information gathering with stakeholders. The meetings are carried out following these steps: A) Opening and contextualization by the consulting team. B) Socialization of the methodology, scope, and objectives. C) Timeline evaluation of the changes generated and how they are seen in the future. D) Identification and prioritization of impacts and generation of work plans proposed by stakeholders. E) Social mapping identifying social and environmental areas of high importance or high risk. Questions are asked based on a semi-structured interview to develop these activities.
3. Information analysis. The matrix of findings and work plan is used to expand the information on each finding.
4. Public consultation: As part of the participatory process, meetings were held with the communities and socialization of the stakeholders identified. In this case, it involved the participation of one small rural settlement (vereda) and five rural subdivisions (corregimientos).

3.2 Results

A comprehensive account of the history of oil palm in Colombia was obtained through a review of secondary information sources, tracing back to its introduction for ornamental purposes in 1932 at the Agricultural Station of Palmira. Over the years, oil palm cultivation expanded significantly, with approximately 540 thousand hectares planted nationwide by 2020.

Regarding land tenure assessment, initial analysis and community dialogues have not revealed any evidence of land conflicts. However, it is worth noting the presence of "farmers," as referred to by the communities, who have engaged in land invasion activities following the previous presence of Indupalma. This situation is particularly attributed to the cattle owned



by these farmers, which roam freely within the San Alberto plantation, and the past relationship challenges with Indupalma.

Regarding contracting, Grupo Daabon and Palmas de San Alberto have partnered with the Ceresagro Cooperative, which took over the contracting process after the liquidation of Indupalma. Two contracting systems are currently in operation: direct contracting and sub-contracting. As of March 2023, the combined workforce comprised 671 employees.

The various stakeholders associated with the company's operations were identified and prioritized through a comprehensive engagement process. These stakeholders include Corregimiento La Palma, Vereda Los Ortega, Corregimiento Puerto Carreño, El Tropezón (La Esperanza-Norte de Santander), as well as Cajasan, Bomberos, Mesa de Víctimas, and Red de Mujeres, among others. Their input and feedback were used to develop a matrix of findings and prioritization, categorized according to the respective interest groups (Table 3). This information served as the basis for defining the social impacts in the evaluation matrix for further assessment. In total, 113 social impacts were identified, with 75% classified as Severe, 16% as Positive, 7% as Moderate, and 2% as Critical (Figure 3). Accordingly, the "Social and Environmental Management Plan" was formulated to address, mitigate, or compensate for the negative impacts identified while maximizing the benefits of the positive impacts.

Table 3. Categories of primary information collection with stakeholders.

Stakeholders	Category
Managers Workers (administrative, field, supervisors, temporary contractors) Trade union	<ul style="list-style-type: none"> • Infrastructure • Working conditions • Human rights • Communication and organizational relationship • Local socioeconomic development • Environmental management • Well-being, working environment, and safety at work • Training and Education • Relationships with stakeholders outside the organization
Community Local authorities Other organizations	<ul style="list-style-type: none"> • Human rights • Communication and relationship • Socioeconomic development • Environmental management

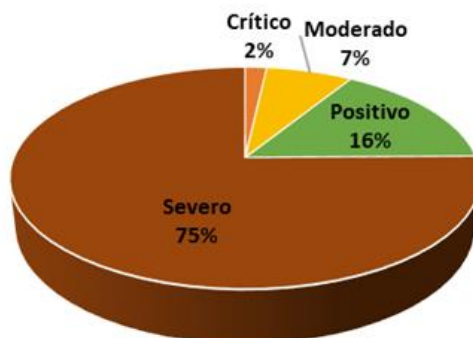


Figure 3. Percentage distribution of social impacts identified by environmental rating.



3.3 Social Action Plan

Seven action plans have been proposed to address the identified components in the Social Impact Study. The first plan focuses on enhancing hiring conditions and ensuring compliance with labor regulations. The second plan aims to strengthen communication strategies between the organization and its stakeholders. The third plan emphasizes improving recruitment processes. The fourth plan focuses on enhancing occupational health and safety management. The fifth plan aims to promote and disseminate the organization's Corporate Social Responsibility and Social Investment plan while strengthening community social investment programs. The sixth plan seeks to create a work environment that supports the holistic development of workers and their families through a well-being and work environment program. Lastly, the seventh plan aims to reinforce training processes for workers and enhance communication skills at various levels of the organization.

The study's findings highlighted several social aspects related to the previous experience with Indupalma, strained relationships with local communities, limited dialogue, and violations of working conditions by cooperatives hired for outsourced agricultural activities. The impact assessment considered the timeline from the past to the present, considering the challenges faced during the liquidation period of Indupalma, such as outstanding salary payments and unpaid pension contributions for many workers.

In discussions with the workers, it was observed that there is a positive and open relationship between management, administrative staff, and operational personnel. However, it is essential to establish and ensure compliance with policies and legal regulations, not only by the company itself but also by the contractors working on the Plantation.

4. General recommendations

4.1 Environmental component

- When reactivating water collection in the Sahaya swamp, it is important to engage with the local communities to discuss the planned extraction volume and its potential impacts on the basin's capacity. Additionally, ensure that all concession permits are current and implement appropriate strategies for managing and conserving the swamp.
- During road and land adaptation and clearance, adhere to RSPO criterion 7.12 (2018), which specifies that clearance activities should not affect primary forests or areas crucial for maintaining or enhancing High Conservation Values (HCVs). Confirm that no damage has been caused to HCVs or ARC forests since November 15, 2018.
- Develop effective strategies to prevent livestock from entering the plantation area, as their presence can lead to negative impacts.
- Implement an integrated pest and disease management plan that prioritizes prevention and biological control methods, thereby minimizing the use of chemical pesticides.



- Take preventive measures to address the risks associated with civil works, such as cargo transport, increased vehicular flow, potential accidents, road obstructions, and falling materials.
- Establish and maintain well-equipped ecological points in offices and the Plantation, and provide comprehensive training to workers on the importance of proper waste management.
- Develop a waste management plan that includes appropriate disposal methods for biomass, avoiding its accumulation near facilities and work areas.
- Consider alternatives for material and energy utilization of by-products in the palm sector during the design and construction of the extraction plant.

4.2 Social component

- Establish a relationship with relevant stakeholders, such as the community of La Llana in San Alberto and neighboring farmers, to enhance the consultation process and gather additional input and perspectives.
- Strengthen the monitoring, control, and evaluation processes for companies involved in outsourced work, ensuring compliance with established standards and regulations.
- Develop a comprehensive transition plan and effectively communicate change strategies to facilitate the engagement and understanding of workers in different administrative areas, reinforcing their roles and responsibilities.
- Foster a detailed study of farmers' livelihoods and their activities within the plantations to establish a constructive and collaborative relationship, considering their specific needs and circumstances.

5. Main social and environmental impacts identified

5.1 Positive impacts

The highest-scoring positive effects in the impact matrix are as follows:

Table 4. Main positive social and environmental impacts identified.

Positive environmental impacts		Positive social impacts
Plantation	Extraction Plant	Communities, stakeholders, and employees
<p>12 positive impacts</p> <p>Improvement of risk management strategies and decrease in the probability of fire accidents</p> <p>Prevention of economic losses due to flooding</p>	<p>3 positive impacts</p> <p>Improvement of soil chemistry (organic matter)</p> <p>Reduction of pressure on natural resources due to energy availability</p>	<p>11 positive impacts</p> <p>Increased well-being and work motivation</p> <p>Increased economic security</p> <p>Job and economic stability</p>



<p><i>Caring for the health of the ecosystem or species</i></p> <p><i>Improvement of soil chemistry (organic matter)</i></p> <p><i>Prevention of non-compliance and sanctions against territorial planning</i></p> <p><i>Increased productivity in the crop</i></p> <p><i>Reduction of pollutant loads</i></p> <p><i>Risk reduction in terms of human health impacts</i></p>		<p><i>Enhancing local social and economic development</i></p> <p><i>Job stability</i></p> <p><i>Promoting gender inclusion</i></p> <p><i>Good communication and a good working environment</i></p> <p><i>Ease of dialogue and consensus</i></p> <p><i>Compliance with labor regulations</i></p> <p><i>Work motivation</i></p> <p><i>Good working environment</i></p>
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5.2 Negative impacts

The highest-scoring negative effects in the impact matrix are as follows:

Table 5 Main negative social and environmental impacts identified.

Positive environmental impacts		Positive social impacts
Plantation	Extraction Plant	Communities, stakeholders, and employees
<p><i>15 negative impacts</i></p> <p><i>Impact on soil chemistry</i></p> <p><i>Misinformation regarding the company's environmental management and environmental care strategies</i></p> <p><i>Affectation on the Aesthetics of the Landscape</i></p> <p><i>Impact on the physical characteristics of the soil</i></p> <p><i>Hydrogeological dynamic alteration</i></p> <p><i>Impact on the health of the ecosystem and species</i></p>	<p><i>11 negative impacts</i></p> <p><i>Impact on human health</i></p> <p><i>Impact on air quality</i></p> <p><i>Impact on water quality</i></p> <p><i>Fossil fuel depletion</i></p> <p><i>Displacement of fauna</i></p> <p><i>Impact on soil chemistry</i></p> <p><i>Affectation on the Aesthetics of the Landscape</i></p>	<p><i>27 negative impacts</i></p> <p><i>Effects on decent living and working conditions</i></p> <p><i>Increase in road accidents</i></p> <p><i>Difficulties with the proper development of assigned tasks</i></p> <p><i>Impairment of free expression</i></p> <p><i>Limitations in communication and the difficulty in reaching a consensus</i></p> <p><i>Decline of the work environment</i></p> <p><i>Generation of conflicts among workers</i></p>



<p><i>Impact on surface water quality (runoff and palms within the water round)</i></p> <p><i>Displacement of fauna</i></p> <p><i>Loss of biodiversity</i></p> <p><i>Affecting the health of livestock</i></p> <p><i>Impact on air quality</i></p>		<p><i>Misinformation and ignorance of job selection processes</i></p> <p><i>Discrimination</i></p> <p><i>Ignorance of the company and the programs it carries out in the territory</i></p> <p><i>Limitations in communication and the difficulty in reaching a consensus</i></p> <p><i>Nonconformity due to lack of local participation in procurement</i></p> <p><i>Gender discrimination</i></p> <p><i>Low economic security</i></p> <p><i>Impact on the right to decent work</i></p> <p><i>Difficulty in relationships and communication at work</i></p> <p><i>Generation of anxiety and stress in the face of the uncertainty of job stability</i></p> <p><i>Limitations to fully performing the tasks of each role</i></p> <p><i>The feeling of work pressure and stress</i></p> <p><i>Delays in delivery times for daily activities</i></p> <p><i>Misinformation due to ignorance of the company's social programs</i></p> <p><i>Weakness in relations with neighbouring communities</i></p> <p><i>Difficulty in reaching a consensus</i></p> <p><i>Impact on human rights at work: Health and safety at work</i></p> <p><i>Disinformation</i></p> <p><i>Impact on the right to humane treatment and dignified treatment</i></p> <p><i>Demotivation and stress</i></p>
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5.3 Social and Environmental Impact Assessment Matrix – example

Proceso	Actividad	Aspecto ambiental	Impacto	Componente	Act	Act	Fut	Ti	EX	I	MC	PE	RV	SI	AC	PR	EF	MC	Calificación Ambiental	Calificación del Impacto
Planificación	Análisis de viabilidad y factibilidad. Estudios para el diseño de infraestructura, Labores administrativas.	Consumo de agua para uso doméstico (Bañera, cantina, cafetería, hidratación)	Afectación a la disponibilidad del recurso hídrico.	Agua	X	X	X	Negativo	8	2	1	4	4	2	1	4	2	4	44	MODERADO
Planificación		Consumo de papelería (elementos de oficina, Impresión de documentos)	Agrupamiento de recursos naturales	Suelo	X	X	X	Negativo	2	1	2	4	4	2	1	4	2	4	30	MODERADO
Planificación		Consumo de energía (Equipos de cómputo, impresoras, luminarias, teléfonos, aire acondicionado, aire acondicionado, aire acondicionado)	Afectación a la disponibilidad de energía	Suelo	X	X	X	Negativo	2	2	4	4	2	4	1	4	4	2	35	MODERADO
Planificación		Generación de residuos sólidos (elementos de oficina, botellas, o cáscaras de fruta, empaques de alimentos, etc.)	Afectación a las características químicas del suelo	Suelo	X	X	X	Negativo	2	2	4	4	2	2	4	2	2	2	32	MODERADO
Planificación		Generación de residuos líquidos (Generación de PESPEL (RAEE, Tintas, Tóner, Placas, Luminarias))	Afectación a las características químicas del suelo	Suelo	X	X	X	Negativo	2	4	4	4	2	2	4	2	2	2	38	MODERADO
Planificación	Generación de vertimientos (Aguas residuales domésticas, aguas pluviales)	Afectación a las características químicas del agua superficial	Agua	X	X	X	Negativo	4	4	4	4	2	2	4	4	4	4	48	MODERADO	
Planificación	Gestión del riesgo	Cambio de estratotes	Mejoramiento de estrategias de gestión del riesgo y disminución de accidentes.	Fauna y flora		X	X	Positivo	4	4	8	2	1	2	1	2	2	1	39	POSITIVO
Planificación	Manejo de residuos sólidos	Separación y disposición inadecuada de residuos por puntos ecológicos (residuos orgánicos o aserrines, cenizas, plásticos, etc.)	Afectación a las características químicas del suelo	Suelo		X		Negativo	4	4	8	4	2	2	4	4	2	4	50	MODERADO
Planificación		Recolección y transporte de residuos sólidos (plásticos, orgánicos, etc.)	Afectación a la salud de la población y a la eficiencia de los procesos	Fauna y flora		X		Negativo	2	4	4	4	2	2	4	4	2	4	42	MODERADO
Planificación		Riesgo de incendio	Riesgo de afectación a la salud del ocupante y a la salud del ambiente	Economía		X			Negativo	4	4	4	4	2	2	4	4	2	2	44
Planificación	Quemas de residuos en las bulfalaras	Emisión de gases contaminantes	Riesgo de afectación a la salud del ocupante y a la salud del ambiente	Fauna y flora		X		Negativo	2	4	8	1	1	2	4	2	2	1	37	MODERADO
Planificación		Emisión de partículas	Afectación de la salud de la comunidad	Comunidad		X		Negativo	2	8	8	1	1	1	1	1	2	4	1	47
Planificación	Talero Humano: Capacitación Ambiental	Insuficiente socialización.	Desinformación frente a la gestión ambiental de la empresa y las estrategias de reducción del ambiente.	Comunidad		X		Negativo	8	4	8	1	1	2	4	2	4	1	51	SEVERO
Planificación		Formación y capacitación en temas ambientales (políticas, regulaciones, manejo de residuos, etc.)	Apoyamiento de combustibles fósiles	Suelo		X	X		Negativo	4	4	2	2	2	1	4	1	4	2	38
Planificación	Adecuación de infraestructura	Emisión de gases contaminantes y GEI	Afectación de la calidad del aire	Aire		X	X	Negativo	4	4	12	2	2	2	1	1	4	4	48	MODERADO
Planificación		Emisión de material particulado	Afectación de la calidad del aire	Aire		X	X	Negativo	4	4	12	2	2	2	1	1	4	2	46	MODERADO
Planificación		Generación de ruido	Afectación a la salud de la comunidad	Comunidad		X	X		Negativo	2	2	12	1	1	2	1	1	2	1	31
Planificación	Adecuación de infraestructura	Generación de ruido	Contaminamiento de fauna	Fauna		X	X	Negativo	4	4	12	1	1	2	1	1	4	1	43	MODERADO
Planificación		Desapote del suelo	Afectación a la flora: Generación de discontinuidad de las	Fauna y flora		X	X		Negativo	4	4	12	2	2	2	1	1	4	1	45

Figure 4 Environmental Impact Assessment Matrix – example

Área / Proceso	Aspecto Social	Impacto Social	Act	Act	Componente Social	Tipo de Impacto	EX	I	MC	PE	RV	SI	AC	PR	EF	MC	Calificación Ambiental	Calificación del Impacto
Infraestructura / Mantenimiento	Ausencia de baños para mujeres en campo (visitas)	Proximidad de acceso hacia mujeres	X	X	Condiciones laborales	Negativo	4	8	8	2	2	2	4	1	4	4	59	Severo
Infraestructura / Mantenimiento	Disponibilidad del camino para trabajadores administrativos	Declive del ambiente laboral	X	X	Bienestar social	Negativo	8	4	4	1	1	2	4	1	2	2	45	Moderado
Infraestructura / Mantenimiento	Ausencia de espacios para alimentación y resguardos de la lluvia para trabajadores de campo	Incremento del bienestar y motivación laboral	X		Bienestar social	Positivo	4	8	12	4	1	2	4	2	4	1	62	Positivo
Infraestructura / Mantenimiento	Ausencia de espacios para alimentación y resguardos de la lluvia para trabajadores de campo	Afectaciones a las condiciones de vida y trabajo dignas	X	X	Bienestar Social	Negativo	8	8	8	2	2	2	4	2	4	1	85	Severo
Todos los procesos	No se dan las herramientas o equipo suficientes para realizar las tareas de planeación de actividades	Retrasos en el cumplimiento de labores diarias y aumento de la jornada laboral	X	X	Condiciones laborales	Negativo	4	8	8	2	4	2	4	4	4	2	62	Severo
Labores de campo	Exceso de tiempo para el mantenimiento de los lotes	Desmotivación y estrés	X	X	Bienestar social	Negativo	4	8	8	4	2	4	4	1	2	2	59	Severo
Labores de campo	Existencia de demoras para cumplir las tareas de campo	Limitaciones y demoras para cumplir las tareas de campo	X	X	Condiciones laborales	Negativo	4	4	4	2	2	2	4	1	4	1	40	Moderado
Labores de campo	Existencia de demoras para cumplir las tareas de campo	Facilidad de acceso laboral al personal de campo	X		Condiciones laborales	Negativo	4	8	8	2	2	4	4	1	4	4	61	Severo
Contratación	Modelo de contratación (a término fijo)	Incremento del bienestar y motivación laboral	X		Condiciones laborales	Positivo	8	8	8	4	1	2	4	2	4	1	66	Positivo
Contratación	Modelo de contratación (a término fijo)	Aumento de la seguridad económica.	X		Desarrollo económico	Positivo	8	8	8	4	1	1	4	4	4	1	67	Positivo
Controlistas	Los controlistas de las SAS no cuentan con control laboral (La Loma)	Incumplimiento legal laboral	X	X	Condiciones laborales	Negativo	2	8	12	2	4	2	1	4	4	1	58	Severo
Controlistas	Los controlistas de las SAS no cuentan con control laboral (La Loma)	Desmotivación laboral	X	X	Bienestar social	Negativo	4	8	8	4	4	2	4	2	4	2	62	Severo

Figure 5. Social Impact Assessment Matrix – Example

6. Conclusions

- Conducting an assessment of environmental impacts within macro-processes is crucial to identify areas for improvement, minimize the environmental consequences of activities, and strive toward compliance with RSPO criteria.
- It is vital to consider the temporal aspect during the transition period from Indupalma companies to the Daabon Group, as it significantly influences the analysis, impact assessment results, and the formulation of action plans.
- A comprehensive evaluation of 209 environmental impacts was conducted, with 167 impacts attributed to the Plantation and 42 impacts associated with the Extraction Plant.
- Furthermore, a total of 113 social impacts were identified, with 75% (85) rated as Severe, 16% (18) as Positive, 7% (8) as Moderate, and 2% (2) as Critical.

7. Photographic record

The accompanying photographic record captures the visits to the company's facilities and the workshops conducted in the field with various stakeholders.



Storage warehouses



Hazardous waste Segregation and storage



Pollination activities



Palm plantation



Industrial Wastewater Treatment System - Lagoon Systems



San Alberto River Catchment System



Palmas de San Alberto Directors' Meeting



El Tropezón Community Focus group, Municipality of San Alberto, Cesar

The top half of the page features three abstract green lines. One is a straight line sloping downwards from the top center towards the right. The other two are curved lines, one above the other, both starting from the left edge and curving towards the right. They intersect to form a large, irregular shape.

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