

RSPO PRINCIPLES & CRITERIA

PUBLIC SUMMARY REPORT

ANNUAL SURVEILLANCE ASSESSMENT 1

Colombia

C.I TEQUENDAMA SAS

Daabon Group

2023

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PART 1: SCOPE OF THE CERTIFICATION ASSESSMENT AUDIT

1.1 Company and Contact Details

Company Name:	Daabon Group – C.I. Tequendama S.A.S.
Business Address:	Carrera 1 # 22-58. Edificio Bahía Centro, Piso 11. Santa Marta, Colombia.
Contact Person:	Carolina Torrado
Office Telephone:	3145964292
E-Mail:	ctorrado@daabon.com.co
Web Site:	www.daabon.com
Other Certifications Held:	ISCC, Organic EU and USDA-NOP, Rainforest Alliance FairTrade USA, ROC

1.2 RSPO Membership & Certification Details

RSPO Membership Number:	1-0132-12-000-00
Registered Client Name:	Daabon Group
Certificate Number:	CU-RSPO-817186
Start Date Of Certificate:	16/9/2022
End Date Of Certificate:	15/9/2027
Date Of Original Certification:	01-12-2015
Scope:	Certification of the Palm Oil Mill and Supply Bases
Type Of Certification:	Single site <input checked="" type="checkbox"/> Multi sites <input type="checkbox"/>
Duration Of Certificate:	5 Years from date of certification

1.3 Annual Surveillance Assessment Details

Dates Of This Audit:	14 To 18 th August 2023
Audit Number:	ASA 1

1.4 Assessment Type

This is a RSPO Principles & Criteria (RSPO P&C 2018) Compliance assessment of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S POM and its respective supply bases as listed in this report below as per Colombia National Interpretation November 2020 of RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 Endorsed by RSPO Executive Board and adopted at the 15th Annual General Assembly by RSPO Members on 15 November 2018.

1.5 Non-Conformance Overview

NC Overview from the past 5 years					
Indicator C: Critical	ASA 3	ASA 4	RC	ASA 1	ASA 2
1.1.1C					
1.1.2					
1.1.3C					
1.1.4C					
1.1.5					
1.2.1					
1.2.2					
2.1.1C					
2.1.2					
2.1.3					
2.2.1					
2.2.2					
2.2.3					
2.3.1C					
2.3.2					

3.1.1C					
3.1.2					
3.1.3					
3.2.1					
3.2.2					
3.3.1C					
3.3.2					
3.3.3					
3.4.1C					
3.4.2					
3.4.3C					
3.5.1					
3.5.2					
3.6.1C					
3.6.2C					
3.7.1C					
3.7.2					
3.7.3					
3.8.1C					
3.8.2C					
3.8.3C					
3.8.4C					
3.8.5C					
3.8.6C					
3.8.7C					
3.8.8C					
3.8.9C					
3.8.10C					
3.8.11C					
3.8.12C					
3.8.13C					
3.8.14C					
3.8.15C					
3.8.16C					
3.8.17C					
4.1.1C					
4.1.2					
4.2.1C					
4.2.2					
4.2.3					
4.2.4					
4.3.1					
4.4.1C					
4.4.2					
4.4.3C					
4.4.4					
4.4.5C					
4.4.6					
4.5.1C					
4.5.2C					
4.5.3					
4.5.4					
4.5.5					

4.5.6					
4.5.7					
4.5.8C					
4.6.1C					
4.6.2C					
4.6.3					
4.6.4					
4.7.1C					
4.7.2C					
4.7.3					
4.8.1					
4.8.2C					
4.8.3					
4.8.4					
5.1.1					
5.1.2C					
5.1.3C					
5.1.4C					
5.1.5					
5.1.6C					
5.1.7					
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5.2.5					
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6.1.3					
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6.2.1C					
6.2.2C					
6.2.3C					
6.2.4C					
6.2.5					
6.2.6					
6.2.7					
6.3.1C					
6.3.2					
6.3.3					
6.4.1					
6.4.2C					
6.4.3C					
6.4.4					
6.5.1C					
6.5.2C					
6.5.3					
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6.6.1C					

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6.7.1C					
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6.7.4					
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7.1.1C					
7.1.2					
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7.7.6C					
7.7.7C					
7.8.1					
7.8.2C					
7.8.3					
7.8.4					
7.9.1					
7.10.1C					
7.10.2C					
7.10.3C					
7.11.1C					
7.11.2					
7.11.3					
7.12.1C					
7.12.2C					

7.12.3C					
7.12.4C					
7.12.5					
7.12.6					
7.12.7					
7.12.8C					

1.6 Location of the Palm Oil Mill

PRU	Name Palm Oil Mill (POM)	Mill Capacity (MT/Hour)	Location Address	GPS Reference	
				Longitude (E/S)	Latitude (N/S)
POM 1	C.I Tequendama S.A.S POM	30	Km 2 via Fundación a Aracataca, Municipality of Aracataca – Magdalena	74°10'58.30"W	10°32'59.14"N

1.7 Palm Oil Mill Output and Approximate Tonnages Certified

If the Mill is receiving FFB from uncertified supply bases outside the audit scope, such uncertified sources is highlighted under the following sections as seen applicable:

- PART 1, Section 1.7 – General Description of Supply Base,
- PART 2: Partial Certification, Section 2.4 – Uncertified Units or Holdings,
- PART 5: RSPO Supply Chain Certification of this report

Projected Production from the last 12 Months (MT)			Actual Production for this Audit Year (MT)			Projected 12 Months (MT) Forecast Volume in this Report		
FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
POM 1: Tequendama S.A.S POM								
83003	16345	3530	67419.6	13547	3027	48200	10400	2020

Note : refer to part 5.2 for Palmtrace certified volume

Note 2: the projected volume from the last 12 months and actual volume refer to production related information before certification for main assessment

Note 3: in cases of only plantations (without mill), projected CSPO and CSPK is based on standard OER and KER.

1.7 General Description of Supply Base

C.I. Tequendama S.A.S POM is made up of the supply base indicated in point 1.7.1, consisting of its own farms and associations of small oil palm growers. The company has control over the oil palm plantations and can make decisions about growers and operations.

Total and mature area decreased from the previous audit report. The total area has decreased due to the own farms' renovation, withdrawal of the associate farm , outgrowers and smallholders associations who do not commit to compliance with the RSPO P&C 2018 standard.

The project has reported the planting of hybrid plantations in Tequendama farms as part of the recent renovation plan (2019-2025); this is a strategy to combat bud rot (CP).

During the remote audit, the criteria established by RSPO in its guidelines were verified and the rest of the criteria to be verified at the project site were left pending for the second phase.

1.7.1 Location of the Supply Base

OPP	Oil Palm Plantation	Location	GPS reference		Area Summary (Ha)		
	Name	Address	Longitude (E/S)	Latitude (N/S)	Mature	Planted	Total
POM 1: TEQUENDAMA S.A.S POM							
OPP 1	Tequendama	Aracataca, Magdalena	10°32'59.14"N	74°10'58.30"W	492	1661.39	2399.2
OPP 2	Ariguani	El Copey, Cesar	10°14'12.12"N	74°0'6.08"W	824.1	981.43	1632.9
OPP 3	Gavilan	El Reten, Magdalena	10°40'48.05"N	74°19'51.64"W	582.8	920.41	1030.3
OPP 4	Las Mercedes	Riohacha, La Guajira	11°15'48.20"N	73°9'28.40"W	324.8	328.04	1240.5
OPP 5	Gavilan II	El Reten, Magdalena	10°41'45.97"N	74°17'32.66"W	106.4	382.5	678.7
OPP 6	Asopalthea	Aracataca, Magdalena	10°32'59.14"N	74°10'58.30"W	38	49	51
OPP 7	Aliados Palmicultores	Aracataca y El Reten, Magdalena	10°32'59.14"N	74°10'58.30"W	321.12	348.92	426.6
TOTAL					2689.22	4671.69	7459.2

***Previous year**

Area Summary (ha)			
Mature	Planted	Total	Difference
3734.96	4978.11	7815.92	356.72

The difference of total certified area is described below.

***OPP1**

Mature Area: Increase in 2023, due to the maturity of the renovated lots in 2020.

Planted Area: an error was made when removing the eradicated area that was in the process of renovation, therefore it is corrected from 1265.71 to 1661.39 hectares.

***OPP2**

Mature Area: It has been reduced due to the beginning of crop renewal activities.

Planted Area: an error was made when removing the eradicated area for renovation as planted area, therefore it is corrected from 824.09 to 981.43.

***OPP3**

Mature Area: Reduced due to crop renewal activities.

Planted Area: is corrected by including the chili bell pepper 2 of the Daniela block of the Gavilan farm, as well as by including an eradicated area in the process of renovation.

Total Area: An error was made by not adding to the total area the property Ají 2, from La Daniela block, Gavilan farm, which has always been part of the farm, and which can be seen in periods 2022, 2021, 2020, etc.

***OPP4**

It is evident that the data is truncated between Gavilan II and Las Mercedes for the year 2022, which can be verified in the 2022 report.

Mature Area: In 2022 the mature area corresponds to 324.8 ha and in 2023 it is the same, so the correction is made.

Planted Area: the 2022 data is corrected to 328.5 hectares.

Total Area: the 2022 data is corrected, which is truncated with the Gavilan II data, and the total area for 2023 is corrected.

The additional 4 hectares are replanting that are not yet in production.

***OPP5**

Mature Area: The 2022 area is crossed with the area of the Las Mercedes farm.

Planted Area: The 2022 area is crossed with the area of the Las Mercedes farm, and the 2023 area was discounted by 19.1 ha of the El Príncipe lot, which is in the PBS process.

Total Area: the total area is corrected as it corresponds to 2022.

***POP6**

Mature Area: Mature area is reduced by renovation.

Planted Area: A correction is made to the planted area, because an eradicated area in the process of renovation had been erroneously discounted.

***OPP7**

All the areas are reduced due to the withdrawal of suppliers in the Alliances program, due to difficulties in sustaining the crop, related to the impact of the CP.

1.7.2 Scheme Smallholders/Scheme Outgrowers/Independent Smallholders/Outgrowers included in the certificate		
Type	Presence	Number
Scheme Smallholders	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	24
Scheme Outgrowers	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	1
Independent Smallholders	Yes <input type="checkbox"/> No <input type="checkbox"/>	
Independent Outgrowers	Yes <input type="checkbox"/> No <input type="checkbox"/>	
Details of Scheme Smallholders related to certification		

No	Name	Location	GPS reference		Area Summary (Ha)		Estimated FFB/Year (MT)	Planting Years
		Address	Longitude	Latitude	Total	Mature		
1	SAN ANDRES	El Reten	10° 40' 02"	074° 22' 11"	13	13	167.3	2005
2	ANA MILENA	Pivijay	10°34'53"	074°20'39"	5.42	5.42	36.5	2005
3	BELLA SANDRITH	Pivijay	10°35'13"	074°20'51"	5.5	5.5	63.5	2005
4	EL BARZAL	Fundación	10°31'59,7"	074°13'09"	64	33	355.6	2005
5	EL PERRENQUE	Pivijay	10°35'11"	074°21'26"	5.7	5.7	70.1	2005
6	EN NOMBRE DE DIOS	Pivijay	10°34'36"	074°21'33"	8	8	85.7	2005
7	LA ESPERANZA	Pivijay	10°35'10"	074°21'25"	8	8	76	2005
8	LA MAURY	Pivijay	10°35'12"	074°21'47"	9	9	145.6	2005
9	LAS GEMELAS	Pivijay	10°35'13"	074°20'51"	5	5	56.7	2005
10	ALICANTE	Aracataca	10°38'43"	074°14'00"	10	6	19.5	2005
11	ALICANTE	Aracataca	10°38'41"	074°13'53"	7	0	0	2005
12	EL CAMPANO Y LA ESTHER	Aracataca	10°39'01"	074°14'06"	8	6	38.2	2005
13	ROSA MERCEDES	Aracataca	10°37'51"	074°14'08"	8	8	20.5	2005
14	CASA DE BLOQUE	El Reten	10°38'44"	074°20'01"	33.33	20	418	2005
15	CASA DE BLOQUE1	El Reten	10°38'56"	074°19'51"	33.33	20	432	2005
16	MONTE VIDEO	El Reten	10°39'51"	074°22'23"	14.6	14.6	168	2005
17	MONTEVIDEO	El Reten	10°39'33"	074°22'23"	11.67	11.4	156	2005
18	VILLA NAIZ	El Reten	10°39'52"	074°17'19"	5.5	5.5	91	2005
19	EL PARAISO	Pivijay	10°37'30,6"	074°22'26,4"	10	10	132.5	2005
20	EL PARAISO/3	Pivijay	10°37'30,6"	074°22'26,4"	11	11	163.7	2005
21	LA GLORIA	Aracataca	10°31'15"	074°10'08"	16.5	16	151.8	2005
22	LA JUSTICIA	Fundacion	10°30'36"	074°11'08"	7	7	73	2005
23	LA AGUSTINA	Aracataca	10°36'56"	074°12'59"	12	10	45.7	2005
24	LA SOLITA	Aracataca	10°38'46"	074°14'07"	18	18	61.5	2005
TOTAL					329.55	256.12	3028.4	

Details of Scheme Outgrowers related to certification

No	Name	Location	GPS reference		Area Summary (Ha)		Estimated FFB/Year (MT)	Planting Years
		Address	Longitude	Latitude	Total	Mature		
1	VALENTINA (+ Lot Palestina)	Pivijay	10° 36' 21,06"	074° 17' 03,57"	148	103	910.5	2001
TOTAL					148	103	910.5	
Details of Independent Smallholders related to certification								
No	Name	Location	GPS reference		Area Summary (Ha)		Estimated FFB/Year (MT)	Planting Years
		Address	Longitude	Latitude	Total	Mature		
1	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
TOTAL					NIL	NIL	NIL	NIL
Details of Independent Outgrowers related to certification								
No	Name	Location	GPS reference		Area Summary (Ha)		Estimated FFB/Year (MT)	Planting Years
		Address	Longitude	Latitude	Total	Mature		
1	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
TOTAL					NIL	NIL	NIL	NIL

1.7.3 Statistics of the Supply Base and Estimated Tonnes of FFB produced per year				
OPP	Oil Palm Plantation	Projected FFB/Year (MT)	Planting Years	Cycle (Years)
POM 1: Tequendama S.A.S POM				
OPP 1	Tequendama	9050	1983, 1985, 1986, 1987, 1990 1999, 2000, 2001, 2003, Replanting 2015, 2016, 2019, 2020, 2021, 2022	40 years
OPP 2	Ariguani	18950	1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2003, 2004, 1997 1998, , 2001, 2003, 2004, 2008,	29
OPP 3	Gavilan	7050	1996, 2000, 2001, 2002, 2003, 2006, Replanting 2010, 2011	27
OPP 4	Las Mercedes	5575	2006, 2007, 2008 Replanting 2010	17
OPP 5	Gavilan II	1100	2001, 2002, 2003, 2004, 2005, Replanting 2012	22
OPP 6	Asopalthecha	139.7	2005, 2006	18
OPP 7	Aliados Palmicultores	6335.3	2005, 2006	
TOTAL		48200		

The withdrawal of smallholders and growers reflected the reduction of certified ha

	Previous Year	Audit year (2023)
No of smallholders	33	24
No. of grower	3	1

1.7.4 Non-Certified Tonnage of FFB (outside supplier – Excluded from Certificate)			
Independent FFB Supplier	Tonnage / Year		
	Projected Production from the last 12 Months (MT)	Actual Production for this Audit Year 2016/2017 (MT)	Projected 12 Months (MT) Forecast Volume in this Report
Aliados palmicultores (natural)	8100	8034	7390
Asopalthea (natural)			

1.7.5 Conservation and HCV Area (Ha)				
OPP	Oil Palm Plantation	Conservation Area (Ha)	HCV Area (Ha)	* HCV part of Conservation
POM 1: Tequendama S.A.S POM				
OPP 1	Tequendama	0	140.6	Yes
OPP 2	Ariguani	45.8	69.7	Yes
OPP 3	Gavilan	56.8	22,5	Yes
OPP 4	Las Mercedes	346.7	0	Yes
OPP 5	Gavilan II	197.48	18.7	Yes
OPP 6	Asopalthea	0	0	No
OPP 7	Aliados Palmicultores	0	22.27	Yes
TOTAL		646.78	251.5	
* Indicate if HCV area is part of the Conservation Area. If the HCV area is part of the Conservation Area, then "YES" otherwise, "No"				

***OPP4 - OPP5**

The 2022 and 2023 conservation areas and HCVs were truncated between Gavilan II and Las Mercedes. Corrections are made.

***OPP7**

All 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.

1.7.6 Percentage of Planted Oil Palm by different Age Ranges							
OPP	Planting Years by 5 year Ranges						Total
	1983 - 1998	1999-2004	2005 -2009	2010 – 2014 (replanting)	2015 – 2019 (replanting)	2020 – 2023 (replanting)	
	%	%	%	%	%	%	
OPP 1	9	0	0	1	14	75	100
OPP 2	62	21	1	0	0	16	100
OPP 3	8	47	8	3	0	33	100
OPP 4	0	0	90	9	0	1	100
OPP 5	0	30	4	4	4	58	100
OPP 6	0	78	0	0	0	22	100
OPP 7	22	54	0	1	9	14	100
Total	20	21	9	2	6	43	100

1.7.7 Calculation of the Number of Production Units (N) to Sample for the Mill

Where sampling is required for a certification assessment, the sampling design shall include every mill and be based on a minimum sample of x estates, where $x = (\sqrt{y}) \times (z)$, where y is the number of estates and where z is the multiplier defined by the risk assessment. A 'risk level' shall be set at:

Level 1 - low risk (multiplier of 0.8)

Level 2 - medium risk (multiplier of 1.2)

Level 3 - high risk (multiplier of 2)

The result always to be rounded "up" to the next whole integer. Sampling will be done where there are more than four estates or associated smallholders, otherwise all estates must be visited as part of the assessment.

For the Mill, how many units make up the production base?

Owned estates (Y)	$N = (\sqrt{Y}) \times (z)$	Smallholders/outgrowers (S)	$N = (\sqrt{S}) \times (z)$
5	5	24/1	8

Explanation as to the selection of estates sampled

POM – Extractor Tequendama

Estates

1. TEQUENDAMA
2. ARIGUANI
3. GAVILAN
4. GAVILÁN II

$N: (\sqrt{5}) \times (1.2) = 4$

***Last year it was raised to high risk because a contingency audit was conducted previously. For this year it is considered as a normal audit and the risk factor is medium.**

Based on the annex certification's ORDER "Note: in accordance with the Contingency Audit Procedure (version 2) of the RSPO;

A high risk multiplier will be applied for the sampling calculation" ADDITIONAL THE NUMBER OF FINDINGS WAS SUBSTANTIALLY REDUCED

Smallholders

ASOPA-THECA Association & Group of Aliados Palmicultores = 7

1. EL CAMPANO Y LA ESTHER
2. ROSA MERCEDES
3. LA MAURY
4. EL PARAISO
5. EL PARAISO/3
6. CASA DE BLOQUE
7. CASA DE BLOQUE1

$N: (\sqrt{24}) \times (1.2) = 7$

Group of Aliados Palmicul-tores – Outgrower = 1

1. VALENTINA (+ LOT PALESTINA)

***There were 3 outgrowers previous year. The other two outgrowers were removed from the range due to low production due disease.**

1.8 Progress of associated Smallholders or Out-growers, if applicable to this assessment

Progress of associated Smallholders or Out-growers towards Compliance with relevant Standards - the mill shall develop and implement a plan to ensure that 100% of scheme smallholders and scheme outgrowers are compliant with the standard within three years of the mill's initial certification.

N.A The smallholders and outgrower are not part of the Project scheme, which is why they have voluntarily agreed to be certified under the P&C standard with the extractor.

****In monitoring compliance with this timeline, an observation shall be raised after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.**

1.9 Previous land users, if applicable to this assessment					
Section	Requirement	Yes/No	If "Yes"	If "No"	Findings
1.9.1	Are there any areas which were previously owned by other users and/or are subject to customary rights of local communities and indigenous peoples?	YES	Go to 1.9.2	Section 1.9 is N/A	Each of the management units have been acquired from legitimately constituted landowners, and there is no presumption of any contested land conflicts or customary rights of any kind.
1.9.2	Are list of previous land owners and contact details available?	YES	Please fill up table below	-	The organization has each of the titles of ownership of the properties (public deeds), as well as the history of the properties, called certificate of freedom and tradition, which contains the record of the data of the previous owners. *Based on the colombian civil code; public deeds replicates the legal ownership of the acquired properties.
1.9.3	Were all the acquisitions done with a proper FPIC?	NA	-	-	There is no evidence of the existence of indigenous peoples or relevant communities; likewise, during the audit, a meeting was held with all interested parties in order to reaffirm the previous version and consult if there are any claims on the properties subject to certification, which leads to the conclusion that the properties were acquired in accordance with Colombian regulations, from individuals in compliance with the requirements to satisfy the ownership of the same.
1.9.4	Are there any acquisition agreements available?	NA	-	-	Taking into account the form of acquisition of the properties, there are property titles called public deeds, which are duly registered in the registry of public instruments, as evidenced by the certificate of freedom and tradition.

1.9.5	Were the acquisition agreements complied with?	NA	-	-	Taking into account the form of acquisition of the properties, there are property titles called public deeds, which are duly registered in the registry of public instruments, as evidenced by the certificate of freedom and tradition.
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List of previous land owners			
OPP	Name	Year of acquisition	Contact details
Tequendama	Tequendama	1975	225-4689
	El Treinta	1986	225-2429
	Campano Uno	1990	225-5857
	Campano Dos	1990	225 - 5856
	La Martica	2015	225-5028
	El Rubi	2015	225-7050
	San Pedro	2020	00-03-003-0003-01-01
	La Cecilia	2015	225-2243
	Puerto Rico	2020	225 - 4346
Ariguani	La Bogotana	2015	225-257
	Ariguani Porción 1	2003	190-38049
	Ariguani Porción 2	1987	190-35763
	Ariguani Porción 3	1987	190-25966
	Ariguani Porción 4	1987	190-38048
	Ariguani Porción 5	1987	225-4603
	Ariguani Porción 6	1987	190-25967
	Ariguani Porción 7	1987	190-25964
	Ariguani Porción 8	1987	190-25965
	El Sinu	2011	190-12323
	La Esperanza	2011	190-38217
	Araquiel	1987	190-176
Gavilan	Gavilan, Hda. Coquivacoa	2000	225-4112
	Berlin	2001	225-2028
	La Primavera	2002	225-1097
	El Cairo (Lot 1)	2001	225-5873
	El Cairo (Lot 2)	2001	225-5875
	El Cairo (Lot 3)	2001	225-5876
	El Cairo (Lot 5)	2001	225-5879
	El Baile (San Jose)	2018	225 - 3559
	Zaida (San Jose)	2018	225 - 1164
	(Ucrania) La Daniela	2016	225 - 7790
(Miami) La Daniela	2016	225 - 8089	
Las Mercedes	Mercedes	2004	201-18740
	Cari Cari	2004	210-0014351
	Las Mercedes (Soledad)	2004	210-14874
Gavilan II	Lot de Terreno	2017	225 - 6937
	Lot de Terreno	2017	225 - 5362
	San Pedro	2017	225 - 1956
	Lot Número Uno	2017	225-19057
	Lot de Terreno	2017	225-9555
	El Iran	2017	225-3041
	La Granja o Jayo	2017	225-2242

	San Antonio	2017	225-5542
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Note: contact details of previous land owners and consultation status under annex 5. All previous land owners were sampled, unless unreachable.

1.10 Outsourced Activities / Contractors

The outsourced activities or contractors are third parties activities that fall inside the scope of certification.

Contractor Name	Type of Outsourced Activity	Location of Activity
Construproyec – Elogia	Transport _ Agricultural Machinery	Tequendama S.A.S POM Finca Tequendama, F. Ariguani, F. Gavilan I, F. Gavilan II, F. Las Mercedes
Tecnoaguas	Water Treatment Plant Maintenance Service	Tequendama S.A.S POM
Labormar	Water Monitoring Service	Tequendama S.A.S POM, Finca Tequendama, F. Ariguani, F. Gavilan I, F. Gavilan II, F. Las Mercedes
Basculas y Balanzas de la Costa	Scale Calibration Service	Tequendama S.A.S POM
Control de la Contaminacion	Air Monitoring Service	Tequendama S.A.S POM
Comercializadora MP&M S.A.S	Personal transportation	F. Gavilan I y F. Gavilan II
Soluciones Ecologicas de Colombia	Residue recolection	Tequendama S.A.S POM
Red de servicios Electricos Avanzado	Maintenance service of electrical and electronic equipment	Tequendama S.A.S POM
Industrias AVM S.A.	Equipment assembly and maintenance	Tequendama S.A.S POM

1.11 Location Map for this Certification Unit (See Appendix 1)

PART 2: MULTIPLE MANAGEMENT UNITS

Organizations that have multiple management units, and/or a majority holding in and/or management control of more than one autonomous company growing oil palm, will be permitted to certify individual management units and/or subsidiary companies under certain conditions. A majority shareholding is defined as the largest shareholding; where the largest shareholdings are equal (e.g. 50/50) this applies to the organization that has management control.

2.1 Summary of Multiple Management Unit

Section	Requirement	Findings and any action required	Compliance
2.1.1	RSPO membership: The parent organization or one of its majority owned and/or managed subsidiaries is a member of the RSPO.	The organization is a member of RSPO POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S - DAABON GROUP (RSPO Membership: 8-0025-06-000-00) Member since 1-12-2015	YES
2.1.2	Time-bound plan: A time-bound plan for certifying all its management units and/or entities, including the units where the organization has management control and no or minor shareholding, is submitted to the CB during the initial certification audit. The time-	At the time of this audit, two project property units were identified as pending certification: Finca Gavilan II / Los Principes (approximate year for certification 2024).	YES

	bound plan should contain a current list of all estates and mills	Palmas de San Alberto (approximate year for certification 2025).	
2.1.3	Does all estates and mill are certified within five years after obtaining RSPO membership? As a minimum, all estates and mills shall be certified within five years after obtaining RSPO membership. Any new acquisitions shall be certified within a three-year timeframe. Any deviations from these maximum periods requires approval by the RSPO Secretariat	At the time of this audit, two project property units were identified as pending certification: Finca Gavilan II / Los Principes (approximate year for certification 2024). Palmas de San Alberto (approximate year for certification 2025).	YES
2.1.4	What is the progress of the time bound plan? Progress towards this plan shall be verified and reported on in subsequent annual surveillance audits by the CB. Where the CB conducting the surveillance audit is different from the CB which first accepted the time-bound plan, the later CB shall accept the appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;	Has been executed according to the ACOP	YES
2.1.5	Any revision to the time-bound plan? If there is any revision to the time-bound plan or to the circumstances of the company shall cause the time-bound plan to be reviewed by the CB. Changes to the time-bound plan are permitted only where the organization can demonstrate to the CB that they 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)	At the time of this audit, two project property units were identified as pending certification: Finca Gavilan II / Los Principes (approximate year for certification 2024). Palmas de San Alberto (approximate year for certification 2025).	YES

****Where there are isolated lapses in implementation of a time-bound plan, a minor non-compliance shall be raised. Where there is evidence of fundamental failure to proceed with implementation of the plan, a major non-compliance shall be raised**

2.2 Requirement of Uncertified Management Units			
NOTE:	Companies may demonstrate compliance by clear evidence of a self-audit (i.e. an internal audit for all subsidiaries, estates and Palm Oil Mills)		
Section	Requirement	Findings and any action required	Compliance
2.2.1	Is there any replacement of primary forest? No replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.12. Any new plantings since January 1st 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB	In their internal environmental analysis, they didn't find any primary forest replacement. There's a letter confirming the usage of the land for agricultural purposes, issued by the regional authority (Carta de Umata). No new plantings done nor projected since the first planted in their owned estates (since 2005).	YES

2.2.2	Is there any land conflict? If any, are they being 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, and 4.7?	There are no known land disputes, and it can be confirmed that all of the farms owned have been legally acquired and the necessary documents are available for proof and validation if necessary.	YES
2.2.3	Is there any labour dispute? If any, are they being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2?	It is known that there is a union group representing the workers, which at the time of this audit did not reflect any type of conflict with the organization.	YES
2.2.4	Is there any Legal non-compliance? If any, is it being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1?	During the current audit, no non-compliances related to legal issues have been evidenced.	YES

****CBs shall assess compliance with these rules at each assessment of any of the applicable management units. Assessment of compliance with requirements above by the CB based on self-declarations only by the company, with no other supporting documentation, shall not be acceptable.**

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Country	Supply Bases (estates, plantations, associations)	Targeted RSPO Certification Year	Current Certification Status as per this Audit
TEQUENDAMA	Colombia	Finca Tequendama		Certified
	Colombia	Finca Ariguani		Certified
	Colombia	Finca Gavilan		Certified
	Colombia	Finca Gavilan II		Certified
	Colombia	Finca Gavilan II / Los Principes	2024	Not Certified
	Colombia	Finca Las Mercedes		Certified
	Colombia	Asopalthea		Certified
	Colombia	Aliados Palmicultores		Certified
	Colombia	Palmas de San Alberto	2025	Not Certified

With reference to time bound plan, the following issues were reviewed openly with the Control Union audit team during the assessment and which may be in conflict with the rules for partial certification, if applicable	
Name of Mill or Plantation	*Area of concern (See examples below)
N.A	N/A because there are no conflicts in the requirements of the partial certification as mentioned above.
<p>Include any known concerns, media reports and major issues both present and from the past covering, for example:</p> <ul style="list-style-type: none"> • Replacement of primary forest or any area containing HCV's since November 2005. • Evidence of non-compliance with the law • Legal issues • Compensation payments • Social relations • Burning • Labor disputes 	

2.3 Summary of the findings for Multiple Management Unit
<p>The audit team assessed compliance with the above requirements during this audit. Failure to address any non-compliance identified may lead to certification suspension.</p> <p>The certified unit has RSPO approval to meet the time bound as follows:</p> <p>Finca Gavilan II / Los Principes year 2024 Palmas de San Alberto year 2025</p>

2.4 Multiple Management Unit Audit Agenda		
Date	Location	Agenda
14/8/2023		<ul style="list-style-type: none"> - Verificación de los siguientes temas : - Time bound plan aprobado por RSPO - EISA - AVC -

PART 3: AUDIT PROCESS

3.1 About the Certification Body
<p>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.</p> <p>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.</p>

3.2 Audit Team	
Role	Name
Lead auditor:	Mr. José Orlando Prada Mantilla Principle 3: (Criterion 3.5 - 3.6) Principle 6: (Complete)
Team member 1:	Mr. Sebastián Hernández Dueñas Principle 1: (Complete) Principle 3: (Indicator 3.7.3 - Criterion 3.8 - P&C Supply Chain) Principle 4: (Complete)
Team member 2:	Mr. Jose coronado Roballo Principle 2: Complete Principle 3: (Criteria 3.1 - 3.2 - 3-3 - 3.4 - 3.7) Principle 5: (Complete)
Team member 3:	Mr. Boris Villareal Morales Principle 7: (Complete)

3.2.1 Qualifications of the Lead Auditor	
Requirement	Qualifications
Post-high school/secondary school training in related disciplines, such as agriculture, environmental science or social sciences;	University professional with a degree in labor law and social security, graduated from the University of Santander.
Five years' professional experience in an area of work relevant to the audit (e.g. palm oil management; agriculture, ecology; social science);	More than 15 years of work experience in social sciences, 7 years of experience in labor contracting, social relations, health and safety at work in oil palm cultivation.

Demonstrable understanding of the RSPO Certification Systems;	Experience in internal and external audits, RSPO (Roundtable on Sustainable Palm Oil), and SCC for more than 5 years.
Successful completion of an ISO 19011 auditing course or lead auditor courses for ISO 9000 or ISO 14000;	Successfully completed ISO 9001:2015 lead auditor training in March 2018.
Successful completion of an RSPO endorsed P&C lead auditor course;	Successfully completed RSPO Lead Auditor training in December 2014, updated in February 2021. Successfully completed RSPO SCC training course in June 2019.
A supervised (by a registered lead auditor) period of training in practical assessments against the RSPO P&C, with a minimum of 15 days' assessment experience in at least three assessments	Carrying out RSPO assessments as a lead auditor since 2016, and is carrying out more than three assessments annually with a total of more than 15 days.
Signed code of conduct.	yes
General knowledge of:	
• RSPO P&C standards.	Sound knowledge of the P&Cs and Local Interpretations.
• CUC organizational structure.	Sound understanding.
• CUC quality systems.	Sound understanding.
• Lead auditor role.	Realized an ISO 19011 training course and conducts internal training on auditing techniques.
• Report writing.	Extensive experience in report writing
• Stakeholder consultation.	The process and need for this are fully understood
• Certification decision process.	Full understanding.
• RSPO SCCS program manual.	Full understanding.
• CUC filing systems.	Full understanding.
• Correct use of RSPO trademarks.	Full understanding.
• History and objectives of RSPO.	Full understanding.
• CV available.	Upon request.
Completion of CUC RSPO lead auditor training.	Completed & Passed RSPO Lead Auditor training in 2017.

3.2.2 Qualifications of the Assessment Team members

RSPO Requirement	Team Member Name	Qualifications
Fluent in main local languages and English.	Mr. José Orlando Prada Mantilla	Fluent in Spanish local language (Colombian citizen) and fluent in English
	Mr. Sebastián Hernández Dueñas	Fluent in Spanish local language (Colombian citizen) and fluent in English
	Mr. Jose coronado Roballo	Fluent in Spanish local language (Colombian citizen) and fluent in English
	Mr. Boris Villareal Morales	Fluent in Spanish local language (Colombian citizen) and fluent in English
Successfully completed an RSPO endorsed P&C lead auditor course (for all auditors on the team);	Mr. José Orlando Prada Mantilla	Course and Approved RSPO P&C Lead Auditor Course in December 2014 and update held February 23-25, 2021 by David Ogg and Partners Ltd, lead auditor in quality management systems in ISO 9001:2015
	Mr. Sebastián Hernández Dueñas	Course and approved for Lead Auditor in P&C RSPO v.2018. 5 days distance learning in February 2021. By David Ogg Checkmark
	Mr. Jose coronado Roballo	Agricultural Engineer, Universidad del Magdalena

	Mr. Boris Villareal Morales	Biology with emphasis on Tropical ecology. Environmental specialist
Field experience in the palm oil sector	Mr. José Orlando Prada Mantilla	Labor lawyer with more than 10 years of professional experience in the oil palm sector. Experience as auditor in several standards: RSPO (Roundtable on Sustainable Palm Oil), , lead auditor in quality management systems in ISO 9001:2015.
	Mr. Sebastián Hernández Dueñas	Environmental and Sanitary Engineer, 2019. HSEQ Internal 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 distance learning in February 2021, by David Ogg Checkmark – Training.
	Mr. Jose coronado Roballo	Agricultural Engineer, Universidad del Magdalena. 20 years of work experience in crops such as banana, palm and coffee sound knowledge of BAP, IPM, pesticide and fertilizer use. Specialist in environmental sciences at the University of Magdalena in 2004. Successfully attended the ISO 9001:2000 Lead Auditor course in 2015 and RSPOP&C 2018 and RSPO SCC 2017 in 2020.
	Mr. Boris Villareal Morales	Biology with emphasis on Tropical ecology. Environmental specialist with more than 8 years of experience participating in certification audits in several Latin American countries for the sustainability schemes RSPO P&C- NPP, ISCC EU/PLUS, Bonsucro EU, Fairtrade USA. Leading Auditor ISO 14000-IRCA. Diploma in HSEQ. Experience in GIS geographic information system, biodiversity management (HCV) and calculation of carbon footprint and GHG emissions. Manager of sustainable biocommerce projects with indigenous and artisan communities in Colombia.
Familiarity with Best Agricultural Practices, and Integrated Pest Management, pesticide and fertilizer use;	Mr. Jose coronado Roballo	Agricultural Engineer, Universidad del Magdalena. 20 years of work experience in crops such as banana, palm and coffee sound knowledge of BAP, IPM, pesticide and fertilizer use. Specialist in environmental sciences at the University of Magdalena in 2004. Successfully attended the ISO 9001:2000 Lead Auditor course in 2015 and RSPOP&C 2018 and RSPO SCC 2017 in 2020.

<p>Experience in health and safety auditing on the farm/plantation and in processing facilities, for example against the BS OHSAS 18001 Occupational Health and Safety Management standard (note: ISO 45001 has been published and is intended to replace BS OHSAS 18001);</p>	<p>Mr. José Orlando Prada Mantilla</p>	<p>Labor lawyer with more than 10 years of professional experience in the oil palm sector. Experience as auditor in several standards: RSPO (Roundtable on Sustainable Palm Oil), , lead auditor in quality management systems in ISO 9001:2015.</p>
	<p>Mr. Sebastián Hernández Dueñas</p>	<p>Environmental and Sanitary Engineer, 2019. HSEQ Internal 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 distance learning in February 2021, by David Ogg Checkmark – Training.</p>
<p>Worker welfare issues and social auditing experience, such as experience with the SA8000 Standard or related social or ethical accountability codes;</p>	<p>Mr. Sebastián Hernández Dueñas</p>	<p>Environmental and Sanitary Engineer, 2019. HSEQ Internal 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 distance learning in February 2021, by David Ogg Checkmark – Training.</p>
<p>Experience in environmental and ecological auditing or assessments, such as experience with High Conservation Value (HCV) assessments, organic agriculture or the ISO 14001 Environmental Management Systems standard;</p>	<p>Mr. Sebastián Hernández Dueñas</p>	<p>Environmental and Sanitary Engineer, 2019. HSEQ Internal 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 distance learning in February 2021, by David Ogg Checkmark – Training.</p>
	<p>Mr. Boris Villareal Morales</p>	<p>Biology with emphasis on Tropical ecology. Environmental specialist with more than 8 years of experience participating in certification audits in several Latin American countries for the sustainability schemes RSPO P&C- NPP, ISCC EU/PLUS, Bonsucro EU, Fairtrade USA. Leading Auditor ISO 14000-IRCA. Diploma in HSEQ. Experience in GIS geographic information system, biodiversity management (HCV) and calculation of carbon</p>

		footprint and GHG emissions. Manager of sustainable biocommerce projects with indigenous and artisan communities in Colombia.
Experience in land rights, gender and indigenous peoples' issues;	Mr. José Orlando Prada Mantilla	Labor lawyer with more than 10 years of professional experience in the oil palm sector. Experience as auditor in several standards: RSPO (Roundtable on Sustainable Palm Oil), , lead auditor in quality management systems in ISO 9001:2015.
	Mr. Sebastián Hernández Dueñas	Environmental and Sanitary Engineer, 2019. HSEQ Internal 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 distance learning in February 2021, by David Ogg Checkmark – Training.

3.3 Audit Methodology

3.3.1 General Overview

The Audit was carried out in conformity with the procedures as laid down in the CUC Procedure Manual and the RSPO Program Manual for the auditors and Certifier. During the Audit the qualified CUC auditors used the RSPO standard as endorsed for the country in which the audit took place and recorded their findings.

Workers and local communities were interviewed and evidence sought to confirm ongoing compliance to include:

- **Chemical stores.** Storage, MSDS leaflets, Herbicide mixing areas, PPE, Ventilation, Security.
- **Field inspections.** Herbicide application programs. Harvesting sites and efficiency. Fertilizing operations. SOP's. Soil maps. Land preparation. Ground cover. IPM. First aiders and boxes. Ground cover. Soil erosion. Field observations of all operations.
- **Worker interviews.** OSH. Sexual, religious, racial harassment. Pay and contracts. Child labor. First aid. Awareness.
- **Re-planting sites.** Zero burn.
- **HCV's.** Identification. Management plans. Environmental Impact Assessments. Implementation.
- **Riparian zones.** Width. Current and future management. Non maintenance regimes.
- **Water management.** Water courses. Water monitoring.
- **Road maintenance.** Run off.
- **Social amenities.** Social Impact Audits.
- **Local communities.** Contributions made. Employment opportunities. Social impacts. Complaints procedures.
- **Workshops.** Oil traps. Safe working environment. PPE. Diesel tanks. Environmental waste management.
- **Line sites.** Interviews with householders. Inspection of water discharge points. Water improvement plans. Waste disposal.
- **Documentation review.**

The Palm Oil Mill audit verification included the following activities:

- **Mill and workshop inspections.** Documentation review & worker interviews.
- **Mill.** SOP's. Safe working environment. Gen sets. Walk ways. Signs. EFB. POME treatment. Emissions. Mass balance. Diesel tanks. PPE. Fire extinguishers. First aiders and boxes. Fuel and water usage.
- **OSH.** Training. Management structure. First aiders.

- **Full document review.** Completion of the checklist. Review and documentation of evidence. All aspects of RSPO P&C's applicable.
 - **Worker interviews.** OSH. Sexual, religious, racial harassment. Pay and contracts.
 - **Compliance against the RSPO SCCS certification scheme.**
- Verification:**
Verification of implementation was done through field observations, workshop and chemical store inspections, worker and community interviews and mill inspections as summarized above.

3.3.2 Assessment agenda for this Audit		
Date	Location	Main activities
MONDAY 14/8/2023	<p>EXTRACTION PLANT</p> <ul style="list-style-type: none"> • POM TEQUENDAMA <p>The entire audit team</p> <p>FARM OWN</p> <ul style="list-style-type: none"> • TEQUENDAMA • ARIGUANI <p>The entire audit team</p>	<p>08:00 – 08:30: Opening meeting Introduction by team leader</p> <p>Group 1: Extractor and Tequendama Farm</p> <p>08:30 - 12:30: Extraction plant</p> <ul style="list-style-type: none"> • Tour of facilities: extractor, palmister, pelletizing, weighing, laboratory workshop, warehouse, generators, STAR. • Enterview with workers Extractor • Preliminary review of documents <p>13:30 - 17:00: Finca Tequendama (including La Maria)</p> <ul style="list-style-type: none"> • Field tour: lots, warehouses, laboratory, composting, nursery, AVC, water intake... • Interview with workers • Preliminary review of documents <p>Grupo 2: Finca Ariguani</p> <p>09:30 – 17:00</p> <ul style="list-style-type: none"> • Field tour: lots, warehouses, laboratory, composting, nursery, AVC, water intake... • Interview with workers • Preliminary review of documents <p>Lead Auditor: 15:00 - 16:30: Face-to-face Stakeholder Meeting 16:30 - 17:00: Virtual Meeting with Stakeholders</p>
TUESDAY 15/8/2023	<p>FARM OWN</p> <ul style="list-style-type: none"> • GAVILAN • GAVILÁN II <p>Boris Villareal José Coronado</p>	<p>Group 1: Finca Gavilan (includes Berlin and La Daniela)</p> <p>07:00 - 15:30</p> <ul style="list-style-type: none"> • Field tour: lots, workshop, winery, AVC, water intake... • Interview with farm workers

	<p>SMALLHOLDERS</p> <ul style="list-style-type: none"> FARM CASA BLOQUE FARM CASA BLOQUE 1 <p>José Prada Sebastián Hernández</p>	<ul style="list-style-type: none"> Preliminary review of documents <p>Group 2: Gavilan II, Casa Bloque and Casa Bloque 1 Farms.</p> <p>07:00 - 12:00: Gavilan Farm</p> <ul style="list-style-type: none"> Field tour: lots, workshop, warehouse, AVC, water intake... Interview with farm workers Preliminary review of documents <p>13:30 - 17:00: Casa Bloque and Casa Bloque 1 Farms</p> <ul style="list-style-type: none"> Field visit: lots, warehouse, boundaries... Interview with producers and workers Preliminary review of documents
<p>WEDNESDAY 16/8/2023</p>	<p>OUTGROWER</p> <ul style="list-style-type: none"> VALENTINA (+ Lot Palestina) <p>SMALLHOLDERS</p> <ul style="list-style-type: none"> El Paraíso El Paraíso 3 La Maury El Campano y La Esther Rosa Mercedes <p>The entire audit team</p>	<p>The entire audit teams</p> <p>07:00 - 12:00: Lauda, Valentina Farm (+ Palestine)</p> <ul style="list-style-type: none"> Field tour: lots, winery, AVC, boundaries, water intake... Interview of workers Preliminary review of documents <p>Group 1: Farms El Paraíso and El Paraíso 3</p> <p>13:00 - 17:00:</p> <ul style="list-style-type: none"> Field tour: lots, winery, boundaries.... Interview with producers and workers Preliminary review of documents <p>Group 2: Farms La Maury, El Campano and Esther, Rosa Mercedes</p> <p>13:00 - 17:00</p> <ul style="list-style-type: none"> Field tour: lots, cellar, boundaries... Interview with producers and workers Preliminary review of documents
<p>THURSDAY 17/8/2023</p>	<p>EXTRACTION PLANT</p> <ul style="list-style-type: none"> POM TEQUENDAMA <p>The entire audit team</p>	<p>07:00 – 12: 00. Document review pending outgrower (VALENTINA (+ Lot Palestina))</p> <ul style="list-style-type: none"> Document review [EIA, SIA, CIP, Business Plan] Complaint mechanism / Request & respond. Best agricultural practices Safety and Health

		<p>13:00 – 17:00: Document review pending smallholders.</p> <ul style="list-style-type: none"> • Document review [EIA, SIA, CIP, Business Plan] • Complaint mechanism / Request & respond. • Best agricultural practices • Safety and Health
FRIDAY 18/8/2023	<p>DHR OFFICES, SANTA MARTA</p> <p>The entire audit team</p>	<p>07:00 – 14: 00. Document review pending POM Tequendama – Own Farms</p> <ul style="list-style-type: none"> • Document review [EIA, SIA, CIP, Business Plan] • Complaint mechanism / Request & respond • Best agricultural practices • Safety and Health <p>14:00-16:00: Preparation for closing meeting. Additional field visits and meetings with managers as necessary</p> <p>16:00: Closing meeting.</p> <ul style="list-style-type: none"> • Presentation of findings by the audit team • NC closure dateline (if any) • Questions and answers • Final summary by team leader <p>End of assessment</p>
	Location	All auditors travelling back to respective location.

PART 4 ASSESSMENT FINDINGS

4.1 Lead Assessor's Summary and Recommendation for Certification

The mill and supply bases (according to tables 1.5 and 1.7.1 above) were assessed on site by document review and carried out in accordance with the RSPO principles and criteria. The subscribed RSPO management system documentations were viewed with minor changes at times as corrective action and continual improvement measures in relation to the scope of certification.

During the audit process, the auditors held an extensive interview session with the farm managers, the factory manager, and the operational person. The management is very committed to the maintenance of the RSPO system through the adoption of a continuous improvement programme.

Summary of Non-Conformance and Current Status

A summary of the audit is given below

3.8.16 MAJOR

Transactions are evidenced in the "palm trace" platform of the almond product (PK) from the 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.

5.2.3 MINOR

Evidence of non-conformity:

NC During the document 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

It is therefore the recommendation of the lead assessor that:

- A certificate of compliance is maintained.

Signed:



Name: Jose Orlando Prada Mantilla

Date: 18/8/2023

4.2 Summary of the findings by Principles and Criteria

- Over the 5 year period of the life of the certificate, there will be 4 annual surveillance audits
- Identified Non-Conformities and noteworthy Positive and Negative Observations.
- The RSPO require that this report contain findings by each principle and some example criteria. Please see table below.

Principle 1: Behave ethically and transparently

Indicator	Summary of Findings	Compliance (Y/N/NA) and NC#																						
1.1.1 (C)	<p>Management documents that are specified in the RSPO P&C are made publicly available. List of the documents are to be requested through email: a.laudasas@gmail.com phones: 3233459561 ;</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Publicly available documents</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Property titles</td> </tr> <tr> <td>2</td> <td>Industrial health and safety plan</td> </tr> <tr> <td>3</td> <td>Environmental and social impact assessments and plans</td> </tr> <tr> <td>4</td> <td>Documentation on HCV and ARC areas</td> </tr> <tr> <td>5</td> <td>Pollution prevention and abatement plan.</td> </tr> <tr> <td>6</td> <td>Continuous improvement plans</td> </tr> <tr> <td>7</td> <td>Continuous improvement program</td> </tr> <tr> <td>8</td> <td>Training program</td> </tr> <tr> <td>9</td> <td>Audit reports</td> </tr> <tr> <td>10</td> <td>Details of claims and complaints</td> </tr> </tbody> </table>	No.	Publicly available documents	1	Property titles	2	Industrial health and safety plan	3	Environmental and social impact assessments and plans	4	Documentation on HCV and ARC areas	5	Pollution prevention and abatement plan.	6	Continuous improvement plans	7	Continuous improvement program	8	Training program	9	Audit reports	10	Details of claims and complaints	Yes
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	<table border="1"> <tr> <td data-bbox="440 221 528 255">11</td> <td data-bbox="528 221 1249 255">Negotiation procedure</td> </tr> <tr> <td data-bbox="440 255 528 297">12</td> <td data-bbox="528 255 1249 297">Comprehensive sustainability policy.</td> </tr> </table>	11	Negotiation procedure	12	Comprehensive sustainability policy.	
11	Negotiation procedure					
12	Comprehensive sustainability policy.					
1.1.2	<p><u>POM - EXTRACTOR TEQUENDAMA - OWN FARMS</u></p> <p>For the company's own properties, there is evidence of a communication addressed to the interested parties, which contains the list of documents available to the public together with the mechanism to access them. This communication is sent via e-mail and/or personally to the interested parties. By the person responsible for the social area.</p> <p>Lauda sas - Finca La Valentina. Procedure for communication, participation and consultation Cod: SOST-PR-03 V.01 18/10/2018.</p> <p>SOST-F-13 Internal and external communications matrix. SOST-F-15 List of interested parties.</p> <p><u>SMALLHOLDERS</u></p> <p>There is evidence of a communication addressed to the stakeholders of each of the allied farms, which contains the list of documents available to the public along with the mechanism to access them. The communiqué is sent via e-mail and/or personally to interested parties.</p> <p>The company prepares brochures to communicate to interested parties the list of documents available to the public and the reception of requests for documents is done through the mechanism of requests, complaints and claims of each of the organizations.</p>	Yes				
1.1.3 (C)		Yes				

	<p>Records of requests and responses are maintained. However, there is no record of information request. There is evidence of PQRS-F management by the company. The person in charge of receiving the requests is the Transactional Processes Coordinator.</p> <p>The company has from its computer portal for workers and the internal platform "DHR". The maximum response time is 15 working days.</p> <p>Document "manual of human development policies cod: T-MN-GH-01 V. 07 of 07/24/2023. Where it contemplates in the description of the policy the established response time.</p> <p>Once the employee has filled out the form on the platform, they are consolidated on the platform.</p> <p>Some of the requests sighted.</p> <p>1.A petition submitted on 17/Nov/2022 by a worker. The petitioner requests the number of weeks of contributions to the pension fund to which he is affiliated.</p> <p>The company follows up with the worker depending on the worker's case.</p> <p>Petition filed on 11/April/2023 by a worker. The worker claimed the pension contribution's weeks.</p> <p>The company follows up with information of the worker's process to keep traceability of the case until it is closed.</p> <p>2.Politization worker sent on 18/May/2023. Complaint: He was not paid the family subsidy by the Cajamg office (compensation fund).The company did not make the corresponding contribution.</p> <p>3.The company follows up with the worker.</p> <p>Request submitted on June 13/2023. Payroll payment agreement due from the company for payment report. Request resolved on 13/July/2023.</p> <p><u>LAUDA SAS</u></p> <p>There is evidence of a procedure for handling complaints, claims and/or suggestions from interested parties. Cod: SOST-PR-04. V. 03, which provides for a maximum response time of 15 days.</p> <p>The plant guarantees the anonymity of the person reporting the PQRS, and if necessary, a response will be provided by means of general information.</p>	
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	<p>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 which stated the agronomy coordinator Geiner Simanca Gonzales is appointed date 17/03/2023. His responsibility is to socialize the procedure and Keep record of PQRS</p> <p>Traceability of request by workers is being followed up.</p> <p>1. Alleged on 02/06/2023 by a worker A response was on June 06 where the worker is notified of the pending vacation period schedule.</p> <p>There is evidence in excel document to follow up PQRS by workers in the different mechanisms mentioned by the company.</p> <p>At the time of the audit there was no evidence of any request for publicly available documents within the last 12 months.</p>	
1.1.4 (C)	<p>Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official. There is evidence of a document compendium of policies and protocols which writes the methodology applied to impart communications from each of the organizations and directed to their stakeholders. Section VII (communications protocol), which is socialized in the processes of induction and re-induction to workers, 10 of the collaborators were sampled.</p> <p><u>LAUDA SAS (Finca Valentina)</u></p> <p>A procedure "FOR COMMUNICATION, PARTICIPATION, CONSULTATION" code SOST-PR-03 dated 18-10-2018 version 01 is established. The socialization of the procedure to all workers is included in the induction and reinduction given annually, there is evidence of records of workers.</p> <p>The officer in charge of the company to provide both external and internal communications is the human resources officer.</p>	Yes
1.1.5	<p>The company has established an Excel file called Mapping of Social Actors POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS 2023, which contains a list of stakeholders of the organization along with their representatives and contact information, it was taken as a sample suppliers of FFB FFB, Contractors and workers.</p> <p><u>LAUDA SAS</u></p> <p>The document "LIST OF INTERESTED PARTIES" lists all the stakeholders of the Valentina plantation, such as neighboring plantations, government entities, contractors, among others.</p> <p><u>SMALLHOLDERS</u></p> <p>There is evidence of an Excel file called List of Stakeholders, which contains a list of stakeholders of each of the organizations along with their representatives and contact information, such as samples, community leaders, neighbors.</p>	Yes

	The above lists are updated for the period of the year 2023 and are therefore the most recent.	
1.2.1	<p>A policy for ethical conduct is sighted in a document called "corporate code of ethics of the Daabon group" which contains the corresponding to the respect of fair business conduct, corruption and bribery and fraudulent use of resources.</p> <p><u>LAUDA SAS</u> The document "CODE OF ETHICS AND GOOD CONDUCT" code GG-COD-01 dated 20-03-2020 version 02 is evidenced in the document review. It describes the policies of respect for fair business conduct, prohibition of corruption, bribery, conflict of interest and protection of information, among others. The socialization of the document to all workers is included in the induction and reinduction given annually.</p> <p><u>SMALLHOLDERS</u> There is evidence of a document called compendium of Human Management Policies and Procedures, which contains information related to ethical policy, including respect for fair business conduct, corruption and bribery, and fraudulent use of resources.</p> <p>It should be noted that these documents are socialized through the induction and re-induction process for workers, developed periodically.</p> <p>The code of ethics are socialized to workers through the induction and reinduction process and are binding on the employment contract.</p>	Yes
1.2.2	<p>The company has determined how to monitor the implementation and compliance with the code of ethics through the registration of complaints and claims related to non-compliance with the code.</p> <p><u>LUADA SAS</u> The company also has an ethics committee that meets every six months between the legal representative, administrator, and workers' representative.</p> <p>Minutes of the ethics committee meeting Cod: GG-F-01 V.02 of was conducted on 06/Jan/2022 and 15.12.22.</p> <p>Socialization of the human rights policy Cod: SST-F-12 V. 03.was conducted on 28.2.23 and 30.6.23.</p> <p><u>SMALLHOLDERS</u> There is evidence of a document called Compendium of Human Management Policies and Procedures, which contains information related to the ethical policy, including respect for fair business conduct, corruption and bribery and fraudulent use of resources, as well as the organizations have determined how to monitor the implementation and compliance with the code of ethics through the PQRS procedure.</p>	Yes
Principle 2: Operate legally and respect rights		
Indicator	Summary of Findings	Compliance (Y/N) and NC#

<p>2.1.1 (C)</p>	<p>The company has implemented a document called the evaluation matrix for compliance with legal and other requirements C. I Tequendama (Code: F-GI-05. Version: 01. Effective since: 05/16/2019) Process: Comprehensive Management. The list of legal requirements is updated whenever required through consultation by those responsible. Evidence of the list of legal requirements in labor, agronomic, environmental, SGSST.</p> <p>The following legal regulations are taken as reference, Decree 2614, which establishes the current compliance transportation aid for both plantations and extractors.</p> <p>Compliance with Decree 2613, which controls the payment of the minimum wage, is being verified. The legal monthly minimum wage of Colombia is set and applies to all employees.</p> <p>Law 2101 of 2022 by means of which the weekly working day is gradually reduced to 47 hours in the first year after its entry into force in July 2023, without reducing the salary of workers and other provisions are dictated. Its implementation has begun by reducing working hours from Monday to Saturday to 7 hours and 45 minutes a day for a total of 46.5 hours worked per week.</p> <p>Decree 1427 of 2022 by which Title 3 of Part 2 of Book 2 of Decree 780 of 2016 is replaced, regulating the economic benefits of the General System of Social Security in Health and other provisions are issued.</p> <p>Resolution 0361 of 12/07/2022, valid for two years, for which authorization is granted to work overtime of supplementary work for activities in the plantations and extraction plant.</p> <p>Resolution 2184, which modifies resolution 668 of 2016 on rational use of plastic bags and other provisions are adopted that apply to plantations and mills.</p> <p>Resolution 110 of January 28, 2022 “By which the activities, requirements, and procedure for the subtraction of area from national and regional forest reserves are established. for the development of activities considered of public utility and social interest and other provisions are issued.</p> <p>Resolution 708 Ministry of Environment and Sustainable Development July 8, 2021, extend for a period of two more years the declaration of zones for the protection and development of natural resources of the areas identified in Resolution 1628 of 2015.</p> <p>Compliance with the regulations described above is verified through the declarations of payment of minimum wage and transportation subsidy to</p>	<p>Yes</p>
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	workers, along with compliance with the intensity of overtime through the payment documents of the workers in the sample 15 of them.	
2.1.2	<p>The company has established a document entitled; Procedure for the Identification of Legal Requirements and Other Requirements Code: Code: PGI-08 Ver 05 of 09/06/2023 which contains the methodology for the identification, access, compliance, permanent updating and communication of the applicable legal requirements and local, national, and international regulations. There is also evidence of a document called "matrix for the evaluation of compliance with legal requirements and other requirements of C. I Tequendama" which lists all the legal requirements applicable to the area of health and safety at work.</p> <p>The persons responsible for carrying out consultations on legal updates according to the area of management are:</p> <ul style="list-style-type: none"> -Management Export Directorate/ Planning and Supply Directorate. -OSH Directorate/ Sustainability Directorate/ GIS Directorate. -Human Development Directorate/ Sustainability Directorate/ OSH Directorate/ Head of Social Management. <p>Requests to update the matrix should be made via email, in order to provide evidence of the dates of inclusion and implementation of the applicable regulations. Such a request shall be made by whoever detects.</p> <p>the need for inclusion or removal of the requirement. Changes made to the content of the matrix must be recorded in the change sheet in the format.</p> <p>It has been indicated that the evaluation of compliance with legal requirements and others is carried out at least once a year by the person responsible for leading their adoption.</p> <p>The person responsible for leading their adoption and according to the applicability, scope of the requirement, and/or as deemed necessary, be accompanied by a competent professional from the departments of sustainability, human development, IMS and/or occupational health and safety, legal or otherwise the services of a legal audit or consultancy will be contracted with an external company.</p>	Yes
2.1.3	<p>The company possessed legal maps that show the location of the boundaries. According to the maps, the properties of the company, outgrower and small landowners are surrounded by other land.</p> <p>During this audit, the auditors observed and took the plantation boundary marker as follows:</p> <p>Valentina Estate</p> <ol style="list-style-type: none"> 1. Coordinates 10°36'23.502 N /74°17'48.618 W-lot 16. Finca Campano and La Esther 2. Coordinates 10°39.1'.554N/ 74°14.1'.08W Rosa Mercedes Estate. 3.Coordinates 10°37'53.808N/74°14.1.506W <p><u>ARIGUANI OWN FARMS</u></p>	Yes

	<p>4.Coordinates 10°16.02'.74 N/73°59'.14.75' and Coordinate 10°15'46.68"N/73°59'07.65W. Gavilán farm 1 5.Coordinates 10°40'.29.5" N/74°19'.8"</p> <p>There is evidence that all legal limits have been identified and maintained through clearance. The program to maintain legal limits has been planned by the company. Based on interviews with external stakeholders (community neighbors and legal tenure title document) and verification through complaint records, there are no complaints regarding land disputes in C.I Tequendama S.A.</p>	
2.2.1	<p>A list of contracted parties is maintained in an Excel file called list of contractors, which includes contact information and the contractual object.</p> <p><u>OUTGROWERS LAUDA SAS (FINCA VALENTINA) Y PEQUEÑOS PROPIETARIOS (PARAISO, EL AMPARO Y ESTHER, CASA DE BOQUE, CASA DE BLOQUE 1, Y LA MAURY)</u></p> <p>According to interviews with plantation managers and document evidence, none of the organizations have contractors.</p>	Yes
2.2.2	<p>The list of contractors includes contact details and contains specific clauses on meeting applicable legal requirements.</p> <p>The following companies were taken as a sample: commercialization contractors Elogia Soluciones logistics and FFB suppliers, Maria Ayala, Carmen Ayala, Buenaventura Martínez, Lauda, which contain a specific clause prohibiting the employment of minors under 18 years of age, forced labour and labour trafficking for compliance with the applicable legal requirements. According to the interview with C.I tequendama staff (Manager), the contractor has complied with the content of the agreement. And in the interview with supplier staff, the workers are over 18 years old and are paid above the minimum wage. This was verified through the list of workers and from the payrolls of their workers.</p> <p><u>OUTGROWERS LAUDA SAS (FINCA VALENTINA) AND SMALLHOLDERS (PARAISO, EL AMPARO Y ESTHER, CASA DE BOQUE, CASA DE BLOQUE 1, AND LA MAURY).</u></p> <p>According to interviews with plantation managers and document evidence, none of the organizations have contractors.</p>	Yes
2.2.3	<p>The list of contractors includes contact details and contains specific clauses on disallowing child, forced and trafficked labour..</p> <p>The following companies were taken as a sample: commercialization contractors Elogia Soluciones logistics and FFB suppliers, Maria Ayala, Carmen Ayala, Buenaventura Martínez, Lauda, which contain a specific clause prohibiting the employment of minors under 18 years of age, forced labour and labour trafficking for compliance with the applicable</p>	Yes

	<p>legal requirements. According to the interview with C.I tequendama staff (Manager), the contractor has complied with the content of the agreement. And in the interview with supplier staff, the workers are over 18 years old and are paid above the minimum wage. This was verified through the list of workers and also from the payrolls of their workers. Outgrowers lauda SAS (finca valentina) and smallholders (Paraiso, El Amparo y Esther, Casa de Boque, Casa de Bloque 1, and La Maury).</p> <p>According to interviews with plantation managers and document evidence, none of the organizations have contractors.</p>																										
2.3.1 (C)	<p>The company has established an Excel document called list of Tequendama farms, which contains the georeferencing of all FFB suppliers, along with contact information for each of them, also has the appropriate documents such as registration of public instruments and / or lease agreement, proving the legal status of ownership or tenure of the land, additionally it has the ICA resolutions for own farms and allies as follows: Lauda and smallholders.</p> <p>For the rest of the sample, there is evidence of an email dated April 29, 2022, sent by the Director of the Magdalena Sectional ICA, announcing that the resolutions and/or procedures with him are on schedule for the final delivery of the document in question (ICA), which accredits them as African palm cultivation estates.</p> <p>The following examples of Ica records and geolocation have been taken as a sample: Predio Valentina with ICA resolution No 00098928 (15/06/2021) and real estate registration No 225-4321 issued by public registry office of foundation. Geolocation 10°36'23.502"N 74°17'48.618"W Predio Gloria with ICA resolution No 00098909 (15/06/2021) and real estate registration No 225-3549 issued by public registry office of foundation. Geolocation 10°31'15.04" N 074°10'8.26" W Predio Rosa Mercedes with ICA resolution No 00012686 (21/09/2016) and real estate registration No 225-2547 issued by public registry office of Fundación. Geolocation 10°38'56.12" N 74°19'51.23"W.</p>	Yes																									
2.3.2	The company does not buy from intermediaries; all the palm FFB is bought directly from the plantation owners. There is no indirectly source of FFB.	Yes																									
Principle 3: Optimise productivity, efficiency, positive impacts and resilience																											
Indicator	Summary of Findings	Compliance (Y/N) and NC#																									
3.1.1 (C)	<p>The company has established a five-year business management plan (2015-2025). It has a document entitled Administration and production manual for organic plantations 2015-2025 Daabon describes activities related to the maintenance and costs of cultivating its own farms. Below is the projection of its 5-year business plan.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Estate</th> <th>FY22</th> <th>FY23</th> <th>FY24</th> <th>FY 25</th> </tr> </thead> <tbody> <tr> <td>RFF</td> <td>135000</td> <td>135000</td> <td>145000</td> <td>155000</td> </tr> </tbody> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="5">C.I tequendama POM</th> </tr> <tr> <th></th> <th>FY22</th> <th>FY23</th> <th>FY24</th> <th>FY 25</th> </tr> </thead> <tbody> <tr> <td>OER %</td> <td>20.05</td> <td>20.08</td> <td>21.01</td> <td>21.01</td> </tr> </tbody> </table>	Estate	FY22	FY23	FY24	FY 25	RFF	135000	135000	145000	155000	C.I tequendama POM						FY22	FY23	FY24	FY 25	OER %	20.05	20.08	21.01	21.01	Yes
Estate	FY22	FY23	FY24	FY 25																							
RFF	135000	135000	145000	155000																							
C.I tequendama POM																											
	FY22	FY23	FY24	FY 25																							
OER %	20.05	20.08	21.01	21.01																							

KER %	4.96	4.75	3.8	3.19
<p>*The hybrid palm which replacing DxP was projected to produce less KER.</p>				
<p>Below is the projection of its 5-year business plan. The following points have been established:</p>				
<ol style="list-style-type: none"> 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 				
<p>Financial Indicators Ebitda in millions. Gross margin: in millions. Net margin: in millions Financial indicators: Ebitda in millions. Gross profit: in millions. Net profit: in millions.</p>				
<p>An executive summary of the business plan is prepared and its indicators are reviewed in meetings with senior management on a monthly basis at a management meeting.</p>				
<p>Valentina Lauda SAS Business plan :</p>				
<p>Set up for four years (2022-2023) it contains a balance sheet, income statement, cash flow, balance sheet of the plantations, projections of the RFF FFB and its financial indicators among them:</p>				
<p>Strategic Tonnes RFF to Produce 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. Profitability Equity = UAI / Equity. Profitability Active after Taxes = UODI / Operating Assets. Indebtedness Debt Coverage = (Net Debt/EBITDA).</p>				

	<p>RFF Sales Price Vs Cost of Production</p> <p>Annual income from palm cultivation/ TON RFF produced.</p> <p>Annual Executed Expenditure on palm cultivation/ TON RFF produced.</p> <p>Profit - Difference between Income and Expenditure.</p> <p>Actual tonnes RFF produced.</p> <p>Tonnes of FFR produced/Estimated FFR tonnes.</p> <p>Production Projection is established.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Projection Production Tons</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>766,3</td> </tr> <tr> <td>2023</td> <td>641,4</td> </tr> <tr> <td>2024</td> <td>764,8</td> </tr> <tr> <td>2025</td> <td>844,3</td> </tr> <tr> <td>2025</td> <td>1.368,0</td> </tr> <tr> <td>2026</td> <td>1.427,2</td> </tr> </tbody> </table> <p>There is evidence of a significant impact on the financial aspect of the plantation due to the incidence of diseases and disturbances that are of economic interest to the plantation, so that the projected impact by 2024 is estimated at 10.69% of the affected palms in production, However, it should be taken into account that during the second half of the year 2022 the company has been carrying out activities prior to the renewal of initial plantings, and at the same time will initiate activities for the improvement of the productive units by means of the irrigation system, seeking to balance proportionally the yield of ton per hectare, However, due to the homogeneity of the age of the palms present in the plantation and the severity of the incidence of the disease, it is likely that it will not be possible to reach a break-even point, so the organizations will have to resort to loans in order to generate resources to support the renewal schemes for phytosanitary reasons.</p> <p><u>SMALLHOLDERS (CASA BLOQUE, ROSA MERCEDES, LA MAURY, PARAISO, EL CAMPANO Y LA ESTHER, CASA DE BLOQUE 1 Y EL PARAISO).</u></p> <p>A business plan has been presented for each producer in the sample, which contains a similar structure in the information presented under the oil palm production business as described below:</p> <p>STRATEGIC OBJECTIVES</p> <ul style="list-style-type: none"> - To achieve the budgeted future sales targets by generating the necessary resources to meet our commitments necessary resources to meet our commitments without affecting the normal course of our operations. normal course of our operations. -Maintain and improve every day the timely fulfilment, the quality of our product that will product that allows us to maintain our relationships in the palm market. the palm markets. -To obtain a degree of satisfaction and trust that allows us to maintain a good image in the palm sector. image in the palm sector. 	Year	Projection Production Tons	2022	766,3	2023	641,4	2024	764,8	2025	844,3	2025	1.368,0	2026	1.427,2	
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2026	1.427,2															

ANALYSIS OF FACTORS IN THE SECTOR.

- Heart rot, as a factor that initially reduced production and later led to the disappearance of the crop. and later disappearance of the crop.
- Technification of crops with good agricultural practices.
- Sustaining the annual production of the oil palm FFB, trying to achieve the best annual production obtained to achieve the best annual production obtained so far, as an initial goal. initial goal.
- Environmental sustainability in the production processes used.
- Competitiveness in the palm sector.
- Maintain product certification.

A DOFA matrix was planned with external agents (OPPORTUNITIES THREATS) and internal agents (WEAKNESSES STRENGTHS). An estimated projection for the next 3 years is presented.

CASA DE BLOQUE FARM

Lot	2023/ Ton	2024/ Ton	2025/ Ton
5	75	60	59
6B	160	157	130
6A	149	147	132
2	78	69	80
Total	462	433	401

CASA DE BLOQUE 1

Lot	2023/ Ton	2024/ Ton	2025/ Ton
5b	59	54	48
8A	155	85	67
8B	140	81	110
9	78	63	80
Total	432	283	305

ROSA MERCEDES FARM

Lot	2023/ Ton	2024/ Ton	2025/ Ton
1	35	10	0
Total	35	10	0

LA MAURY FARM

Lot	2023/ Ton	2024/ Ton	2025/ Ton
1	110	95	90
Total	110	95	90

PARAISO FARM

Lot	2023/ Ton	2024/ Ton	2025/ Ton

			Ton	Ton	Ton		
		1	157	155	150		
		Total	157	155	150		
	<u>EL CAMPANO Y LA ESTHER</u>						
		Lot	2023/ Ton	2024/ Ton	2025/ Ton		
		1	32	4	0		
		Total	32	4	0		
	<u>PARAISO FARM</u>						
		Lot	2023/ Ton	2024/ Ton	2025/ Ton		
		1	145	141	140		
		Total	145	141	140		
	<p>The projected tonnage for the next 4 years is estimated based on the year 2022.</p> <p>These are also sighted components in the business plan. Projection of income and cost of the main risk Palm FFB produced. Projected price Total income from FFB sold. Crop Maintenance Crop Establishment Harvesting Transport Nutrition and fertilization. Phytosanitary management Financial obligations total, outgoings cash flow (total income - total expenditure)</p> <p>A table has been drawn up to calculate the cost of production per tonne and kg 2023.</p>						
3.1.2	<p>The Daabon Group has developed a CTC renovation program 2010-2028 in which the areas in the process of renovation have been updated. On this occasion, the La María estate has been included with areas of production older than 18 years of sowing, with a total of 608 hectares which corresponds to 69% of the areas planted for this plantation Tequendama are annexed to Tequendama it is necessary to annex them within the renewal program and as a criterion for renewal of these areas applies the affectation by the disease Chlorotic Leaf Bud Rot (PCHC) There are several evaluation criteria to make the decision to renew these areas which can be established in the following parameters:</p> <p>1. Low yields in production, yields below 15 ton/Ha.</p>						Yes

2. Height of the palm.
3. Eradication rates higher than 10% with respect to initial plantings, eradication caused by disease management, elimination of unproductive palms or death due to lightning strikes.
4. Materials with low oil extraction.
5. Palm deformation because of bottlenecks.
6. Renewal due to disease affection (PCHC).

Data on the cost of renovation is available and it is planned that in 2023 a first phase corresponding to 53.7 hectares on the Tequendama farm, a second phase corresponding to 30.9 hectares on the Gavilán II farm and a third phase of 105 hectares on farms in the group will be renovated. This was done with hybrid materials, the only ones with tolerance to the PC disease.

The planting program was documented for the region of Aracataca, Reten, Ariguani, Cesar. Modified by Mr. Oscar Salamanca, Production Manager and endorsed by the president of the organizations.

Tequendama Plantation: Hybrid planting 2021-2022. This table shows the current implementation.

Lot	Área (Ha)	Lot	Área (Ha)
10B	9.7	1A	13.46
11B	11.8	2A	12.66
12B	6	3A	15.83
17B	13.9	4A	13.94
18B	11.1	5A	10.98
19B	8.2	6A	8.99
20B	8.1	7A	9.62
21B	15	8A	6.78
1C	11.2	9A	4.38
2C	7	10A	8.80
3C	8.4	-	
4C	11	-	
5C	10.6	-	
Total	132	Total	105.44

Second phase of renovation of section B Tequendama, Area under renovation due to PC affectation.

Lot	replanting	Material	Area	Year of renewal
1B	2021	Guineens is resistant PC	7.6	2023
2B	2021	Hybrid	14.4	2023

3B	2021	Hybrid	9.2	2023
4B	2021	Hybrid	10.9	2023

Gavilán II estate is planned to:

Year	Área (Ha)	Implemented
2021	56.47	yes
2022	178.03	yes
2023	88	yes
2024	59.17	Pending
2024	63.91	Pending
Total	445.58	

Gavilán estate is planned:

Year	Area	Implemented
2022	70.44	yes
2023	50.03	yes
2024	83.11	Pending
Pendiente	571.54	Pending
Total	775.12	

The Ariguani estate and the Mercedes estate will be replanted in Tequendama, Gavilán and Gavilán II plantations, in addition to the low incidence of the disease bud rot (PC).

ARIGUANI ESTATE

Lot	Planting	Material to Renew	Area
AL01L	2024	Hybrid	12.8
AL02L	2024	Hybrid	13,4
AL03L	2024	Hybrid	13.8
AL04L	2024	Hybrid	7.9
AL05L	2024	Hybrid	12.6
AL06L	2024	Hybrid	7.9
AL07L	2024	Hybrid	9.5
AL08L	2024	Hybrid	10.6
AL09L	2025	Hybrid	12.8
AL10L	2025	Hybrid	15.2
AL11L	2025	Hybrid	13.5
AL12L	2025	Hybrid	15.4
AL13L	2025	Hybrid	11.2
AL14L	2025	Hybrid	8.2
AL15L	2026	Hybrid	18.2
AL16L	2026	Hybrid	6.4
AL17L	2026	Hybrid	10.1
AL18L	2026	Hybrid	11.9

OUTGROWER VALENTINA LAUDA S.A.S

It is evident that the renovation plan for the year 2021-2023 establishes the implementation of reseeded for plots affected by PC and taking into account the availability of Hybrid seed as an alternative to face the PYC disease:

Lot	Area	Implemente d
7	6.6	Yes
8	6.4	Yes
10	2.12	Yes
11	7.0	Yes
Total	15.1	

The strategy stipulated is the renewal to future of lots with more than 25% of the disease PC and according to the availability of hybrid seed.

SMALLHOLDERS FARMERS (EL CAMPANO Y LA ESTHER ROSA MERCEDES, LA MAURY, EL PARAÍSO, EL PARAÍSO/3, CASA DE BLOQUE, CASA DE BLOQUE1).

A document has been presented called the renovation plan for the strategic alliances division. This plan stipulates renewals based on criteria of age and height of the planting material and as the bud rot disease increases and the decrease in ton/ha production, as well as the availability of hybrid seed material to initiate the renewal process in the plantation.

The eradication of palms has been planned according to organic criteria, which require the mechanical eradication of the palms. The method of chopped and scattered soil is the one that best meets the organic criteria established in the Alianzas plantations, as it disposes of the residues of the eradicated palms in a final and definitive manner, preventing the proliferation of pests. The method uses a backhoe machine fitted with a bucket-shaped blade, which cuts the palm spit into 10 cm thick pieces, distributing them over the surface of the soil.

It cuts the palm stipe into 10 cm thick pieces and spreads them over the surface of the soil. To help the decomposition of the pieces of stipe, the antagonistic fungus *Trichoderma*, produced in the entomopathogenic laboratory of POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS, will be applied. In addition, soil preparation and preparation, planting of leguminous cover crops and nectar plants, planting of the palm and construction of irrigation ponds will be carried out.

A schedule of plantations to be renewed has been drawn up as follows:

estate	Planting Material	Area / Ha	Year	Total, Planting
Casa de Bloque	Híbrido Coarí x Lamé	4.3	2023	500

	<table border="1"> <tr> <td>Casa de bloque 1</td> <td>Híbrido Coarí x Lamé</td> <td>2.2</td> <td>2023</td> <td>252</td> </tr> <tr> <td>Rosa Mercedes</td> <td>Híbrido Coarí x Lamé</td> <td>8</td> <td>2024</td> <td>928</td> </tr> <tr> <td>El Campano y La Esther</td> <td>Híbrido Coarí x Lamé</td> <td>6</td> <td>2024</td> <td>696</td> </tr> </table>	Casa de bloque 1	Híbrido Coarí x Lamé	2.2	2023	252	Rosa Mercedes	Híbrido Coarí x Lamé	8	2024	928	El Campano y La Esther	Híbrido Coarí x Lamé	6	2024	696	
Casa de bloque 1	Híbrido Coarí x Lamé	2.2	2023	252													
Rosa Mercedes	Híbrido Coarí x Lamé	8	2024	928													
El Campano y La Esther	Híbrido Coarí x Lamé	6	2024	696													
3.1.3	<p>The certification unit carries out the management review on schedule according to the scale and nature of the activities undertaken in compliance with that 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 18 January 2023. (Reference document: Minutes of management review 2022 environmental sustainability - SST crops and extractor). This was attended by 10 people. Some of the points discussed during the management review are as follows:</p> <ul style="list-style-type: none"> -Commitments -Stakeholder feedback. -Human management reports OSH management system review -Agricultural presentation. -Agricultural presentation. -Internal audit results and corrective actions. -Corrective actions. -Environmental and social performance: based on regular air and water quality testing, there are no parameters exceeding the threshold. -Health and safety performance in relation to LTIFR reduction. -Follow-up actions from the last management review in relation to non-conformities identified during the audit. <p>Indicators of agronomic processes and extraction plant were also include in the review. Follow-up actions are established for the concluded and required issues.</p> <p>The project has submitted the reports of the results of the internal audit for PYC with a total of 6 findings and their action plans.</p>	Yes															
3.2.1 (C)	<p>The management has established a continuous improvement plan and implemented it, based on the consideration of the main social and environmental impacts and opportunities of the certification unit (Ref. Doc.: CONTINUOUS IMPROVEMENT OF PROCESSES POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. Version: 01 2023). The plan must be approved by - Director of Sustainability. Plans such as:</p> <p>To carry out identification of areas susceptible to implement continuous improvement plans in the plantations of the complex. Tequendama and the oil Mill plant C.I Tequendama.</p> <p>Within the activities carried out in the cultivation and extraction process of the African oil palm, cross-cutting factors were identified that require the African oil palm, cross-cutting factors were identified that require</p>	Yes															

	<p>special attention, as they are subject to pressures that can generate negative impacts. special attention as there are pressures on them that can generate negative impacts, the factors that were considered to implement continuous improvement were:</p> <ul style="list-style-type: none"> -Quality and availability of surface water: water is one of the essential resources for the development of this economic activity, so special management of the resource is necessary to guarantee its availability and quality. - Soil management: aspects such as typology, classification, erosion processes, compaction and fertility must be considered, erosion processes, compaction and fertility. <p>1. Improvement activities: watershed protection.</p> <ul style="list-style-type: none"> -Identify buffer strips of water bodies needing intervention in the plantation. -A reforestation or recovery program is formulated for the protection zone of water bodies to protect soil, water and maintain ecological relationships between existing fauna and flora, taking into account native tree species in need of conservation. <p>The aim is to protect the soil, water and maintain ecological relations between existing fauna and flora, considering native tree species that need to be conserved.</p> <ul style="list-style-type: none"> -The nursery of native species on the Tequendama complex's own farms will serve as an input for the reforestation and recovery of the water roundabout. <p>2. Improvement activities: solid waste management.</p> <ul style="list-style-type: none"> -Training on solid waste management for all staff, especially general services staff, is being developed. -Permanent monitoring of the state of the ecological points. -The implementation of cleaning days by the workers, to keep the causes free of waste. -Improve the storage of waste in the company by adapting the warehouses and waste storage facilities and ensure that solid waste is collected in a timely manner by the waste managers. <p>3. Improvement activities: Management of domestic and non-domestic wastewater.</p> <ul style="list-style-type: none"> -The general services area includes in its maintenance schedules the constant revision of the wastewater conduction system. -Monitor the efficiency of treatment of domestic and non-domestic wastewater 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. <p>4. Cultivation: Improve the type of cover in renovation sectors.</p> <ul style="list-style-type: none"> - Implement the use of rolo equipment to maintain cover where there is currently leguminous cover to facilitate its development. <p>where there is currently leguminous cover to facilitate its development, the weed cutter will be used where there is a population of grasses, and it is also possible to use the rolo in these sectors.</p>	
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	<p>-Initiate control and awareness raising with external livestock owners to reduce the presence of livestock in the renovation sectors.</p> <p>Greenhouse gas (GHG) emissions: GHG-generating activities should be considered, and the carbon footprint should be monitored on an annual basis.</p> <p>.</p> <p>5. Crop-Decreasing the use of agrochemicals. - Natural pollen collection points are made so that they can be applied to the hybrid palms.</p> <p>5. Cultivation - Machinery and Storage of fuels. -Develop with the area of occupational health and safety a safe procedure for the transport and temporary storage of fuels such as petrol in the planting activity. -Develop with the maintenance area chronograms for the maintenance of machinery and equipment that may develop possible fuel and motor oil leaks.</p> <p><u>TEQUENDAMA POM</u></p> <p>Solid waste management at the extraction plant. -Develop training courses on solid waste management for all staff, especially general services, and contractors. All personnel, especially general services personnel, and contractors. -Acquire ecological points and place them strategically in the places where most waste is generated. generation. -Promote the implementation of cleaning days by workers, promote cleaning days by workers to keep the different areas of the company clean. -Improve the storage of waste in the company by adapting the waste collection centre Improve the storage of waste in the company by adapting the waste collection centre with spillage control kits.</p> <p>2. Management of domestic and non-domestic wastewater. -Carry out septic tank suction of domestic wastewater. -Optimise the company's domestic wastewater treatment system in accordance with the criteria established by current regulations.</p> <p>3. Steam generation boilers of the extraction plant. Improvement activities. -Comply with the environmental compliance plan of Res. 909 of 2008 established by the company. company. -Monitor the operating variables that contribute to good combustion, variables such as temperature, pressure, oxygen and others. Generate good mixtures of by-products for a better quality of fuel for the reduction of unburned fuels, and the consumption should be measured and GHG emissions measured with the help of the PalmGHG Calculator tool. Isokinetic studies should also be carried out to monitor the system.</p> <p>4. GHG EMISSIONS Improvement activities. -Pass the collected data through the PalmGHG calculator.</p> <p>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 transport and temporary storage of fuels.</p>	
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	<p>-Develop, together with the maintenance area, maintenance schedules for machinery and equipment that may develop possible fuel and engine oil leaks.</p> <p>-Carry out training for operators who handle fuels and carry out mechanical work on the handling of fuels, greases, and oils.</p> <p>-Train warehouse managers in the safe storage and handling of flammable and toxic products.</p> <p>of flammable, toxic, corrosive and other products that are stored in this area.</p> <p>The environmental management reports for the months of June, May, April and March 2023 have been verified, which include the monitoring of improvement activities and their performance and compliance indicators, such as:</p> <p>Report May 2023 Scope Palm oil plant (Extraction plant)</p> <p><u>POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. PALM CULTIVATION.</u></p> <p>- Cultivation of Alianzas Tequendama S.A.S. Environmental indicators of fuel consumption. Indicators of water consumption for irrigation and industrial activities.</p> <p>In the month of May, the compliance and organization of the extraction plant was evidenced, such as the maintenance of grease traps, cleaning of workshops, lockers and due maintenance of the grease traps, cleaning of the workshop areas, lockers and the proper functioning of the operation of the collection point.</p> <p>-The final disposal of waste located at the collection point was carried out. -Request for environmental signage for waste collection points was made. -Report of inspection tours and qualification of order and cleanliness and good OSH practices, which reported the shortcomings and helped to identify and improve water leaks and unsafe conditions within the extraction plant. -Inspection and qualification tours of order and cleanliness and good practices were carried out. OSH. -Training on integrated solid waste management and correct disposal of hazardous waste was carried out. and the cleaning schedule for maintenance personnel in the workshop and welding area. in the workshop and welding area. -Waste and metal waste collection days have been held in the scrap metal area, although a small amount is still missing. A small part of the area is still missing in order to prepare the area. -Signposting and adaptation of the cluster storage area was carried out.</p> <p>For the month of June:</p> <p>- Installation of environmental signage at the extraction plant. - Support and accompaniment in RSPO POIG audits and carbon credits. - Installation of a STAR (wastewater treatment system) banner.</p>	
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	<ul style="list-style-type: none"> - Installation of toilets in men's toilets. -Complete collection of rubbish in scrap metal areas in order to begin to adapt to the area. -Start making base for 2000 lt tank for drinking water plant. -Completion of sewage manhole covers outside the restroom and around the casino. <p><u>ARIGUANÍ FARM</u> The following activities were carried out in May at the Las Mercedes farm: -Sending agrochemical containers to participate in the CORPAMAG collection day at the La María farm. -Installation of a 1000 litre IBC tank for the collection of hazardous waste.</p> <p>Established for June: - Water efficiency and water saving training. - Request for groundwater samples to be collected for the Finca Tequendama drinking water plant. Finca Tequendama drinking water plant. -Request for collection of hazardous waste with special service provider. - Establishment of a nursery for species native to the region. native species of the region.</p> <p>The above is supported by a photographic record and completed forms of the activities.</p>	
3.2.2	<p>Annual reports are submitted to the RSPO Secretariat using the RSPO metrics template as part of the monitoring and continuous improvement process.</p> <ol style="list-style-type: none"> 1. The project was sent for review prior to the audit the format RSPO Metric V 2.1. This contains information on the mill and the units of the project scope. 2. The information filled out in the template is complete and in accordance with the reality of the project, which has been verified during the audit. The latest version of the RSPO metric template Ver 2.1 has been used. <p>The sample was taken as follows:</p> <p>Total area of production (ha) for certified farm(s) = 2697 Total certified area (ha) for certified farm(s) = 8072 Area of high conservation value (ha)= 274</p> <p>Number of non-young workers in the thousand = 175 Number of accidents with sick leave = 8 Total hours worked = 405131}}}</p> <p><u>TEQUENDAMA FARM</u> Production area (ha) 492</p> <p>FFB production (MT) 7,595 - 10025</p>	Yes

	<p>Yield/productivity of the land (MT of FFB per ha of production area) 15.44 - 20.38 Number of non-young workers on farm = 180</p> <p>Number of accidents with sick leave = 5 Total hours worked = 45996</p> <p><u>ARIGUANI FARM</u></p> <p>Production area (ha)= 824,1 FFB production (MT) 22,555 - 20426 Yield/Productivity of the land (MT of FFB per ha of production area) 27.37 - 24.79</p> <p>Number of non-young workers on the farm96</p> <p>Number of accidents with sick leave 4 Total hours worked 37842</p> <p><u>GAVILAN I FARM</u></p> <p>Production area (ha) 582 FFB production (MT) 16,294 - 11676 Yield/Productivity of the land (MT of FFB per ha of production area) 28.00 - 20.06 Number of non-young workers on the farm91 Number of accidents with sick leave 12 Total hours worked 40248</p> <p><u>GAVILAN II FARM</u></p> <p>Production area (ha) 106.4 FFB production (MT) 6,919 - 3761 Yield/Productivity of the land (MT of FFB per ha of production area) 65.03 35.35 Number of non-young workers on the farm 52 Number of accidents with sick leave 5 Total hours worked 15040</p> <p><u>LAS MERCEDES FARM</u></p> <p>Production area (ha) 328.7 FFB production (MT) 5,764 6384 Yield/Productivity of the land (MT of FFB per ha of production area) 17.54 19.42 Number of non-young workers on the farm 64</p>	
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	<p>Number of accidents with sick leave 8 Total hours worked 25178</p> <p><u>ASOPLATHECA</u> Production area (ha) 38 FFB production (MT) 289 72.33 Yield/productivity of land (MT of FFB per ha of production area) 7.61 1.90 Number of non-young workers on the farm 0 Number of accidents with sick leave 0 Total hours worked 18422.</p> <p><u>PALM GROWER ALLIES</u> Production area (ha) 325.4 FFB production (MT) 5,607 3995 Yield/productivity of the farm (MT of FFB per ha of production area) 17.23 12.28 Number of non-young workers on the farm 58 Number of accidents with sick leave 0 Total hours worked 20485</p>	
<p>3.3.1 (C)</p>	<p>All activities and/or processes are described in the management and production manual for organic palm plantations - DAABON group 2020/2022.</p> <p>The document includes:</p> <ul style="list-style-type: none"> *Human talent *Finance *Processes *Labour capacity * GIS project * Crop management * Harvesting and collection * Pruning * Crop maintenance. * Sowing on final site. * Composting process. *Plant health. *Plant nutrition. * Irrigation and drainage. * Infrastructure and civil works. *Topography. <p>Procedures:</p> <ul style="list-style-type: none"> - Procedures and Internal Assurance Manual (Chain of Custody for RSPO / ISCC / Rainforest Organic and Natural certified products (August-2020). - Extraction process of crude palm oil, RSPO RA and Natural organic palm kernel oil. - Flow chart, mass balance, traceability information (Purchase of raw materials RFF, Kernel, CPO and PKO as RSPO -ISCC certified). <p>All standard operating procedures are documented and written in English, easy to understand and accessible to all easy to understand and accessible to all people.</p>	<p>Yes</p>

	<p>The instructions describe: Scope, Objective, Definitions and References, Provisions, Provisions, Actions and Methods, Actions and Methods, Actions and Provisions, Actions and Methods, Expected Results and Safety and Environmental Considerations.</p> <p>Safety and Environmental Considerations; Documents available at the offices during the audit.</p> <p>the audit.</p> <p>Small Producers: There is evidence of a standard operating procedures manual that sets out all procedures or activities that are to be carried out by the company.</p> <p>procedures or activities that are carried out on smallholder plantations. smallholder plantations. This manual is managed by POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. Some of the documents are available during the audit.</p> <p>S.A.S. Some of the activities covered are Fertilization, PC-HC, Management Procedure and Pruning.</p> <p>Management and Pruning Procedure.</p> <p><u>OUTGROWER FINCA VALENTINA -LAUDA S.A.S</u></p> <p>The unit has the document Management Plan for Organic Production (PMO) this has the following procedures:</p> <p>Sowing</p> <p>Crop establishment</p> <p>1.4 Maintenance</p> <p>1.4.1 Management of weed plants.</p> <p>1.4.2 Maintenance pruning</p> <p>1.4.2.1. Maintenance pruning in young palms.</p> <p>1.4.2.2 Maintenance pruning on adult palm 1.4.2.3.</p> <p>1.5 Fertilization</p> <p>1.5.1.6 Compost</p> <p>1.5.1.7 Use of organic matter 1.6.</p> <p>1.6 Irrigation and drainage</p> <p>2. Harvesting Processes</p> <p>2.3.1 Cutting</p> <p>2.3.2 Harvesting of FFB</p> <p>3. Inputs used</p> <p>4. Documents to monitor production processes</p> <p>5. Traceability</p> <p><u>OUTGROWER - AGROPECUARIA MARAÑON S.A.S. FINCA MONTEVIDEO - FINCA MARAÑON BUENAVENTURA AND SMALLHOLDERS FARMERS (SAN ANDRÉS, EL AMPARO, EL BARZAL, ALICANTE, ALICANTE 1, LA SOLITA, CASA DE BOQUE, CASA DE BLOQUE 1, MONTEVIDEO, MONTEVIDEO, MONTEVIDEO 1, VILLA NAIZ AND LA GLORIA).</u></p> <p>A document called Plan de Manejo Orgánicos - Practice y procedimiento de producción (Organic Management Plan - Practice and production procedure) is evidenced, which contains all the operational procedures for the cultivation tasks such as: Sowing, Crop Establishment, Maintenance, Fertilization, Irrigation and Drainage, Harvesting Process.</p>	
3.3.2	All activities and/or processes are described in the management and production manual for organic palm plantations - DAABON group 2020/2022. Field audits are carried out by the alliance department, which	Yes

	<p>has an internal auditor and randomly reviews activities such as fertilization, replanting, harvesting and others.</p> <p>Valentina-Lauda S.A. as a mechanism the unit has a work supervisor who verifies in the field activities such as harvesting, pruning, etc.</p> <p><u>OUTGROWER - AGROPECUARIA MARAÑON S.A.S FINCA MONTEVIDEO - FINCA MARAÑON BUENAVENTURA AND SMALLHOLDERS FARMERS (SAN ANDRÉS, EL AMPARO, EL BARZAL, ALICANTE, ALICANTE 1, LA SOLITA, CASA DE BOQUE, CASA DE BLOQUE 1, MONTEVIDEO, MONTEVIDEO 1, VILLA NAIZ AND LA GLORIA).</u></p> <p>There is evidence of a document called Organic Management Plan - Practice and production procedure which stipulates as a mechanism for compliance and implementation of the procedures is carried out through the following monitoring documents in the production processes: Plan of the plantation, control visits, field notebooks, production records, transport cleaning records, dispatch remittances, purchase or invoice files, scale report.</p>	
3.3.3	<p>The requirements of the RSPO, Rainforest Alliance and organic standards are carried out to evaluate compliance with the procedures defined by the company.</p> <p>Record of corrective actions is corroborated: Technical visit in July 2021. It is recommended to change the bait in the traps (pest control) and to continue with the cleaning between lines, delay in the "silvering" work. Action plan, the recommendation is left to the producer to update the works. On 4 September 2022, a technical visit was made again, and it was observed that the works are in progress.</p> <p>The monitoring carried out and the corrective actions are recorded in the document "Extraction plant tours". On 16/10/2022 non-compliance in the particulate matter reduction parameters was observed during monitoring, a corrective action was carried out on 16/10/2021 in the cyclone boiler system.</p> <p>In the extraction plant there was evidence of poor solid waste disposal in front of the workshop, corrective action on 17/12/2022 to clean the workshop facilities.</p> <p>The "maintenance and infrastructure schedule" document define the dates (19-10-2021), equipment (boiler 2), reason (leakage correction), responsible party (B. Escorcia) and activity fulfilment (completed).</p> <p><u>OUTGROWER VALENTINA -LAUDA S.A.S.</u> Technical Assistance Visit format is evidenced. See 01 used to carry out the tasks of evaluating compliance with the planting procedure.</p> <p>It is evident that there are discharge processes for operators who are repeat offenders in poor execution of maintenance work in the case of post-harvest work carried out on 04 July 2023 and notified by the work supervisor. There is a letter addressed to the operator of the evaluation and warning.</p>	Yes

	<p><u>SMALLHOLDERS - (PARAISO, EL AMPARO Y ESTHER, CASA DE BOQUE, CASA DE BLOQUE 1.</u></p> <p>POPM - EXTRACTOR TEQUENDAMA - OWN FARMS carries out a follow-up visit in order to corroborate compliance with procedures and corrective actions:</p> <p>The Technical Assistance Visit format has been established. See 01. 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 and cleaning of canals), harvesting (harvest cycle, collection of loose FFB, estimated monthly production) and soil and fertilization (registration and dosage). On 01 January 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 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 forms for captures by traps. Continue with pruning, maintaining cycles of 6 to 8 months, to conserve the number of bunches 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 organic matter in the soil.</p> <p>La Maury farm was visited on 18-07-2023 and the following observations were made Diseases: Disease censuses should be carried out monthly, for the timely detection of diseased palms in their initial stages and to carry out the corresponding treatments. It is also suggested to eradicate the diseased palm to lower the inoculum pressure and prevent it from affecting other palms.</p> <p>Rynchophorus traps: It is important to keep checking the trap and changing the plant bait every 15 days. Likewise, the pheromone should be changed every 3 months and the insect capture form per trap should be filled out at each revision.</p> <p>Mechanical cleaning of the harvest area: Plating should be done manually or mechanically, in order to preserve beneficial micro-organisms in the soil. Cycles of 45 to 60 days should be used to facilitate the harvesting of loose FFB and to avoid FFB loss.</p> <p>Paraiso farm was visited on 10-06-2023 and the following observations were made:</p> <p>Report of diseases: to program with the census of diseases, considering that the increase in the cases of pc continues, this information can help us to know the sanitary state of the plantation.</p> <p>-Rynchophorus capture traps: It is suggested to keep the R. palmarum capture traps active.</p> <p>-Irrigation and drainage: programme irrigation cycles considering the end of the rainy season and the availability of water, and programme adjustments to drainage channels to avoid excess humidity.</p>	
3.4.1 (C)	<p>There is no planting and new operation, however, a document called Social Impact Study CI. Tequendama updated 2023. This is updated every two years to review possible impacts of agricultural and oil extraction activities on the populations surrounding these production units. The diagnostic tools used are applied to the same actors in the areas of</p>	Yes

	<p>influence in the departments of Magdalena, Cesar and La Guajira. It contains.</p> <p>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 the updating of the Social Impact Study took place in the municipalities of El Retén (450 people surveyed), Aracataca (342 persons), El Copey (152 persons), Algarrobo (61 persons) and Riohacha (144 persons).</p> <p>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 above-mentioned municipalities, workers and suppliers of goods and services, and suppliers of fresh FFB. workers and suppliers of goods and services, and suppliers of fresh FFB and vegetables.</p> <p>A fact sheet of the community surveys has been documented, respondent number 1149. The report covers the following social impacts of the company's activities.</p> <p>Do you think Tequendama has been a good company for the region? - In the last two years, because of decisions or activities developed by Tequendama, has the community had to abandon traditional activities such as agriculture, fishing, FFB gathering or other materials? -Do you think that Tequendama's activities affect the environment? - Have you informed the company about the situation that affects or has affected your community? -Have you or any member of your family worked at Tequendama? - In the last two years have you or any member of your community had any difficulties with any of Tequendama's farms, even if only to a minor extent? - In the last two years, because of any activity developed by Tequendama, have you or your community lost access to land, roads, beaches or water sources or any other resource? -Of the following rights, which one do you think Tequendama is missing? Right to life, liberty, and security of person; Right to individual and collective property; Right to equal pay for equal work; Right not to be held in slavery or servitude; Right not to be arbitrarily arrested, imprisoned, or exiled; Right to freedom of peaceful assembly and association; Right to work; Right to satisfactory pay; Right to form trade unions; Right to rest and holidays with pay. - In the last two years, because of any activity carried out by Tequendama, have you or your community noticed: Increased noise from FFB transport; increased vehicle accidents; grey water discharges; offensive odours; decrease in water for irrigation; water pollution; particle emissions, Other Which? - In the last two years, as a result of Tequendama's existence, have you or your community noticed a decrease in food availability? - Which of these expressions do you or your community associate Tequendama with? A company that intimidates its neighbours; a company where many people want to work; a company that mistreats its workers;</p>	
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	<p>a company that does not pay on time; a company that does not pay on time; None: Other.</p> <p>-Are there any initiatives (projects) or difficulties that the community would like us to participate in or contribute to solving?</p> <p>The company has held three community workshops as follows: MUNICIPALITY ARACATACA Participación communities: Veredas: Sampuecito, Villa María, El Rubí, La Bogotana. Corregimiento: La Colombia, Sampués and Buenos Aires. Buenos Aires. Neighbourhood: San Marcos - MUNICIPALITY OF RETÉN Participating communities: Neighbourhood: La Ina, Las palmas, Villa Rosa 1 and Barrio. Centro. Educational Institutions: Roque de los Ríos and Euclides Lizarazo - MUNICIPALITY OF ALGARROBO Village: La loma del Bálsamo - MUNICIPALITY OF COPEY Corregimiento: Caracolito.</p> <p>Presentation of Tequendama's activities - Palm kernel cake extraction: -Palm kernel oil extraction -Palm kernel oil extraction -Palm oil extraction -Crop irrigation -Waste water management Fertilizer preparation and soil management - Pest management and control - Pest management and control - FFB harvesting - Transport of oil and palm FFB.</p> <p>At the end of the study, a table of IDENTIFICATION OF IMPACTS / ACTIVITIES for each actor.</p> <p>Suppliers a technical sheet of the survey is presented as follows: it contains a total of 10 questions related to their experience as a supplier, social and commercial issues, PQRS, impact, family situation, RSPO certification and improvement activities.</p> <p>Workers a technical sheet of the survey is presented as follows. A total of twelve covering aspects of their work environment, family, health and prosperity.</p> <p>In the environmental part, the Environmental Management Plan POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. Palm oil extraction plant, Aracataca, Magdalena 2023, version 03, has been established. This document contemplates the identification of environmental impacts in an objective and quantitative manner. An Environmental Impact Identification Matrix has been prepared.</p>	
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	<p>In the different factors such as:</p> <p>Impact ratio for the extraction plant, including all its crude palm oil extraction processes.</p> <p>The identification of environmental impacts is related to the main stages, processes or activities for palm oil extraction. Stages such as:</p> <p>FFB unloading, sterilization, defrutation, pressing, sedimentation, sieving, clarification, centrifugation. Activities such as: Steam generation, plant maintenance, loss and quality control, solid waste generation, wastewater treatment system, cogeneration.</p> <p>The quantitative assessment between the different environmental factors such as: Environmental Quality CA (positive or negative), Intensity (IN), Extent (EX), Momentum (MO), Persistence (PE), Recovery (MC), Reversibility (RV), Accumulation (AC), Cause-effect (EF) and Perioicity (PE). To identify the impact significance assessment. And, to classify it between: Critical, Severe, Moderate and Irrelevant.</p> <p>The environmental aspects have been carried out together with the stakeholders in order to estimate the assessment of the positive and negative impacts generated by the organization, in a participatory manner with its stakeholders.</p> <p>Results Highest Impact Activities: Sterilization Centrifugation Pressing Steam generation Plant Maintenance Solid Waste Generation Wastewater (STAR).</p> <p>Results of environmental aspects with the greatest impact.</p>			
	Aspecto	Factor	Character	Status
	Soil	Quality	Negative	MODERATE
	Contamination	Negative		MODERATE
	Water	Availability and Quality	Negative	MODERATE
	Air	Quality (GHG and Particulate Matter)	Negative	MODERATE
	Occupational Noise	Negative		MODERATE
	Socio-Economic	Health and safety	Positive	MODERATE
	Jobs	Positive		SEVERE
	Business Development	Positive		SEVERE
	Environmental Management Plan for farms			

	<p>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 interrelation between the ASPI and the FARI, from which a change in a certain factor is obtained, which implies deterioration, improvement, reduction, increase, etc.</p> <p>The matrix makes it possible to identify the effects of the project to subsequently obtain an assessment of these effects. The identification of the environmental impacts is considered 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 analysed for the identification of impacts are the following:</p> <ul style="list-style-type: none"> • Establishment phase: <ul style="list-style-type: none"> ✓ Land suitability ✓ Planting ✓ Adequacy of roads • Maintenance phase <ul style="list-style-type: none"> ✓ Irrigation and drainage ✓ Fertilization ✓ Pest and disease control • Production <ul style="list-style-type: none"> ✓ Cluster cutting and harvesting cycles ✓ Renewal of plantations 	
3.4.2	<p>There is no new planting and new operation, therefore does not require an independent ESIA, however, a document called Social Management Plan 2023-2025, prepared by Ms. Amparo Jiménez (Social Management Coordinator), was evidenced. This document regulates the related objectives, the goals until 2025, the processes and those responsible. It also highlights the participation of stakeholders in the development of the study through surveys, participatory workshops and training. This has been prepared on the basis of the suggestions made by stakeholders, as well as social projects aimed at mitigating the impacts described in the study and taken as a sample:</p> <p>-Promotion and support for entrepreneurship. The objective of this program is to contribute to the creation of competencies for production and entrepreneurship in the families of the workers, lasting two years and responsible for the Tequendama Social Management Area. Promote the development of at least three training processes aimed at creating or strengthening competencies for small and medium-scale production.</p> <ul style="list-style-type: none"> - Encourage the development of at least three processes of training and promotion of good financial habits. - Project "With the cooker lit. <p>Contribute to the food improvement of the neighboring communities and the families of the Tequendama farm workers.</p>	Yes

	<p>-Contribute to the availability of inputs (seeds and fertilizer) and tools for the establishment of vegetable gardens or food production areas in the backyards. Develop a training and awareness-raising process on the production and consumption of garden products. - To carry out a training process on healthy cooking. Duration 2 years, Tequendama Social Management Area. Implemented during 2022.</p> <p>Community Leaflet Bank" project The objective of this is to. -To transfer to the population of the area of influence, the ability to use the digital platform of the DAABON Group and access the job offers of the companies that make it up. -To develop workshops that enable participants to build a resume suitable for selection processes. -Promote the use of the DAABON platform tool to access DAABON Group vacancies. Duration 2 years, Tequendama Social Management Area. This process started in August 2023 and will continue in September with the rest of the communities through training.</p> <p>Within the document "Plan de Manejo Ambiental Extractora POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. Ver 03 del junio 2023. Environmental management measures are established with the aim of preventing, mitigating or correcting the impacts previously identified. For the management of the environmental management plan of the company Tequendama SAS, the environmental management sheets for its implementation in the internal processes of the organization are shown as follows:</p> <p>TYPE SHEET No. 1 MANAGEMENT OF SOLID SUBPRODUCTS). TYPE SHEET No. 2 WASTEWATER MANAGEMENT. TYPE SHEET No. 3 MANAGEMENT AND CONTROL OF EMISSIONS AND NOISE. TYPE SHEET No. 3 SOLID WASTE MANAGEMENT.</p> <p>For the month of June: - Installation of environmental signage at the extraction plant. - Support and accompaniment in RSPO POIG audits and carbon credits. - Installation of a STAR (wastewater treatment system) banner. - Installation of toilets in men's toilets. -Complete collection of rubbish in scrap metal areas in order to begin to adapt to the area. -Start making base for 2000 lt tank for drinking water plant. -Completion of sewage manhole covers outside the restroom and around the casino.</p> <p>ARIGUANÍ FARM The following activities were carried out in May at the Las Mercedes farm: -Sending agrochemical containers to participate in the CORPAMAG collection day at the La María farm. -Installation of a 1000-liter IBC tank for the collection of hazardous waste.</p> <p>Established for June:</p>	
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	<p>-Water efficiency and water saving training. -Request for taking groundwater samples to be collected for the Finca Tequendama drinking water plant. Finca Tequendama drinking water plant. -Request for collection of hazardous waste with special service provider. -Establishment of a nursery for species native to the region. native species of the region.</p>	
<p>3.4.3 (C)</p>	<p>The company possessed a document entitled Social Impact Study CI. Tequendama SAS version 2020. which contains the impacts generated by the organization towards its stakeholders, as well as including the allied farms within a forementioned study, likewise highlighting the participation of stakeholders for the development of the study through surveys, participatory workshops, and training.</p> <p>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 to respond to continuous improvement.</p> <p>There has been evidence of the participatory review with the community of the new social and environmental management sheet for which there have been calls to the communities, educational institutions, representatives of the community presidents JAC (paradise, Villa Rosa 1, Villa Rosa 2, the INA, vereda la bogotana, San Toro neighborhood, vereda puente bomba, verdad Pelechua, barrio Buenos Aires, barrio san marcos, barrio sampues, barrio el Ruby, barrio Sampuesito, barrio villa maría, vereda la Colombia, participation of the communities in the implementation according to the record of attendance control format dated 13/03/2023, 14/01/2023, 15/02/2023, 21/02/2023.</p> <p>The following are examples of checks of the completed activities of the action plan:</p> <ol style="list-style-type: none"> 1. Workshop on socialization of the community life sheet bank held for people from the Aracataca community on Friday 21 Oct /2022. Executed. 2. Workshop on socialization of the Community Life Sheet Bank held for people from the community on Friday 27 October /2022. Executed. 3. In infrastructure maintenance, road maintenance has been carried out in the community of Sampues de Aracataca according to the minutes of 02 March 2022. 4. Activities support for entrepreneurship Dressmaking workshops were held for women workers with the aim of creating a micro-enterprise to produce 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. <p><u>POM - EXTRACTOR TEQUENDAMA</u> The project During the audit, the reports on monitoring and follow-up of various activities were evidenced according to the established technical sheets:</p>	<p>Yes</p>

	<p>Solid waste management, control of atmospheric emissions, control of water sources with the taking of parameters and administrative compliance procedures, management of by-products.</p> <p>The company Tequendama SAS has follow-up and monitoring plans for its implementation in order to evaluate the behavior of environmental param.</p> <p>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, monitoring of water quality, among others. For air resources it has activities such as: -Conducting atmospheric emissions studies for boilers in operation, 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 points 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 correct disposal of hazardous waste and a cleaning schedule for maintenance personnel in the workshop and welding area in May 2023. - Training on RSPO and HCV regulations for the plant's administrative staff March 2023. Training in order and cleanliness and good OSH practices with the 3 operational 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 the entry of domestic animals into the plant March 2023. All verified and in compliance with the reports made by the company Tequendama SAS. on an annual basis. By those responsible for the environmental area.</p>	
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement, and termination are documented and made available to the workers and their representatives.</p> <p>- Selection and Hiring Procedure code T-PR-GH-01 version 2 of 7/13/2022, which describes the methodology to carry out the 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. - Procedure for personnel retirement code T-PR-GH-04 version 2 of 9/6/2022, which contains the methodology for the retirement of workers for different reasons, also the organization has a document called manual of human development policies code T-MN-GH-01 version 7.0 of 24/7/2023, 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.</p> <p><u>OUTGROWER VALENTINA</u> There is evidence of documents called: o Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 dated 12/6/2019.</p>	Yes

	<p>- Termination of contract procedure code GH-PR-05 V2 dated 24/3/2020</p> <p>Which describes the methodology for recruitment, selection, hiring, promotion, retirement, and retirement of personnel. The responsible parties 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 Resources Department: reference verification and document processing. General Management/ Plantation Administration: Approves or disapproves candidate's employment, participates in interview for management positions. Plantation Administration/Human Management Department: Performs entry procedures for the new employee.</p> <p>Plantation Administration/Human Resources Department: Performs 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.</p> <p><u>SMALLHOLDERS</u></p> <p>- 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.</p> <p>The aforementioned procedures are available to employees in the human resources area of each of the organizations, and access to them is through verbal communication with the person in charge of the area,</p>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Selection and hiring procedure code T-PR-GH-01 version 1 of 6/15/2019, which describes the methodology to carry out the recruitment, selection and promotion of personnel. - Hiring procedure code T-PR-GH-02 version 1 of 10/8/2021, which contains the methodology to carry out the recruitment of personnel. - Procedure for personnel retirement code T-PR-GH-04 version 1 of 7/15/2019, which contains the methodology for the retirement of workers for different reasons, likewise the organization has a document called manual of human development policies code T-MN-GH-01 version 4.0 of 12/16/2021, which contains the internal management for people about to retire as described in the policy of pre-pensioners,</p>	Yes

	<p>Likewise, the mentioned procedures have the following records for their implementation, which are managed from the computer platform called DHR.</p> <ul style="list-style-type: none"> - Personnel requisition, - Personal interview - Position description code T-RG-GH-03 V0 of 11/7/2019 - Position Matrix code t-RG-GH-02, V0 of 11/7/2019 - Letter of termination of contract, - Peace of mind, - Labor certificate, - Induction, - Labor contract, - Training plan <p><u>OUTGROWER VALENTINA</u></p> <ul style="list-style-type: none"> - Procedure for recruitment, selection and hiring of new personnel as of 20/7/2023 - Procedure for the withdrawal of personnel from 20/7/2023 <p>Which has the following records for its implementation:</p> <ul style="list-style-type: none"> - Personnel Selection - Personnel Induction - Resume - Confirmation of References - Peace of mind - Certificate of handover of position <p>SMALLHOLDERS</p> <ul style="list-style-type: none"> - 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 of the farm. <p>It includes the following records for its implementation.</p> <ul style="list-style-type: none"> - Resume. - Labor contract. <p>A sample of 25 of the workers who have joined the organization was taken as a sample, complying with the aforementioned procedures, as a sample of their correct implementation.</p>	
3.6.1 (C)	<p>Employment procedures are implemented, and records are maintained.</p> <p>Matrix hazards crops update date 06/6/2023 containing the identification of the risks to which workers are exposed in each of the tasks that are developed in the organization in the area of cultivation, the work of the extraction plant was taken as a sample:</p> <ul style="list-style-type: none"> - Loading and unloading of FFB, irrigation and drainage. <p>Extraction plant hazard matrix 2023 with update date 06/6/2023 contains the identification of the risks to which workers are exposed in each of the tasks that are developed in the organization in the extraction plant, the tasks of the extraction plant were taken as a sample:</p>	Yes

	<p>- Extraction plant operator, laboratory analyst, Basculero.</p> <p><u>OUTGROWER VALENTINA</u> Documents called:</p> <p>Risk matrix with evaluation. Code: GTC-45 Updated on 06/2023</p> <p>This contains the identification of the risks to which workers are exposed in each of the tasks that are developed in the organization:</p> <ul style="list-style-type: none"> - Irrigation - Cleaning of lots with machete <p><u>SMALLHOLDERS</u> There is evidence of a document called. Hazard Identification Matrix - Alliances 2023 This contains the identification of the risks to which workers are exposed in each of the tasks that are developed on the farms:</p> <ul style="list-style-type: none"> - Harvesting - Crop maintenance. 	
3.6.2 (C)	<p>The effectiveness of the occupational health and safety system to address health and safety risks to people is monitored.</p> <ul style="list-style-type: none"> - Computer platform called CADI which contains the biomedical profiles that describe the occupational examinations for entry, periodic, and retirement that are required for each of the existing positions in the process of extractive plant and crops. <p>The following positions were taken as a sample: Irrigation and drainage, (physical, musculoskeletal, lipid profile) Pollination operator: (tests, osteomuscular, lipid profile).</p> <p>The workers were taken as samples: 35 employees</p> <p>Evaluation of the occupational health and safety system of resolution 0312 is evidenced, as follows:</p> <ul style="list-style-type: none"> - Date of completion 1/4/2023, through the ministry of labor with a compliance rating of 100%. <p>The following policies are evidenced as a method of implementation of the Occupational Health and Safety System:</p> <ul style="list-style-type: none"> - Tequendama integral policy with revision date January 2023. - Tequendama alcohol and drug consumption prevention policy. - Road Safety Policy dated 7/1/2023 	Yes

	<p>The above policies are signed by the legal representative of the company as an approved order and posted on the organization's bulletin boards.</p> <p><u>OUTGROWER VALENTINA</u> Documents are evidenced called:</p> <ul style="list-style-type: none"> - Profesiogram updated annually, <p>Which describes the occupational examinations for entry, periodic, and retirement that are required for each position,</p> <p>The workers were taken as samples:</p> <p>ID: 19562552 1004503421, 19620475 Type of exams: Osteomuscular, audiometry and visiomtry.</p> <p>The evaluation of the occupational health and safety system, of resolution 0312, is evidenced as follows:</p> <ul style="list-style-type: none"> - Date of completion 3/6/2023, through the Ministry of Labor with a score of 98.75%. <p>The following policies are evidenced as a method of implementation of the Occupational Health and Safety System:</p> <ul style="list-style-type: none"> - Occupational health and safety policy code: SST-POL-01 V6 dated 2/25/2023. - No alcohol, tobacco and psychoactive substances policy code: SST-POL-02 - V6 of 2/25/2023 - Policy for the prevention of harassment at work code: SST-POL-03 - V6 of 2/25/2023 <p>Duly signed by the legal representatives of each of the organizations.</p> <p>The forementioned policies are posted on the organizations' bulletin boards.</p> <p>SMALLHOLDERS The following documents are evidenced:</p> <ul style="list-style-type: none"> - Profesiograma Alianzas dated 10/25/2022 V1. <p>Which describes the occupational examinations for entry, periodic, and retirement that are required for each position.</p> <p>The following positions were taken as samples:</p> <p>5 employees</p> <p>The following policies are evidenced as a method of implementation of the Occupational Health and Safety System:</p> <p>Occupational Health and Safety Policy POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS DIVISION ALLIANCES, Dated and signed on January 2023.</p>	
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<p>3.7.1 (C)</p>	<p>The Training Plan for 2022 and 2023 is evidenced through the DHR platform. The application displays the training plan, both the training carried out in 2022 and 2023 as well as those scheduled and executed to date for 2023. Additionally, the application allows the validation of attendance records, which are scanned on the same platform. The trainings executed during the year 2022 are validated and taken as a sample:</p> <p>Date: 12/4/2023 Subject: RSPO standard update</p> <p>Date: 2/8/2023 Topic: RSPO human development policies</p> <p>Date: 2/8/2023 Topic: PQRS procedure</p> <p>For the year 2023 second semester, training sessions are scheduled as follows:</p> <p>- Good housekeeping practices from 10/31/2023 among others.</p> <p><u>OUTGROWER VALENTINA</u></p> <p>Document "GH-F-11_PLAN_DE_CAPACITACIONES_LAUDA_SAS_2018 - 2019 -2020-2021-2022-2023" is evidenced in which the trainings for the year 2023 are listed including topics related to the RSPO Principles and Criteria, such as: "sustainability policy", dated 2/28/2023 workers with ID 19562552 - 1004503421 - 19620475 were taken as a sample.</p>	<p>Yes</p>
<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis The company has the "DHR" platform where the records of the training received are kept for each worker, and the individual records of the following workers are validated:</p> <p><u>TEQUENDAMA EXTRACTION PLANT</u> 6 employees RSPO theme, June 2023</p> <p><u>OWN PLANTATIONS (ARIGUANI)</u> 12 employees RSPO theme, June 2023</p> <p><u>OWN PLANTATIONS (TEQUENDAMA)</u> 22 employees RSPO theme, June 2023</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> 12 employees RSPO theme, June 2023</p> <p><u>OWN PLANTATIONS (GAVILAN 1)</u> 11 employees RSPO theme, June 2023</p>	<p>Yes</p>

	<p><u>OUTGROWER VALENTINA</u></p> <p>The document "LA VALENTINA TRAINING CONSOLIDATE" describes the training given to date during the year 2023 to all workers, workers were taken as samples: 7 employes</p>	
3.7.3	<p>There is evidence of "Training plan for environmental management POPM - EXTRACTOR TEQUENDAMA - OWN FARMS SAS" which includes the critical and important points to train workers in the different process activities.</p> <p>There is evidence of training record "Standard SCC supply chain RSPO V.2020 performed on 05/05/2023 by Domiciano de Jesus Muñoz Hernandez.</p> <p>It is validated that the person who gave the training has knowledge of the standard through his certificate DJMH-RSPO-AL-SCS-05-2021 as "Lead auditor in supply chain RSPO V2020 given by David Ogg checkmark training.</p> <p>Likewise, the company performs a virtual test to the attendees to check the knowledge acquired.</p>	Yes
Supply Chain Requirements for Mills		
See also section 5 of this report		
3.8.1	<p>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 FFB is obtained by difference, taking into account the shipment of the consignment brought by the vehicles, thus identifying whether the FFB 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).</p> <p>The FFB 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. FFB from non-certified farms purchased from third parties is also processed at the plant, but separately (Bach) from RSPO-certified FFB.</p> <p>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.</p> <p>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 POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S., when they should be washed and when they should not. This is verified in format FH-TQV01.</p> <p>The company separates the certified fruit by means of specific schedules (batches) in the extraction plant to avoid cross contamination of</p>	Yes

	<p>conventional products with certified product. The certified FFB are unloaded in a separate area of the hopper as certified product to be ready in the schedule.</p> <p>Transportation of crude palm oil, RSPO RA organic (Code: PH01).</p>	
3.8.2	<p>Not applicable. The project only contemplates in its scope of application the Preserved Integrity (IP) model.</p>	Yes
3.8.3	<p>The 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".</p> <p>The extraction plant of POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS SAS has documented in its report submitted to the CB a 12-month projection (MT); CPO quantities 10,400 MT; PK 2,020 MT. It is important to mention that there is a notable reduction because some plantations are in the process of replanting to hybrid material due to the bud rot disease in guineensis material.</p>	Yes
3.8.4	<p>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.</p> <p>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.</p>	Yes
3.8,5	<p>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.</p> <p>The following documents are validated:</p> <ul style="list-style-type: none"> - 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). - These contain: <ol style="list-style-type: none"> 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). <p>Evidence of 2023 Company Training Plan and training record of personnel involved in the implementation on the topics of SCC regulations/ traceability/ receiving/ shipping of products/ documentation etc.</p> <p>Inventory control system and process reporting.</p> <p>The organization identifies in the documents the roles responsible for implementation. Point four of the chain manuals establishes Mr. Dominiano De Jesus Muñoz Hernandez as responsible.</p> <p>RSPO Training Workshop (Chain of Custody System)</p>	Yes

	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	<p>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.</p> <p>There is evidence of an internal audit conducted on February 17, 2023 by Mr. Manuel Sandoval with training on the RSPO SCC standard certification system for the supply chain on January 20, 2020 by Jonathan Lindo.</p> <p>No non-conformities were found.</p> <p>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.</p>	Yes
3.8.7	<p>The company CI Tequeundma 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.</p> <p>Prior to the entry, a monthly purchase order of FFB is created for each producer.</p> <ul style="list-style-type: none"> - The record of FFB shipment from the suppliers of the growers of the Regime (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. <p>The report is verified in Excel and SAP input of FFB certified farmers with RSPO and non-certified.</p> <p>Traceability of FFB weighing tickets entered in the extraction plant.</p> <p>For the LUDA SAS plantation Currently there is a productive extension of 21 ha due to PC disease incidence.</p> <p>January: 73750 February: 92440 March: 96820 April: 73540 May: 53000 June: 46410 July: 26150</p> <p>There is no overproduction according to the review of the mass balance.</p> <p>POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. has 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</p>	Yes

	<p>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.</p> <p>No nonconforming products or documents have been identified.</p>	
<p>3.8.8</p>	<p>A sample of RSPO sales documents are verified.</p> <p>There is a distribution report on the sales. All information is captured from invoices in SAP software.</p> <p>The traceability manager oversees making announcements on palmtrace.</p> <p>December 2022 1. 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: 1702754 Invoice: 13 - 2018934 dated 14-12-2022 Quantity: 21.85 MT. Product: ORGANIC CRUDE PALM OIL - RSPO IP Certificate No. CU-RSPO-817186. Shipment: 123466 Vehicle: Car - TDL 767 Date of shipment: 13/Dic/2022 Unique Transaction No.: TR-1c437502-e8eb</p> <p>July 2023 2. 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: 1702830 Invoice: 13 -2019647 dated 07/07/2023 Quantity: 21.44 MT. Product: ORGANIC CRUDE PALM OIL - RSPO IP Certificate No. CU-RSPO -817186. Shipment: 139966 Vehicle: TFU066 Date of shipment: 06/07/2023 Unique Transaction No.: TR-5c10f3dc-d3e2</p> <p>October 2022 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: 1702650. Invoice: 13 - 2018704 dated 07.10.2022 Quantity: 21.22 MT Product: ORGANIC CRUDE PALM OIL - IP Certificate No. CU-RSPO-817186 Shipment: 118705 Vehicle: TFQ 999</p>	<p>Yes</p>

	<p>Shipment Date: 07/10/2022. Unique Transaction No: TR-368a91e3-ca2</p> <p>April 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: 1702809. Invoice: 13 - 2019396 dated 02.05.2023 Quantity: 21.82 MT and 21.01 MT Product: ORGANIC CRUDE PALM OIL - IP Certificate No. CU-RSPO-817186 Shipment: 135105 Vehicle: TFU 066 Shipment Date: 02/05/2023. Unique Transaction No: TR-036c76d3-b685</p> <p>Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon – Refineria Tequendama / RSPO_PO1000000124 Invoice: Internal Transfer PO of January 2023 Quantity: 989.64 MT Product: Crude palm Oil RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-8d2a5808-99ca Transfer Date: 15th .Feb.2023</p> <p>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 August 2022 Quantity: 217.5 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-75683009-b221 Transfer Date: 01st April.2023</p> <p>Transaction 2 Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of November 2022 Quantity: 195.5 MT Product: PK RSPO IP Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-2810bed9-df26 Transfer Date: 01st April.2023</p> <p>Transaction 3 Seller: C.I Tequendama S.A.S. – Daabon – Extractora Tequendama Client: Daabon Group / RSPO_PO1000005976 Invoice: Internal Transfer PK of February 2023 Quantity: 277 MT Product: PK RSPO IP</p>	
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	<p>Certificate No. CU-RSPO-817186 Unique Transaction No.: TR-b8b6b272-ccd1 Transfer Date: 28th May.2023</p>	
3.8.9	<p>The POM engaged with a transportation company that belongs to the same group but operates as an independent company.</p> <p>There is evidence of a cargo transportation service contract between company “Elogia Soluciones Logisticas SAS” and “POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS SAS” signed on February 1, 2023, between both parties as a local legal document to have everything in order as independent companies.</p> <p>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.</p>	Yes
3.8.10	<p>The mill records the names and contact 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.</p>	Yes
3.8.11	<p>The mill is to inform Control Union in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified palm oil and kernel. There is no new contractor sighted.</p>	Yes
3.8.12	<p>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.</p> <p>There is evidence of daily and monthly mass balance with the cuts of the quantities of CPO and PK produced vs. quantities sold.</p> <p>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.</p>	Yes
3.8.13	<p>In document review the Project has the document "PP-MASS BALANCE RSPO 2022 - 2023 of production inventions" in which it mentions the extraction rates of the main certified products: A weighted average of the year 2022 can be evidenced as follows: CPO = 20.27% PK = 4.49%.</p> <p>For a period from October 2022 to July 2023</p> <p>CPO = 21.12% PK = 4.13%</p>	Yes
3.8.14	<p>The OER 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 2022. Also, from October 2022 to July 2023.</p>	Yes

	Based on the mass balance and production record, there are daily OER records from 01.01.2022 to 31.12.2023 issued by mill management at each production cut. The highest OER was 21.55% (October) and the lowest was 19.23% (May), compared to the industry average of 22%. From October 2022 to July 2023, the highest OER was 24.88% (July) and the lowest was 19.62% (February).	
3.8.15	<p>The company handles RSPO organic products; procedures focus on keeping RSPO products separate from conventional products, so bump protocols are applied during processing, cleaning and purging of equipment prior to processing RSPO products.</p> <p>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 guarantee the consumer an IP product, including the identification of risks where certified and non-certified products may be mixed.</p> <ul style="list-style-type: none"> - 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). 	Yes
3.8.16	<p>The company, after making its internal inventories of the product, through the person in charge, makes the publication of advertisements according to the product. CPO and PK.</p> <p>A sample is taken, and traceability of transfers is made on the palm trace platform.</p> <p>There is evidence of transactions in the "palm trace" platform of the almond product (PK) from the operative unit (Extraction Plant - POM), to the Palmisteria operative unit. So:</p> <p>TR-ec24b368-1109 January 2023 for 220.85. TR-2810bed9-df26 November 2022 for 195.5 TR-75683009-b221 August 2022 by 217.5</p> <p>However, the transactions are outside the three months allowed to make the announcement.</p>	No
3.8.17	<p>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</p>	Yes
Principle 4: Respect community and human rights and deliver benefits		
Indicator	Summary of Findings	Compliance (Y/N) and NC#
4.1.1 (C)	<p>There is evidence of document "HUMAN RIGHTS POLICY AND PROTECTION OF THEIR DEFENDERS" V. 02 of 11/11/2022. Which includes respect for human rights and protection of human rights defenders, which was socialized through inductions and re-inductions to workers.</p> <p>There is evidence of socialization "to identify the customary rights of communities, socialize corporate policies and delivery of PQRS. Carried</p>	Yes

	<p>out in Algarrobo on 03/13/2023. Aracataca on 03/14/2023, retained on 03/15/2023 and Dibuya on 03/21/2023.</p> <p>There is evidence that the company in its personnel selection process investigates the criminal background of the workforce that performs security activities to ensure that they are not personnel who instigate violence or belong to any group outside the law. This process is carried out for all employees.</p> <p>At the time of the audit, the process for worker No. 1 and worker No. 2 is requested as a sample to validate the above. The company attaches evidence of consultation on local websites such as the national police, comptroller's office and attorney general's office.</p> <p><u>LAUDA SAS</u> Human Rights Policy</p> <p>It is evidenced that the company has the Human Rights and Non-Discrimination Policy code GG-POL-02 dated 27-07-2018 which includes the Policy of Respect for Human Rights with scope to workers, contractors, suppliers, neighboring communities, and customer.</p> <p>Socialization of the human rights policy is evidenced, held on 28/02/2023. List of attendance at training activities and meetings Cod: GH-F-01 V. 03.</p>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>There is evidence through interviews with workers and visual inspection in the field that the organization does not use any type of physical and/or verbal violence, nor does it use paramilitary or mercenary forces under any criteria.</p> <p>There is evidence that the company in its personnel selection process investigates the criminal background of the workforce that performs security activities to ensure that they are not personnel who instigate violence or belong to any group outside the law. This information is consulted with the main local security agencies such as the police, comptroller's office, and prosecutor's office.</p> <p><u>LAUDA SAS</u></p> <p>It is evident that the company in its "integral sustainability policy" cod: SOS-POL-01 in item E mentions the use of mercenaries and paramilitaries is prohibited in all its operations.</p> <p>This information is also verified through interviews with workers.</p>	Yes
4.2.1 (C)	The company has established a document "System of requests, complaints, claims and suggestions" V. 01 of 05/23/2023, which	Yes

	<p>contemplates the organization's mechanisms to be able to address any type of request from stakeholders. This applies to interested parties.</p> <p>The company also has a document called Compendium of Human Management Policies and Procedures, which contains the handling of requests and includes the assurance of anonymity for whistleblowers, human rights defenders, community spokespersons and whistleblowers.</p> <p>There is evidence of a community survey to update the social impact study in the following neighborhoods: La Bogotana, Villa Rosa 1 and San Marcos. Which includes one of the questions: "In the last two years, as a result of any activity developed by Tequendama, have you or your community lost access to land, roads, beaches or water sources or any other resource?"</p> <p>These surveys allow the company to know if there may be any request from the community of dissatisfaction with the operation carried out in palm cultivation.</p> <p>In case it is required, the company ensures the anonymity of the person making the request.</p> <p>LAUDA SAS</p> <p>There is evidence of a 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.</p> <p>The plant guarantees the anonymity of the person reporting the PQRS, and if necessary, a response will be provided by means of general information.</p>	
4.2.2	<p>The company has established a document entitled "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 requests and also includes the assurance for the understanding of the mentioned procedure aimed at the illiterate and / or reading and writing difficulties, through the use of pictograms, and training based on graphics and verbal explanations.</p> <p>There is evidence of a letter of delivery of documents to the community by the company to the community "Corregimiento La Loma del bálsamo" where the manual of attention to stakeholders is shared. Shared by head of social management on 10/02/2023.</p> <p>Letter sent to the president of the community action board. Caecolicito.</p> <p>Letter sent to Barrio Villa Rosa 1, El reten.</p> <p>Letter sent to President JAC Barrio Sampuecito, Aracataca.</p> <p>President JAC Puente Boomba, La Guajira. President of JAC Pelechua, La Guajira. President JAC Barrio Las Palmas, El reten</p> <p>LAUDA SAS</p>	Yes

	<p>There is evidence of socialization of PQRS procedure with workers, this was confirmed in the field interviews conducted at the time of audit. This procedure contains the corresponding to the handling of the requests and includes the assurance for the understanding of the mentioned procedure directed to the illiterate and/or reading and writing difficulties, through the use of pictograms, and trainings based on graphics and verbal explanations.</p>	
4.2.3	<p>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.</p> <p><u>POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS SAS</u> There is evidence of record of requests made by the communities as: Matrix of communications to interested parties Tequendama 2023.</p> <p>Request for support for EL RETEN teaching materials submitted on 07/23/2022 by I.E.D. Euclides Lizarazo - mengajo headquarters. The company responds on 05/08/2022. By coordinator of social management. Proof of donation is evidenced.</p> <p>Request for gifts for children at Christmas time ARACATACA sent on 11/30/2022 by JAC Sampuecito by Waldir Rodriguez. The company gives response on 22/12/2022 by way of approval.</p> <p>Request for educational material support EL RETEN sent on 05/03/2023 by I.E.D. Euclides Lizarazo - mengajo. The company gives answer on 03/15/2023 by way of approval.</p> <p><u>LAUDA SAS</u> Traceability of request by workers is made of the allegation dated 02/06/2023 by a worker Mr. R. Response is given on June 06 where the worker is notified of the scheduling of the pending vacation period.</p>	Yes
4.2.4	<p>The company has established the PQRS procedure which mentions the following in linking 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".</p> <p><u>LAUDA SAS</u></p> <p>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 Geiner Simanca Gonzales is appointed. Socialize the procedure. Keeping record of PQRS Date of assignment 17/03/2023.</p>	Yes

	This document also states that "in the event that one of the interested parties requires the intervention of a third party (understood as: legal or technical entity, support group or individual) the company will allow the intermediation of this.	
4.3.1	<p>The company has a format for consultation with the communities where the last question asks if there is any project that needs support from the company. These surveys have been conducted in about 16 communities near the plantations within the scope of certification.</p> <p>The approach to the communities has included.</p> <p>Request for different types of donations such as: Request for Machinery - submitted on 02/28/2023 to the extractor.</p> <p>By Heidis Patricia Benavides Garcia, president of the Community Action Board of Sampues.</p> <p>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.</p> <p><u>LAUDA SAS</u></p> <p>There is evidence that the company has held a meeting with the neighbors "parceleros" in relation to the maintenance of the access road to the plantation. There is evidence of a meeting held, where the farm manager has met with the other palm growers to provide a general solution.</p>	Yes
4.4.1 (C)	<p>There is evidence of documents proving the legal ownership of the land, called certificates of tradition and freedom, and the extractor plant and plantations included in the sample. The company presented the certificates of tradition and freedom in an Excel document to list the properties that currently have palm plantations. For this audit, 42 certificates were reviewed to corroborate the legality of the land.</p> <p>The certificates reviewed were: Registration number 225-4689; 225-2429; 225-5857; 225-5856; 225-5028; 225-7050; 225-2243; 225-1560; 225-257; 225-4346; 201-18740; 210-0014351; 210-14874; 225-4112; 225-2028; 225-1097; 225-5873; 225-5875; 225-5876; 225-5878; 225-7790; 225-8089; 225-7788; 190-38049; 190-35763; 190-25966; 190-38048; 225-4603; 190-25967; 190-25964; 190-25965; 190-12323; 190-38217; 190-176; 225-6937; 225-5362; 225-1956; 225-19057; 225-9555; 225-3041; 225-2242; 225-5542.</p> <p><u>LAUDA SAS</u></p> <p>The following certificates of tradition and freedom 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.</p> <p>Registration Number: 222 - 22912 Property: Rural "Palmares La Bonanza" Area extension of 45 Ha. Easement annotation 002 in 1995 Annotation 019 purchase-sale of LAUDA SAS</p>	Yes

	<p>Registration number: 222 - 22631 Property: Rural "Palmares y Valentina" Area extension of 42 Ha. Annotation 016 purchase-sale of LAUDA SAS</p> <p>Total: 154 Ha – Predial</p>	
4.4.2	<p>Verification of the requests submitted to the organization shows that there are no claims and/or conflicts due to loss of customary legal and use rights; therefore, there is no need to sign any agreements of any kind.</p> <p>In addition, the company conducts surveys of the communities to ensure that there are no land rights conflicts.</p>	Yes
4.4.3 (C)	<p>There is evidence of the existence of maps showing the participation of stakeholders (especially the communities near the palm plantations) in the identification of customary legal and use rights carried out in December 2021.</p> <p>The company carried out this activity with its human resources team in order to obtain valuable inputs for the interpretation of the most relevant stakeholder mapping.</p>	Yes
4.4.4	<p>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.</p> <p>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 to respond to continuous improvement.</p> <p>There has been evidence of the participatory review with the community of the new social and environmental management sheet for which there have been calls to the communities, educational institutions, representatives of the community presidents JAC (paradise, Villa Rosa 1, Villa Rosa 2, the INA, vereda la bogotana, San Toro neighborhood, vereda puente bomba, verdad Pelechua, barrio Buenos Aires, barrio san marcos, barrio sampues, barrio el Ruby, barrio Sampuesito, barrio villa maría, vereda la Colombia, participation of the communities in the implementation according to the record of attendance control format dated 13/03/2023, 14/01/2023, 15/02/2023, 21/02/2023.</p>	Yes
4.4.5 (C)	<p>There is evidence of documents called list of representatives of interested parties which contains those corresponding to the communities.</p> <p>There is evidence that the project does not diminish the legal, customary or use rights according to the free, prior and informed consent made by the project.</p> <p>It is important to mention that the list of representatives of communities such as: Asopranorte, Villa Rosa, Buenos Aires, which have their respective</p>	Yes

	representatives of the board for and that some of them attended the stakeholders meeting held during the project audit was evidenced	
4.4.6	The verification of the requests submitted to the organizations shows 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.	Yes
4.5.1 (C)	<p>During the document verification of the history of plantings, the renewal plan and new plantings, and the agronomic records, it is evident that the company has not developed new projects for new palm plantings.</p> <p>The company is in the process of renovating land that was previously planted with guineensis palm to hybrid material.</p> <p>However, there is evidence of a procedure for identifying customary rights. This procedure addresses how to deal with any type of conflict related to land. If any type of compensation is applicable, the company will apply the Conflict Management Protocol Procedure Cod: GH-PT-01 V. 01.</p> <p>If there is any type of conflict, the affected parties will be evaluated in order to establish the type of compensation.</p> <p>LAUDA SAS</p> <p>There is no evidence 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 following years.</p> <p>Document "Free, Prior and Informed Consent Procedure (FPIC)" is evidenced. Cod: SOST-PR-09 V. 01".</p>	Yes
4.5.2 (C)	<p>During the document verification of the history of plantings, the plan for renewal and new plantings, and the agronomic records, at the time of this audit it is evident that the organization has not developed new projects for new palm plantings.</p> <p>However, it is evident that the company has a document "IDENTIFICATION PROTOCOL and RECOGNITION OF RIGHTS CUSTOMARY" to confirm the process carried out for free, prior and informed consent with stakeholders in the project's direct area of influence.</p>	Yes
4.5.3	<p>During the document verification of the history of plantings, the plan for renewal and new plantings, and the agronomic records, at the time of this audit it is evident that the organization has not developed new projects for new palm plantings.</p> <p>It is evidenced in the company's document that the company has Free, Prior and Informed Consent (FPIC) "Consent refers to the collective decision taken by rights holders and reached through decision-making processes of the affected indigenous</p>	Yes

	populations or communities. (...). Specifically, consent is a freely given decision that can be a "yes", a "no", or a "yes with conditions..."	
4.5.4	<p>During the document verification of the history of plantings, the plan for renewal and new plantings, and the agronomic records, at the time of this audit it is evident that the organization has not developed new projects for new palm plantings.</p> <p>The company declares in its procedure "IDENTIFICATION PROTOCOL and RECOGNITION OF RIGHTS CUSTOMARY" be respectful of the norms, uses and customs of the aboriginal or Raizal communities so as not to have problems with access to basic food and water security.</p>	Yes
4.5.5	During the document verification of the history of plantings, the plan for renewal and new plantings, and the agronomic records, at the time of this audit it is evident that the organization has not developed new projects for new palm plantings.	Yes
4.5.6	During the document verification of the history of plantings, the plan for renewal and new plantings, and the agronomic records, at the time of this audit it is evident that the organization has not developed new projects for new palm plantings.	Yes
4.5.7	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 evident that all of them were acquired before November 15, 2018. Therefore, there are no new plantations.	Yes
4.5.8 (C)	During the document verification regarding the history of land acquisition and taking into account the certificates of freedom and tradition and visual inspection through a field visit of the existing properties, it is evident that in none of them there are communities of any kind, particularly those that are under voluntary isolation.	Yes
4.6.1 (C)	<p>The company has established 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 along with the identification of persons entitled to compensation and the distribution of fair compensation if required.</p> <p>The company declares in its procedure "IDENTIFICATION PROTOCOL and RECOGNITION OF RIGHTS" which includes the guidelines to identify if the project has any conflict due to customary rights. However, it is clear that at the time of the audit there is no conflict.</p> <p>Document signed</p>	Yes
4.6.2 (C)	<p>There is evidence 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 the persons entitled to compensation.</p> <p>There is evidence of document "Protocol for conflict management Cod: GH-PT-01 V. 01</p> <p>If there is any type of conflict, the affected parties will be evaluated in order to establish the type of compensation.</p>	Yes

4.6.3	<p>Both men and women have the right to hold title to the land used for palm oil cultivation, a right protected by Colombian law.</p> <p>The company verifies that producers can have equal opportunities to hold property titles. In addition, it is evident that in the list of producers there are both men and women as property titles. This was validated by referencing the lists of property titles.</p>	Yes
4.6.4	<p>The company has not received any type of complaint or request for the violation of any customary legal right or use, which could lead to an indemnification or compensation agreement, the verification is made based on the requests registered by the interested parties and/or the general public.</p> <p>The company has not had any type of agreement, compensation and/or payment with the communities; however, there is evidence of the document "Protocol for conflict management Cod: GH-PT-01 V. 01" which contemplates the steps to follow if there is any type of conflict, the affected parties will be evaluated in order to establish the type of compensation.</p>	Yes
4.7.1 (C)	The company has established 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 types, likewise the aforementioned document includes those referring to fair compensation and the identification of persons entitled to compensate.	Yes
4.7.2 (C)	The company has established 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 types, likewise the aforementioned document includes those referring to fair compensation and the identification of persons entitled to compensate.	Yes
4.7.3	Based on the interviews and requests submitted by stakeholders and/or the community in general, and governmental entities that the community has not lost at any time the right to the land as a result of the organization's operations.	Yes
4.8.1	The company has established 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 types, likewise the aforementioned document includes those relating to fair compensation and the identification of persons entitled to compensate, Likewise it is evidenced by interview with stakeholders, and through the study of property titles that the organization does not have any conflict over land.	Yes
4.8.2 (C)	Based on the interviews with stakeholders and a study of land titles that the organization does not have any land conflicts.	Yes
4.8.3	Based on the interviews with stakeholders and a study of land titles that the organization does not have any land conflicts.	Yes
4.8.4	According to the conflict management protocol document mentioned in previous sections for managing land and other land conflicts, it is evident	Yes

	from interviews with stakeholders and a study of property titles that the organization does not have any land conflicts.	
Principle 5: Support smallholder inclusion		
Indicator	Summary of Findings	Compliance (Y/N) and NC#
5.1.1	<p>The project has established the Procedure for the Management of FFB Procurement Code PR-GC-01. Version 0.0.</p> <p>The extractor publishes the monthly price settlement document for payment of FFB suppliers at the gate of the collection Centre.</p> <p>Producers are sent an email each month with information on the price per kilogram for the months of August 08/08/2023, July 08/07/2023, June 08/06/2023.</p> <p>The information is published monthly in the collection centre and extraction plant, and is also sent by email to suppliers, as evidenced in the emails of March, April, May, June and August 2023 by Engineer Juan Lara, director of the alliance and internal agricultural auditor. The same was corroborated by the notification sent to small producers via email as evidenced on 08/08/2023 by Engineer Juan Lara. Prices of FFB in August were 653 pesos/kg, July \$614 pesos/kg, June \$676 pesos/kg.</p> <p>An excel register of information from previous months and years sent to small producers is evident.</p> <p>The price of FFB bunches is calculated in Excel table according to the international oil price information, section or compensation data and contribution to the palm oil fund in Colombia, the FFB price will refer to the extraction plant defined by the management, which also refers to the market conditions.</p>	Yes
5.1.2 (C)	<p>The unit of certification annually explains the FFB pricing to smallholders.</p> <p>The Project C.I Tequendama has minutes of meeting directed by Ing Juan Lara director of Alliances to the small producer's case of the 10/03/2023 – 11/4/2023 with the topic First committee of alliances and divulgation of the methodology of how the price of the FFB is fixed.</p> <p>Meetings with producers have been initiated on a joint and personalized basis through the supervisors and heads of the alliance department of the Daabon Group.</p>	Yes
5.1.3 (C)	<p>The director of alliances takes as a reference the international price of palm oil on the Malaysian stock exchange market, establishing a formula that includes transfers or compensation established by Fedepalma, in addition to the payment of the contribution to the palm oil fund established by law in Colombia and finally the percentage of extraction agreed with each producer.</p>	Yes

	<p>The price established for the month of July is equal to the one established by governmental initiatives (FEDEPALMA) being a total for July of \$614/kg RFF and June 676/kg RFF.</p> <p>Certified producers receive a premium corresponding to 10% of the formula price. This is the difference between the certified and non-certified product paid by the plant to its suppliers.</p> <p>The prices are established by initiative promoted by the Government towards (FEDEPALMA) and where each owner negotiates the percentage of extraction of the material planted and delivered to the extraction plant with which they will calculate the final payment for the FFB (RFF).</p> <p>During an interview with the smallholders, they said that they were clear about how the company calculates the price of the FFB.</p>	
5.1.4 (C)	<p>The C.I Tequendama Project has a list of smallholders from the latest update scheme April 2023 and includes a total of 4 women who are plantation owners and decision makers. There are no restrictions related to decision making and ownership of properties by women.</p> <p>To corroborate the above, a sample of 7 producers has been taken from a total of 25 presented in the official list of the project, including 4 women producers who confirm with their signature and citizenship card their application and compliance with the document.</p> <p>Contracts of the Owners: Finca El Paraiso/3 Finca Casa de Bloque1 Finca Block House Alicante</p> <p>There is a FFB supply contract for the purchase of FFB between suppliers and C.I Tequendama S.A.S. It establishes:</p> <ul style="list-style-type: none"> -Percentage of payment for the FFB -Transport -Duration of the contract -Calculation form for the payment of the FFB. -Conditions of delivery of the FFB -Cutting date -Payment date -A la carte benefits <p>Contract non-compliances</p> <ul style="list-style-type: none"> - Additional requirements -Compromissory clause -Acceptance of the proposal <p>There is no complaint related to the above matter.</p>	Yes

	<p>During the audit, we spoke with the women owners who mentioned that they understood the clauses of their contracts, deductions, transport bonuses and are in talks with C.I Tequendama to benefit from the project to replant their crops affected by the bud rot disease.</p>	
5.1.5	<p>There are contracts for the supply of FFB" between C.I TEQUENDAMA S.A." and independent smallholders in which there is evidence of a relationship between the seller of FFB (independent smallholders) and the buyer of FFB, which specifies.</p> <ul style="list-style-type: none"> -The time, the duration of the contract has been established for 5 years from the date of signature. -Payment of transport bonus. -The percentage used for payment of the FFB, establishing 18% extraction for the Guineensis. -Quality conditions. -Termination of contract. -FFB quality. -Quality criteria. -Compliance. -Additional commitments and requirements. <p>It is evident that the above documents are transparent, fair in their terms and conditions and legal according to the Colombian legislation that applies to them.</p> <p>A sample of seven independent small producers has been reviewed: Finca El Paraiso 3 signed 18 January 2021, Finca El Paraiso signed 18 January 2021, Finca Casa de Bloque and Finca Casa de Bloque 1 signed 18 January 2021, Finca Rosa Mercedes signed 14 January 2020 and Finca Campano and La Esther signed 19 January 2021.</p>	Yes
5.1.6(C)	<p>Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>(a) Payments to smallholders are made directly through bank deposits to smallholders' accounts and in some cases prompt payment cheques at the request of the supplier.</p> <p>(b) Bank deposits of transactions between the mill and smallholders are evident.</p> <p>c) Document "FFB invoice discounts" specifies invoice number, quantity of FFB in kilograms, unit value, total value and discounts.</p> <p>"Supporting document in acquisitions made from non-obliged to invoice" includes consecutive number, date, seller's information (producer), palm FFB concept, quantity and total value.</p> <p>On the basis of the verified information, payments are made as agreed between the producer and the company.</p>	Yes

	<p>Payment is verified for the following producers.</p> <p>POPM - EXTRACTOR TEQUENDAMA - OWN FARMS receives a digital support (Transaction Receipt) for the electronic transaction, and Small Independent Producers receive a (physical) Payment Receipt.</p> <p>The following payments have been verified, for which there is evidence of payment support from suppliers:</p> <p>Finca Rosa Mercedes for the amount of 12.280 kg delivered on 04/07/2023 to C.I Tequendama S.A.S POM according to acquisition support made in invoice No. FTGO 43; (average price of the FED for Colombia for that period \$676) was made by transfer No. 2000511437 of 07/07/2023 for \$7.611.00 pesos and discount approved by the supplier. August payment (average EDF price for Colombia for that period \$662) quantity 12,568 kilograms was made by transfer No. 2000516957 of 18/08/2023 for 8,326,636 pesos and discount approved by the supplier.</p> <p>Casa de Bloque 1 farm for the amount of 15.340 kg delivered on June/2023 to C.I Tequendama S.A.S POM according to acquisition support not obliged to invoice No. DE 17686 (price of that period \$597) was made by transfer No. 2000511911 of 14/07/2023 for \$9.038.252 pesos and discount approved by the supplier. July payment (price for that period \$597) quantity 5,570 kilograms was made by transfer No. 2000515938 of 08/08/2023 for 3,325,290 pesos and discount approved by the supplier.</p> <p>Casa de Bloque farm for the amount of 4.260 kg delivered on June/2023 to C.I Tequendama S.A.S POM according to acquisition support not obliged to invoice No. DE 17691 (price of that period agreed \$597) was made by transfer No. 2000511913 of 14/07/2023 for \$2.543.220 pesos and discount approved by the supplier. July payment (price for that period \$597) quantity 12,130 kilograms was made by transfer No. 2000511912 of 14/07/2023 for 7,132,986 pesos and discount approved by the supplier.</p> <p>farm El Paraiso 3 for the amount of 2.670 kg delivered on July/2023 to C.I Tequendama S.A.S POM according to acquisition support not obliged to invoice No. DE 17697 (price of that period agreed \$614) was made by transfer No. 2000512591 of 21/07/2023 for \$1.652.730 pesos and discount approved by the supplier. July payment (price for that period \$662) quantity 4050 kilograms was made by transfer No. 2000513613 of 27/07/2023 for 2,876,250 pesos and discount approved by the supplier.</p> <p>La Maury farm the amount of 2.810 kg delivered on July/2023 to C.I Tequendama S.A.S POM according to acquisition support not obliged to invoice No. DE 17681 (price of that period agreed \$647) was made by transfer No. 2000511639 of 11/07/2023 for \$1.832.120 pesos and discount approved by the supplier. July payment (price for that period \$589) quantity 2450kilograms was made by transfer No. 2000515760 of 03/08/2023 for 1,455,300 pesos and discount approved by the supplier.</p>	
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5.1.7	<p>The calibration record of the truck scale belonging to the company C.I Tequendama SAS was issued by the company. BASCOSTAS (Integral Weighing Solutions)</p> <p>Certificate No.: No. CAB-301-22 of 18/10/2022 issued by metrology and supply. MAKE: RICE LAKE MODEL: 1280 SERIAL: 127211 CLASS: III</p> <p>The regularity of calibration is annual and is performed by an independent third-party company.</p>	Yes
5.1.8	<p>Not applicable the certification unit supports small independent landowners with certification by including them in its scope under P&C certification.</p>	Yes
5.1.9 (C)	<p>The company has established the procedure SYSTEM OF REQUESTS, COMPLAINTS, CLAIMS AND SUGGESTIONS (Version: 1. In force since: 23/05/2023).</p> <p>This covers the representatives of FFB producer organisations and defines the mechanisms for submitting complaints and claims, communication channels (written communication, face-to-face, telephone, via the website), deadlines (15 working days), means for sending a response. The Company will send its response to the P.Q.R.S. to the address noted by the complainant or applicant for receipt of the communication and this may be an electronic mailbox. electronic mailbox.</p> <p>Communication channels are posted in strategic locations around influence of the farms. However, no complaints have been received from small farmers during the last 12 months, as verified in the register of complaints and grievances.</p>	Yes
5.2.1	<p>There is no separate smallholder scheme was available under the management of C.I Tequendama. This is because the factory has included all smallholder farmers, including women and other suppliers, in its scope list under its P&C certification.</p>	Yes
5.2.2	<p>There is no scheme for independent small farmers available under the management of C.I Tequendama. This is because the mill has included all smallholder farmers and other suppliers, in its scope list under its P&C certification.</p> <p>However, they continue to implement livelihood improvement programmes, which include at least capacity building to improve productivity, quality, organisational and management skills as could be verified in the document Structuring the Annual Operational Plan - POA 2023 with activities implemented with smallholders through partnerships.</p> <p>-Strengthen the renewal plan with OxG hybrid cultivars in the core partners and suppliers.</p>	Yes

	<p>Develop capacities on the management and use of the water balance for OxG hybrid cultivars in the technical assistants and small producers of the nucleus. A GAP workshop has been carried out with emphasis on the management of this material, as registered on 26/07/2023, given by Cenipalma, CEPS location, attended by 36 people.</p> <p>Socio-economic characterisation of the 25 producers of the nucleus. Training in bank financing is carried out by the regional banking executive on 06/07/2023, with a total of 20 participants.</p> <p>Maintain the certifications of consolidated plantations within the organic and environmental standards in force, for the production of palm oil. Training has been carried out in HCV, water patrols, management plan and rational use of water on 06/07/2023, by the environmental engineer of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS with a total of 20 participants.</p> <p>Training for suppliers on OSH issues. First aid training is provided by senior supervisor and nursing assistant of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS on 10/08/2023, factory location, with the participation of 29 attendees.</p>	
5.2.3	<p>The certification unit has carried out a program to support the legality of small producers. This is how the following information on its legality with landowners and its registration or resolution before the ICA as a producer of palm oil is evidenced for the property:</p> <p>EL CAMPANO AND LA ESTHER property with ICA resolution No. 47-053-092 (06/15/2021) and real estate registration No. 225-7590 and No. 225-7653 issued by the public registry office of the Fundación.</p> <p>Rosa Mercedes property with ICA resolution No. 00012686 (09/21/2016) and real estate registration No. 225-2547 issued by the public registry office of the Fundación.</p> <p>Block house property ICA resolution No. 0004247 and 0005953 of 05/20/2021 and real estate registration No. 225-2859 issued by the registry of public instruments the Fundación.</p> <p>However, during the document review, it was not possible to demonstrate the Records as a producer of Palm Oil issued by the Colombian agricultural institute of the properties: LA MAURY / JORGE VIVIC VILORIA PARADISE / JULIO CESAR PERTUZ PEREZ PARADISE-3/TERESA PERTUZ PEREZ</p>	No

5.2.4 (C)	<p>The evidence of C.I Tequendama trained small farmers. Seen the training report titled.</p> <p>Farm: Casa de Bloque Subject: Safe handling of agrochemicals and waste management Duration: 60 hours Date: 81251521-09/03/2023 Participants: 1 person Trainer: SENA- Regional Magdalena</p> <p>El Barzal Farm Date: 81251482 - 17/03/2022 Participants: 1 operator Subject: Safe handling of agrochemicals and waste management. Trainer: SENA- Regional Magdalena</p> <p>El Campano and La Esther Farms Date: 81251467 - 17/03/2022 Subject: Safe handling of agrochemicals and waste management. Participants: 1 operator Subject: Safe handling of agrochemicals and waste management. Trainer: SENA- Regional Magdalena.</p>	Yes
5.2.5	<p>The C.I Tenquedama Project publishes on its website daabon.com.co and access to the Sustainability Window there are public documents such as Environmental studies, social impact study, among others in which Smallholders are included.</p> <p>The rspo.org page shows the ACOP 2022 report documenting the support for Small Independent Producers in RSPO certification.</p>	Yes
Principle 6: Respect workers' rights and conditions		
Indicator	Summary of Findings	Compliance (Y/N) and NC#
6.1.1 (C)	<p>The company has established a policy entitled HUMAN DEVELOPMENT POLICY MANUAL code T-MH-GH-01 V7 dated 24/7/2023 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 what refers to "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".</p> <p>Socialized as follows to the workforce as follows: Date: 2/8/2023 TEQUENDAMA EXTRACTION PLANT A sample of 10 workers was taken.</p> <p><u>OWN PLANTATIONS (ARIGUANI)</u> 12 workers were sampled.</p>	Yes

	<p><u>OWN PLANTATIONS (TEQUENDAMA)</u> A sample of 24 workers was taken.</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> A sample of 13 workers was taken</p> <p><u>OWN PLANTATIONS (GAVILAN 1)</u> 12 workers were sampled</p> <p><u>OUTGROWER VALENTINA</u> Sustainability Policy Code: SOS-POL-01 V3 of 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".</p> <p>Socialized as follows to the workforce as follows: - Date: 28/2/2023 - A sample of 7 workers was taken as follows</p> <p><u>SMALLHOLDERS</u> Policy Manual of each of the farms whose objective Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the anti-discrimination policy whose objective is "This policy aims to promote social inclusion within the organization, generating culture and acceptance to people who in one way or another have some kind of condition, also indicates in paragraph A 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;</p> <p>Socialized as follows: Date: 10/8/2023 A sample of 9 workers was taken as a sample.</p> <p>It is also evidenced through interviews and visual inspection with workers that no discriminatory acts are exercised in the same way there are no migrant workers, and it was also found in these interviews that none of them paid monetary quota for their hiring,</p>	
6.1.2 (C)	<p>The company has established policy entitled HUMAN DEVELOPMENT POLICY MANUAL code T-MH-GH-01 V7 dated 24/7/2023 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 what refers to "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".</p> <p>Socialized as follows to the workforce as follows: Date: 2/8/2023</p> <p><u>TEQUENDAMA EXTRACTION PLANT</u> A sample of 10 workers was taken</p>	Yes

	<p><u>OWN PLANTATIONS (ARIGUANI)</u> 12 workers were sampled</p> <p><u>OWN PLANTATIONS (TEQUENDAMA)</u> A sample of 24 workers was taken</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> A sample of 13 workers was taken</p> <p><u>OWN PLANTATIONS (GAVILAN 1)</u> 12 workers were sampled</p> <p><u>OUTGROWER VALENTINA</u> - Sustainability Policy Code: SOS-POL-01 V3 of 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".</p> <p>Socialized as follows to the workforce as follows: - Date: 28/2/2023 - A sample of 7 workers was taken as follows</p> <p><u>SMALLHOLDERS</u> Policy Manual of each of the farms whose objective Consolidate the organization's guidelines defined in each of the policies related to Human Resources, which contains the anti-discrimination policy whose objective is "This policy aims to promote social inclusion within the organization, generating culture and acceptance to people who in one way or another have some kind of condition, also indicates in paragraph A 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;</p> <p>Socialized as follows: Date: 10/8/2023 A sample of 9 workers was taken as a sample.</p> <p>It is also evident through interviews and ocular inspection with workers that no discriminatory acts are exercised in the same way there are no migrant workers, and it was also found in these interviews that none of them paid monetary quota for their hiring, and all workers enjoy equal working conditions in all aspects.</p>	
6.1.3	<p>The recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Selection and Hiring Procedure code T-PR-GH-01 version 2 of 7/13/2022, which describes the methodology to carry out the 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.</p>	Yes

	<p><u>OUTGROWER VALENTINA</u> Documents called: - Procedure for the selection and hiring of personnel Code: GH-PR-01 V2 of 12/6/2019. - Termination of contract procedure code GH-PR-05 V2 dated 24/3/2020</p> <p><u>SMALLHOLDERS</u> - 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.</p> <p>These are based on skills and competencies, and medical aptitudes, based on interviews, medical examinations for entry, periodic and retirement, as well as the competencies defined for the position in the job manual and verification of experience of the applicants.</p> <p>A sample of 15 workers hired in the first semester of the year 2023 was taken as a sample.</p>	
6.1.4	<p>Internal work regulations article 2 Paragraph 2 where it is indicated" The employer may establish in the regulations in addition to the documents mentioned, all those it considers 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 the requirement of the inclusion in formats or letters of application for employment "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 1o. 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).</p> <p>Human Development Policy Manual Code T-MH-GH-01 V7 of 24/7/2023 which indicates the policy of The Company is totally forbidden to require the practice of a 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:</p> <ul style="list-style-type: none"> - Article 2. High risk activities for the worker's health. The following are considered high risk activities for the health of workers: - 1. Work in mining implies rendering service in subway or subway pits. - 2. Work involving exposure to high temperatures, above the permissible limit values determined by the technical health standards of occupational health. - 3. Work involving exposure to ionizing radiation. - 4. Work with exposure to substances proven to be carcinogenic. 	Yes

	<p><u>OUTGROWER VALENTINA</u></p> <p>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 for that purpose: 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); 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).</p> <p>- Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which states "It is forbidden to practice pregnancy test when carrying out the selection and hiring process of personnel".</p> <p><u>SMALLHOLDERS</u></p> <p>Policy Manual of each of the farms whose objective Consolidate the guidelines of the organization 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 test 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, which in this regard states:</p> <ul style="list-style-type: none"> - Article 2. High risk activities for the worker's health. The following are considered high risk activities for the health of workers: - 1. Work in mining that implies rendering service in subway or subway pits. - 2. Work involving exposure to high temperatures, above the permissible limit values determined by the technical health standards of occupational health. - 3. Work involving exposure to ionizing radiation. - 4. Work with exposure to substances proven to be carcinogenic. <p>It is also evident from interviews with the workers that there is no pregnancy testing for any criterion.</p> <p>Thirteen workers were taken as samples.</p>	
6.1.5 (C)	<p>A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>Minutes of conformation of the gender committee, dated 3/5/2023 where 6 workers are described as members:</p> <p>The gender committee will meet quarterly.</p>	Yes

	<p><u>OUTGROWER VALENTINA</u></p> <p>There is evidence of the appointment of the senior management representative and the creation of the gender participation and equity committee, as follows:</p> <ul style="list-style-type: none"> - Minutes of conformation of gender committee , dated 28/5/202 and updated 15/4/2023 , where the following workers are described as members: <p>On behalf of senior management ID. 1961xxxxx</p> <p>On behalf of the workers ID. 100450xxxxx</p> <p>It is important to point out that the committees are constantly updating their members every time they leave the committee due to retirement from the company.</p> <p>Note: as of the date of the audit, the organization does not have any female employees.</p>	
6.1.6	<p>Salary policy whose objective is to Define a methodology to remunerate in an equitable, competitive and fair way the workers, framed in merits and work efficiency.</p> <p>The following was taken as an example.</p> <p>The position of operative assistant With basic studies - no work experience; \$1xxxxxx With bachelor's degree - with 2 years of work experience \$ 1.xxxxxx With technology or technologist with work experience of 3 years \$ 1.xxxxxx With technology or technologist with work experience of more than 5 years \$ 1.xxxxxx</p> <p><u>OUTGROWER VALENTINA</u></p> <ul style="list-style-type: none"> - Table of minimum and maximum prices and yields <p>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 pre-settlements of the same that workers who develop the same work receive as salary remuneration and are guaranteed the minimum legal 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.</p> <p>Sample table of values</p> <p>LABOR</p>	Yes

	<p>cutting, picking and harvesting of FFB harvesting yield of FFB bags loading and unloading of FFB in gondola and box hauling of FFB tractor driver. adult palm plating (farm scythe) young palm plating (farm scythe) manual de-stemming of adult palms manual destemming young palm stalk stalking with roller adult palms. young palm stalk pruning with rolo pruning with cycles of 9 months to 12 months (adult) palm pruning with cycles of 6 months to 8 months (young palm) palm manual irrigation channel cleaning cleaning of irrigation channel with scythe manual drainage channel cleaning cleaning of drainage channel with scythe border cleaning tillage work plant health irrigation work fertilization sanitary pruning</p> <p><u>SMALLHOLDERS</u></p> <p>- It is evident that there is only one worker on the farms (Rosa Mercedes, La Maury, El Paraíso, Casa de Bloque 1), it is not necessary to implement a salary scale that guarantees the same salary payment for the same work, and it is also evident that these workers are guaranteed the current Colombian legal monthly minimum wage, which amounts to: \$ 1.xxxxxx. - There are two workers on the farm (Casa de Bloque) whose salary amounts to the Colombian legal monthly minimum wage, which is \$ 1.xxxxxxx,</p>	
6.2.1 (C)	<p>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 payment 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.</p> <p>It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.</p>	Yes
6.2.2 (C)	<p>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 payment slips which clearly detail the elements that make up the salary such as vacation pay, overtime, night surcharges, bonuses, severance pay,</p>	Yes

	<p>social benefits, disability, along with discounts made to the worker, These documents are in Spanish and detailed in a clear manner for easy understanding. These documents are duly drafted and adjusted to the Colombian legal regulations. The following number of workers was taken as a sample:</p> <p>It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.</p>	
6.2.3 (C)	<p>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 payment 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, These documents are in Spanish and detailed in a clear manner for easy understanding. These documents are duly drafted and adjusted to the Colombian legal regulations. The following number of workers was taken as a sample:</p> <p>It is important to note that there is no evidence of outsourcing or illegal intermediation when evaluating the organization's labor documents described above.</p>	Yes
6.2.4 (C)	<p>Visual inspection and interviews with the workers show that there are houses where the workers and/or some of the workers live on the Valentina, Casas de Bloque, and Casa de Bloque 2 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.</p>	Yes
6.2.5	<p>With regard to adequate food for workers, it can be seen that the companies have developed the following:</p> <p>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 in 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 entities of the Social Security.</p> <p>There is also evidence of a document called healthy lifestyle program of 1/2023, which aims to promote well-being among the 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.</p>	Yes
6.2.6	<p>The determination of the prevailing wage is evidenced by means of a template designed for this purpose, as follows:</p> <p><u>TEQUENDAMA EXTRACTION PLANT</u></p>	Yes

	<p>Position Prevailing Wage General Services Operator \$ 1.xxxxxx Industrial plant operator \$ 1,459,695.00 Driver \$ 1,xxxxxx Electrician \$ 1.xxxxxx Welder \$ 1.xxxxxx Basculero \$ 1.xxxxxx Average prevailing wage \$ 1.xxxxxx</p> <p><u>OWN PLANTATIONS</u></p> <p>Position Prevailing Wage Assistants 1.xxxxxx Basculero 1.xxxxxx Driver 1.xxxxxx Crop maintenance operator 1.xxxxxx Irrigation and Drainage Operator 1.xxxxxxxx Nursery Maintenance Worker 1.xxxxxxxx Compost Operator 1.xxxxxxx FFB Harvesting Operator 1.xxxxxxxx Machinery Operator 1.xxxxxxxx Laborer 1,xxxxxx Total average \$ 1.xxxxxx</p> <p><u>OUTGROWER VALENTINA</u></p> <p>Position Prevailing Wage Harvester \$ 1.xxxxxx Plant Health \$ 1.xxxxxx Machinery Operator \$ 1.xxxxxx Miscellaneous Trades \$ 1.xxxxxx Irrigator \$ 1.xxxxxx Average prevailing wage \$ 1.xxxxxx</p> <p><u>SMALLHOLDERS</u></p> <p>Farm Position Prevailing Wage BLOCK HOUSE MISCELLANEOUS TRADES \$ 1.xxxxxx</p> <p>Average Prevailing Wage \$1.xxxxxx</p>	
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Based on the 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.</p> <p>It is also evident from the document verification of the labor contracts that all the workers are hired directly by their respective employers.</p>	Yes

<p>6.3.1 (C)</p>	<p>Internal Work Regulations Article 109. The company is prohibited from 4. Limiting or pressuring workers in any way in the exercise of their rights of association.</p> <p>Human Development Policy Manual code T-MH-GH-01 V7 of 24/7/2023 Which indicates the policy of The implementation of this policy is supported by the following Universal Declarations.</p> <p>Universal Declaration of Human Rights</p> <p>Act occurred at the United Nations General Assembly in Paris, on December 10, 1948 through Resolution 217 A (III); by which world leaders embrace Human Rights as a common ideal. In its preamble, the Declaration is based on the "recognition of the inherent dignity of all members of the human family"; considering, among other aspects, that "disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind; and that the advent of a world in which human beings, freed from fear and want, shall enjoy freedom of speech and freedom of belief, has been proclaimed as the highest aspiration of mankind".</p> <p>Fundamental Principles and Rights at Work - I.T.O. Declaration. Adopted at the International Labor Conference, held in Geneva in June 1998.</p> <ul style="list-style-type: none"> - Elimination of Discrimination in Respect of Employment and Occupation. - Freedom of Association and Freedom of Association - Right to Collective Bargaining - Elimination of forced and compulsory labor - Effective elimination of child labor <p><u>OUTGROWER VALENTINA</u></p> <ul style="list-style-type: none"> - Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021- 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. - Internal Labor Regulations Article 44 - the company is forbidden to: numeral 4 Limit or pressure in any way the workers in the exercise of their right of association and article 45 . It is forbidden to the WORKERS 7. 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 a union. <p><u>SMALLHOLDERS</u></p> <ul style="list-style-type: none"> - 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 implementation of this Policy is based on the following Universal Declarations. <p>Universal Declaration of Human Rights</p> <p>Act occurred at the United Nations General Assembly in Paris, on December 10, 1948 through Resolution 217 A (III); by which world leaders</p>	<p>Yes</p>
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	<p>embrace Human Rights as a common ideal. In its preamble, the Declaration is based on the "recognition of the inherent dignity of all members of the human family"; considering, among other aspects, that "disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind; and that the advent of a world in which human beings, freed from fear and want, shall enjoy freedom of speech and freedom of belief, has been proclaimed as the highest aspiration of mankind".</p> <p>Fundamental Principles and Rights at Work - I.T.O. Declaration.</p> <ul style="list-style-type: none"> - 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 Freedom of Association - Right to Collective Bargaining - Elimination of forced and compulsory labor - Effective elimination of child labor <p>These declarations of free association are posted on the organizations' bulletin boards.</p>	
6.3.2	<p>There is no union in the company. However JCC and OSH meeting is the platform for the workers to highlight any issue and matter to the employer., through the joint occupational health committee as follows:</p> <p>DATE: 28/5/2023 SUBJECTS DISCUSSED: PPE inspections, machines and tools, accident rate indicators.</p> <p>DATE: 6/23/2023 SUBJECTS DISCUSSED: Inspections of PPE, machines and tools, accident rate indicators.</p> <p>Where workers' representatives and company representatives meet in order to discuss issues of interest to workers. Such as accident rate, open medical cases, safe working conditions.</p> <p><u>SMALLHOLDERS</u></p> <p>- Considering that the organization does not have a union group, there is evidence of meetings between workers' representatives and the employer, through the health and safety at work overseer.</p> <p>Where workers' representatives and company representatives meet to discuss issues of interest to workers. Such as accidents, use of personal protective equipment, and workplace harassment,</p> <p>There is also evidence of meetings of the Labor Coexistence Committee - COCOLAB, which was taken as a sample:</p> <p><u>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS.</u></p>	Yes

	<p>- DATE: 6/29/2023 - SUBJECTS DISCUSSED: Tractor inspection, road safety training, OSHMS indicators for the month of June 2023.</p> <p>- DATE: 5/25/2023 - SUBJECTS DISCUSSED: Plates in palm, delivery of raincoats, roleo, the union, OSHMS indicators month of May 2023.</p> <p>OUTGROWER VALENTINA MEETING DATE: 2/25/2023 SUBJECTS DISCUSSED: PQRS indicators, socialization of labor and sexual harassment policy.</p> <p>MEETING DATE: 26/5/2023 SUBJECTS DISCUSSED: PQRS indicators, socialization of labor and sexual harassment policy.</p> <p>Where workers' representatives and company representatives meet in order to discuss issues of interest to workers. Such as conflicts between workers, labor issues, complaints and grievances of workers, etc..</p>	
6.3.3	<p>The organization does not interfere in the creation of unions or committees.</p> <p>It is evident from interviews with the workers that none of the organizations interfere in the creation of unions, as well as the existence of the Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021- 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.</p>	Yes
6.4.1	<p>The company has established the Human Development Policy Manual Code T-MH-GH-01 V7 dated 24/7/2023 which indicates the policy of minor in plantations, agro-industrial plants, transportation, port operation, storage, logistics areas and supply chains of C.I Tequendama SAS. It also contains the mechanisms for redress in case it is applicable.</p> <p>Socialized in the following way to the labor force as follows: The following workers were taken as a sample.</p> <p>TEQUENDAMA EXTRACTION PLANT Number of workers 15</p> <p>OWN PLANTATIONS (ARIGUANI) Number of workers 13</p> <p>OWN PLANTATIONS (TEQUENDAMA) Number of workers 19</p> <p>OWN PLANTATIONS (GAVILAN 2) Number of workers 12</p> <p>OWN PLANTATIONS (GAVILAN 1) Number of workers 9</p>	Yes

	<p><u>OUTGROWER VALENTINA</u> - Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which indicates b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students who develop their internship, it is prohibited to carry out high-risk activities". It also contains the mechanisms for redress in case it is applicable.</p> <p>Socialized as follows to the workforce as follows: Date: 28/2/2023 Number of workers 9</p> <p><u>SMALLHOLDERS</u> 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.</p> <p>It should be noted that each of the above procedures contains measures and/or mechanisms for repair and/or remediation if necessary.</p>	
6.4.2 (C)	<p>The company has established the Human Development Policy Manual code T-MH-GH-01 V7 dated 24/7/2023 Which indicates the policy of minor in plantations, agro-industrial plants, transportation, port operation, storage, logistics areas and supply chains of C.I Tequendama SAS.</p> <p><u>OUTGROWER VALENTINA</u> Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which indicates b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students who develop their internship, it is forbidden to perform high-risk activities".</p> <p><u>SMALLHOLDERS</u> 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.</p> <p>It is evident from field visits and interviews with workers that there are no young employees working in the palm plantations, and the list of workers shows that they all have citizenship cards and are of legal age, and the following documents indicate that no minors under 18 years of age are employed:</p>	Yes
6.4.3 (C)	<p>The company has established the Human Development Policy Manual code T-MH-GH-01 V7 dated 24/7/2023 which indicates the policy of minor in plantations, agro-industrial plants, transportation, port operation, storage, logistics areas and supply chains of C.I Tequendama SAS.</p> <p><u>OUTGROWER VALENTINA</u> - Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which indicates b. "Prohibit work for minors under 18 years of age (does not apply to apprentices), and in the case of students who develop their internship, it is forbidden to perform high-risk activities".</p> <p><u>SMALLHOLDERS</u></p>	Yes

	<p>- 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.</p> <p>It is evident from field visits and interviews with workers that there are no young employees working in the palm plantations, and the list of workers shows that they all have citizenship cards and are of legal age, and the following documents indicate that no minors under 18 years of age are employed:</p>	
6.4.4	<p>There is evidence of documents called:</p> <ul style="list-style-type: none"> - Human Development Policy Manual code T-MH-GH-01 V7 dated 24/7/2023 Which indicates the policy of minors in plantations, agro-industrial plants, transportation, port operation, storage, logistics areas and supply chains of C.I Tequendama SAS. <p>VALENTINA NURSERY</p> <ul style="list-style-type: none"> - Sustainability Policy Code: SOS-POL-01 V3 dated 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 who develop their practices, it is prohibited to perform high-risk activities". <p>SMALL ENTREPRENEURS</p> <ul style="list-style-type: none"> -Policy Manual for each of the farms, the purpose of which is to consolidate the organization's guidelines defined in each of the policies related to human resources, which contains the policy prohibiting child labor. <p>These policies were socialized to the workforce through annual reinduction and to the communities through periodic meetings, the one held in May 2023 was taken as a sample.</p> <p>The policies were socialized to stakeholders through training sessions held during the first half of 2023.</p>	Yes
6.5.1 (C)	<p>The company has established the Human Development Policy Manual code T-MH-GH-01 V7 dated 24/7/2023 Which aims to support the workers of The Company, so that they can freely present their complaints of sexual harassment to their employer and this in turn help them to terminate the situations arising from alleged sexual harassment, in accordance with the legal provisions in force.</p> <p>This policy is socialized in the following way to the workforce, taken as a sample:</p> <p>Date: 2/2/2023 13 employees</p> <p><u>OUTGROWER VALENTINA</u></p> <ul style="list-style-type: none"> - Sustainability Policy Code: SOS-POL-01 V3 of 9/8/2021 which indicates k. "Prohibit any type of violence, harassment and/or physical, sexual or psychological intimidation." <p>Socialized in the following way to the workforce, the following workers were sampled</p> <p>TEQUENDAMA EXTRACTION PLANT Number of workers 15</p> <p><u>OWN PLANTATIONS (ARIGUANI)</u></p>	Yes

	<p>Number of workers 13</p> <p><u>OWN PLANTATIONS (TEQUENDAMA)</u> Number of workers 19</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> Number of workers 12</p> <p><u>OWN PLANTATIONS (GAVILAN 1)</u> Number of workers 9</p> <p><u>SMALLHOLDERS</u> - 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.</p> <p>Socialized in the following way to the workforce, it was taken as a sample:</p> <p>Date: 2/2/2023 Number of employees 7</p> <p>Likewise, the aforementioned policies are posted on the bulletin boards of each of the organizations.</p>	
6.5.2 (C)	<p>The company has established Human Development Policy Manual code T-MH-GH-01 V7 dated 24/7/2023 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.</p> <p>Socialized and The following workers were taken as a sample</p> <p><u>TEQUENDAMA EXTRACTION PLANT</u> Number of workers 15</p> <p><u>OWN PLANTATIONS (ARIGUANI)</u> Number of workers 13</p> <p><u>OWN PLANTATIONS (TEQUENDAMA)</u> Number of workers 19</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> Number of workers 12</p> <p><u>OWN PLANTATIONS (GAVILAN 1)</u> Number of workers 9</p> <p><u>OUTGROWER VALENTINA</u></p>	Yes

	<p>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".</p> <p>Socialized as follows to the workforce as follows: Date: 2/28/2023 Number of workers 4</p> <p>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 for the protection of reproductive rights.</p> <p>Likewise, the policies are posted on the bulletin boards of each of the organizations.</p>	
6.5.3	<p>There is evidence of the minutes of formation of the gender committee, as follows:</p> <p>- Minutes of conformation of the gender committee, dated 3/5/2023, where the following workers are described as members: 8 workers.</p> <p>The gender committee will meet quarterly.</p> <p>The information provided by the human resources department shows that there are no pregnant women at the time of this audit.</p> <p>There is evidence of meeting minutes of the organization's gender committees, as follows: Minutes of the gender committee meeting dated 6/28/2023, where issues such as gender equality and equity within the organization were discussed.</p> <p><u>OUTGROWER VALENTINA</u></p> <p>There is evidence of the minutes of the designation of the representative of the top management and conformation of the gender participation and equity committee, as follows: Minutes of the gender committee conformation, dated 6/28/2023, where issues such as equality and gender equity within the organization were discussed: Minutes of conformation of gender committee, dated 28/5/202 and updated 15/4/2023 , where the following workers are described as members: On behalf of senior management ID. 1961xxxx On behalf of the workers ID. 100450xxxx There are also meetings of the gender committee, taken as a sample: Quarterly meetings, taken as a sample. Minutes of the meeting of the labor coexistence and gender equity committee code SST-F-23 V2 of 11/28/2020.</p>	Yes

	<p>DATE OF MEETING: 2/25/2023 SUBJECTS DISCUSSED: PQRS indicators, socialization of labor and sexual harassment policy.</p> <p>MEETING DATE: 26/5/2023 SUBJECTS DISCUSSED: PQRS indicators, socialization of labor and sexual harassment policy.</p> <p>Note: as of the date of the audit, the organization does not have any female employees.</p>	
6.5.4	<p>The company has established the System of requests, complaints, claims and suggestions, Version 1 of 23/5/2023 which contains anonymous complaints /ethics line.</p> <p>- 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), which will guarantee the anonymity of those who use this mechanism.</p> <p><u>OUTGROWER VALENTINA</u></p> <p>- 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 through general information published on the notice boards and In case the identity of the complainant or interested party filing the PQRS is known, the company shall ensure that no reprisals are taken against this party.</p> <p><u>SMALLHOLDERS</u></p> <p>Protocol for requests, complaints, claims, requests and compliments - pqrsof 20/7/2023 which states The plantation guarantees the anonymity of the person reporting the PQRS, and if necessary, the response will be provided through general information posted on bulletin boards and In the event that the identity of the complainant or the interested party filing the PQRS is known, the company shall ensure that no retaliation is taken against this person.</p> <p>All responses to anonymous requests are posted on the organization's bulletin boards in accordance with due process.</p>	Yes
6.6.1 (C)	<p>The company has established the Manual of human development policies code T-MH-GH-01 V7 of 24/7/2023 which indicates the policy of prohibition of forced labor in accordance with the provisions of international conventions ratified by our country before the i.t.o. and national regulations prohibiting forced labor, modern forms of slavery and</p>	Yes

	<p>human trafficking, the company is committed to comply with such precepts.</p> <p>Socialized to the workforce as follows: The following workers were taken as a sample. TEQUENDAMA EXTRACTION PLANT Number of workers 15</p> <p><u>OWN PLANTATIONS (ARIGUANI)</u> Number of workers 13</p> <p><u>OWN PLANTATIONS (TEQUENDAMA)</u> Number of workers 19</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> Number of workers 12</p> <p><u>OWN PLANTATIONS (GAVILAN 1)</u> Number of workers 9</p> <p><u>OUTGROWER VALENTINA</u> 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 considered, without any type of discrimination, as long as they meet the required profiles and required documents and Requirements for hiring migrants.</p> <p>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: 28/2/2023 Number of workers 4</p> <p><u>SMALLHOLDERS</u> 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.</p> <p>Likewise, through interviews with workers in the field, it was verified that none of the following situations exist:</p> <ul style="list-style-type: none"> - Withholding of identity documents or passports. - Payment of recruitment fees. - Contract substitution without the worker's consent; Involuntary overtime - Involuntary overtime. - Lack of freedom of workers 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 	
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	- Withholding of wages	
6.6.2 (C)	<p>The company has established the Human Development Policy Manual code T-MH-GH-01 V7 dated 24/7/2023 Which indicates the policy of prohibition to forced labor where it is included The company will protect the rights of workers, in particular, those of migrant workers, against abusive and fraudulent practices during the hiring process and also The Company will allow migrants to apply or aspire to vacant positions or trades within the company, which must be supported with a visa that empowers the foreigner for such purpose. The types of visa, depending on the case, are the following: TP-4, TP-9, TP- 12, TP-13.</p> <p>Socialized to the labor force as follows: Date: 2/2/2023 The following workers were taken as a sample.</p> <p><u>TEQUENDAMA EXTRACTION PLANT</u> Number of workers 15</p> <p><u>OWN PLANTATIONS (ARIGUANI)</u> Number of workers 13</p> <p><u>OWN PLANTATIONS (TEQUENDAMA)</u> Number of workers 19</p> <p><u>OWN PLANTATIONS (GAVILAN 2)</u> Number of workers 12</p> <p>OWN PLANTATIONS (GAVILAN 1) Number of workers 9</p> <p>OUTGROWER VALENTINA 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 type of discrimination, provided that they meet 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: 28/2/2023 Number of workers 419562xxx – 10045034xx – 196204xx</p> <p>At the time of the audit there was no evidence of migrant or temporary workers working in the organizations.</p>	Yes
6.7.1 (C)	There is evidence of the Act of appointment of the person responsible for Occupational Health and Safety at Work:	Yes

	<p>- Act of notification of appointment of responsible for the SG-SST dated 30/8/2023 appointing Karen Lorena Quinto Acosta identified with C.C. N° 7.312.xxx with license for the provision of services in occupational safety and health by resolution No 0748 of 14/4/2016 and course of Occupational Safety and Health Management System SG-SST 50 hours, certified by ARL SURA dated 7/6/2019, and refresher course of 20 hours dated 5/9/2022 issued by ARL SURA.</p> <p><u>OUTGROWER VALENTINA</u></p> <p>- Signed minutes dated 9/1/2020 appointing Jaider David Figueroa Castro with ID 19563xxx with license for the provision of services in occupational safety and health by resolution No 2663 of 27/9/2021 and course of Occupational Safety and Health Management System SG-SST 50 hours, certified by Servicios Nacional de Aprendizaje SENA dated 27/5/2016 , and refresher course of 20 hours dated 25/3/2021 issued by Aliados en tecnología y calidad SAS.</p> <p>There is evidence of COPASST conformation minutes and its meetings as follows:</p> <p><u>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS</u></p> <p>Act of constitution No 4 joint committee of safety and health at work COPASST dated 28/9/2022 , period 2022 - 2024 signed by each of the representatives of both the company and the workers, for Extractora Tequendama.</p> <p>Act of constitution No 2 joint committee of safety and health at work COPASST dated 5/9/2022 , period 2022 - 2024 signed by each of the representatives of both the company and the workers, for Finca Ariguaní.</p> <p>Act of constitution No 4 joint committee of safety and health at work COPASST dated 1/9/2022 , period 2022 - 2024 signed by each of the representatives of both the company and the workers, for Finca Gavilán 2.</p> <p>Act of constitution No 4 joint committee of safety and health at work COPASST dated 2/9/2022 , period 2022 - 2024 signed by each of the representatives of both the company and the workers, for Finca Gavilán 1.</p> <p>With monthly meetings, it was taken as a sample:</p> <p>EXTRACTION PLANT DATE: 8/8/2023 SUBJECTS DISCUSSED : Report of accidents at work, Progress of SGSST</p> <p>DATE: 6/7/2023 SUBJECTS DISCUSSED: Occupational accidents, Inspection Reports, Absenteeism.</p> <p>ARIGUANI FARM DATE: 7/29/2023 SUBJECTS DISCUSSED : Accidentability June 2023, Maintenance of lots.</p> <p>DATE: 31/7/2023 SUBJECTS DISCUSSED: Accidentability July 2023, ARL visit.</p>	
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	<p>Gavilan 1 Farm DATE: 7/7/2023 SUBJECTS DISCUSSED : Work accidents, Absenteeism, Follow-up AT, DATE: 2/8/2023 SUBJECTS DISCUSSED: Absenteeism, TA Follow-up, date: 2/8/2023</p> <p>Gavilan Farm 2 DATE: 6/7/2023 SUBJECTS DISCUSSED : Technical work re-induction, DATE: 7/8/2023 SUBJECTS DISCUSSED: Provision of eyewash in the warehouse area,</p> <p><u>OUTGROWER VALENTINA</u> Minutes of the joint committee of safety and health at work COPASST Code SST-F-10 V2 of 16/5/2018 where the creation of the committee is recorded from 258/5/2022 for a period 2022 - 2024, however due to the high turnover and reduction of staff the payroll plant was reduced to 8 workers making necessary the appointment of the overseer in safety and health at work by act of appointment of the overseer in safety and health at work code SST-F-27 V1 of 25/5/2022 for a period of 2 years.</p> <p>With monthly meetings, it was taken as a sample: DATE: 28/5/2023 SUBJECTS DISCUSSED : PPE inspections, machines and tools, accident rate indicators. DATE: 23/6/2023 SUBJECTS DISCUSSED: Inspections of PPE, machines and tools, accident rate indicators.</p> <p>SMALLHOLDERS Appointment of the safety and health at work overseer at the farm block house NIT 901522792; block house NIT 90152897.</p> <p>With monthly meetings, taken as a sample: DATE: 30/6/2023 SUBJECTS DISCUSSED: Importance of the use of protective elements.</p> <p>DATE: 31/7/2023 SUBJECTS DISCUSSED: First Aid Training</p> <p>There is evidence of the minutes of formation of the labor coexistence committee as follows:</p> <p><u>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS</u> - Act of constitution of the labor coexistence committee code PDC-ACT-030-GTH V3 of 8/3/2023, with date of creation of the committee 16/3/2023 with validity 2023 - 2025. Quarterly meetings, sample taken as follows DATE 12/7/2023 SUBJECTS DISCUSSED: Request for the purchase of vests for the identification of the members of the covila in the company,</p>	
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	<p><u>OUTGROWER VALENTINA</u> Act # 1 conformation of the labor coexistence committee code SST-F-11 V2 of 16/5/2018, date of conformation 28/5/2022 for a period of 2 years. Quarterly meetings, taken as a sample. Minutes of the meeting of the labor coexistence and gender equity committee code S</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers.</p> <p>Emergency Prevention, Preparedness and Response Plan POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS SAS Tequendama extraction plant and crops Tequendama V3 dated 15/6/2023.</p> <p><u>OUTGROWER VALENTINA</u> - Emergency Plan Code: SST-PL-01 V5 of 27/1/2023</p> <p><u>SMALLHOLDERS</u> - Emergency Preparedness and Response Plan - Alliances Division, V1 of 5/17/2021.</p> <p>This plan describes the mechanisms for emergency response within the organization.</p> <p>Emergencies such as forest fire, flooding, structural collapse and earthquakes were taken as samples.</p> <p>Evidence of documents called:</p> <p><u>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS.</u> - Report and investigation of environmental and labor incidents/accidents, unsafe acts, and conditions code PGI-09 V5 of 13/7/2023.</p> <p>Whose objective is to define the methodology for the reporting and investigation of incidents, environmental accidents, occupational accidents, unsafe acts and conditions in order to determine the causes and intervention measures to prevent incidents, accidents and occupational diseases in order to comply with national legislation. to comply with national legislation.</p> <p><u>OUTGROWER VALENTINA</u> - Procedure for reporting and investigation of accidents and work incidents code SST-PR-01 V1 dated 13/8/2018. Whose objective is to define the methodology to follow in case of reporting and investigation of accidents and work incidents of the company LAUDA S.A.S.</p> <p><u>SMALLHOLDERS</u> - Manual of the Occupational Health and Safety Management System SGSST alianzas productivas POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS SAS dated 9/2020 and updated on 12/2022.</p> <p>Describing the actions to be taken in the event of an occupational accident.</p>	Yes

	<p>The following documents are evidenced:</p> <p><u>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS.</u> - Characterization of work accidents 2023</p> <p><u>OUTGROWER VALENTINA</u> - Characterization of accidents LAUDA SAS</p> <p>Which contains the record of the accidents that occurred within the organizations for the year 2023.</p> <p>Accidents occurred were sampled as follows:</p> <p>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS</p> <p>WORKER ID 108188xxx DATE ACCIDENT 29/7/2023 REPORT DATE 28/6/2023 REASON FOR ACCIDENT Open cut injury ACTION PLAN EXECUTION DATE 8/8/2023 Informative Flash</p> <p>WORKER ID 1081785xxx ACCIDENT DATE 28/6/2023 REPORT DATE 28/6/2023 REASON FOR ACCIDENT Eye Discomfort ACTION PLAN EXECUTION DATE 26/7/23 Proper Scythe Handling</p> <p><u>OUTGROWER VALENTINA</u></p> <p>WORKER ID 19562xxx ACCIDENT DATE 5/8/2023 REPORT DATE 5/8/2023</p>	
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	<p>REASON FOR ACCIDENT Blow or contusion ACTION PLAN EXECUTION DATE 12/8/2023 Lesson learned.</p> <p><u>POM - EXTRACTOR TEQUENDAMA - OWN FARMS</u> Excel file named Emergency Brigade 2023 Extractor Tequendama is evidenced, which contains the list of brigade members that make up the emergency brigade of the extraction plant.</p> <p>The Excel file named Brigada de Emergencias 2023 Ariguaní contains the list of brigade members of the emergency brigade of Finca Ariguaní.</p> <p>The Excel file named Emergency Brigade 2023 Gavilán 1 contains the list of brigade members that make up the emergency brigade of Gavilán 1 Farm.</p> <p>The Excel file named Emergency Brigade 2023 Gavilán 2 contains the list of brigade members that make up the emergency brigade of Gavilán 2 Farm.</p> <p>There is evidence of an Excel file named Emergency Brigade 2023 Tequendama which contains the list of brigade members that make up the emergency brigade of Finca Tequendama.</p> <p>There is evidence of training of brigade members and workers; it was taken as a sample:</p> <p>Ariguaní Farm Date: 11/30/2022 Subjects: Basic First Aid</p> <p>Tequendama Farm Date: 24/11/2022 Topics: Basic First Aid Date: 6/27/2023 Topics: Basic First Aid</p> <p>Gavilan Farm 1 and 2 Date: 4/23/2023 Topics: Basic First Aid</p> <p>Extraction Plant: Date: 2/23/2023 Topics: Basic First Aid Date: 7/13/2023 Topics: Basic First Aid</p> <p>OUTGROWER VALENTINA There is evidence of the minutes of formation of the emergency brigade and code SST-F-22 V1 of 18/8/2018, where 18/8/2022 the official formation of the emergency brigade is made.</p>	
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	<p><u>SMALLHOLDERS</u></p> <p>There is evidence of first aid training minutes dated 10/8(2023 where topics such as basic first aid, Types of emergencies, vital signs, types of wounds transfers and stretching of injured, types of fracture.</p> <p>The existence of fire extinguishers and portable and static first aid kits, evacuation stretcher, fully equipped and in force, was evidenced by the inspection of the emergency equipment as follows:</p> <p>First Aid Kit Inspection</p> <p>First aid kit contents record form, code F-GI-24 V1 of</p>	
6.7.3 (C)	<p><u>POM - EXTRACTOR TEQUENDAMA - OWN FARMS</u></p> <p>There is evidence of documents called:</p> <ul style="list-style-type: none"> - Matrix of personal protection elements V1, for extractive plant and crops, updated on 7/12/2022. <p><u>OUTGROWER VALENTINA</u></p> <ul style="list-style-type: none"> - Personal protection elements matrix Code: SG-SST-MT-005 V1 of 6/19/2018 <p>Which describe the personal protection elements to be used for each position. ,</p> <p>The following workers were taken as a sample delivery:</p> <p><u>TEQUENDAMA EXTRACTION PLANT - OWN PLANTATIONS.</u></p> <p>DATE OF DELIVERY POSITION EPP DELIVERED</p> <p>11/8/2023 FFB harvesting operator. Engineer gloves, helmet</p> <p>16/8/2023 FFB harvesting operator. Engineer gloves, helmet</p> <p>17/8/2023 FFB harvesting operator. Hard hat</p> <p>16/08/2023 Pollination Operator Mask N95,</p> <p>14/08/2023 Pollination Operator Engineer Gloves</p> <p><u>OUTGROWER VALENTINA</u></p> <p>DELIVERY DATE POSITION EPP DELIVERED</p> <p>17/07/2023 Planting Assistant Hard Hat, Hearing Protector, Gloves</p> <p>17/7/2023 Irrigation Gloves, Hard Hat, Goggles, Hearing Protectors</p> <p>17/07/2023 Scythe Ploughing Safety Goggles - Hearing Protectors</p> <p><u>SMALLHOLDERS</u></p>	Yes

	<p>DELIVERY DATE CARGO EPP DELIVERED 25/7/2023 Miscellaneous Trades Helmet, Gloves 7/25/2023 Miscellaneous Trades Helmet, Gloves 7/25/2023 Miscellaneous Trades Helmet, Gloves</p> <p>The delivery of personal protective equipment to all workers is completely free of charge and in a timely manner.</p> <p>It is also evidenced by visual inspection of each of the farms and the extraction plant at the site where the work is being carried out that the workers were using the personal protective equipment properly.</p>	
6.7.4	<p>It is evident that the organizations are linked to the professional risk system as follows.</p> <p>DATE OF LINKAGE NAME ARL COMPANY 1/10/2015 ARL SURA EXTRACTION PLANT TEQUENDAMA OWN PLANTATIONS 10/3/2012 AXA COLPATRIA OUTGROWER VALENTINA 1/12/2021 ARL SURA SMALLHOLDERS</p> <p>Likewise, it is verified that all workers are linked to the respective Labor Risks Administration (ARL) that the company is linked to, which covers the provision of health services occurring as a result of occupational accidents and / or occupational diseases.</p>	Yes
6.7.5	<p>Indicators of the occupational health and safety management system for the period up to 2023 are shown as follows</p> <p>INDICATOR VALUES No Occupational Accidents 31 Frequency 30.2 Severity 110 ILI (Incapacitating Injury Index) 55 %.</p> <p><u>OUTGROWER VALENTINA</u> INDICATOR VALUES No Occupational Accidents 4 Frequency 4.15 Severity 12 ILI (Injury Lost Time Injury Index) 10.5 % 10.5 % 10.5</p>	Yes

Principle 7: Protect, conserve and enhance ecosystem and environment

Indicator	Summary of Findings	Compliance (Y/N) and NC#
7.1.1 (C)	<p>The company has established the administration and production manual for organic palm plantations of daabon group 2015/2025. This manual provides a detailed description of the activities and/or processes that are carried out for the maintenance of the oil palm crop.</p> <p>Pest and disease monitoring and follow-up measures are defined in the manual, which is implemented integrally in the organization's farms. During the audit, there was evidence the monitoring in the "Gavilan 1 disease census" format with data from 08/08/2023 in zone VE" where cases of classical PC were registered, linea lots and identified palms were</p>	Yes

	<p>recorded. These records feed the "Disease Census" database, which has all the activities performed diligitedated.</p> <p>Intervention activities are focused on preventing the disease by using microorganisms such as the Trichoderma fungus. There is evidence of the format "Application of phytosanitary products on the Gavilan 1 farm from 02-02022 to 10-08-2023 at a dose of 1.93 kg/Ha. The form includes data of the lot, area, dose in grams, responsible for the work and observations. The output slips of microorganisms from the "Production Laboratory" implemented by DAABON for use on its oil palm crops were verified.</p> <p>Examples: Slip 5119 of 08/15/2023, 235 bags of Trichoderma to Finca Ariguani for a total weight of 70.5 KG, Slip 5112 of 07/28/2023 for 200 bags of 60 kg to Finca Ariguani, Slip 5018 of 02/03/2023r 67 bags of 20.1 kg to Finca Ariguani. Boleta 5114 of 07/29/2023 for 260 Lt of Bacillus turingensis to Finca Tequendama. Ticket 4846 of 05/25/2023 for 160 Lt of Bacillus turingensis to Tequendama farm</p> <p><u>SMALLHOLDER'S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES).</u></p> <p>There is evidence of the document "general phytosanitary management plan, alliances" that applies to all areas of smallholder oil palm plantations within the scope of RSPO certification. Pest and disease monitoring is carried out monthly by C.I Tequendama's field technicians, with emphasis on bud rot, which has the highest disease incidence.</p> <p>During the audit, it was verified the data about "Disease Census in Gavilan 1". Dates 08-08-2023 to 09-08-2023 zone VE. Identifying Classic PC.</p> <p><u>OUTGROWERS (LAUDAS S.A.S.).</u></p> <p>There is evidence of the format "Pest Evaluation" Code SV-F-03 v01 2018. This format includes the different pests found in palm crops. It was verified the records of the work done in the Valentina farm on the dates 06/07/2023 in lot 10 and on , 24/01/2023 in lot 8.</p>	
7.1.2	<p>Pueraria Phaseoloides species known as kudzu for is used for ground cover in plantations undergoing renovation processes. This species is included in CABI's list of invasive species. The company has established the "Standard Operating Procedure for Invasive Species Management" in order to prevent the expansion of invasive species into natural areas. During the audit, the monitoring and maintenance map for the control of "Kudzú" was verified. The main control activity is the maintenance of the crop through manual or mechanical control of riparian areas, irrigation and drainage channels.</p> <p><u>SMALLHOLDER'S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES).</u></p> <p>The smallholders alliances follow the technical instructions provided by POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS S.A.S. personnel.</p> <p><u>OUTGROWERS (LAUDAS S.A.S.).</u></p> <p>There is evidence of the invasive species management procedure classified by CABI for Colombia. The company has implemented the use of Kudzú in the lots undergoing renovation processes because of its benefits such as nitrogen supply and soil protection. The principal control is done by cutting the surrounding streams, irrigation canals, and</p>	Yes

	<p>drainages, known as "despalille" (thinning). These activities are recorded in the format "control of field work in plantations Code MC-F-01 v01 2018".</p>	
7.1.3	<p>DAABON Group's environmental policy of 2020, signed by the executive president Mr. Alfonso Dávila Abondano, states that no burning for land preparation, waste management, pests or diseases shall be allowed. Except in cases justified by phytosanitary emergencies, with prior authorization from the competent authorities.</p> <p>The emergency sanitary situation due to the appearance of the bud rot disease PC is being treated regionally according the Colombian Institute of Agriculture - ICA Resolution No. 092771 (17/03/2021) whereby the pests declared of official control and the phytosanitary measures in oil palm crops in the national territory are updated. This document establish : "after CP control surgeries, it is recommended to carbonize in a controlled manner the affected tissues without going against the measures established by environmental authorities".</p> <p><u>SMALLHOLDER`S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES)-</u> Smallholders follow the same policy as the DAABON group. Outgrowers (Laudas S.A.S.). Agricultural procedures prohibit the use of fire for land preparation for new plantings and/or renovations.</p> <p>General Note* In the northern part of Colombia, the governmental authority of the Colombian Agricultural Institute (ICA) has required compliance with Resolution No. 092771 (17/03/2021), which requires the use of fire for "carbonization" 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.</p>	Yes
7.2.1 (C)	<p>The document "Organic Management Plan 2020-2025" is evidenced. This contains a list of products used for organic agriculture under which the company's own crops and smallholders growers.</p> <p>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 control of: Leptopharsa, gibbicarina Brassolis Sophorae; Stenoma Cecropia. Metharizium sp for control of: Leucothyreus sp. Strategus Aloeus, Rhynchophorus palmarum. Trichoderma sp for control of: Ganoderma boninense, Phellinus noxious.</p> <p><u>SMALLHOLDER`S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES).</u> There is evidence of the manual established by POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS staff for "smallholders alliances".</p> <p><u>OUTGROWERS (LAUDAS S.A.S.).</u> No synthetic agrochemicals are currently being applied. Biological products for the control of PC are applied, such as Trichoderma SP, along with sodium hypochlorite as a sanitizer during PC treatments.</p>	Yes
7.2.2 (C)		Yes

	<p>The records of applications of biological inputs in the oil palm plantations were verified. The format includes the active ingredients used and their LD50, the area treated, the quantity of active ingredients applied per hectare and the number of applications.</p> <p>Gavilan -1. Application of phytosanitary products. Trichoderma application data were verified from the date 02-12-2022 in lot 4 in 2.51 ha until 10-08-2023 in lot D5 in 8.8 ha. It was verified the output remission slips of the "Laboratory production of biological microorganisms" that are sent to the farms for subsequent application.</p> <p>Remission 5119 of 08/15/2023 for the Ariguani farm 235 bolS.A.S. of Trichoderma weighing 70.5 kg. Remission 5047 of 08/06/2023 to the Ariguani farm 200 bolS.A.S. of Trichoderma weighing 60 kg. Shipment 4888 of 11/17/2022 to Ariguani farm 70 bolS.A.S. of Paecilomyces weighing 21.0 kg. Shipment 5114 of 07/29/2023 to the Tequendama farm 260 Lts of Bacillus turingensis. Shipment 4846 of 05/25/2023 to the Tequendama farm 160 Lts of Bacillus turingensis.</p> <p><u>SMALLHOLDER'S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES).</u></p> <p>We verified the output referral slips of the "Laboratory for the production of biological microorganisms" that are sent to the farms for their subsequent application. Remittance 4713 of 12/23/2022 Inv Mindala 5 bolS.A.S. of Paecilomyces for a weight of 1.5 kg.</p> <p><u>OUTGROWER (LAUDAS S.A.S.).</u></p> <p>There is evidence of the format "application of biological products" Code SV-F-02 v01 2018. The use of Trichoderma is to speed up the decomposition of the pecked palm residues during eradication. No Trichoderma has been used in the year 2022-2023. Data from 02/12/2021 were verified in batch 7,8 and 10 with a dose of 1 Kilo per Hectare.</p>	
7.2.3 (C)	<p>The company does not use chemical/synthetic pesticides. Commercially available products, such as Dipel, are used to control pests and diseases. Other entomopathogenic organisms (Trichoderma) and (Paecilomyces) are also used, which are obtained from the Microbiology Laboratory implemented by POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS. These biological products are sent from there to the company's own farms and to supplier farms that require them.</p>	Yes
7.2.4	<p>Daabon Group's management and production manual for organic palm plantations 2015/2025 establishes the prohibition of the prophylactic use of any kind of phytosanitary input. Currently, the governmental authority of the Colombian Agricultural Institute (ICA) requires compliance with Resolution No. 092771 (17/03/2021), which requires prophylaxis around outbreaks of the disease bud rot (PC). However, due to its organic farming practices, this process is not done and only the eradication of diseased plants is allowed.</p>	Yes
7.2.5	<p>An inspection of the storage warehouses of agricultural products of the farms within the scope of RSPO certification was done. No Rotterdam, Stockholm, Class 1A or 1B chemicals or pesticides were found.</p>	Yes
7.2.6 (C)	<p>The training for personnel in charge of agricultural activities in "rational management of pesticides" is conducted by the National Learning Service</p>	Yes

	<p>SENA with a duration of 60 hours. It was verified the course of worker NESS done on 05/23/2022 with registration data 90690989 emitted by SENA Magdalena Sectional.</p> <p><u>SMALLHOLDER`S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES).</u> Biological inputs were applied on the small holder's plantations. Plant health personnel are being trained in their responsibilities.</p> <p><u>OUTGROWER (LAUDAS S.A.S.)</u> There is evidence of a pesticide training record for the worker issued by SENA with 60 hours on April 9, 2021.</p>	
7.2.7 (C)	<p>The storage of phytosanitary products at the farms is performed under good practices, with warning signs, padlocked, warning against reuse of containers to contain phytosanitary or biological inputs, spill kit (shovel, broom, sand, and bags), and the site has a containment dike in case of spills. During the inspections of the areas surrounding the facilities, such as the preparation area, adequate management measures to control contamination were observed. There is also evidence of proper management for the responsible disposal of chemical waste used in their agricultural activities.</p> <p>Smallholder`s Productive Alliances (<i>Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes</i>).</p> <p>During the visit to small growers, these do not store phytosanitary products because they are in the process of eradicating palms showing symptoms of bud rot disease.</p> <p><u>OUTGROWER (LAUDAS S.A.S.)</u> The storage of phytosanitary products at Finca la Valentina is performed under good practices, with warning signs, padlocked, warning against reuse of containers to contain phytosanitary or biological inputs, spill kit (shovel, broom, sand, and bags), and the site has a containment dike in case of spills. During the inspections of the areas surrounding the facilities, such as the preparation area, adequate management measures to control contamination were observed. There is also evidence of proper management for the responsible disposal of chemical waste used in their agricultural work.</p>	Yes
7.2.8	<p>The company is implementing organic agriculture. The containers of microbiological inputs are managed internally. For products purchased from external stores, there is evidence of the Campo Limpio certificate for the management of waste from these containers for organic farming inputs under Colombian law. The waste is sent from the farms to POPM - EXTRACTOR TEQUENDAMA - OWN FARMS's extraction plant where it is stored and subsequently delivered to authorized managers. There is evidence of Certificate No. 66133 issued on 11/05/2023 to POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS for the management of 96 kg of hazardous waste. Among these 7 kg of plastic packaging waste, 36 kg of flexible packaging, 53 kg of packaging waste (Fertilizer Bags).</p>	Yes
7.2.9 (C)		Yes

	<p>After a document review of the agronomic documents and interviews with those responsible for field work in the oil palm plantations, it was determined that no aerial spraying of phytosanitary inputs is carried out.</p>	
7.2.10 (C)	<p>Despite not using organophosphate or carbamate agrochemical inputs in the oil palm plantations, the company conducts annual medical examinations of the workers responsible for applying phytosanitary products.</p> <p>The records of the workers interviewed were verified.</p> <p>IPS Galo Diaz granados during the months of June and July 2023, a total of 25 employees. The results indicate that they are suitable.</p>	Yes
7.2.11 (C)	<p>The Daabon S.A.S. Group's Sustainability Policy establishes the obligation not to use or hire pregnant or nursing women or minors for the application of phytosanitary products.</p> <p>During the visit to the plantations, the use of women or minors in this activity was not observed or detected during the interview.</p>	Yes
7.3.1	<p>The company has established the "Integrated Solid Waste Management Program (PMIRS)" that includes all of the company's agroindustrial activities and processes. This document defines the classification of waste, includes a description of the sources of waste generation, quantification, and a commitment to reduce waste generation, among others. POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS has implemented a computerized traceability system for environmental indicators that includes waste issues (water, energy, etc.). Environmental Sustainability staff is responsible for sending the waste to the authorized companies for transportation and final disposal.</p> <p>Palm Oil Mill POM. During the inspection of the industrial areas, there is evidence of the collection points in the production areas, laboratories, administration and annexed areas such as the biogas or composting plant. It was verified the certificates of management of waste generated in industrial activities.</p> <p>There is evidence of the Certificate issued by ECOSOL Soluciones Ecológicas de Colombia S.A.S., Certificate No. 12785 dated 04/01/2023 for the management of 630.36 kg of waste (67.6 kg of oil containers, 132.4 kg of contaminated PPE, 56.00 kg of lamps, 85.4 kg of oil filters, 106.0 kg of industrial sludge, 25.2 polishing discs, 37.5 kg of used light bulbs, 30.6 kg of tow/flannel, 86 kg of air filters and 3.66 kg of icopor).</p> <p>Oil Palm Plantations. POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS's farms have solid waste storage areas. In the agricultural workshop zone there are areas for used oil and other waste. In the input warehouse area there are cellars for storing waste agricultural products, used eggs, etc. During the audit, waste disposal certificates were verified. Gavilán farm. Certificate issued by ECOSOL Soluciones Ecológicas de Colombia S.A.S., Certificate No. 12785 dated 04/01/2023 for the management of 40.95 kg of waste (4 kg empty paint containers, 4.47 kg</p>	Yes

	<p>lamps, 10.35 kg contaminated PPE, 5 kg light bulbs, 8.73 kg agrochemical containers (DIPEL), 8.4 kg oil filters). Internal shipments in the solid waste generation register. Gavilán issued on 26/06/2023 for 30 kg of ordinary, 16 kg of cardboard and paper and 656 kg of plastics.</p> <p>Tequendama Farm. Certificate issued by ECOSOL Soluciones Ecológicas de Colombia S.A.S., Certificate No. 12785 on 04/01/2023 for the management of 228.69 kg of waste (54.74 kg empty paint containers, 82.4 kg contaminated EPPs, 17 kg light bulbs, 9 kg polishing discs, 17.25 kg agrochemical containers (DIPEL), 48.3 kg of oil filters).</p> <p>Ordinary waste is managed with the company Interaseo S.A.S.. Hacienda Tequendama Certificate for the month of February 2023 for 39.72 m3 of solid waste issued on 03/16/2023.</p> <p>Finca Gavilan Certificate for the month of June for 10.51 m3 of solid waste issued on 07/18/2023. La María Farm certificate for 2.49 m3 of solid waste for the month of June issued on 07/18/2023. Ariguani farm, exit order 34321 on 05/21/2023 for 82 sacks of ordinary waste.</p> <p>There is evidence of participation in the post-concussion waste collection day carried out by the Corporación Autonoma Regional del Magdalena Corpamag on November 16, 2023. A total of 217 kg were managed (27 kg of used batteries, 10 kg of lights and 180 kg of computers).</p> <p><u>SMALLHOLDER'S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES)</u></p> <p>There is evidence of the "Programa de Manejo Integrado de Residuos Sólidos (PMIRS) de Alianzas Productivas" prepared by POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS personnel for the management of solid waste generated on the farms of small producers. The waste is sent to POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS for temporary storage. From there it is sent to the responsible management companies. During the visit to the farms, the "registry of solid waste generation in productive alliances" forms were verified.</p> <p>El Campano and La Ester. Record dated 19/09/2022 for 6 kg of ordinary waste and 2 kg of recyclables. Another is dated March 30, 2023 for 5 kg of ordinary waste and 4 kg of recyclables.</p> <p>Outgrowers (Laudas S.A.S.)</p> <p>There is evidence of the implementation of a waste management plan for waste generated in the company's agricultural and administrative activities. LAUDAS S.A.S. support personnel have established management indicators for solid and hazardous waste. This records the volumes and quantities of special, ordinary, solid, recyclable, and hazardous waste generated each month. Special or hazardous waste is sent to POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS for temporary storage. It is sent from there to the responsible management companies. There were verified the certificates issued during the year 2023 in the "Solid Waste Generation Registry of Productive Alliances". August 2023, 60.2 kg of hazardous waste were sent. Shipment data from</p>	
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	07/25/2023 60 kg including used gloves, used oil filters, oil containers, used oils, used batteries, first aid kit supplies. Shipment data from 05/25/2023 for 5.21 kg Ordinary Waste, 3.61 kg Recyclable Waste generated in the administrative areas.	
7.3.2	<p>The company has established a Proper disposal of waste material, according to procedures that are fully understood by workers and managers</p> <p>They are recorded in the format "Attendance Control Code T-RG-GH-11 v0 2019". Extractor POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS on 05/25/2023; Farms: Tequendama on 04/21/2023, Ariguani on 04/14/2023, Gavilan on 05/03/2023, Gavilan 2 on 06/15/2023, La Daniela on 05/02/2023, La Maria on 05/05/2023, Las Mercedes on 03/31/2023.</p> <p><u>SMALLHOLDER`S PRODUCTIVE ALLIANCES (CASA DE BLOQUE, EL CAMPANO, EL PARAÍSO, LA ESTHER, LA MAURY, ROSA MERCEDES)</u></p> <p>During the visits to the farms of the oil palm smallholders, there is evidence of the collection points for the solid waste generated in the agricultural activities. The farm managers have received training from POPM - EXTRACTOR TEQUENDAMA - OWN FARMS technicians and the Daabon Group's Sustainability staff.</p> <p><u>OUTGROWERS (LAUDAS S.A.S.)</u></p> <p>There is evidence of training and meetings record code GH-F-01 v03 2021 performed on 06/21/2023 with agricultural personnel.</p>	Yes
7.3.3	DAABON Group has established policies and procedures to avoid the use of fire in its agricultural activities. During the tours of the farms there was no evidence of the use of fire to control solid waste.	Yes
7.4.1	<p>The company has established the Management and Production Manual for Organic Palm Plantations - DAABON Group 2015 / 2022. Item 7 Plant nutrition contains the set of activities aimed at obtaining a nutritional balance in the crop lots in order to optimize the production potential of the planted materials.</p> <p>The fertilization plan includes:</p> <ul style="list-style-type: none"> *Foliar analysis results. *Crop requirements for harvest. * Organic matter inputs. * Nutrient requirements for the production cycle. <p>Smallholder`s Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes)</p> <p>There is evidence of the Management Plan for Organic Production (PMO) 2015-2022, which indicates activities aimed at obtaining a nutritional balance. Currently, fertilization has not been performed due to the economic impact on producers due to the incidence of bud rot disease (PC).</p> <p>During the field visits to the plantations, there is very little evidence of cover management and only in some cases is the application of plant material resulting from eradication conducted as a contribution of organic matter.</p>	Yes

	<p><u>OUTGROWERS (LAUDAS S.A.S.).</u></p> <p>There is evidence of the Management Plan for Organic Production (PMO) 2015-2022, which indicates activities aimed at obtaining a nutritional balance. There is a nutrition plan, and its progress is determined by the condition of the disease, so in plots with a high incidence of the disease (PC) it is restricted and fertilization is not being applied because it is expected to be eradicated. In the plantings that have been renewed, organic inputs have been applied, mainly rachis/compost from the extraction plant.</p>	
7.4.2	<p>Foliar and soil analysis of the farms are coordinated by the CENIPALMA laboratory. Las Mercedes: report 24254 of 06/01/2023 of 07 samples. Tequendama: report 24047 of 07/06/2023 of 20 samples. Ariguani report 24258 of 01/06/2023 of 32 samples. Gavilan 1: report 24256 of 06/06/2023 for 09 samples. Gavilán 2. report 24257 of 06/01/2023 of 04 samples.</p> <p>Smallholder's Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes). Due to the sanitary emergency situation, no new foliar or soil analyses have been done because the plantations are unproductive.</p> <p>Outgrowers (Laudas S.A.S.). There is evidence of soil and foliar studies prepared by the CENIPALMA laboratory, report 20437 dated 09/04/2021 of 05 foliar samples. Report 20436 dated 06/04/2021 of 5 soil samples.</p>	Yes
7.4.3	<p>The company has defined a nutrient recirculation strategy through the application of organic matter obtained from the palm oil extraction process. These by-products are subjected to a composting process with the biodegradation of fiber, pulp, sludge, ash, among others. The final product is sent to the company's own crops and those of the alliances. Also, effluents are applied to the lots surrounding the extraction plant through a system of "liquid fertilizer application to the soil or fertigation". This activity is performed with the endorsement of the Corporación Autónoma Regional del Magdalena Corpamag through resolution 3428 of December 18, 2014, which excludes the company POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS from the retributive rate for not discharging into bodies of water.</p> <p>There is evidence of the record of the application of Raquis during the year 2022. During the audit, the application data for the period from 09/17/2023 to 10/21/2022 in lots 16, 33, 35 in doses of 30 kilos per palm were verified. There is evidence of an "Input and Output of Organic Matter in POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS's farms" form. During the audit, the application records of the Gavilán 1 farm were verified. Data from 09/23/2022 entry of material that was applied until 10/21/2022. We verified the weighing tickets ticket 120820 on the date 08/11/2022 on 13510 Kg of rachis. Ticket 117672 on 09/23/2022 for 6410 kg Ticket 116323 on 09/23/2022 for 7320 kg.</p>	Yes

	<p>Smallholder`s Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes) / Outgrowers (Laudas S.A.S.). Due to the sanitary emergency situation, no new compost applications have been made since the plantations are unproductive or in "milking".</p> <p>Outgrower (Laudas S.A.S.). It was verified the data of the farm "LA Valentina" for the period from September 6, 2022 to July 10, 2023 of the application of compost in doses that vary between 5.3 and 6.5 kg/palm. Compost input tickets were verified: Ticket 124196 dated 12/21/2022 for 9360 kg. Ticket 116325 dated 05/09/2022 for 11830 kg. A Warehouse Fertilizer Inventory Record Code SV-F-10 v01 2018 with compost input data is evidenced . On 05/09/2022 date 11830kg came in, on 12/21/2022 it was 9360 kg and on 06/13/2023 a total of 14280 kg. The compost was complete don 10 /07/2023.</p>	
7.4.4	<p>There is evidence of the invoice issued by ACEPALAMA No. 166315 for 35 Tons of Potassium Sulfate product purchased on 08/26/2023. Purchase orders from POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS N°4600365220 on date 11/04/2023 (includes Potassium Sulfate, Borax). The fertilizer application records that are filled out in the integral format for all the farms were verified. Gavilan 1. Application of Potassium Sulfate with data from 06/26/2023 lot 16 in 10.06 ha, 1167 palms, dose of 400 gr/palm for a total of 9336 packages. The final data was from 07/13/2023 in lot 69 on 7.4 ha, a dose of 800 gr/palm for a total of 16944 packages.</p> <p>Smallholder`s Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes). Due to the sanitary emergency situation, no new fertilizer applications have been made because the plantations are unproductive or in "milking".</p> <p>Outgrowers (Laudas S.A.S.). There is evidence of the format "Fertilizer application-Organic Matter" Code SV-F-06 v01 2018. Borax application records were evidenced in lots 7,8 and 10A on the date 07/16/2022 at a dose of 0.025 kg/palm.</p>	Yes
7.5.1 (C)	<p>The company possessed maps that identify marginal and fragile soils of the farms where the oil palm crops are located. Soil types are standardized by categories such as: nutritional deficiencies or soil textures. Also, topographic maps of the farms are evidenced. These maps show the absence of areas with significant slopes/elevations. These maps were prepared by in-house GIS specialists. This information is complemented with the topographic maps of the plantation design with contour lines made by the external consulting company Agrodinco Ltda in October 2021 for the farms Las Mercedes, Tequendama, Ariguani, Gavilán 1, Gavilán 2. Smallholder`s Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes)</p> <p>There were verified the maps that identify the marginal and fragile soils of the farms where the oil palm crops are located of the farms of the Alliances: Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes. Elaborated by Tecnologo en Topografía in July 2019.</p> <p>Outgrower (Laudas S.A.S.). Maps identifying the marginal and fragile soils of the farms where the oil palm crops of La Valentina and Palestina farms</p>	Yes

	are located were verified and prepared by a topography technologist in July 2019.	
7.5.2	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, there is evidence of oil palm replanting in flat areas.	Yes
7.5.3	Procedures have been established for the establishment of new plantings and renewals of oil palm that prohibit planting on slopes steeper 5°. During the visit to the farms, there was no evidence of new plantings or replanting on slopes.	Yes
7.6.1 (C)	The renewals of the oil palm plantations realized during 2022 and 2023 were made with the support of topographic surveys, which indicate the presence of flat land suitable for agricultural use. There is evidence of the topographic maps of the plantation design with contour lines made by the external consulting company Agrodinco Ltda. In October 2021. The plantations are located in the lowlands between the Sierra Nevada de Santa Marta and the Ciénaga Grande, an zone without mountain systems.	Yes
7.6.2	<p>Daabon Group's Management and Production Manual for Organic Plantations has established the strategies for managing soil conditions. The main activity is the constant application of organic matter from the composting process, which is obtained from the biodegradation of the residues from the oil extraction process (fiber, tusa, sludge). The plant residues resulting from pruning are applied to the soil as biomass input. Effluent is also applied to the lots surrounding the extraction plant through a system of "liquid fertilizer application to the soil or fertigation".</p> <p>Smallholder's Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes). / Outgrowers (Laudas S.A.S.). The "Nutrient Recycling Strategy Alliances Division" document is available. The same guidelines are followed for the supply of organic matter from the compost that comes from the extraction plant and biomass from pruning and harvesting.</p>	Yes
7.6.3	<p>The company has a topographic map of the plantation design with contour lines made by the external consulting firm Agrodinco Ltda. in October 2021.</p> <p>Smallholder's Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes) / Outgrowers (Laudas S.A.S.).</p> <p>The topographic map of the plantation design with contour lines made by a Surveying Technologist in July 2019 was verified.</p>	Yes
7.7.1 (C)	There is no new planting conducted. after November 15, 2018. There are no peatlands on farms within the scope of RSPO certification. The agronomic documents were verified, and no new plantations have been established as of November 15, 2018.	Yes
7.7.2	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.	Yes

7.7.3 (C)	There is no new planting conducted. after November 15, 2018. There are no peatlands on farms within the scope of RSPO certification.	Yes
7.7.4 (C)	There is no new planting conducted. after November 15, 2018. There are no peatlands on farms within the scope of RSPO certification.	Yes
7.7.5 (C)	There is no new planting conducted. after November 15, 2018. There are no peatlands on farms within the scope of RSPO certification.	Yes
7.7.6 (C)	There is no new planting conducted. after November 15, 2018. There are no peatlands on farms within the scope of RSPO certification.	Yes
7.7.7 (C)	There is no new planting conducted. after November 15, 2018. There are no peatlands on farms within the scope of RSPO certification.	Yes
7.8.1	<p>The company has established the Water Saving and Efficient Use Program (PUEAA) for the company's industrial activities. According to the data in the 2022 report, 20976.67 m3 of water was consumed for process work (40.66%), the drinking water treatment plant (35.98%), and the administrative area (23.35%). The effluents are not discharged into water sources; instead, it is used for the composting process and as fertilizer for the lots adjacent to the extraction plant on the Tequendama farm. As part of the commitment to the conservation of water sources, a monitoring report on surface water bodies has been prepared based on studies conducted by "Laboratorio Microbiológico Ortiz Martinez S.A.S." in February 2023 to evaluate the presence of heavy metals, chlorides, pH, coliforms, and other variables. Ariguani farm report 10210 Gavilan report 10213. Gavilan 2 farm report 10214, Las Mercedes farm report 10212, Tequendama farm report 10465. There is evidence of the payment of the Water Remuneration Use Rate TUA on 06/23/2023.</p> <p>Drinking Water. The workers' drinking water quality is periodically evaluated. This is evidenced in the report prepared by the external company "Labormar" in report 10247 in February 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, free residual chlorine, apparent color, heavy metals, among others.</p> <p>POM Tequendama S.A.S (Tequendama, Ariguani, Gavilán 1 y 2, Las mercedes).</p> <p>There is evidence of a Water Saving and Efficient Use Program PUEAA for all the company's farms, including the Alliances. This document includes the various procedures and strategies to be implemented. It focuses on identifying water collection points and consumption facilities, monitoring consumption volumes, establishing elimination and/or control strategies, inspecting consumption facilities, and maintaining consumption facilities. Periodic reports are submitted to the environmental authority Corporación Autonoma Regional del Magdalena Corpamag. These reports include the results of water analysis of the catchment sources (Ariguani River), plantation water balance data, measurement of rainfall 2021-2023, and data on water consumption on the farms according to average flows, irrigation volumes, and data on production of tons of oil palm fresh FFB bunches.</p> <p>The main activities are the maintenance of vegetation coverage, staff training, reforestation of the riparian zones along the Ariguani River, crop maintenance, and the proper use of the sanitary facilities in the administrative areas of the farms, promoting a change to eco-efficient technologies.</p>	Yes

	<p>A verification of the water management documents for irrigation established by the company's agronomy personnel was done. Irrigation cycles are planned according to soil types, taking into account textures and topography. In high, clayey soils, shorter cycles are used, and in sandy soils, the cilia are extended and the laras are shorter due to water retention. In sandy soils the LARA varies between 30-40 cm. The data on irrigation volumes are reported in a SIAGRI platform that includes data on water balances that are calculated based on gauging of water catchment canals in rivers and EVT evapotranspiration data obtained from specific points within the plantations.</p> <p>During the year 2023, there will be a continuation of the program to adapt the soils and the contribution of biomass during the renovations to favor soil humidity. One of the strategies proposed to make irrigation much more efficient is the use of "Melgas". In 2022, pilot studies were conducted with the support of Cenipalma to evaluate water retention in the soils and thus establish the efficiency of the "Melgas". These studies were conducted in the type of soil that predominates in the crop, which is sandy loam. The data obtained on the efficiency is 60%. At present, the Teqendama farm has implemented the system in 300 hectares. In areas of water deficiency in Ariguani (Cesar) and Mercedes (Guajira), projects have been planned such as establishing tomography to identify textures and water availability.</p> <p>Smallholder`s Productive Alliances (Casa de Bloque, El Campano, El Paraíso, La Esther, La Maury, Rosa Mercedes)</p> <p>Due to the emergency sanitary situation caused by the PC bud rot disease, no irrigation has been applied to the plots under renovation.</p> <p><u>OUTGROWERS (LAUDAS S.A.S.)</u></p> <p>At the La Valentina farm there is a surface water catchment system from the Fundación River that is housed in a reservoir from where it is collected by means of a pipe assisted by the electrical system. From this point the water is distributed through a gravity flooding system. At the time of the visit to the plantation, there is evidence of the implementation of the Melgas System in the renovations that have been done during the past year 2022. There were verified the records of the "Control of captured flows for irrigation water source" Code MC-F-03 v01 2021 with periodic data of the flow meter readings, consumption data, hours/seconds captured to establish the flow in liters/second captured. This information is based on manual records made by field personnel in the "Crop Maintenance code MC-F-12 v01 2018" format.</p> <p>Water Use Rate payments for the 2022 period were also verified. The irrigated hectares are 152 and the concessioned flow is 124 L/sec.</p> <p>WATER LEGALLY ASPECTS.</p> <p>POM. There were verified the water concessions for industrial activities and for irrigation in POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS's plantations.</p> <p>Palm Oil Mill. Water for the industrial process is collected from the Fundación River with the endorsement of the Corporación Autonoma Regional del Magdalena Corpamag through Resolution 1212 of 2018.</p> <p>The fertigation issue is supported by Resolution 3428 of December 18, 2014 issued by Corporación Autonoma Regional del Magdalena Corpamag, which excludes the company POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS from the retributive rate for not</p>	
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	<p>discharging into bodies of water. In this regard, the company must comply with Resolution 1207 of 2014 for agricultural use of wastewater. OIL PALM CROPS.</p> <p>Tequendama. Resolution No. 1620 of May 10, 2018 for the concession of surface water from the Aracataca River, a flow of 373.3 L/sec is granted. There is also Resolution No. 1212 of April 20, 2018 "By means of which surface water concession from the Aracataca River is granted in favor of the company POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. for the benefit of the properties el treinta, Campo 1 and Campo 2 in flow of 482 LPS, for irrigation use of an African palm crop issued by Corpamag. There is evidence of the Auto 152 of February 03, 2023 where the request for renewal of this concession is admitted.</p> <p>There is evidence of the payment of the water retributive use tax (Tasa de Uso retributivo del Agua TUA) on 06/23/2023. Another concession is that of the Berlin property with resolution 2329 of May 25, 2023 for the superficial capture of the Fundación River for 110 LPS for 116 Has.</p> <p>Gavilan 1. Resolution 2119 of May 15, 2023 for the surface catchment of the Fundación River for a flow of 700 L/sec issued by Corpamag for 770 Has.</p> <p>Gavilan 2. Resolution 2328 of May 25, 2023 for the surface catchment of the Fundación River for a flow of 373.3 L/sec issued by Corpamag for 460 Has.</p> <p>Ariguani. Resolution No. 001 of April 6, 2004 "Concession of agricultural water from Ariguani farm by Corpamag and Corpocesar" for a flow of 396 LPS in winter and 124 LPS in summer.</p> <p>Las Mercedes. Resolution No. 1096 of May 20, 2018 "By which the public use stream called Tapias River and its tributaries is regulated. Outgrowers (Laudas S.A.S.).</p> <p>La Valentina. Resolution No. 4146 of 10/16/2018 concession is granted in favor of Sociedad Laudas S.A.S "By means of which surface water . proceeding from the Fundación river in flow of 124 lps destined for irrigation of Palma.</p>	
7.8.2 (C)	<p>Riparian zones are present in the plantations on maps prepared by internal company personnel. A 30-meter strip of riparian zone is established according to the RSPO manual adopted by all the plantations that have palm trees near the water source. During 2022, there has been continuity in the process of reforesting riparian zones with species native to the Colombian Caribbean region, in collaboration with corpamag and other national institutions. There were verified records of reforestation work on the Fundación River in the municipality of Retén. In the Ariguani River, plantings were made in the Tequendama farm (La Cecilia).</p>	Yes
7.8.3	<p>The study of effluents performed by the company "Labormar" in the Wastewater Characterization Report Analysis Report 10523 prepared in November 2022. The BOD data is 387 mgO₂/L, for COD it is 1859 mgO₂/L. During the year 2023 a study was conducted to verify the data for organic matter entering the biodigesters and leaving the treatment ponds. Test No. 593216 of the non-domestic wastewater issued on 06/02/2023 was verified for the COD data at the lagoon outlet, which is 2326 mg/L. It is important to clarify that POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS S.A.S. does not discharge to water sources since the effluents from the extraction plant are used as fertilizers for the soil and in the composting process.</p>	Yes

7.8.4	The data for 2022 are as follows: Total water consumption was 102,297 m3 and the value in reference to RFF production is 0.79 m3/Ton RFF. In relation to CPO production, it is 3.97 m3/Ton CPO. At the time of the audit, the figure for July 2023 is 3348 m3 for a rate of 0.37 m3/Ton RFF and 1.69 m3/ton CPO. The company has set itself reduction percentage goals that, if not met, efficient use strategies will be applied.	Yes
7.9.1	<p>. The organization's commitments include the use of biogas from the industrial effluent collection system to obtain removable energy and good environmental practices of eco-efficiency in the administrative areas and in the logistics and transportation process. The company's Environmental Sustainability Coordinator keeps the indicators in a database with monthly diesel and gasoline consumption. Consumption is distributed by agricultural machinery, composting/ nursery, extraction plant, transportation, heavy machinery and others. The consumption data for the year 2022 is 24.55 Gal of ACPM/Ton RFF processed. In 2023 the indicator is 10.97 Ga ACPM/Ton RFF.</p> <p>Outgrowers (Laudas S.A.S.).</p> <p>There is evidence of fuel consumption data for agricultural activities in the COM-F-03 v01 2018 code format, which is the responsibility of Purchasing Management. It takes into account the dates, place of work, tool/vehicle, activity, odometers, types of fuel and consumption data.</p>	Yes
7.10.1 (C)	<p><u>POM - EXTRACTOR TEQUENDAMA</u></p> <p>There is evidence of the plan for the reduction of greenhouse gas emissions GHG prepared by the Sustainability Department of the company. This plan defines the main strategies to be implemented. In terms of reducing emissions from the industrial process, POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS S.A.S. focuses on issues such as capturing biogas from industrial effluents to cogenerate energy. Air steam from the boiler is also used to generate electricity for the extraction process.</p> <p><u>POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. (Tequendama, Ariguani, Gavilán 1 and 2, Las Mercedes)</u></p> <p>At the agricultural level, the company does not use ammonia-based nitrogen fertilizers (urea or nitrates). The company is also planting native trees to capture carbon through fast-growing species in the conservation areas adjacent to the oil palm plantations. In the medium term, there are plans to use solar panels on the farms.</p> <p>GHG RSPO CALCULATOR.</p> <p>To monitor GHG emissions, the data reported in the RSPO GHG v4 calculator was verified. The company's environmental sustainability coordinator is in charge of gathering information from the different agricultural and industrial production areas. Although there were some errors, the company's staff maintains a strong database that is fed from computerized systems such as SIAGRI, SAP and automated internal process data.</p>	Yes
7.10.2 (C)	There is no new development.	Yes
7.10.3 (C)	During the year 2022, a "pollutant monitoring and management plan" has been developed by the environmental sustainability coordinator. This plan focuses on compliance with boiler emissions, maintenance of air	Yes

	<p>conditioning systems, and monitoring of natural gas consumption in the company's restaurant.</p> <p>There is evidence of the "technical report of evaluation of atmospheric emissions by fixed sources of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S." prepared by the company "Control de la Contaminación" through a report made on November 17 and 18, 2022 for 3 boilers. The results are:</p> <p>Boiler 1: MP 240.7 and NOx 92.5 mg/m³ Boiler 2: PM 217.82 and NOx 105.5 mg/m³ Boiler 3: PM 204.11 and NOx 92.66 mg/m³</p> <p>These values comply with the requirements of Resolution 909 of 2008 MP 300 mg/m³ and NOx 350 mg/m³.</p>	
7.11.1 (C)	<p>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.</p> <p>The old palms are mechanically cut up and incorporated into the soil as organic matter.</p>	Yes
7.11.2	<p>There is evidence of an Emergency Plan for the cultivation and extraction division dated May 2020, detailing the elements for emergency control of forest fires that may occur on the company's farms and productive alliances. There is an identification of the safety elements installed in each of the farms for emergency response, such as: fire extinguishers, first aid kits, irrigation engines, first aid stretcher and tank cars, among others.</p> <p>Outgrower (Laudass S.A.S.). There is evidence of the Emergency Plan for the "La Valentina and La Palestina" farms, code SST-PL-01 v06 18/08/2022. Table 11.11 defines the plan to be implemented in the event of forest fires. Responsibilities are defined and specific actions for the control and mitigation of these emergencies are described.</p>	Yes
7.11.3	<p>There is evidence of the Meeting Minutes dated 07/27/2023 to establish approaches with palm companies in the sector for the formation of the mutual aid committee and the socialization of the company's emergency plan, which took place in the offices of the Palmaceite company. Commitments are established in relation to potential emergencies that may occur on the farms of the palm tree organizations.</p> <p>Outgrowers (Laudas S.A.S.). There is evidence of the mutual aid plan developed with the neighbors "Parcela Bella Elvia, Parcela de Miguel Gomez and the Agropalestina plantation". The external support contacts are also defined, such as the police, Fundación's fire department, the hospital, Aracataca's hospital and ARL Colpatria.</p>	Yes
7.12.1 (C)	<p>There is evidence of a new planting done after 2005 on the POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS farm. The internal staff of the organization DAABON GROUP sent to the RSPO Compensation and Remediation panel a statement regarding this new planting done over a farm with previous livestock uses. During the audits, it was verified the email sent by the RSPO panel on July 9, 2014 accepting this process of declaration of new plantings.</p>	Yes

7.12.2 (C)	The company has an assessment of the High Conservation Value Areas prepared as part of the GEF project for the Northern Zone Palm Sector Agreement ATN/FM 13216-CO of May 12, 2016. This study was prepared by Daniel Arancibia, who holds a license from HCV Network. The area covers a total of 10,609 Ha and included own farms, farms of alliances with small and medium oil palm producers. The result of this assessment is the finding of the following HCVCAs HCV 1. Presence of Fauna and Flora Species protected by national and international regulations, endemic species. HCV 2 . Presence of regionally important landscapes, in this case the Flora and Fauna Sanctuary Ciénaga Grande de Santa Marta and the Sierra Nevada de Santa Marta National Natural Park. HCV 3. Associated with Tropical Dry Forest Fragments. These patches, although they are small areas and with very low ecological integrity, given the low level of representativeness of this ecosystem, their conservation is considered a priority and should be qualified as HCV 3 potential HCV 4. HCV 6. (Potential). Presence of a payment point for the indigenous communities of the SNNSM. Located on the banks of the Aríguaní River. For the "Las Mercedes" farm, a HCV identification study was conducted by the company's internal staff on 05/10/2015. In this 420 Ha farm a forest reducer of about 346.7 Ha was identified representing HCV 1 and HCV 4 was also identified associated with the Tapias riverbank that passes through the farm.	Yes
7.12.3 (C)	No High Forest Cover or High Carbon Cover (HFC) has been identified in the area of influence of the company's palm oil plantations or its plantations supplying the productive alliances. Therefore, the organization does not have a specific procedure for high forest cover landscapes.	Yes
7.12.4 (C)	The HCV identification study prepared in 2016 establishes the presence of 688 ha of HCV management for the total number of farms evaluated. 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.	Yes
7.12.5	The High Conservation Value Area identification study established the presence of farms within the so-called "Black Line" which 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 provides access to "sacred" sites for the ancestral peoples of the SNSM region that are located near the production units of the company.	Yes
7.12.6	There is evidence of photographic records of the training sessions, as well as the minutes with the signatures of the participants in the HCV socialization sessions. During the field visits to the plantations, interviews were conducted with workers who are aware of the fauna and flora of their region, recognizing the importance of nature conservation. There were also verified the records of training courses given by internal personnel from the DAABON Group's Sustainability area. Palm Oil Mill Given on 10/03/2023, Ariguani: 08/02/2023, 14/07/2023., Gavilan on 22/02/2023; Gavilan 2 on 12/01/2023, LA Daniela on 01/03/2023; La	Yes

	María on 23/01/2023; Las Mercedes on 27/01/2023 and Tequendama on 20/01/2023.	
7.12.7	The company engaged with the professional biologist to implement several monitoring and follow-up programs for the HCVAs found during the evaluation of the GEF project. The report "Characterization of the diversity in conservation areas associated with the DAABON group's palm farms" was prepared by local biologist Jean Carlos Guzmán Martínez. Seven farms were visited to evaluate the areas with forest cover. Plants with a DBH greater than 10 cm were evaluated and traces/traces of Avifauna, Mastofauna and Herpetofauna were also searched for by means of free roaming. Plant families such as Fabaceae were found to have the highest number of individuals, followed by the Malvaceae and Bignoniaceae families. As for the Mastofauna, species were identified such as the otter <i>Lontra longicaudis</i> , the Hallow monkey <i>Alouatta seniculus</i> , and the small rodents <i>Dasyprocta punctata</i> . As for birds, migratory species such as <i>Ardea cinerea</i> or endemic species such as <i>Ortalis ruficauda</i> were identified.	Yes
7.12.8 (C)	The oil palm plantations of POM – EXTRACTOR TEQUENDAMA – FINCAS PROPIAS, small Holder's and Outgrowers were planted on agricultural or livestock farms. At the time of the audit there was no evidence of compensation and remediation processes required by RSPO due to new plantations established by the organization after 2005.	Yes

4.3 Non-conformity Raised During this Audit and Any from the Previous Year, if applicable

This section gives an over view of new or revised non-conformities raised during this audit and of action taken to close out non-conformities raised during the previous audits, if applicable

- If a minor-non-conformity raised at the last audit, is not closed out, then this will be raised to Major status and the company given 90 days to close this out.
- The NC number is comprised of 2 parts to include the year in which the NC was raised as well as a sequential number.

4.3.1 Non-Conformities Identified during this Audit


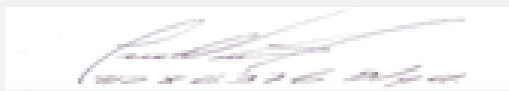
The following NC's were raised for this audit.

NC number:	2023 – 1		
Client name:	C.I TEQUENDAMA SAS		
Date raised:	18/8/2023		
Major /Minor :	Major	Site:	Carrera 1 # 22 - 58 Piso Once, Santa Marta
Raised by:	JOSE ORLANDO PRADA MANTILLA	Deadline:	16/11/2023


Aspect of standard:

3.8.16

The Notice of Shipment on the RSPO computer platform will be made by the mills when RSPO certified products are sold as certified to refiners, crushers and traders no later than three months after shipment, the date of shipment being the Bill of Lading or the date of the shipping documentation.

Evidence of non-conformity: Transactions are evidenced in the "palm trace" platform of the almond product (PK) from the 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 for 217,5 However, the transactions are outside the three months allowed to make the announcement. Lead Assessor signature:  Date: 18/8/2023	
Root Cause Analysis and extent: (To be filled by Auditee) 1. Those responsible for notifying transactions on the PALM TRACE Platform had not been appointed. 2. The established timeframes for transaction notification were not being complied with.	
Corrections: (To be filled by Auditee) 1. Changes were made to the organizational structure of traceability. 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.	
Corrective/Preventive Actions: (To be filled by Auditee) 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.	
Review of evidences and conclusión by CUC: 1. Internal procedures and assurance manual, June 2023 version. 2. Position description, responsible for the traceability of extraction plants and palm oil mills. 3. Export sales record CPO invoice 13-219647 dated 7/7/2023- palm trace record 7/27/2023 4. SAP record of palm kernel dispatches from Tequendama extractor to the palm kernel mill for 136,150 MT for the month of June, palm trace record 3/8/2023.	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN) ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 1/10/2023

NC number:	2023 – 2		
Client name:	C.I TEQUENDAMA SAS		
Date raised:	18/8/2023		
Major /Minor :	Minor	Site:	Carrera 1 # 22 - 58 Piso Once, Santa Marta
Raised by:	JOSE ORLANDO PRADA MANTILLA	Deadline:	UNTIL THE NEXT AUDIT
Aspect of standard: 5.2.3 Where appropriate, the certification unit provides support to smallholders to promote the legality of fresh FFB bunch production.			

<p>Evidence of non-conformity: NC During the document review it was not possible to find evidence of the registration as oil palm producer issued by the Colombian Agricultural Institute of the following farms: Finca: La Maury; Owner Jorge Vivic Viloria Farm: El Paraiso; Owner Julio Cesar Pertuz Perez Farm: El Paraiso/3; Owner Teresa Pertuz Perez Lead Assessor</p> <p>A signature: </p> <p>Date: 18/8/2023</p>	
<p>Root Cause Analysis and extent: (To be filled by Auditee)</p>	
<p>Corrections: (To be filled by Auditee)</p>	
<p>Corrective/Preventive Actions: (To be filled by Auditee)</p>	
<p>Review of evidences and conclusion by CUC:</p>	
<p>NC Status: Yes <input type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN) ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input type="checkbox"/></p>	
<p>Lead Assessor signature:</p>	<p>Date:</p>

4.3.2 Non-Conformity Identified during the last ASA, not applicable for MA			
The following NC's were raised during the last audit and the status was reviewed as indicated below.			
NC number:	RSPO NC 2022-01		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/07/2022
<p>Aspect of standard: 2.1.1 (C) The unit of certification complies to relevant regulations.</p>			

Evidence of non-conformity:

There is evidence of legal non-compliance in the plantations of the POPM - EXTRACTOR TEQUENDAMA - OWN FARMS certification unit:

- The payment of the social security of the workers of the plantations, outgrowers Marañon and Montevideo farms, as well as the small owners of the farms La Gloria, El Campano - La Esther, Jose Antonio Martinez Miranda, and Jose David Martinez Quevedo, could not be evidenced.
- There was no evidence of the formation and records of meetings of the Workplace Coexistence Committee of the outgrower Montevideo farm (Agropecuaria el Marañon S.A.S.).
- There was no evidence of occupational medical examinations of the outgrowers Montevideo plantation (Agropecuaria el Marañon S.A.S.) and El Marañon plantation.
- There was no evidence of the delivery of personal protective equipment to the workers of the smallholders La Gloria and El Campano - La Esther farms.
- The delivery of personal protective equipment for the workers of the outgrower plantation Montevideo (Agropecuaria el Marañon S.A.S) for the year 2021 could not be evidenced.

Lead Assessor signature:



Date: 29/04/2022

Root Cause Analysis and extent: (To be filled by Auditee)

Payment of social security:

- Lack of advice from the palm tree nucleus to carry out the social security affiliation process.
- The El Campano and Esther plantation had not been identified and recognised as a family economy scheme.

Committee of labour coexistence:

- Lack of comprehensive advice on the part of the palm tree nucleus in the formation of the coexistence committee.
- The formation of the committee was within the work plan schedule of the OSH area, however, with a date later than the date of the audit, as well as the change of the person in charge of the activities, which caused further delay in the execution of the work.

Corrections: (To be filled by Auditee)

Social security payments:

La Gloria Farm - El Marañon Farm - Montevideo Farm

1. The number of plantation workers was identified.
2. The process of affiliation of the workers of the supplier plantations was carried out from the palm plantation nucleus.
3. The owners will provide all the necessary information to carry out the affiliation process, this activity is carried out with the support of the technical team of alliances.
4. The affiliation of the employees of the supplier plantations was followed up by the palm tree nucleus.

El Campano and La Esther farms

1. The owner made the statement that the El Campano and Esther farms have a family economy, due to the fact that the number of hectares owned are worked solely by the owner.

Work-Labour Coexistence Committee - Agropecuaria el Marañon S.A.S.

1. A diagnostic field visit was made in order to identify the current state of the plantation in relation to the requirement.
2. The company Agropecuaria el Marañon assigned a new person in charge of the OSH area.
3. The activities to set up the committee have been carried out.
4. The palm tree nucleus followed up on the holding of the periodic meetings.

Corrective/Preventive Actions: (To be filled by Auditee)**Occupational medical examinations - Agropecuaria el Marañón S.A.S. - Finca El Marañón.**

1. A new person in charge of the OSH area was assigned by the company.
2. The scheduling of occupational examinations was carried out for the plantation workers, with the advice of the palm tree nucleus.

Delivery of Personal Protective Equipment (PPE) - Fincas La Gloria - Finca El Campano and La Esther.

1. The number of workers per plantation was identified.
2. The palm tree nucleus carried out an analysis of the positions, occupational risks and defined a matrix of PPE, based on the information collected in the field by the technicians of productive alliances.
3. The PPEs are defined according to the PPE matrix.
4. The PPE is delivered and the PPE delivery records are filled in.

Delivery of Personal Protection Equipment (PPE) Agropecuaria Marañón 2021.

1. The palm tree nucleus carried out the revision and validation of the PPE matrix of the Montevideo farm.
2. The plantation provided the records corresponding to the year 2021, which at the time of the audit were not available in the plantation facilities.
3. The palm plantation will provide training to the person in charge of the OSHMS on the importance of providing PPE and registering them.

Review of evidences and conclusion by CUC:**Social security payments Finca La Gloria - Finca el Campano y la Esther**

1. Affiliation certificates of the workers of the farms Marañón, Finca La Gloria, Fincas Montevideo 1, Montevideo 2, by means of online payroll of contributions for the months of June and July 2022 according to the date of 22/07/2022.
2. Declaration of family economy of the plantation "el Campano y la Esther", signed by the owner.

Labour coexistence committee - Agropecuaria el Marañón S.A.S:

1. Act No. 1 (Cod: SST-CCL-F04. ver 01) of May 20, 2022 conformation of the labor coexistence committee Montevideo farm of (Agropecuaria el Marañón).
2. Attendance records of meetings of the committee from 20-May-2022.
3. Voter registers of 20-May-2022.
4. COCOL's work plan and gender equity for 2022.
5. Evidence of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. comprehensive advice.

Occupational medical examinations - Agropecuaria el Marañón S.A.S. - El Marañón Farm.


1. Occupational medical examination schedule Agropecuaria el Marañón S.A.S.
2. Plant Health Profesiograms Code: SST-MED-001 of 01/05/2022
3. Medical examination of the operator by the Promosalud entity on 25-05-2022.


Delivery of Personal Protective Equipment (PPE) - Fincas La Gloria - Finca El Campano and La Esther.


1. Matrix of PPE for small and medium producers.
2. Record of delivery of PPE - Photographic record
3. Evidence of comprehensive advice from POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S.


Delivery of Personal Protective Equipment (PPE) Agropecuaria Marañón 2022


1. Records of delivery of PPE corresponding to the year 2022.
 2. Training record for the person in charge of the SG-SST of Agropecuaria El Marañón.
 3. Evidence of comprehensive advice from POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S.
- These evidences have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis


has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)	
ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 26/07/2022


NC number:	RSPO NC 2022-05		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/07/2022
Aspect of standard:			
6.1.5 (C) There is a gender committee created specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.			
Evidence of non-conformity:			
There is no evidence of the formation and meetings of the gender committee to raise awareness, identify and address issues of interest and opportunities for improvement for women in the Montevideo plantation of the supplier Agropecuaria El Marañon.			
Lead Assessor signature: 			
Date: 29/04/2022			
Root Cause Analysis and extent: (To be filled by Auditee)			
-Because the company was changing the professional in charge of carrying out the activity of setting up the committee.			
-Because it was programmed but had not been executed until the responsible personnel was hired.			
-Because the palm tree nucleus had not yet followed up on compliance with this requirement.			
Corrections: (To be filled by Auditee)			
1. A field visit was made to the plantation to diagnose the state of compliance with the formation of the committee.			
3. El responsable asignado por el proveedor realizó la conformación del comité.			
Corrective/Preventive Actions: (To be filled by Auditee)			
2. Advice was provided by the palm tree nucleus for the creation and maintenance of the gender committee.			
4. Follow-up by the palm nucleus on the development of the committee meetings.			
Review of evidences and conclusion by CUC:			
1. Act of constitution of the gender commission of the Montevideo farm (Agropecuaria el Marañon).			
2. Minutes of attendance at committee meetings.			
3. Training record of the person in charge of planting for the gender committee.			
4. Photographic records of training activities with employees.			
5. Act No. 1 of the constitution of the conciliation and gender equality committee (SST-CCL-F04. ver 01).			
6. Record of attendance at training on 20-05-2022, on the formation and functioning of the work-life balance committee, the joint health and safety at work committee and the gender committee.			


<p>7. Work plan of the work coexistence and gender equality committee -2022 Agropecuaria el Marañon S.A.S. These evidences have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.</p>	
<p>NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)</p>	
<p>ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Lead Assessor signature: </p>	<p>Date: 26-07-2022</p>


NC number:	RSPO NC 2022-06		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/07/2022
<p>Aspect of standard: 3.1.1 (C) There is a documented management or business plan (minimum of three years) that includes, where applicable, a jointly developed business plan for the smallholder scheme.</p>			
<p>Evidence of non-conformity: There is no evidence of a minimum three-year business plan for the outgrower units Finca El Marañon Buenaventura and Montevideo farm-Agropecuaria el Marañon and small farmers (San Andres, El Amparo, El Barzal, Alicante, Alicante 1, La Solita, Casa de Bloque, Casa de Bloque 1, Montevideo, Montevideo 1, Villa Naiz and La Gloria).</p>			
<p>Lead Assessor signature:  Date: 29/04/2022</p>			
<p>Root Cause Analysis and extent: (To be filled by Auditee) 1. The people responsible for the plantation do not have the training for the structuring and evaluation of business plans. and evaluation of business plans. 2. Methodological tools have not been defined for the design of business plans to serve as a guide for small producers. small producers. 3. Lack of advice and follow-up by the nucleus, in the structuring and evaluation of the business plans of the plantations. plantation business plans.</p>			
<p>Corrections: (To be filled by Auditee) 1. Information was collected by plantation by the technicians of the alliance teams and 3-year projections were developed. 2. A minimum 3-year business plan was drawn up for each plantation.</p>			
<p>Corrective/Preventive Actions: (To be filled by Auditee) 3. A strategy for the formulation of the business plan for small and medium-sized plantations was defined by the palm nucleus.</p>			
<p>Review of evidences and conclusion by CUC: -Business plan document AYAMAR Legacy S.A.S. -Business plan document AYAMAR HG Legacy. -Business Plan Document Finca CAMPANO Y ESTHER.</p>			


<p>-Business Plan Document Finca LA SOLITA1 (JORGE SAADE). -Business Plan Document Finca LA GLORIA. -Business Plan Document Finca EL MARAÑON. -Business Plan Document Finca EL BARZAL (LISAMAKA S.A.S). -Business Plan Document Finca EL AMPARO. -Business Plan Document Finca ROSA MERCEDES. -Business Plan Document FINCA MONTEVIDEO. -Business Plan Document Finca MONTEVIDEO. - Business Plan Document Finca LA SOLITA2. -Business Plan Document Finca VILLA NAIZ</p> <p>These evidences have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.</p>	
<p>NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)</p> <p>ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input type="checkbox"/></p>	
<p>Lead Assessor signature: </p>	<p>Date: 26-07-2022</p>


NC number:	RSPO NC 2022-07		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/07/2022
<p>Aspect of standard: 7.2.2 (C) Pesticide use records are provided (including the active ingredients used and their LD50, the area treated, the amount of active ingredients applied per hectare and the number of applications).</p>			
<p>Evidence of non-conformity: A finding is presented in the outgrowers Lauda S.AS- Finca Valentina: There is no record of the applications of the biological product Trichoderma used during the replanting of Lots 7, 8 and 10.</p>			
<p>Lead Assessor signature: </p>		<p>Date: 29/04/2022</p>	
<p>Root Cause Analysis and extent: (To be filled by Auditee)</p> <p>1. Because the manager of the plantation considered that because of the organic production model, he did not apply to keep the information of the Lethal Average Dose DL50, as they use products of natural, biological or mineral origin.</p> <p>2. Because advice was not requested from the palm tree nucleus for the establishment of the records of the applications of the product. product.</p>			
<p>Corrections: (To be filled by Auditee)</p> <p>1. Advice was provided by the palm nucleus for the modification of the registration format for the application of biological products for 1. Advice was given from the palm tree nucleus for the modification of the application registration form for biological products for use in Lauda in order to include and validate the requirements related to active ingredients and their LD50.</p>			


Corrective/Preventive Actions: (To be filled by Auditee)	
2. The application registration form was shared with the administrator and its correct completion was validated.	
Review of evidences and conclusion by CUC:	
1. Trichoderma application procedure.	
2. Completed form with the inclusion of information relevant to LD50 and active ingredients.	
These evidences have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)	
ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 26-07-2022

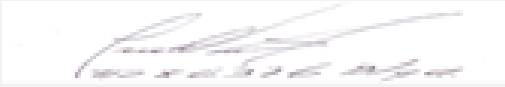
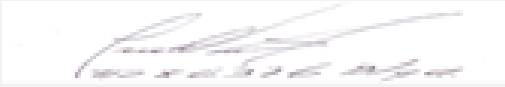
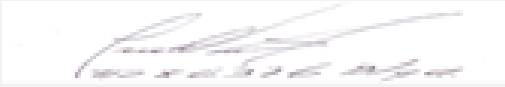
NC number:	RSPO NC 2022-08		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/07/2022
Aspect of standard:			
7.2.10 (C) It is demonstrated that an annual medical evaluation is performed specifically for those who handle pesticides, and that documented measures are taken to treat related health conditions.			
Evidence of non-conformity:			
the supplier outgrower Agropecuaria el Marañon-Finca Montevideo during the document review did not provide evidence of annual medical analyses of the personnel in charge of plant health.			
Lead Assessor signature: 		Date: 29/04/2022	
Root Cause Analysis and extent: (To be filled by Auditee)			
Because the production model of the plantation is organic and no substances composed of organophosphates, carbamates or of high toxicity are handled, which could alter the cholinesterase of the worker in charge of health, additionally the decree 1843 of 1991 in the paragraph of article 164 establishes that "the examinations referred to in the present article will be in accordance with the pesticides to which the operator is exposed".			
Because the scheduling of the medical review of the work plan had not yet been executed, and they were in the process of changing the person responsible for the execution of the work plan.			
Corrections: (To be filled by Auditee)			
1. The health officer was scheduled and executed the review according to his activities and risks.			
Corrective/Preventive Actions: (To be filled by Auditee)			
2. A review of the plant health profesigrams was carried out.			

Review of evidences and conclusion by CUC: 1. Occupational medical examination schedule Agropecuaria el Marañon S.A.S. 2. Plant Health Profesiograms Code: SST-MED-001 of 01/05/2022 3. Medical examination of the operator by the Promosalud entity on 25-05-2022. These evidences have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)	
ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 26-07-2022


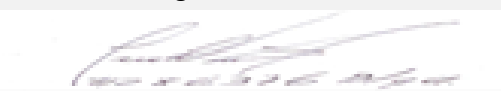
NC number:	RSPO NC 2022-09		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/07/2022
Aspect of standard: 7.5.1 (C) Maps are available that identify marginal and fragile soils, including those on steep slopes.			
Evidence of non-conformity: the outgrower supplier Agropecuaria Marañon-Finca Montevideo: during the document review there was no evidence of marginal soils map where the problems of salts or sodium observed in the field during the tour of the unit are identified.			
Lead Assessor signature:  Date: 29/04/2022			
Root Cause Analysis and extent: (To be filled by Auditee) -Because the farm management had not identified fragile, marginal, and steep slope soils. -Because no timely report had been given to the agricultural assistance technicians for review and definition of management strategies. strategies for their management.			
Corrections: (To be filled by Auditee) 1. The identification of fragile, marginal and steep slope soils was carried out by the technical team of alliances and the agricultural administration. 2. A mapping of the results of the identification of fragile, marginal and steep slope soils was carried out.			
Corrective/Preventive Actions: (To be filled by Auditee) 3. A guidance document for the appropriate agricultural management of fragile, marginal and steep slope soils was prepared. 4. Socialisation of the soil management guide document was carried out.			
Review of evidences and conclusion by CUC: 1. Map of fragile, marginal and steep slope soils at a scale of 1:2500 of March 2022 . owner Agropecuaria MARAÑON. 2. Guidance document for the management of fragile, marginal and steep slope soils of 01-04-2022.			

<p>3. Attendance control records (T-RG-GH-11. See 00). Socialisation of the fragile soils management guide document.</p> <p>These evidence have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.</p>	
<p>NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)</p> <p>ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Lead Assessor signature: </p>	<p>Date: 26-07-2022</p>


NC number:	RSPO NC 2022-02		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Minor	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/04/2023
<p>Aspect of standard:</p> <p>3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement, and dismissal are documented and made available to employees and their representatives.</p>			
<p>Evidence of non-conformity:</p> <p>Own farms Tequendama, Gavilán - Gavilán 2, Ariguani, Las Mercedes, Extractora Tequendama S.A.S.</p> <p>There is evidence of operating procedures called Selection and hiring procedure code T-PR-GH-01 version 1 dated 15/6/2019, 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 recruitment of personnel; personnel retirement procedure code T-PR-GH-04 version 1 of 7/15/2019, which contains the methodology for the retirement of workers for different reasons, as well as the organization has a document called manual of human development policies code T-MN-GH-01 version 4. The manual is dated 12/16/2021, which contains the internal management for people about to retire as described in the policy for pre-pensioners.</p> <p>However, in the outgrower allied farm Finca Marañon and small farms producers Carmen Ayala - Maria Elvira Ayala - Jose Antonio Martinez - Jose David Martinez and LISAMAKA S.A.S who have a payroll of direct workers, there is no employment procedure.</p>			
<p>Lead Assessor signature: </p> <p>Date: 29/04/2022</p>			
<p>Root Cause Analysis and extent: (To be filled by Auditee)</p> <ol style="list-style-type: none"> Because the processes related to recruitment, selection, hiring, promotions, retirement and dismissals had not been documented. Because the palm tree nucleus had not provided advice on the need to document these processes. 			
<p>Corrections: (To be filled by Auditee)</p> <ol style="list-style-type: none"> A meeting was coordinated with the producers to define their activities and requirements for recruitment, selection, hiring, promotions, retirement and dismissal, with the support of the technical team of alliances. 			


<p>2. The palm nucleus documented and prepared the employment procedures for recruitment, selection, hiring, promotions, retirement and dismissal, which are in line with the operation of the producers in alliances.</p> <p>3. The procedures were socialized with the workers.</p>		
<p>Corrective/Preventive Actions: (To be filled by Auditee)</p> <p>1. A meeting was coordinated with the producers to define their activities and requirements for recruitment, selection, hiring, promotions, retirement and dismissal, with the support of the technical team of alliances.</p> <p>2. The palm nucleus documented and prepared the employment procedures for recruitment, selection, hiring, promotions, retirement and dismissal, which are in line with the operation of the producers in alliances.</p> <p>3. The procedures were socialized with the workers.</p>		
<p>Review of evidences and conclusion by CUC:</p> <p>1. Employment procedure document for the recruitment, selection, hiring, promotion, retirement and dismissal of productive alliances for small and medium-sized producers.</p> <p>2. Procedures signed by workers</p>		
<p>NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)</p> <p>ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>		
<table border="1"> <tr> <td> <p>Lead Assessor signature:</p>  </td> <td> <p>Date:</p> <p>14/8/2023</p> </td> </tr> </table>	<p>Lead Assessor signature:</p> 	<p>Date:</p> <p>14/8/2023</p>
<p>Lead Assessor signature:</p> 	<p>Date:</p> <p>14/8/2023</p>	

NC number:	RSPO NC 2022-03		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Minor	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/04/2023
Aspect of standard:			
3.5.2 Employment procedures are in place and records are maintained			
Evidence of non-conformity:			
Own farms Tequendama, Gavilán - Gavilán 2, Ariguani, Las Mercedes, Extractora Tequendama S.A.S.			
There is evidence of operating procedures called Selection and hiring procedure code T-PR-GH-01 version 1 dated 15/6/2019, 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 recruitment of personnel; personnel retirement procedure code T-PR-GH-04 version 1 of 7/15/2019, which contains the methodology for the retirement of workers for different reasons, as well as the organization has a document called manual of human development policies code T-MN-GH-01 version 4. This document is dated 12/16/2021, which contains the internal management for people who are about to retire as described in the policy for pre-pensioners:			
personnel requisition, job description code T-RG-GH-03, job matrix code T-RG-GH-02, contract termination letter, peace of mind, labor certificate, induction, labor contract, training plan.			

<p>However, in the outgrower allied farms Finca Marañon and small farms producers Carmen Ayala - Maria Elvira Ayala - Jose Antonio Martinez - Jose David Martinez and LISAMAKA S.A.S. who have a payroll of direct workers, there is no evidence of implementation of the employment procedure.</p>	
<p>Lead Assessor signature: </p> <p>Date: 29/04/2022</p>	
<p>Root Cause Analysis and extent: (To be filled by Auditee)</p> <p>Why had the processes related to recruitment, selection, hiring, promotions, retirement and dismissals not been documented?</p> <p>Because the palm tree nucleus had not been provided with advice on the need to document these processes.</p> <p>Why were no records kept of the processes of recruitment, selection, hiring, promotions, retirement and dismissals in the alliance farms?</p> <p>Because the palm tree nucleus had not provided them with the records and advice on how to fill them out.</p>	
<p>Corrections: (To be filled by Auditee)</p> <ol style="list-style-type: none"> 1. POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. developed a documented procedure for the processes related to human development. 2. The format was delivered and socialized to the plantations that manage contracting processes. 3. A register was filled out by the suppliers according to the number of workers that the company has. 4. The alliance group was made aware of the importance of carrying out the processes and Human Development and keeping records of all the processes. 	
<p>Corrective/Preventive Actions: (To be filled by Auditee)</p> <ol style="list-style-type: none"> 1. POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S. developed a documented procedure for the processes related to human development. 2. The format was delivered and socialized to the plantations that manage contracting processes. 3. A register was filled out by the suppliers according to the number of workers that the company has. 4. he alliance group was made aware of the importance of carrying out the processes and Human Development and keeping records of all the processes. 	
<p>Review of evidences and conclusion by CUC:</p> <ol style="list-style-type: none"> 1. Documented Human Development procedure provided to alliances. 2. Record of knowledge of the procedure by funcas workers in productive alliances. 	
<p>NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)</p> <p>ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Lead Assessor signature:</p> 	<p>Date: 14/8/2023</p>

NC number:	RSPO NC 2022-04		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Major (Up-grade by recurrence of minor).	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta


Raised by:	Jose Coronado Roballo	Deadline:	28/04/2023
<p>Aspect of standard: 6.2.6 All workers are paid a living wage (LW), including those who work on a piece-rate or quota basis, for whom the calculation is based on quotas achievable during regular working hours. PROCEDURAL NOTE: The RSPO Workforce Working Group will prepare guidance on the implementation of the DS, including details on how to calculate a DS, and which is planned for 2019. The RSPO Secretariat will endeavor to establish national benchmarks for the DS in those palm oil producing countries where RSPO members operate where no Global Living Wage Coalition benchmarks exist.</p>			
<p>Evidence of non-conformity: C.I Tequendama and outgrowers supplier. There is no evidence of the determination of the prevailing wage for operative workers for the 2021 fiscal year.</p> <p>Lead Assessor signature: Date: 29/04/2022</p> 			
<p>Root Cause Analysis and extent: (To be filled by Auditee) Because the calculation for the prevailing wage was initially determined for administrative positions, both in the cultivation area and the extractor, it was planned to perform the calculation for the operational positions, however, due to scheduling failures, this had not been done at the time of the audit.</p>			
<p>Corrections: (To be filled by Auditee) The Prevailing Wage matrix was drawn up in compliance with the standard, with all the necessary information for the operational positions, both in the Extraction Plant and in Palm Cultivation.</p>			
<p>Corrective/Preventive Actions: (To be filled by Auditee) The training of alliance producers was carried out in the calculation of the (SD) of workers put into operation according to the digital register of 19 July 2022.</p>			
<p>Review of evidences and conclusion by CUC:</p> <ol style="list-style-type: none"> 1. Living Wage Matrix for producers in operational positions C. I. TEQUENDAMA SAS (Plantation and Extraction Plant). 2. Living Wage Matrix for operational positions in the cultivation and processing factories. 2. Living Wage Matrix for producers in operational positions at the LA SOLITA 2 farm on 21/07/2022. 3. Living Wage Matrix for producers in operational positions at Lauda S.A.S. LA Valentina farm on 21/07/2022. 4. Living Wage Matrix for producers in operational positions LEGADO AYAMAR of 21/07/2022. 5. Living Wage Matrix for producers in operational positions Finca ROSA MERCEDES of 21/07/2022. 5. Living Wage Matrix for producers in operational positions Finca VILLA NAIZ of 21/07/2022. 7. Living Wage Matrix for producers in operational positions Finca EL CAMPANO Y LA ESTHER of 21/07/2022. 8. Living Wage Matrix for producers in operational positions at Finca MONTEVIDEO on 21/07/2022. 9. Living Wage Matrix for producers in operational positions Finca LA GLORIA of 21/07/2022. 10. Living Wage Matrix for producers in operational positions Finca LA SOLITA 1 of 21/07/2022. 11. Living Wage Matrix for producers in operational positions at the AGROPECUARIA MARAÑON 1 Farm on 21/07/2022. 12. Living Wage Matrix for producers in operational positions Finca EL MARAÑON 1 of 21/07/2022. 13. Living Wage Matrix for producers in operational positions LEGADO AYAMAR HG of 21/07/2022. 14. Living Wage Matrix for producers in operational positions Finca EL AMPARO of 21/07/2022. 15. Living Wage Matrix for producers in operational positions on the BARZAL farm on 21/07/2022. <p>These evidence have been analyzed based on the root cause identified for the NC, the corrective action taken for its closure and the proposed preventive action to avoid or minimize the recurrence of the NC. The analysis has taken into account the correct identification of the root cause that has led to the indicator not being correctly and/or fully implemented, leading to the finding of the NC during its audit. In relation to the corrective action, it has been analyzed that this is effective and corresponds to the root cause identified, for the correct</p>			

closing of the NC. Likewise, the preventive action has been analyzed to determine that this is efficient mechanism to avoid or minimize the recurrence of the NC found in this audit.	
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ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 26-07-2022

NC number:	RSPO NC 2022-10		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Minor	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/04/2023

Aspect of standard:
7.3.2 Proper disposal of waste is demonstrated, in accordance with procedures fully understood by workers and supervisors.

Evidence of non-conformity:
Extractora - Alliances of small producers and outgrowers
Although the organization makes its final disposal of waste, during a visit to the collection centre of the Tequendama extraction plant, it was found that all the waste was not stored correctly.
In addition, the format of generation and quantification is not being applied to all suppliers of FFB outgrowers and small producers, guaranteeing their correct management over time.

Lead Assessor signature: 
Date: 29/04/2022

Root Cause Analysis and extent: (To be filled by Auditee)

Why is solid waste not properly disposed of at the collection center and by the FFB allies?
Because the temporary waste storage site at the FFB collection center was not operational.

Why was the collection center not operational?
Because it had been programmed to be rehabilitated and adapted to the new color code, but it had not been executed.

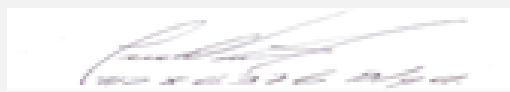
Why don't all the suppliers fill out the solid waste generation form?
Because they had not been given the forms, they had not been re-induced on waste management and the strategy for the collection and final disposal of solid waste had not been formalized.


Corrections: (To be filled by Auditee)

- The solid waste containers were adapted according to the new waste color code.
- Producers were trained in the proper management of solid waste and were also re-socialized on the strategy for proper disposal of waste and were given the forms for filling out the waste forms.

Corrective/Preventive Actions: (To be filled by Auditee)

- Photographic record of the collection of waste from the FFB collection center.

2. Record of attendance at waste management training for FFB suppliers.	
Review of evidences and conclusion by CUC:	
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.	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)	
ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 14/8/2023

NC number:	RSPO NC 2022-11		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Minor	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/04/2023
Aspect of standard:			
7.8.1 A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users of the watershed. The plan addresses the following: a) The certification unit does not restrict access to clean water or contribute to the contamination of water used by the communities. b) Workers have adequate access to clean water.			
Evidence of non-conformity:			
During the field visit, it is evident that the outgrower farms "Montevideo" and "El Marañon" do not demonstrate the continuous availability of the water resource used for irrigation of the plantation on the basin for downstream users and thus demonstrate the non-generation of negative impacts.			
Lead Assessor signature:			
Date: 29/04/2022			
Root Cause Analysis and extent: (To be filled by Auditee)			
Why do the outgrower farms "Montevideo" and "El Marañon" not demonstrate the identification of impacts on water use?			
Because it is the palm oil nucleus that develops through its social impact studies the possible impacts of the operations of the producers, alias the communities.			
Corrections: (To be filled by Auditee)			
1. The palm nucleus developed a Social Impact Study with scope to the operations of the productive alliances with the FFB suppliers, which addresses the communities in the area of influence and through a system of surveys and meeting and socialization with them.			
Based on the results, the situation of reduced availability of water resources was identified; however, no formal complaints were filed with the plantation management because the Montevideo plantation does not have control of the gate that supplies the canal, as specified in the EIS.			

The EIS of the productive alliances must be updated by the end of 2023, if through the field data collection the identification of the impact related to the availability of water resources persists, the palm nucleus plans to make approaches between the communities and the owners of the properties involved to develop agreements on access to water.

In relation to the plantations that are the specific subject of the finding, we made the following notification:

1. The Finca El Marañon of Mrs. Buenaventura Martinez, expressed to the company her unwillingness to continue being a FFB supplier, reason why since August 2022 she did not deliver FFB to the extraction plant, the nucleus notified her by official notice of the official withdrawal of the organic production and RSPO schemes, so the Finca El Marañon is not part of the FFB supply base of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S.,
2. The Montevideo Farm of Agropecuaria El Marañon, due to repeated non-compliance with the requirements of organic production standards and RSPO, the decision was made to withdraw the RSPO certificate for the period 2023, as long as compliance with the requirements of the standard is not demonstrated.

Corrective/Preventive Actions: (To be filled by Auditee)

1.The palm nucleus developed a Social Impact Study with scope to the operations of the productive alliances with the FFB suppliers, which addresses the communities in the area of influence and through a system of surveys and meeting and socialization with them.

Based on the results, the situation of reduced availability of water resources was identified; however, no formal complaints were filed with the plantation management because the Montevideo plantation does not have control of the gate that supplies the canal, as specified in the EIS.

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1. The Finca El Marañon of Mrs. Buenaventura Martinez, expressed to the company her unwillingness to continue being a FFB supplier, reason why since August 2022 she did not deliver FFB to the extraction plant, the nucleus notified her by official notice of the official withdrawal of the organic production and RSPO schemes, so the Finca El Marañon is not part of the FFB supply base of POPM - EXTRACTOR TEQUENDAMA - OWN FARMS S.A.S.,

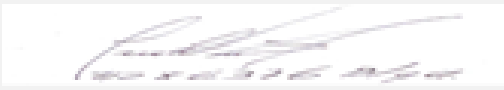
2.The Montevideo Farm of Agropecuaria El Marañon, due to repeated non-compliance with the requirements of organic production standards and RSPO, the decision was made to withdraw the RSPO certificate for the period 2023, as long as compliance with the requirements of the standard is not demonstrated.

Review of evidences and conclusion by CUC:

1. Social Impact Study - Partnerships.
2. Letter of withdrawal from Finca Marañon - Finca Montevideo of Agropecuaria el Marañon.

NC Status: Yes (CLOSED) No (OPEN)

ON SITE VERIFICATION WAS REQUIRED Yes No

Lead Assessor signature: 	Date: 14/8/2023
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NC number:	RSPO NC 2022-12		
Client name:	C.I Tequendama- Group Daabon		
Date raised:	29/04/2022		
Major or Minor:	Minor	Site:	Carrera 1 # 22 - 58 Piso Once Santa Marta
Raised by:	Jose Coronado Roballo	Deadline:	28/04/2023

Aspect of standard:

7.12.7 The status of HCVs, ARC forests after November 15, 2018, other natural ecosystems, peatland conservation areas and RAP species are monitored. The results of this monitoring feed back into the management plan.

Evidence of non-conformity:

Although the organization has the study of Evaluation of high conservation values of the Tequendama Palm Nucleus - Daabon Group (Alliances with producers) conducted in 2016, the identification of HCV areas and RAP species for the management.

There is evidence of records "sighting and identification of species present in the area" of the workforce for own plantations, however, from 2019 to the audit date of this year 2022 there is no evidence of monitoring of HCVs and RTE species using specific methodologies by personnel with the necessary skills. In order to provide feedback to the management plan for HCVs and RTE species previously identified in population control.

Lead Assessor signature: 
Date: 29/04/2022

Root Cause Analysis and extent: (To be filled by Auditee)

Why had species monitoring not been developed in accordance with the HCV management plan?

Because the company did not have a professional with the skills to carry out the monitoring.

Why did the company not have a competent professional?

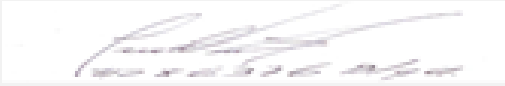
Because the company had initiated a contracting process for the provision of services of a professional in biology, but it had not yet been formalized and started.


Corrections: (To be filled by Auditee)

1. A professional biologist was hired for the development of monitoring and other obligations of the HCV Management Plan.
2. Fauna and flora monitoring was carried out in the field within the framework of the HCV study's EMP and a final report was generated.
3. Training was provided on the identification of feline tracks and other issues relevant to the HCV.

Corrective/Preventive Actions: (To be filled by Auditee)

1. A professional biologist was hired for the development of monitoring and other obligations of the HCV Management Plan.
2. Fauna and flora monitoring was carried out in the field within the framework of the HCV study's EMP and a final report was generated.
3. Training was provided on the identification of feline tracks and other issues relevant to the HCV.

Review of evidences and conclusion by CUC:	
<ol style="list-style-type: none"> 1. Contract of Professional in Biology 2. Resume of the professional 3. Final HCV monitoring report 4. Photographic records of field activities and trainings. 	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN) ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 14/8/2023

4.3.3 Opportunity for Improvements Raised During this Audit			
Client name:	C.I TEQUENDAMA SAS		
Date raised:	13/8/2023		
Raised by:	JOSE ORLANDO PRADA		
7.8.2 Reforestation processes with native plants from the Colombian Caribbean region were done in the riparian zones of the C.I Tequendama S.A.S. palm plantations in conjunction with the local communities and environmental institutions (Corporación Ambiental del Magdalena-Corpamag). It is important to define an operational procedure that takes into account the manual for the rehabilitation of riparian zones established by RSPO .			
Assessors Signature		Date	13/8/2023

Note: OFIs does not need to be raised against the requirements of the standard.

4.4 Issues that were raised during the Stakeholder Consultation, if any
<p>Stakeholders that are likely to have information relevant for the evaluation was identified during the evaluation planning process.</p> <ul style="list-style-type: none"> • For Main and Re-Assessments, a 30 day Stakeholder consultation announcement is published on the RSPO website prior to the audit. The same announcement is circulated by the client and independently by the Control Union prior to the audit. • For subsequent Annual Assessments, it is based on stakeholders reading the approved public summary reports available on the RSPO website, the client’s procedures in receiving on-going feedback or if feedback was sent directly to Control Union prior to an audit or thorough RSPO complaints procedures. <p>Prior to and during all assessments (Main and annual), the audit team will seek to gather evidence about all relevant principles and criteria directly from stakeholders including statutory bodies, indigenous peoples, local communities (including displaced communities, if any), workers and workers’ organizations [including migrant workers], smallholders, and local and national NGOs.</p> <p>During each assessment the audit team will review the company’s implemented procedures in receiving feedback and will execute field visits and interviews. Not limited to the following questions, any feedback received is reviewed and summarized in this summary report for either Part 2 – Partial Certification or Part 4 –</p>

<p>Assessment Findings above or noted below, if applicable:</p> <ol style="list-style-type: none"> 1. Do you have any remarks on the RSPO standard? 2. What is your relation with the applicant? 3. Are there any plantation or mill management practices that affect you? 4. Do you consider any management is in conflict with the RSPO principles and criteria? 5. Do you have any suggestions for management? 6. Are you aware of any HCV in the plantations or in adjacent land? 7. Are you aware of any endangered or rare species? 8. Are there any adverse (or positive) effects on local communities? 9. Additional comments? 11. Do you have any comments about the assessment team and would you like to meet with them? 12. Do you have any comments for the client's management of any other plantations?

RSPO Principle	Stakeholder comment	CUC response
1 – Behave ethically and transparently	<p>During the meeting held on 26/6/2023 with stakeholders in virtual and/or face-to-face meetings, no complaints or non-compliances were identified on issues related to Principle 1 of the RSPO IN COLOMBIA standard; therefore, it is important to indicate that no non-compliance findings were generated.</p> <p>The participants of the meeting as representatives of the stakeholders indicate that the project maintains good relations with them in a transparent manner and based on mutual trust.</p>	<p>1. During the meeting held on August 14, 2023, with representatives of interested parties, including the communities, within the framework of the follow-up audit, and in relation to the requirements of numeral 1 of the P&C RSPO standard, several opinions were gathered, which are summarized below:</p> <ul style="list-style-type: none"> ☑ The company offers communication spaces to discuss topics of interest such as environmental management, social programs, among others. ☑ Regular meetings are held between the project and its stakeholders in order to maintain continuous communication between the parties.
2 - Operate legally and respect rights	<p>During the meeting held on 26/6/2023 with stakeholders virtually and/or in person, where topics related to regulatory compliance by the project subject to certification and its supply base were discussed; therefore, no complaints or non-compliance were identified on issues related to Principle 2 of the RSPO standard in COLOMBIA, therefore it is important to indicate that no findings of non-compliance were generated.</p> <p>Likewise, the attendees indicated that the project strictly complies with the corresponding regulations.</p>	<p>2. During the meeting held on August 14, 2023, with the representatives of the interested parties where the communities stand out; within the framework of the follow-up audit, and in relation to the requirements of numeral 2 of the P&C RSPO standard, several opinions were gathered, which are summarized below:</p> <ul style="list-style-type: none"> ☑ The company is characterized by performing its work within the requirements of the law. ☑ The company has had no complaints or denunciations for acting illegally. ☑ The company respects the communities and their rights.
3 - Optimise productivity, efficiency, positive impacts and resilience	<p>During the meeting held on 26/6/2023 with stakeholders virtually and/or in person, where topics related to the identification of impacts</p>	<p>3. During the meeting held on August 14, 2023, with the representatives of the interested parties where the</p>

	<p>and management plans for their management, related to the Social and Environmental Impact Study, were discussed; therefore, no complaints or non-compliance were identified on issues related to Principle 3 of the RSPO standard in COLOMBIA, therefore it is important to indicate that no findings of non-compliance were generated.</p> <p>Likewise, the attendees indicated that the project has socialized in a participatory manner the results of the ESIA, together with their respective management plans.</p>	<p>communities stand out; within the framework of the follow-up audit, and in relation to the requirements of numeral 3, of the P&C RSPO standard, several opinions were collected, which are summarized below:</p> <ul style="list-style-type: none"> ☑ The company has communicated the social and environmental impacts to them. ☑ The company has been attentive to the social and environmental requirements of its stakeholders. ☑ The company has developed social and environmental programs to improve the quality of life of the communities, especially that of children and the elderly.
<p>4 - Respect community and human rights and deliver benefits</p>	<p>During the meeting held on 26/6/2023 with stakeholders virtually and/or in person, where topics related to social and environmental support and projects and respect for the customary rights of the communities were discussed, no complaints or non-compliance were identified on issues related to Principle 4 of the RSPO standard in COLOMBIA, therefore it is important to indicate that no findings of non-compliance were generated.</p> <p>Likewise, the attendees indicated that the project has provided various aids to the communities in favor of social and environmental development, such as the following:</p> <ul style="list-style-type: none"> Creation of a dance group environmental care brochures Workshops on the reuse of used oil Tree planting Garbage recycling workshop Conservation of lagoons as ecosystems 	<p>4. During the meeting held on August 14, 2023, with representatives of stakeholders, including the communities, within the framework of the follow-up audit, and in relation to the requirements of paragraph 4 of the RSPO P&C standard, several opinions were gathered, which are summarized below:</p> <ul style="list-style-type: none"> ☑ The rights of the communities are respected with the development of social programs. ☑ Social programs and community support are maintained, such as: <ul style="list-style-type: none"> o Hiring of community personnel. o Clothing workshops for the wives of the workers. o Road repairs in the communities. o Home vegetable gardens for the cultivation of pancojer.
<p>5 - Support smallholder inclusion</p>	<p>During the meeting held on 26/6/2023 with stakeholders virtually and/or in person, where issues related to support for small palm growers were discussed, no complaints or non-compliance were identified in the issues related to Principle 5 of the RSPO standard in COLOMBIA, therefore it is important to note that no findings of non-compliance were generated.</p> <p>The attendees also indicated that the project has provided various forms of assistance to small-scale palm growers in the following areas:</p> <ul style="list-style-type: none"> Technical assistance for crops 	<p>5. During the meeting held on August 14, 2023, with the representatives of the interested parties where the communities stand out; within the framework of the follow-up audit, and in relation to the requirements of numeral 5 of the RSPO P&C standard, several opinions were collected, which are summarized below:</p> <ul style="list-style-type: none"> ☑ Technical support to FFB suppliers' crops. ☑ Support in improving the livelihoods of suppliers with agrochemical resource management training.

	<p>Credit for the purchase of fertilizers Timely payment of FFB sales invoices. Support for the implementation of the RSPO standard.</p>	<p>☑ Payments of FFB invoices are made on time.</p>
<p>6 – Respect workers’ rights and conditions</p>	<p>During the meeting held on 26/6/2023 with stakeholders virtually and/or in person, where topics related to respect for workers' labor rights and organizational policies were discussed, no complaints or non-compliance were identified in the areas related to Principle 6 of the RSPO standard in COLOMBIA; therefore, it is important to note that no non-compliance findings were generated.</p> <p>Likewise, the attendees indicated that the project has provided support in the hiring of local labor, socialization of its policies to stakeholders, and timely payment of all labor claims of its workers.</p>	<p>6. During the meeting held on August 14, 2023, with representatives of stakeholders, including the communities, within the framework of the follow-up audit, and in relation to the requirements of paragraph 6 of the P&C RSPO standard, several opinions were collected, which are summarized below:</p> <p>☑ Workers in the area argue to their social leaders that they are paid in a compliant and correct manner. ☑ Local labor is supported in operational positions, ☑ A lot of employment is generated for the inhabitants of the communities. ☑ Workers' labor rights are respected.</p>
<p>7 - Protect, conserve and enhance ecosystems and the environment</p>	<p>During the meeting held on 26/6/2023 with stakeholders in a virtual and/or face-to-face manner, where topics related to the RSPO standard were discussed, no complaints or non-compliance were identified in relation to Principle 6 of the RSPO standard in COLOMBIA, therefore it is important to indicate that no non-conformity findings were generated.</p> <p>Likewise, the attendees indicated that the project has provided support in the hiring of local labor, socialization of its policies to stakeholders, and timely payment of all labor claims of its workers.</p>	<p>7. During the meeting held on August 14, 2023, with representatives of stakeholders, including the communities, within the framework of the follow-up audit, and in relation to the requirements of paragraph 7 of the P&C RSPO standard, several opinions were gathered, which are summarized below.</p> <p>☑ The company prohibits hunting and fishing and conducts waste collection campaigns in the communities. ☑ The company conducts environmental training for the protection of fauna and flora. ☑ There is no contamination of the rivers.</p>

PART 5: RSPO SUPPLY CHAIN CERTIFICATION

The palm mill mentioned in the scope of the audit was audited against the requirements of the RSPO P&C 2018 under Principle 3.8 for Mills.

5.1 POM Included In The Scope Of The Audit				
PRU	Name Palm Oil Mill	Mill Capacity	Location	Supply Chain Model
	(POM)	MT/Hour	Address	(IP or MB)
POM 1	Tequendama S.A.S POM	30	Km 2 Vía Fundación a Aracataca, Municipio de Aracataca – Magdalena	IP

5.2 Confirmation Of The Company's Summary Of Annual Certified Volume Of RSPO Certified Palm Oil And Palm Kernel Over A Specified Period			
Product	CPO (MT)	PK (MT)	Specified 12 month period
CU Code			
POM 1	13547.44	3027.08	Actual volumes between (Jan 22 to dec 22) See also 1.6 above.
	16345	3530	Forecasted volumes between (12 months)

5.3 Monthly Records of Certified and Uncertified FFB Received Since the Last Audit – 12 months back In case of Main Assessment, it shall be the last 12 month figure.					
Figure are actual FFB production on monthly basis					
No	MONTH-YEAR	Certified Supply Bases (MT)		Uncertified Supply Bases (MT), if any	Total (MT)
		POM 1	POM 2		
1	Jan-22	5870.93	NA	710.54	6581.47
2	Feb-22	6623.97	NA	668.97	7292.94
3	Mar-22	7845.26	NA	785.92	8631.18
4	Apr-22	7120.48	NA	732.45	7852.93
5	May-22	7203.8	NA	761.348	7965.148
6	Jun-22	5793.26	NA	681.301	6474.561
7	Jul-22	5125.27	NA	697.375	5822.645
8	Aug-22	4797.76	NA	576.542	5374.302
9	Sep-22	4137.52	NA	518.38	4655.9
10	Oct-22	3786.26	NA	448.92	4235.18
11	Nov-22	4371.85	NA	355.443	4727.293
12	Dec-22	4743.23	NA	502.79	5246.02
TOTAL		67,419.59		7,439.97	74,859.56

5.4 Monthly Records of Certified CPO and PK Since the Last Audit – 12 months back In case of Main Assessment, it shall be the last 12 month figure.					
Figure are actual CPO and PK production on monthly basis					
No	MONTH-YEAR	Certified CPO (MT)		Certified PK (MT)	
		POM 1	POM 2	POM 1	POM 2
1	Jan-22	1202.28	NA	261.37	NA
2	Feb-22	1285.69	NA	296.47	NA
3	Mar-22	1514.42	NA	352.90	NA
4	Apr-22	1369.93	NA	323.97	NA
5	May-22	1385.19	NA	326.16	NA
6	Jun-22	1129.12	NA	258.43	NA
7	Jul-22	1092.59	NA	229.66	NA
8	Aug-22	989.45	NA	217.5	NA
9	Sep-22	888.38	NA	187.85	NA
10	Oct-22	816.03	NA	171.6	NA
11	Nov-22	912.93	NA	195.8	NA
12	Dec-22	961.4	NA	205.35	NA

TOTAL	13547.44		3027.08	
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5.5 Records of Certified CPO & PK Sold under Credit to Buyers since the Last Audit, if Any – 12 months back
In case of Main Assessment, it shall be the last 12 month figure.

Figure are actual Certified CPO & PK Sold under Credit to Buyers on monthly basis

No	Credit Trading ID	Certified CPO (MT) Sold	Certified PK (MT) Sold
POM 1: Tequendama S.A.S POM			
1	N.A	N.A	N.A
Total		N.A	N.A

5.6 Records of Certified CPO & PK Sold under UTZ PalmTrace to Buyers since the Last Audit, if Any – 12 months back

In case of Main Assessment, it shall be the last 12-month figure.

If this is an Annual Surveillance Assessment, the figures used are since the last audit.

The transactions were sighted form the clients registered UTZ PalmTrace Account.

No	UTZ PalmTrace Trading ID	Certified CPO (MT) Sold	Certified PK (MT) Sold
POM 1: Tequendama S.A.S POM			
1	TR-af83fb48-3b23	716.7	-
2	TR-92423012-3f5c	1,050.78	-
3	TR-c3f61705-a2ed	307.46	-
4	TR-8416c374-0960	409.97	-
5	TR-5c10f3dc-d3e2	43.34	-
6	TR-036c76d3-b685	42.83	-
7	TR-0d6e1a73-25c3	1,219.49	-
8	TR-1f7c5368-6658	1,270.63	-
9	TR-e3d9262f-70b7	1,428.6	-
10	TR-8d2a5808-99ca	989.64	-
11	TR-a1d549dc-2333	788.64	-
12	TR-fb0907c3-6638	859.69	-
13	TR-3a0ae9f3-0cb9	683.69	-
14	TR-4d9d685c-83cf	755.47	-
15	TR-ecfc4b76-816b	610.1	-
16	TR-9565b233-28c8	1,549.27	-
17	TR-9178880c-9d41	1,236.31	-
18	TR-d18bbacc-5ba9	1,471.6	-
19	TR-915e6817-3177	20.67	-
20	TR-1c437502-e8eb	21.85	-
21	TR-93b8408d-9a32	21.22	-
22	TR-31f65ea3-7922	21.02	-
23	TR-368a91e3-ca29	21.22	-
24	TR-3a9c15fe-9500	21.02	-
25	TR-d92f1ffe-4734	21.35	-
26	TR-22d6dec4-9ee6	21.44	-
27	TR-a5c53ba2-8fa9	21.4	-
28	TR-c2548afd-fa31	21.29	-
29	TR-1ff9cb50-0db0	21.19	-
30	TR-563ac412-1e1b	21.47	-
31	TR-2395790c-6507	20.31	-
32	TR-cc6cc855-c135	21.13	-
33	TR-f1a94202-150a	21.53	-
34	TR-89807015-3914	21.9	-
35	TR-c133ecfe-fb3c	21.01	-

36	TR-80245a5e-d5c0	21.72	-
37	TR-e2e850cf-403e	21.54	-
38	TR-cf316e76-faba	21.69	-
39	TR-a9110956-8de4	-	151
40	TR-8fa749d9-8b23	-	136.15
41	TR-be70dbeb-a5d0	-	161.92
42	TR-622d8c49-f620	-	222.35
43	TR-71ddb511-f111	-	283.8
44	TR-b8b6b272-ccd1	-	277
45	TR-ec24b368-1109	-	220.85
46	TR-e7660bb0-27f7	-	205.35
47	TR-2810bed9-df26	-	195.5
48	TR-65705a42-3116	-	171.6
49	TR-7fca9482-f260	-	187.85
50	TR-75683009-b221	-	217.5
51	TR-4b38d6e4-43a8	-	229.67
52	TR-4bfd91af-f4c3	-	258.43
53	TR-fdadc2a1-f161	-	326.16
Total		15860.18	3245.13
Sold as other certified scheme (eg: ISCC)		-	-
Sold/downgraded as conventional		-	-

PART 6: CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

6.1 Date of next ASA

The provisional date for the next ASA is: 8/2024

6.2 Date for Closure of Non-Conformities

See sections above for details of NC's, if any

- All major NCs to be closed by: 16/11/2023
- All minor NCs to be closed by: During next surveillance audit

6.3 Signing by the Client

I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents and audit findings as presented in this document.

I also confirm:

- Acceptance of liability in execution of the instructions given.
- That this company was made aware that the findings of the audit team are tentative; pending review and decision making by the duly designated representatives of Control Union Certifications.
- That during the closing meeting all agenda items was covered by the Lead Auditor.

Acknowledged by:

Name: Carolina Torrado
Position: Sustainability Director
Date: 18/8/2023



Signature

6.4 Signing by the Lead Auditor

I the undersigned, being the Lead Auditor, confirm that this report is an accurate record of the findings and of the closing meeting. I further confirm that the summary of the findings as presented in this report are a true representation of the actual findings of the audit team.

Acknowledged by:

Name: Jose Orlando Prada Mantilla
Position: Lead Auditor
Date: 18/8/2023



Signature

6.5 Signing by the Certifier

I the undersigned, being the Certifier, confirm that the information and conclusions included in this report have been prepared in good faith and that the certification decision has been based upon this information.

Acknowledged by:

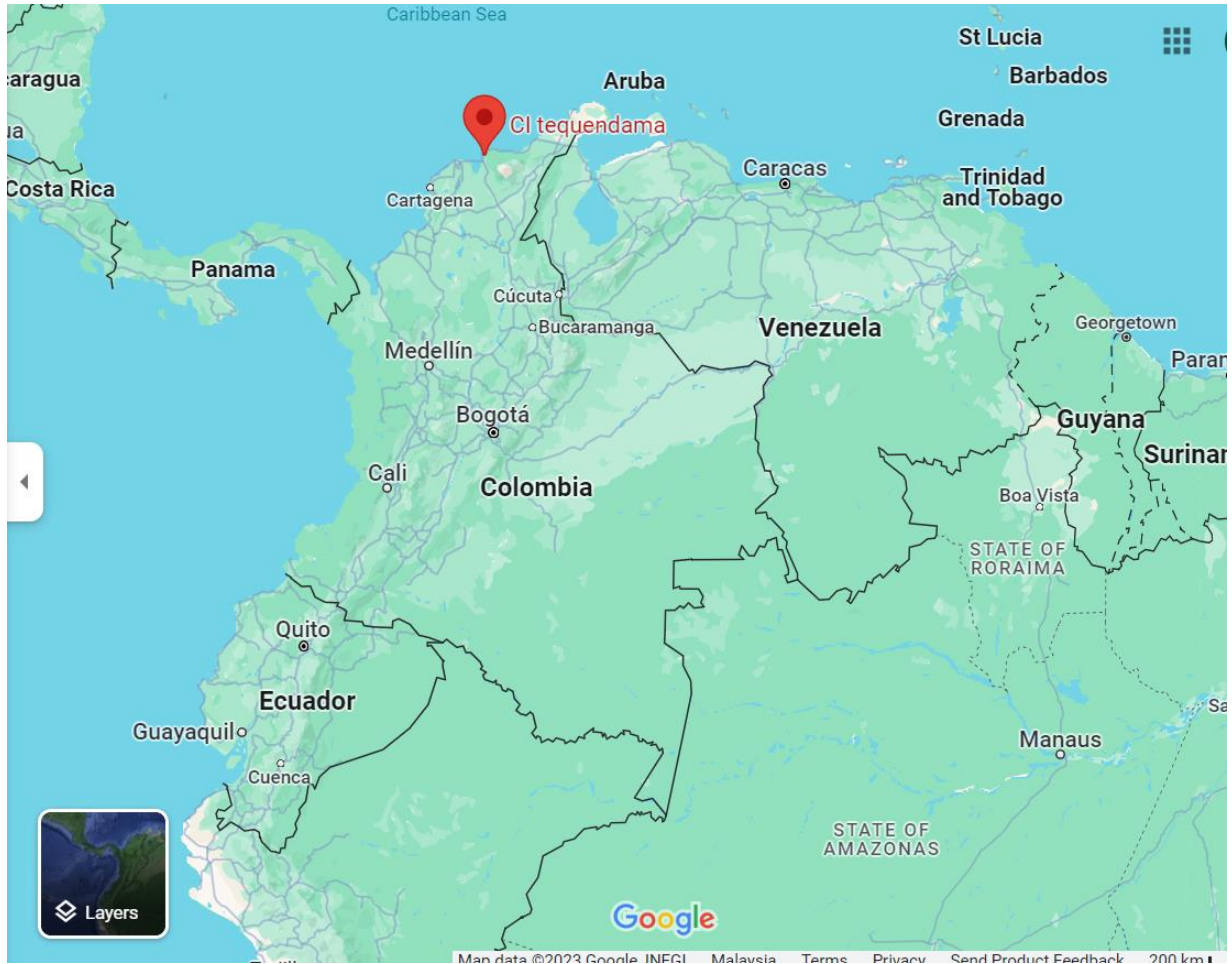
Name: Mohd Ezani Bin Abdul Aziz
Position: Certifier
Date: 25/11/2023



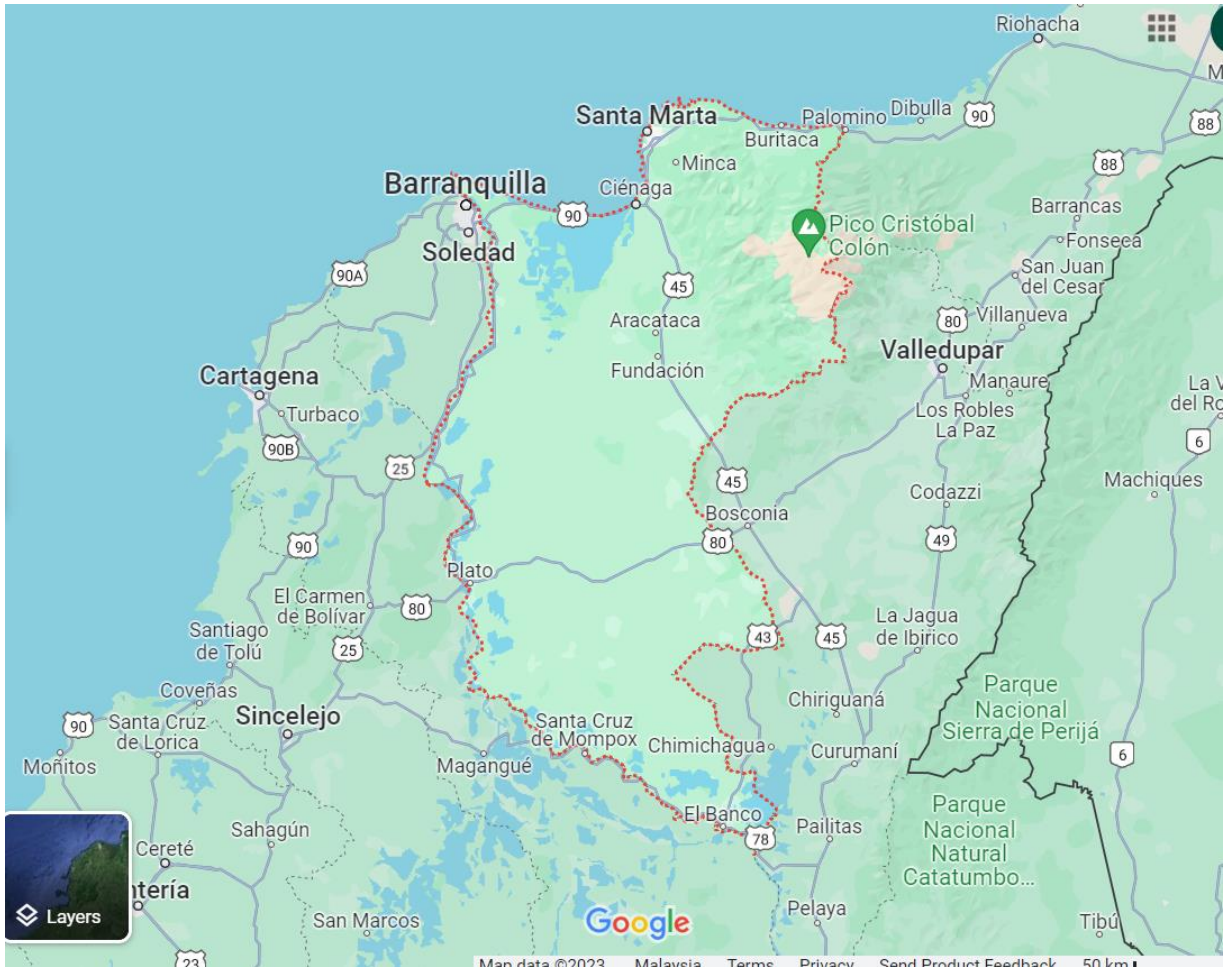
Signature

PART 7: APPENDICES

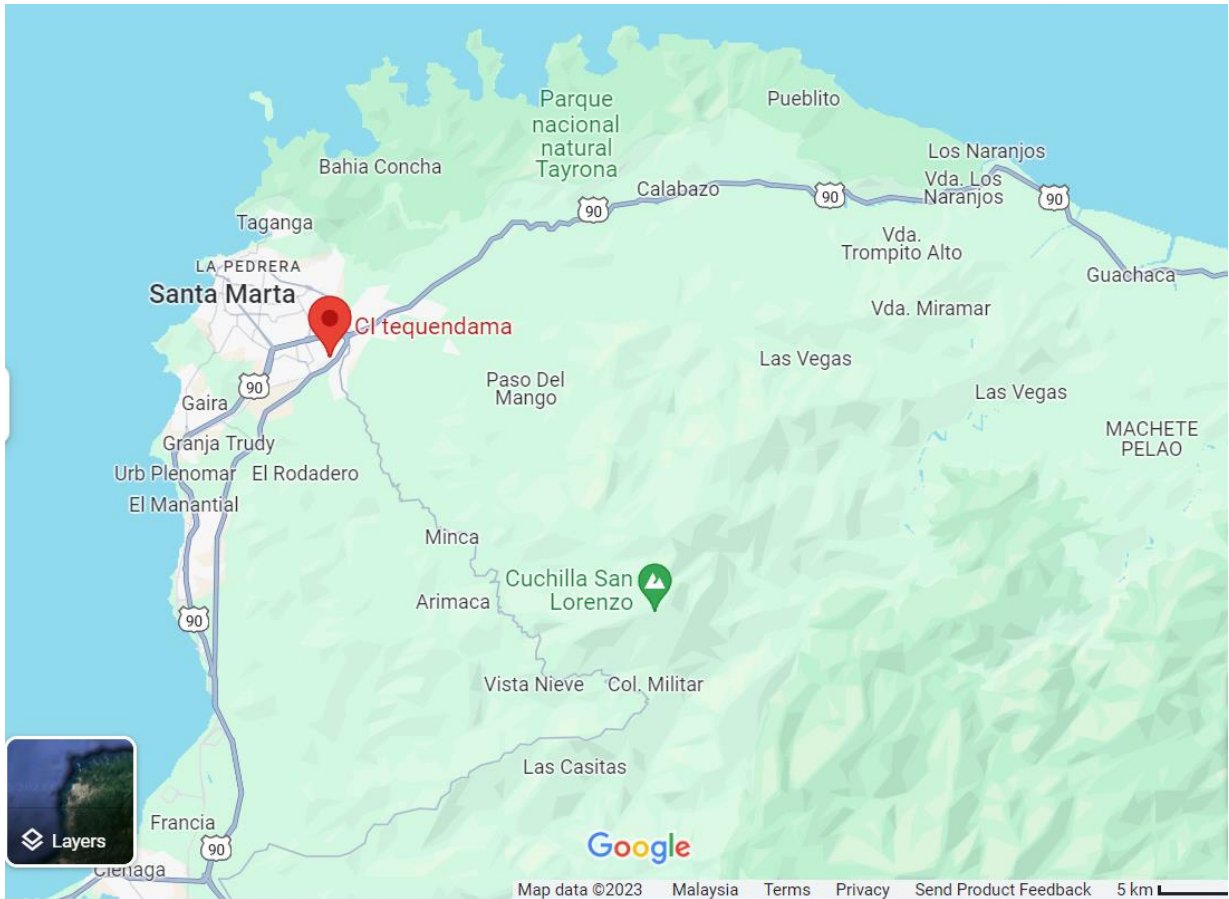
Appendix 1: Location Map for this Certification Unit
From 1.9, the location map(s)



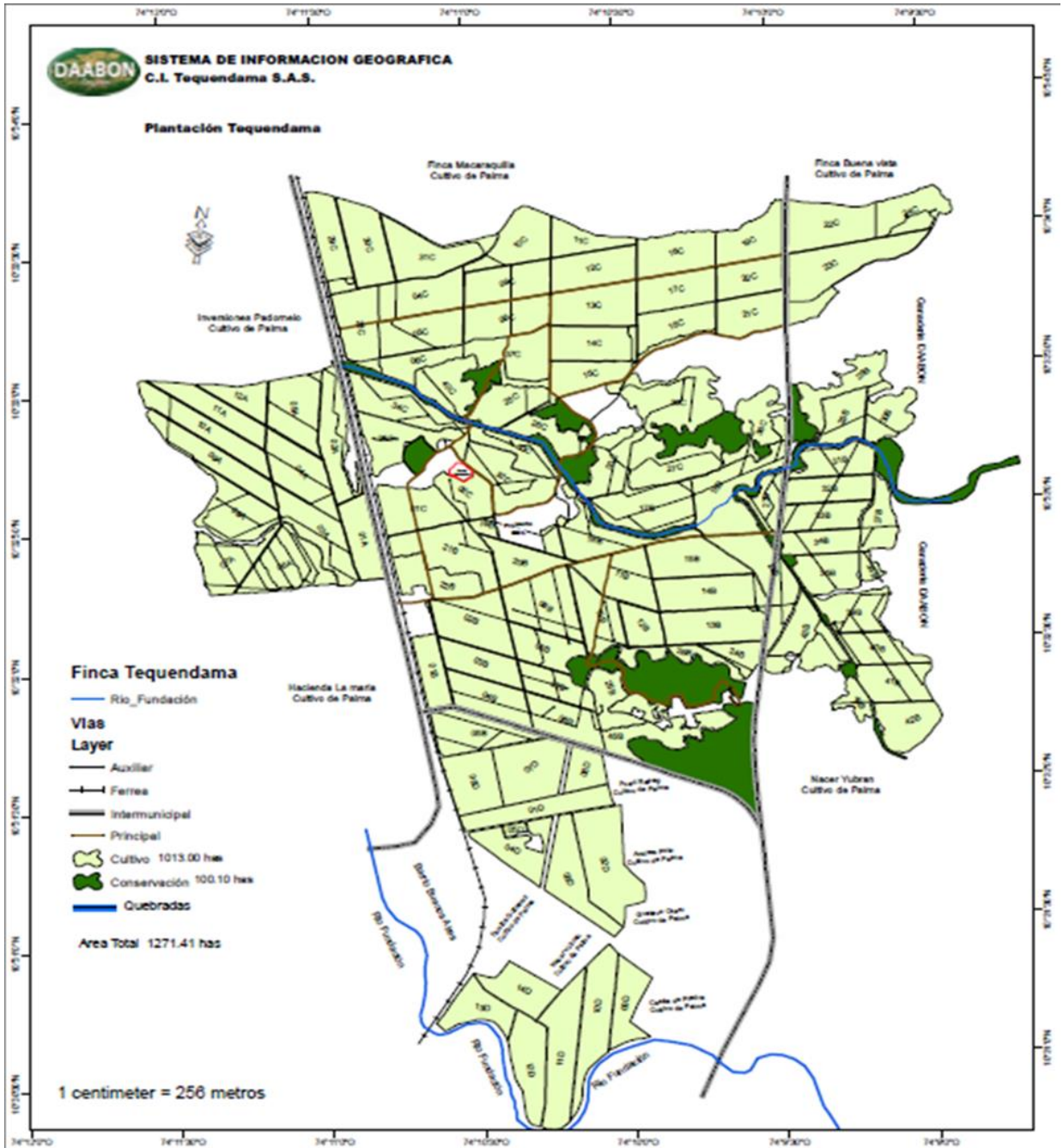
Map 1 : Map of Colombia

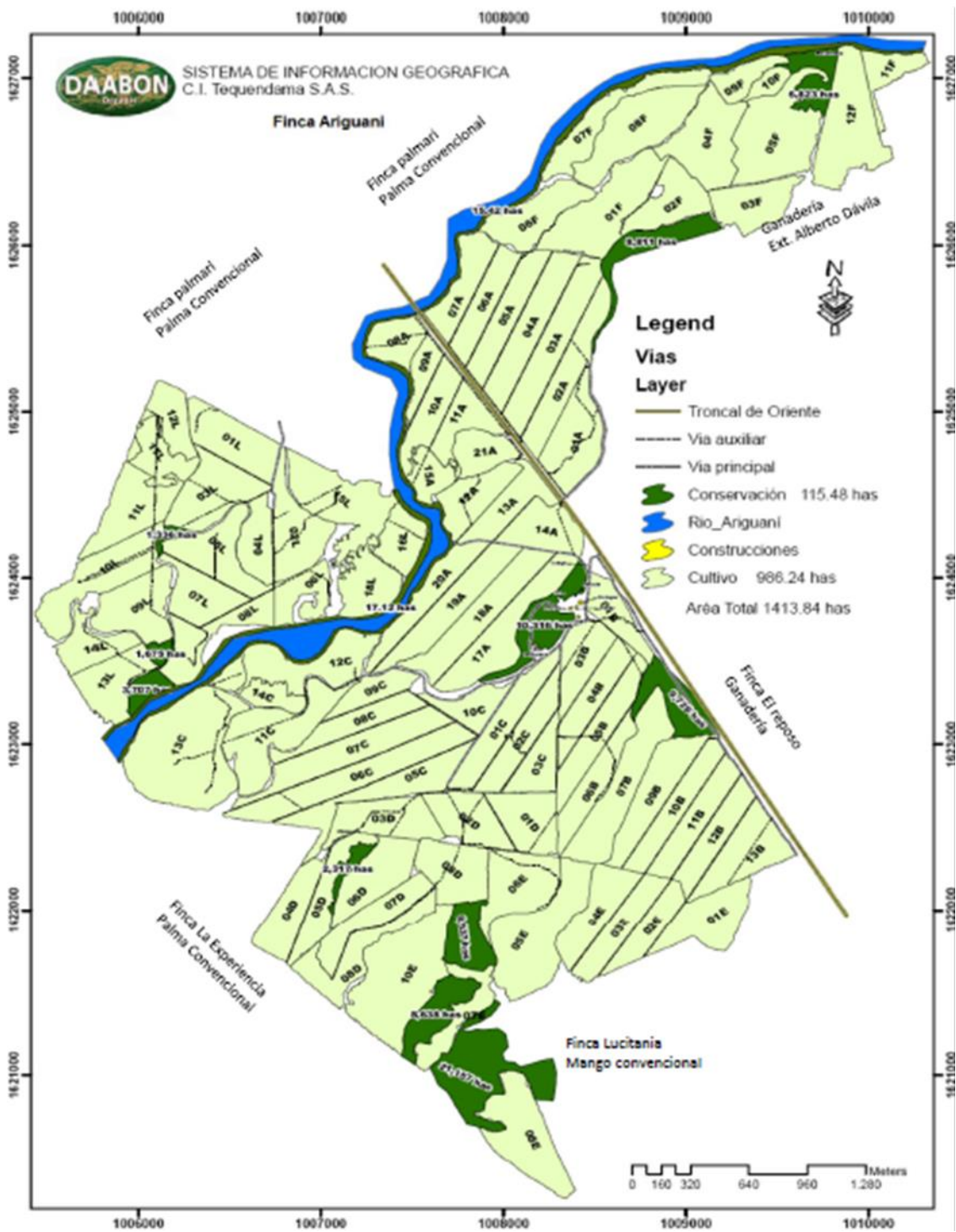


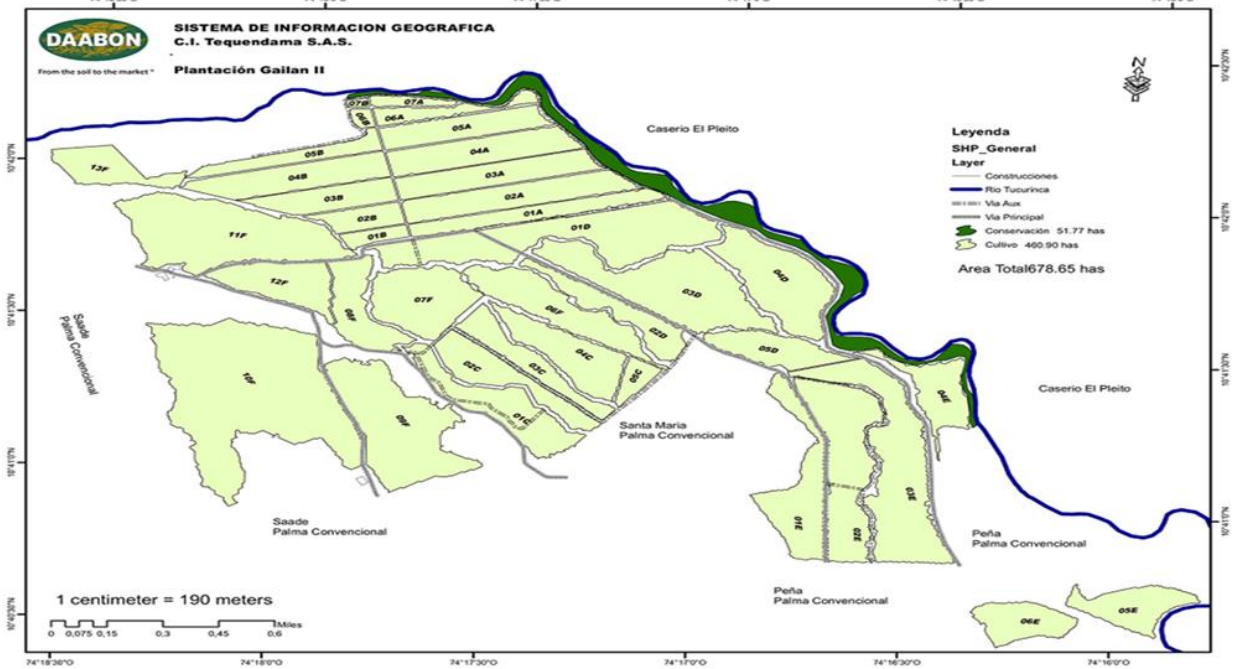
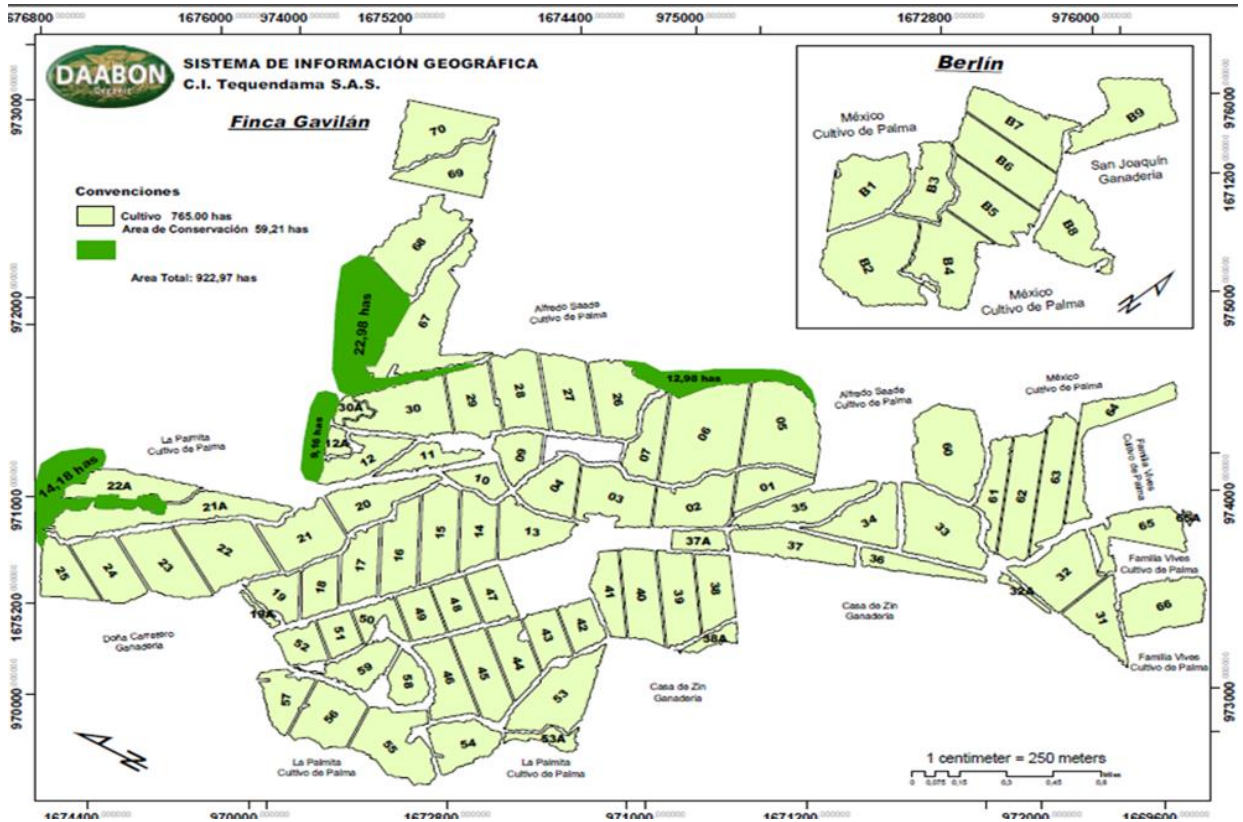
Map 2 : Location of Santa Marta in Magdalena

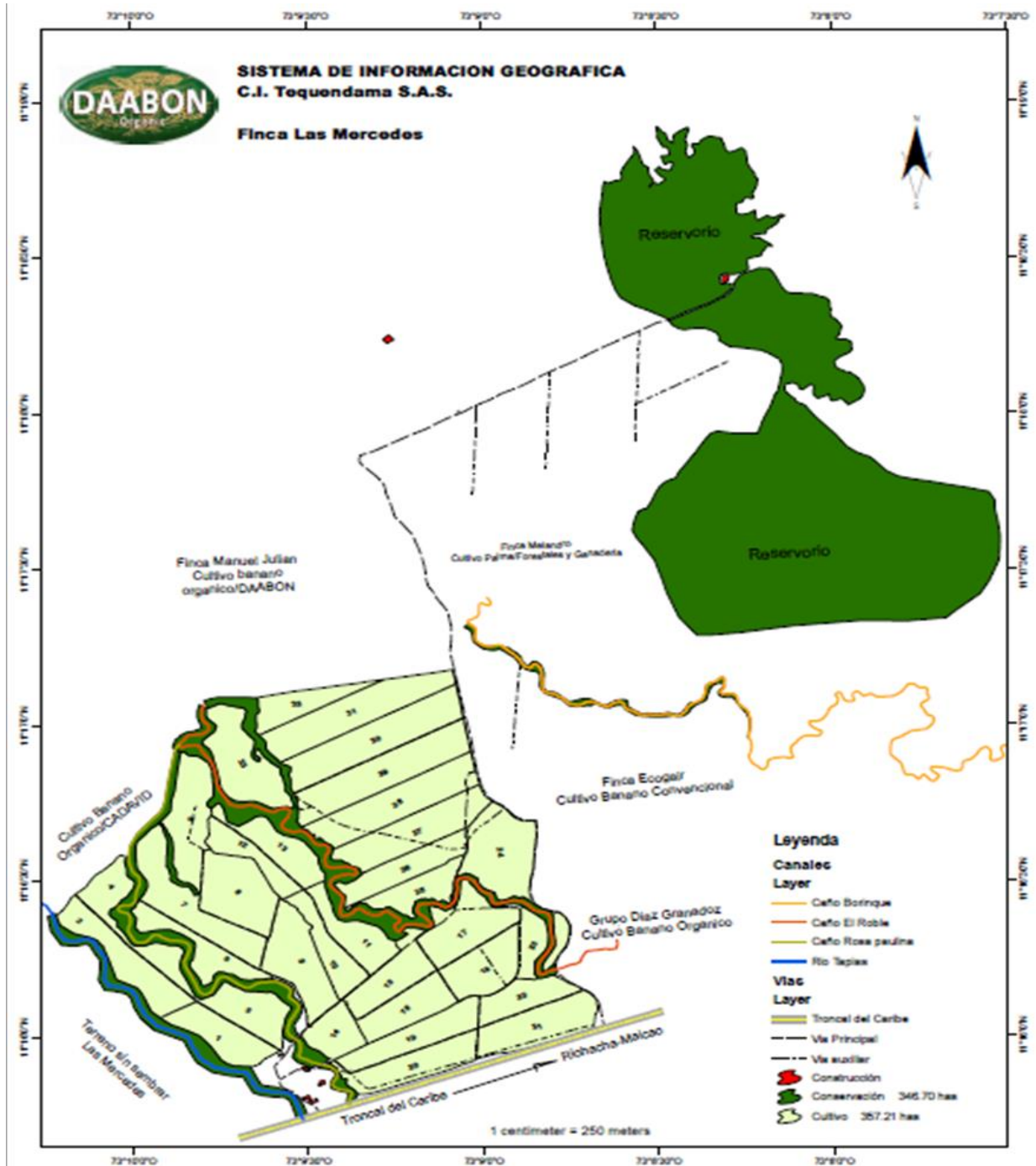


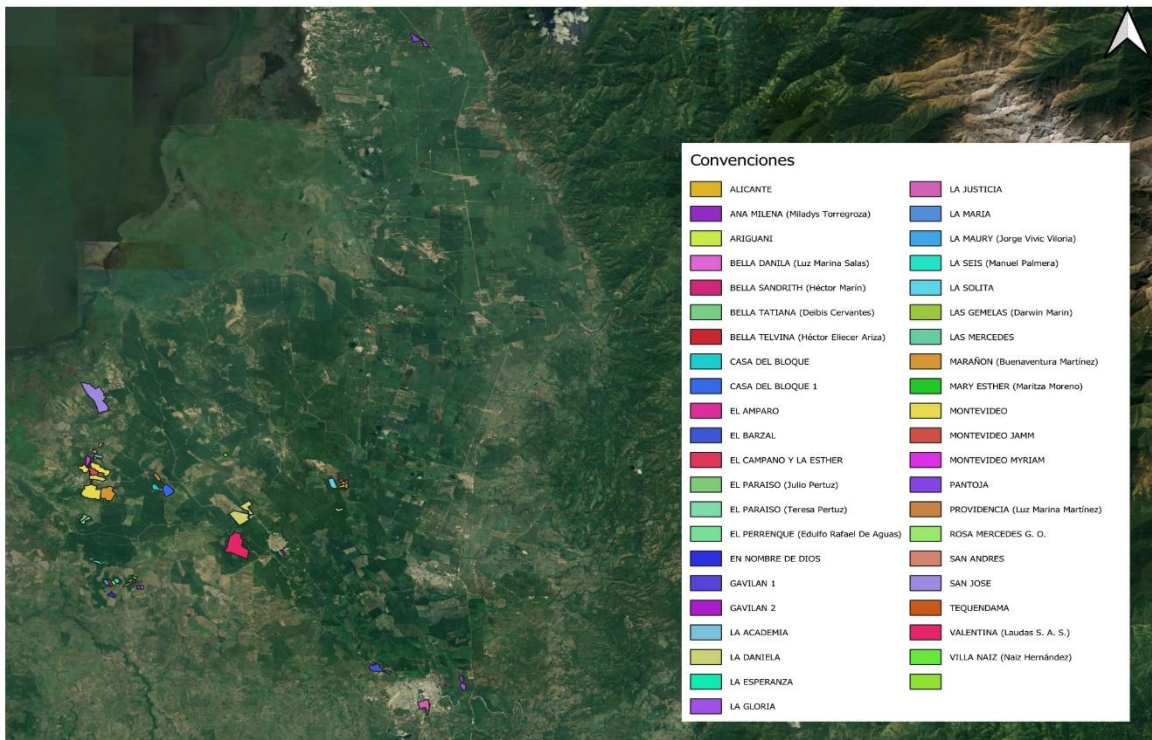
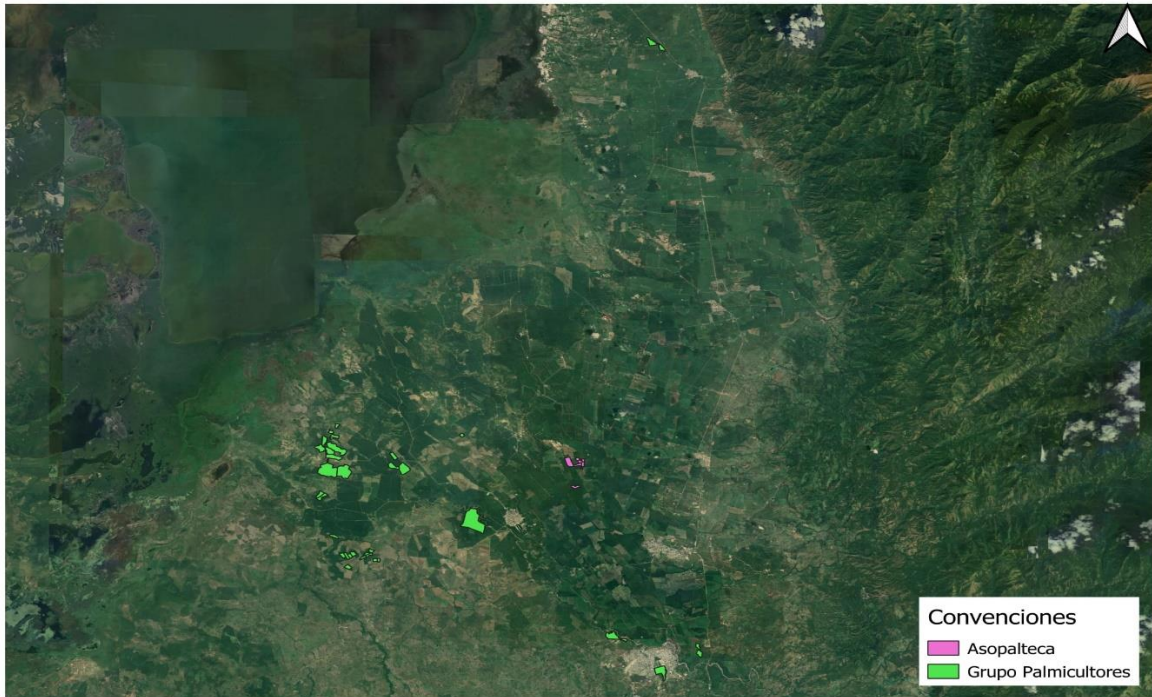
Map 3: Location of CI Tequendama in Santa Marta, Magdalena











Appendix 2: Summary of GHG Emissions

All data inputs and the use of RSPO PalmGHG Calculator (include the version number) have been verified with the final summary of the net GHG emissions (tCO₂e/tCPO) figure in relation to C5.6

Calculation option applied for the reporting: Full Version

All information and data below can be retrieved from the summary report generated through PalmGHG Calculator.

POM 1: Tequendama S.A.S POM
Summary of Net GHG Emissions

Emissions per Product	tCO ₂ e/tProduct
CPO	0.3
PK	0.3

Production	t/yr
FFB processed	67,419.59
CPO Produced	3027.08

Extraction	%
OER	20.09
KER	4.49

Land use	ha
OP planted area	4024.91
OP planted on peat	0.0
Conservation (forested)	251.5
Conservation (non forested)	646.78
Total	4,582.8

*conservation area is part of the planted area

Summary of Field Emissions and Sinks

Emissions	Own Crop		Group		3rd Party	
	tCO ₂ e	tCO ₂ e /tFFB	tCO ₂ e	tCO ₂ e /tFFB	tCO ₂ e	tCO ₂ e /tFFB
Land Conversion	20210.25	0,35	0	0	0	0
*CO ₂ Emissions from Fertiliser	3313.85	0,06	0	0	0	0
**N ₂ O Emissions	0	0	0	0	0	0
Fuel Consumption	1944	0,03	0	0	0	0
Peat Oxidation	0	0	0	0	0	0
Sinks	0	0	0	0	0	0
Crop Sequestration	- 17278,22	- 0,3	0	0	0	0
Conservation Sequestration	4167.25	0.07	0	0	0	0

Summary of Mill Emissions and Credits

	tCO ₂ e	tCo ₂ e/Tffb
Emissions	3156.60	0.04
POME	11.65	0,0
Fuel Consumption	0,0	0,0
Grid Electricity Utilisation	0,0	0.0
Credits		
Export of Grid Electricity	0,0	0,0
Sales of PKS	0,0	0,0
Sales of EFB	0.0	0,0
Total	3168.25	0.04

Palm Oil Mill Effluent (POME) Treatment

Divert to compost	100%
Divert to anaerobic digestion	0%

POME Diverted to Anaerobic Digestion:

Divert to anaerobic pond	100%
Divert to methane capture (flaring)	0%
Divert to methane capture (electricity generation)	100%

Appendix 3: GHG assessment for new plantings

There is no new planting

