



RSPO P&C CERTIFICATION AUDIT REPORT

(AGRIVAR SARL)

Audit Application Number :	PC26-000166
Assessment Type:	Annual Surveillance Audit 3
Date of Audit:	29 09 2025 – 02 10 2025
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Table of Contents

1.	Body Background	4
1.1	Description of Certification Body	4
2.	Organization Details and Certification Scope	5
2.1.	Organizational Overview	5
2.2.	RSPO Membership Information	5
2.3.	Certificate Information	7
3.	Description of the Management Unit	8
3.1.	Area Statement of the Management Unit	10
3.2.	Age Profile of the Management Unit	10
3.3.	Replanting Program of the Management Unit (5 Years)	12
3.4.	Name FFB Supplier Supplying FFB to the Mill (Certified FFB)	13
3.6	Projected Certified Volume for Next License	15
3.7	Information of Previous & Current License (Identity Preserved)	16
3.8	Information of Previous & Current License (Mass Balance)	18
4.	Audit Program	20
4.1.	Audit Methodology	20
4.2.	Audit Team Member	20
4.3.	Audit Plan	21
4.4.	Changes of the initial audit plan (if applicable)	26
4.5.	Sampling Details	27
4.6.	Sampling History of Current Certification Cycle	27
4.7.	Audit Team Leader and Audit Team Information	28
5.	Audit Findings & Results	35
6.	Summary of Audit Findings	152
7.	Nonconformity(ies) Issue in this Audit	155
8.	Opportunity for Improvement (OFI) Issue in this Audit	174
9.	Status of Nonconformities Previously Identified and Opportunity for Improvement	175
10.	Stakeholder Consultation Process	184
11.1	For Audit Report	184
11.2	For Public Summary Report	185
11.3	Summary of workers interviewed, and the CB's responses and findings are presented in the table below:	185
11.4	Consultation with Previous Land User	190
11.	Time Bound Plan	191
12.	Requirements on Multiple Management Unit	192





13. Requirements for Uncertified Management Units	195
14. Audit Conclusion & Recommendation	198
15. Acknowledgment of Internal Responsibility and Formal Sign-off Assessment Findings	199
Appendix 1: Location Map Unit of Certification and Supply bases	201
Appendix 2: History of the changes in the current certification cycle.	205
Appendix 3: Greenhouse Gas (GHG) Reporting Summary	206



1. Certification Body Background

1.1 Description of Certification Body

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



2. Organization Details and Certification Scope

2.1. Organizational Overview

Management Unit Information <i>Note: Management Unit refers to unit of certification</i>	
Name of Management Unit(s)	AGRIVAR SARL
Address of the Management Unit/s	BP 584 Bonoua, AGRIVAR Mill, Bonoua Road of Samo, Abidjan, Ivory Coast
Country	Ivory Coast Republic
Websites	N / A
Description of the Management Unit	<p>AGRIVAR SARL is an Ivorian private company with the head office located in Bonoua in the south of Côte d'Ivoire, in the Sud Comoé region, in the Sous prefecture of BONOUA, more precisely in the village of SAMO. AGRIVAR was created in 2001. The company owns the palm oil mill and has an active contract with the 2 cooperatives named SCOOPS PROPALO and SCOOPS CPPN N'GOKRO for the supply of RSPO certified FFBs. AGRIVAR has been an RSPO member since 22nd April 2011. Each farmer signs a declaration that they will manage the farm in accordance with RSPO requirements as well as organic requirements. As part of the contract, regular visits are made to all growers to ensure their continued compliance. There is an Excel database of all members showing area, plot, name, location, telephone, area, annual production, date planted and distance to mill. The farm details of some members are also recorded in the farm file. There are also financial records for each member on all aspects of their management, including FFB sales. 1 village is directly impacted by AGRIVAR activities, and more than 250 people are directly employed by the company. The processing facility of AGRIVAR processed 15 mt/h of FFB. AGRIVAR supports the communities in its operational area, not only through the results from its business operations, but through investment in education, health and the environment which are essential factors in social development with the aim of improving the living standards for the majority of the people.</p>
Management Representative Name	Algarez GNANGOUEAN
Management Representative Designation	Certification Manager
Management Representative Email	g.algarez@yahoo.fr

2.2. RSPO Membership Information

RSPO Membership Information	
RSPO Membership No.	2-0219-11-000-00



Name of RSPO Member	AGRIVAR: Agro Industrie Variée
Member Since	02/04/2011

2.3. Certificate Information

Certificate Information	
Certificate No.	SCS-RSPOPC-000302
prisma Document Reference Number	<i>(N/A until June 2025)</i>
prisma Trading Account ID	TA25-017170
Scope of Certification	Palm Oil and Palm Kernel Production – Identity Preserved
Supply Chain Model	<input checked="" type="checkbox"/> Identity Preserved (IP) <input type="checkbox"/> Mass Balance (MB)
Applicable Standards / Normative Reference	<input checked="" type="checkbox"/> RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 <input checked="" type="checkbox"/> RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard 2020 <input type="checkbox"/> RSPO Management System Requirements for Group Certification of FFB Production 2022 <input checked="" type="checkbox"/> RSPO Rules on Market Communication and Claims 2022
National Interpretation (NI)	Ivory Coast National Interpretation
Initial Date of Certification:	26 06 2015
Effective Date of Certificate:	05 10 2023
Expiry Date of Certificate:	25 04 2027
Name of Peer Reviewer	N/A

3. Description of the Management Unit

Information of Palm Oil Mill					
Name of Palm Oil Mills	prisma Site Business ID	Address of Palm Oil Mill	Mill's capacity (MT/h)	GPS Coordinates	
				Latitude	Longitude
AGRIVAR SARL	MU25-016505	BP 584 Bonoua, AGRIVAR Mill, Bonoua Road of Samo, Abidjan, Ivory Coast	15	5.281733	-3.5282
Remarks: To include additional information wherever applicable					

Information of Supply Bases					
Name of Supply Bases	prisma Supply Base ID	Address of Supply Bases	Type of Supply Bases	GPS Coordinates	
				Latitude	Longitude
SCOOPS PROPALO	SB25-005684	Divo	Scheme Smallholder	5.8142	-5.8141



SCOOPS CPPN N' GOKRO	SB25-005683	N'GOKRO (ALEPE)	Scheme Smallholder	5.4756	-3.6606
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3.1. Area Statement of the Management Unit

Area Statement of Supply Bases									
Name of Supply Base	Certified Area (Ha)	Planted Area (Ha)			Unplanted Area (Ha)				
		Oil palm planted on non peatland	Oil Palm Planted on Peat	Other Crop(s)	HCV	HCS	HCV-HCS	Conservation	Facilities / Others
SCOOPS PROPALO	722.24	722.24	0	0	0	0	0	0	0
SCOOPS CPPN N'GOKRO	543.2	543.2	0	0	0	0	0	0	0
TOTAL	1,265.44	1,265.44	0	0	0	0	0	0	0

3.2. Age Profile of the Management Unit

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



SCOOPS PROPALO	0	0	489.25	110.5	599.75	599.75
SCOOPS CPPN N'GOKRO	0	0	317.94	158.6	476.54	476.54
TOTAL (ha)	0	0	807.19	269.1	1076.29	1076.29

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



3.3.Replanting Program of the Management Unit (5 Years)

Name of the Supply Base	Land area (ha) per year					Total Area (Ha)
	2025 (current year)	2026 (current year + 1)	2027 (current year + 2)	2028 (current year + 3)	2029 (current year + 4)	
SCOOPS PROPALO	0	10	10	20	20	95
SCOOPS CPPN N'GOKRO	0	20	20	25	30	60
TOTAL (ha)	0	30	30	45	50	155

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



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

		Latitude	Longitude	
TOTAL				



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

Name of other FFB Suppliers	Type of FFB Suppliers	GPS Coordinates		FFB received by the mil (MT) <i>*During the current license period</i>
		Latitude	Longitude	
KOUASSI YAO	Intermediaries	5.411715	-3.487349	5000
KASSEM FAWAZ	Intermediaries	5.265980	-3.315338	3000
TOTAL				8000



3.6 Projected Certified Volume for Next License

Information of New License		
Next License Period	Start Date	24 02 2026
	End Date	25 04 2026
Projected Certified FFB Volume (MT)	10762.9	
Average Production Yield (MT/Ha)	10	
Projected CSPO Certified Volume (MT)	Identity Preserved	2152.58
	Mass Balance	/
Projected CSPK Certified Volume (MT)	Identity Preserved	282.29
	Mass Balance	/
Oil Extraction Rate (OER) (%)	20	
Kernel Extraction Rate (KER) (%)	2.66	



3.7 Information of Previous & Current License (Identity Preserved)

Name of Palm Oil Mill	AGRIVAR SARL			
Information of License	Previous Year License		Current Year License	
License Period	Start Date	01 03 2023	Start Date	06 11 2024
	End Date	29 02 2024	End Date	25 07 2025
Current Production Period Reported	From	01 09 2024	From	01 09 2025
	To	31 08 2025	To	31 08 2026
Projected FFB Certified Volume (MT)	16,656.8		10,656.8	
Actual production of FFB (MT)	14,088		110	
Projected CSPO Certified Volume (MT)	3,418.2		3697.80	
Current CSPO Production Volume (MT)	2,891.55		22.13	
Actual CSPO Volume Sold as RSPO Certified (MT)	878.42		22.13	
Actual CSPO Volume Sold as Conventional (MT)	254.65		0	
Actual CSPO Volume Sold under Other Scheme (MT)	1,758.48		0	
Total Actual CSPO Volume Sold (MT)	2.891,55		22.13	
Current CSPO credits balance (where applicable)	0		0	



Projected CSPK Certified Volume (MT)	455.76	666.27
Current CSPK Production Volume (MT)	352,83	5.5
Actual CSPK Volume Sold as RSPO Certified (MT)	0	0
Actual CSPK Volume Sold as Conventional (MT)	352,83	5.5
Actual CSPK Volume Sold under Other Scheme (MT)	0	0
Total Current CSPK Volume Sold (MT)	352,83	5.5

NB: Client was suspended major part of the license period due to non-payment of invoice and not scheduling audit with the 8 – 12 months period. Hence the low volume of certified FFB with corresponding CSPO and CSPK produce.



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

Name of Palm Oil Mill				
Information of License	Previous Year License		Current Year License	
License Period	Start Date	DD Mmm YYYY	Start Date	DD Mmm YYYY
	End Date	DD Mmm YYYY	End Date	DD Mmm YYYY
Current Production Period Reported	From	DD Mmm YYYY	From	DD Mmm YYYY
	To	DD Mmm YYYY	To	DD Mmm YYYY
Projected FFB Certified Volume (MT)				
Actual production of FFB (MT)				
Projected CSPO Certified Volume (MT)				
Current CSPO Production Volume (MT)				
Actual CSPO Volume Sold as RSPO Certified (MT)				
Actual CSPO Volume Sold as Conventional (MT)				
Actual CSPO Volume Sold under Other Scheme (MT)				
Total Actual CSPO Volume Sold (MT)				
Current CSPO credits balance (where applicable) (MT)				



Projected CSPK Certified Volume (MT)		
Actual CSPK Production (MT)		
Actual CSPK Volume Sold as RSPO Certified (MT)		
Actual CSPK Volume Sold as Conventional (MT)		
Actual CSPK Volume Sold under Other Scheme (MT)		
Total Current CSPK Volume Sold (MT)		



4. Audit Programme

4.1. Audit Methodology

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

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

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

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

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

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

4.2. Audit Team Member

Name	Role	CAB Auditor Number
Armand ZONGANG	Lead Auditor	ASI137JB77
Charles KOUADIO	Auditor	ASI1WN4PZW
N'Guessan Pledja Lea	Auditor	ASI1N64SIL



4.3. Audit Plan

Date	Time	CAB Auditor Number	Rental	Activity
29/09/2025	8:00 am - 8:30 am	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Agrivar Main office	Opening Meeting: Introductions, Client Update, Audit Scope Review, Audit Plan, Introduction/Update of P&C RSPO Standard and Protocols
29/09/2025	8:30 am . - 9 am	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Agrivar Main office	Review of responses to AS12 non-conformities
29/09/2025	9:00 am . - 11:30 am .	ASI137JB77 ASI1N64SIL	Agrivar Main office and Divo	Trip to visit plantations
29/09/2025	9:00 am . - 12:00 pm	ASI1WN4PZW	Agrivar Main office	Documentary review
29/09/2025	11:00 am . - 12:00 pm	ASI1WN4PZW	Samo village	Stakeholder consultation SAMO Village Chief



29/09/2025	12:00 pm - 2:00 pm	ASI1WN4PZW	Bonoua	Lunch break
29/09/2025	11:30 am . - 12:30 pm	ASI137JB77 ASI1N64SIL	Divo	Working session with SCOOPS PROPALO
29/09/2025	1:30 pm - 5:00 pm	ASI1WN4PZW	Agrivar main office	Documentary review
29/09/2025	2:00 pm - 5:00 pm	ASI137JB77 ASI1N64SIL	Villages (SCOOPS PROPALO)	Visit of the plantation and the
30/09/2025	7:00 am . - 8:00 am	ASI1WN4PZW	Travel Bonoua to Alepe	Journey
30/09/2025	8:00 am . - 3:00 pm	ASI137JB77 ASI1N64SIL	Villages (SCOOPS PROPALO)	Visit to the plantation
30/09/2025	10:00 am . - 11:00 am	ASI1WN4PZW	Alepe	Working session with SCOOPS CPPN
30/09/2025	11:00 am . - 16:00 am	ASI1WN4PZW	Villages (SCOOPS PROPALO)	Visit to the plantation



30/09/2025	4:00 pm - 7:00 pm	ASI137JB77 ASI1N64SIL	Travel from Divo to Bonoua	Journey
30/09/2025	4:00 pm - 7:00 pm	ASI1WN4PZW	Travel from Divo to Bonoua	Journey
01 10 2025	8:00 am . - 8:30 am	ASI1N64SIL	Agrivar main office	Stakeholder consultation: Gender Committee
01 10 2025	8:30 am . - 9:00 am .	ASI1N64SIL	Agrivar main office	Stakeholder consultation: Contract workers
01 10 2025	9:00 am . - 9:30 am .	ASI1N64SIL	Agrivar main office	Stakeholder consultation: FFB suppliers
01 10 2025	8:00 am . - 8:30 am .	ASI137JB77	Agrivar main office	Stakeholder consultation: Workers ' representatives
01 10 2025	8:30 am . - 9:00 am .	ASI137JB77	Agrivar main office	Visit to the infirmary
01 10 2025	8:00 am - 12:00 pm	ASI1WN4PZW	Agrivar main office	Supply chain audit
01 10 2025	9:00 am . - 10:30 am .	ASI137JB77	Agrivar main office	Factory tour



01 10 2025	10:00 am . - 12:00 pm	ASI1N64SIL	Main office Agrivar Sarl	Documentary review
01 10 2025	10:00 am . - 12:00 pm	ASI1N64SIL	Main office Agrivar Sarl	Documentary review
01 10 2025	11:00 am . - 12:00 pm	ASI137JB77	Main office Agrivar Sarl	Documentary review
01 10 2025	12:00 pm - 2:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Bonoua	Lunch break
01 10 2025	2:00 pm - 2:30 pm	ASI137JB77	Bonoua	Stakeholder consultation: Labor administration
01 10 2025	2:00 pm - 5:00 pm	ASI1WN4PZW	Main office Agrivar Sarl	Physical Inspection and Documentation Review
01 10 2025	2:00 pm - 3:30 pm	ASI1N64SIL	Main office Agrivar Sarl	Documentary review
01 10 2025	2:30 pm - 5:00 pm	ASI137JB77	Main office Agrivar Sarl	Documentary review
01 10 2025	3:30 pm - 5:00 pm	ASI1N64SIL	Main office Agrivar Sarl	Documentary review



01 10 2025	5:00 pm - 6:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Point between the listeners
01 10 2025	6:00 pm - 8:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Debriefing in the presence of company managers
02 10 2025	8:00 am . - 12:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Review of remaining evidence and/or documentation
02 10 2025	12:00 am . - 01:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Lunch
02 10 2025	1:00 pm - 3:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Consolidation of results
02 10 2025	4:00 pm - 5:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Closing meeting and presentation of audit results



02 10 2025	5:00 pm - 6:00 pm	ASI137JB77 ASI1WN4PZW ASI1N64SIL	Main office Agrivar Sarl	Return journey of the auditors to Abidjan
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4.4. Changes of the initial audit plan (if applicable) NA

4.5. Sampling Details

Description of Management Unit	Number of Estate/Members/Mills	Risk Factor	Result $x = (\sqrt{y}) \times (z)$	Total Sampled
AGRIVAR SARL	1	N / A	N / A	1
SCOOPS PROPALO	198	Medium Risk	16,88	17
SCOOPS CPPN N'GOKRO	150	Medium Risk	14,69	15

4.6. Sampling History of Current Certification Cycle

Name (Mill/Supply Base/Scheme Smallholder)	Year 1	Year 2	Year 3	Year 4	Year 5
	2023	2024	2025	2026	2027
AGRIVAR SARL	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SCOOPS PROPALO	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SCOOPS CPPN	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



4.7. Audit Team Leader and Audit Team Information

Audit Team Leader: Armand ZONGANG		
Requirements	Description	
At least five (5) years of field experience in the palm oil sector, health and safety, or environmental management. These include experience in HCV and HCS assessment, social auditing, or involvement in human rights activities;	<p>Successfully completed RSPO Lead Auditor training including RSPO P & C 2021 April 2021, and refresher, February 2024 by Checkmark Training.</p> <p>Member of the audit teams since 2020 as technical expert and lead auditor from 2021.</p> <p>Lead auditor for FSC audits since 2013 and for HCV/HCS studies from 2015.</p> <p>Assessor of certification offices and RA sustainable agriculture certificate holders from 2021 to 2023</p> <p>Reviewer for RA of audit reports under the RA certificate since 2024.</p> <p>Qualified Lead auditor for RSPO P&C (2018) Lead Auditor Course. Auditor against Assessment of RSPO P&C 201 requirements since 2019.</p> <p>Monitoring and Evaluation of sustainability standards indicators (Environment, social and quality of implementation) since 2019. Assessor for sustainable cocoa production and traceability for supply chain in Nigeria and Ivory Coast in 2019. Sustainability and Certification Manager (2012 – 2019)</p>	
A supervised (by a qualified lead auditor) period of training in practical audits against the RSPO P&C and/or RSPO ISH standard, with a minimum of 15 days audit experience in at least three (3) audits;	Supervised and qualified as lead auditor for the RSPO P&C and SCC by SCS qualified RSPO P&C and SCC lead auditor for at least 10 days since August 2024. SCS Auditor identification number ASI 137JB77	
Successfully completed a refresher course for RSPO endorsed P&C lead auditor course every three (3) years after the initial qualification as lead auditor	RSPO Lead Auditor P&C 2018. Last refresher done in 2023.	
Audit Team Members:		
Requirements	CAB Auditor Number	Description
Possess a bachelor's degree or tertiary education in related disciplines, such as agriculture, environmental science or social sciences, etc;	Audit Team Leader: ASI137JB77	Master 2 UNESCO chair in sustainable development obtained in France and a diploma in forestry engineering obtained at the University of Dshang in Cameroon 2002.
	Audit Team Member 1: ASI1WN4PZW	2011 - Agronomy Engineer (Specialty: Economics and Management of Agricultural Enterprises, Council in agriculture, social and rural management, production, marketing and management systems,



		Management of optimal conditions for animal and plant production) at School of Agronomy of Polytechnic Institute Felix Houphouet-Boigny in Yamoussoukro.
	Audit Team Member 2: ASI1N64SIL	An engineering degree in agro-industry, supplemented by a Master's level degree specialized in Quality, Health, Safety and the Environment
At least three (3) years of field experience in the palm oil sector, health and safety, or environmental management. These include experience in HCV and HCS assessment, social auditing or involvement in human rights activities	Audit Team Leader: ASI137JB77	Qualified Lead auditor for RSPO P&C (2013) in 2016. Lead Auditor Course. Auditor against Assessment of RSPO P&C 2018 requirements since 2019. Monitoring and Evaluation of sustainability standards indicators (Environment, social and quality of implementation) since 2019. Assessor for sustainable cocoa production and traceability for supply chain in Nigeria and Ivory Coast in 2019. Sustainability and Certification Manager (2012 – 2019)
	Audit Team Member 1: ASI1WN4PZW	Qualified Lead auditor for RSPO P&C (2013) in 2016. Lead Auditor Course. Auditor against Assessment of RSPO P&C 2018 requirements since 2019. Monitoring and Evaluation of sustainability standards indicators (Environment, social and quality of implementation) since 2019. Assessor for sustainable cocoa production and traceability for supply chain in Nigeria and Ivory Coast in 2019. Sustainability and Certification Manager (2012 – 2019)
	Audit Team Member 2: ASI1N64SIL	3 years' experience as RSPO auditor consultant for SCS Global Services and more than 3 years' experience as consultant in QHSE management projects
Successfully completed the 5-day lead auditor course for ISO 9001 or ISO 14001 or ISO 45001.	Audit Team Leader: ASI137JB77	Has attended and has successfully completed the course assessment and examination for the PR 328: QMS ISO 9001: 2015 Lead Auditor Training Course Bureau Véritas March 2019
	Audit Team Member 1: ASI1WN4PZW	2014 - ISO 9001:2008 Lead Auditor course by Checkmark training.
	Audit Team Member 2: ASI1N64SIL	Successfully completed an RSPO endorsed P&C lead auditor course - Checkmark Training (May 2022)



Demonstrable understanding of the latest version of RSPO Certification Systems	Audit Team Leader: ASI137JB77	Has participated in several RSPO organized webinars for the most recent RSPO Certification Systems 2022 version. Implementing the system as a lead auditor for the SCS Global Services.
	Audit Team Member 1: ASI1WN4PZW	RSPO Lead Auditor P&C 2018. Last refresher done in 2023.
	Audit Team Member 2: ASI1N64SIL	Successfully completed SCS in-house online trainings and webinars on the latest version of RSPO Certification Systems (2023-2024)
For auditors verifying compliance with NPP procedures, auditors shall additionally be trained in the assessment of compliance with FPIC, HCV and HCS requirements in the context of RSPO NPP procedure	Audit Team Leader: ASI137JB77	Trained in HCV assessment and participated in carbon stock assessment missions
	Audit Team Member 1: ASI1WN4PZW	Successfully competed HCV Assessor Training, July 2015 by Proforest Africa. Completed RSPO FPIC training through the RSPO online learning platform. Also completed RSPO webinars and online training on NPP 2020 version. Has been involved in 4 NPP onsite verifications since 2017 as well as technical review for NPP report.
	Audit Team Member 2: ASI1N64SIL	Auditor did not audit compliance with NPP
A supervised (by a qualified auditor/lead auditor) period of training in practical audit against the RSPO P&C, with a minimum of 10 days of audit experience in at least two (2) audits.	Audit Team Leader: ASI137JB77	I have had supervised training (by a qualified auditor/audit manager) in practical auditing in relation to RSPO P&C, with a minimum of 10 days audit experience in at least two (2) audits. This period has been recognized by qualification as an audit team member on 10 November 2024 by SCS.
	Audit Team Member 1: ASI1WN4PZW	Qualified RSPO Lead Auditor P&C 2018 with SCS since 12 November 2020. SCS Auditor Identification Number: SCS-AI-13056. Qualified as RSPO PnC Lead Auditor in 2021 with over 140 days in more than thirteen (30) SCS audits since 12 November 2020. SCS Auditor Identification Number: SCS-AI-13056
	Audit Team Member 2: ASI1N64SIL	Supervised (by a qualified lead auditor) period of training in practical audit against the RSPO P&C, with a minimum of 10 days of audit experience in at least two (2) audits in Ivory Coast AGRIVAR (2023, 2024) and SOGB (2023)



Knowledgeable and experience of the local/regional laws	Audit Team Leader: ASI137JB77	Since 2008, has carried out several missions to verify the legality of timber from several countries in the Congo Basin and West Africa. Has been involved in several RSPO audit missions, with a focus on compliance with regulatory texts
	Audit Team Member 1: ASI1WN4PZW	Has been auditing indicators related to Best Agricultural Practices, as well as IPM pesticide and fertilizer uses under the RSPO PnC and responsible sourcing strategies for other agricultural commodities since 2015. Additionally, monitoring and Evaluation of sustainability standards indicators (Environment, social and quality of implementation) since 2019. Assessor for sustainable cocoa production and traceability for supply chain in Nigeria and Ivory Coast in 2019. Sustainability and Certification Manager (2012 – 2019).
Knowledgeable in Best Agricultural Practices, and Integrated Pest Management, pesticide and fertilizer use;	Audit Team Leader: ASI137JB77	Has been involved in RSPO PnC audits in Cameroon and Ivory Coast since 2020, first as Technical Expert, and as a full-fledged auditor since 2022. He is very familiar with all relevant local, state and national laws of the Cameroon, Republic of Congo, DRC
	Audit Team Member 1: ASI1WN4PZW	Has been involved in RSPO PnC audits in West Africa and Central Africa since 2015, first as Technical Expert, and as a full-fledged auditor since 2018. He is very familiar with all relevant local, state and national laws in these regions
	Audit Team Member 2: ASI1N64SIL	Native of Ivory Coast with Knowledgeable and experience of the key local (Ivorian)/regional laws
Experience in health and safety auditing on the farm/plantation and in the palm oil mill, for example against the ISO 45001 Occupational Health and Safety Management standard;	Audit Team Leader: ASI137JB77	I took part in several RSPO and FSC audits during which I was responsible for ensuring that companies complied with hygiene, health and safety measures in Côte d'Ivoire, Gabon, Cameroon, the Republic of Congo and the Democratic Republic of Congo.
	Audit Team Member 1: ASI1WN4PZW	Qualified Lead auditor for RSPO P&C (2013) in 2016. Lead Auditor Course. Auditor against



		<p>Assessment of RSPO P&C 2018 requirements since 2019. Monitoring and Evaluation of sustainability standards indicators (Environment, social and quality of implementation) since 2019. Assessor for sustainable cocoa production and traceability for supply chain in Nigeria and Ivory Coast in 2019. Sustainability and Certification Manager (2012 – 2019). Has been auditing indicators related to health and safety the farm/plantation and in the palm oil mill for other agricultural commodities since 2015.</p>
	<p>Audit Team Member 2: ASI1N64SIL</p>	<p>Experience in health and safety auditing on the farm/plantation and in the palm oil mill in Ivory Coast (AGRIVAR, SOGB, SIPEFCI) based on the ISO 45001 standard referring to the QHSE master training course.</p>
<p>Experience in handling workers' welfare or social auditing experience, such as experience with the SA8000 or other international sustainability scheme that has the social auditing requirements. The auditor auditing the social requirements shall have successfully attended the internationally recognized social auditing standard training, such as the SA8000, Social Systems (SMETA) Auditor Training or social training recognized by RSPO;</p>	<p>Audit Team Leader: ASI137JB77</p>	<p>I took part in several RSPO and FSC audits during which I was responsible for ensuring that companies complied with hygiene, health and safety measures in Côte d'Ivoire, Gabon, Cameroon, the Republic of Congo and the Democratic Republic of Congo.</p>
	<p>Audit Team Member 1: ASI1WN4PZW</p>	<p>2021 - SA8000 Social Accountability International Lead Auditor course (2021). Qualified Lead auditor for RSPO P&C (2013) in 2016. Lead Auditor Course. Auditor against Assessment of RSPO P&C 2018 requirements since 2019. Monitoring and Evaluation of sustainability standards indicators (Environment, social and quality of implementation) since 2019. Assessor for sustainable cocoa production and traceability for supply chain in Nigeria and Ivory Coast in 2019. Sustainability and Certification Manager (2012 – 2019).</p>
	<p>Audit Team Member 2: ASI1N64SIL</p>	<p>Knowledge of the principles, fundamental requirements and practice of ISO 45000, knowledge of the fundamentals of SA8000 and ISO 26000 (acquired during the QHSE Master's course, 2016-2017).</p>



Experience in handling of land rights, gender and indigenous peoples' issues;	Audit Team Leader: ASI137JB77	Accompanying several companies in sustainable certification schemes (SAN and FSC) in the Congo Basin and West Africa from 2015 to the present.
	Audit Team Member 1: ASI1WN4PZW	Has been auditing indicators related to Human rights, land rights, gender and indigenous peoples' issues in the farm/plantation and in the palm oil mill for other agricultural commodities since 2015. Have strong oversight and understanding.
	Audit Team Member 2:	Knowledge of the principles and fundamentals of gender and sustainable development issues (acquired during the QHSE master's degree), experience of auditing gender issues during RSPO audits .
Experience in environmental and ecological auditing or assessments, such as experience with High Conservation Value (HCV)/High Carbon Stock (HCS) assessments, organic agriculture or the ISO 14001 Environmental Management Systems standard;	Audit Team Leader: ASI137JB77	He has extensive experience in carrying out HCV studies in the forestry sector as part of FSC certification as an employee of a company and as an auditor conducting FSC audits in the Congo Basin countries. He has also participated in carrying out HCV assessments in agro - industries in Cameroon
	Audit Team Member 1: ASI1WN4PZW	Has been auditing indicators related to environmental and ecological for various agricultural commodities since 2015. Have strong oversight and understanding. Experience in technical reviews of NPP projects since 2022 with SCS Global Services.
	Audit Team Member 2: ASI1N64SIL	Knowledge of the principles and fundamentals of ISO 14001 (included in the QHSE Master's course, Year 2016-2017); Rainforest Alliance audit experience including environmental issues (HCV, organic farming)
Fluent in one of the main national languages	Audit Team Leader: ASI137JB77	Fluent in the French and English Language.
	Audit Team Member 1:	Fluent in the English and French Languages. Also, understanding some local dialects in some countries.
	Audit Team Member 2: ASI1N64SIL	Fluent in one of the main national languages (French) and more, in English



<p>Knowledgeable in supply chain requirements of the palm oil mill. The auditor performing this task shall have successfully completed the RSPO endorsed SCC lead auditor training course. Note: this does not apply for ISH or Group Certification.</p>	<p>Audit Team Leader: ASI137JB77</p>	<p>Successfully completed RSPO SCC Lead Auditor Course (2020) in November.</p>
	<p>Audit Team Member 1: ASI1WN4PZW</p>	<p>Successfully completed RSPO SCC Lead Auditor Course (2018) in September 2019, Lead Auditor Refresher Course in September 2022 by Checkmark Training, and subsequently qualified as RSPO SCC Lead Auditor since 2022, with over 10 audits as Lead Auditor.</p>
	<p>Audit Team Member 2: ASI1N64SIL</p>	<p>Knowledgeable in supply chain requirements of the palm oil mill. Successfully completed the RSPO endorsed SCC lead auditor training course in September, 2024 (Checkmark Training); 3 audit experiences as Observer in SCC audits.</p>



5. Audit Findings & Results

Criterion / Indicator	Audit Findings	Audit Findings (Public Summary)	Results	
Principle 1: Behave Ethically and Transparently				
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues falling under RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.				
1.1.1 (C)	<p>Management documents that are specified in the RSPO P&C are made publicly available and shall include (but are not necessarily limited to):</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); 		<p>Management documents are made available publicly upon request to AGRIVAR and at the cooperatives offices. Some documents are displayed on notice board.</p> <p>Documents are written in French which are national language in Ivory Coast. There are some policies which are also posted on the company's notice board mounted at the entrance of the company (Mill, administration office, medical office, worker area). They were seen and verified by the audit team. Communities and other relevant stakeholders consulted during the audit stakeholder meeting confirmed that they can have access to required documents when needed.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	<ul style="list-style-type: none"> Public summary of certification assessment report; Human Rights Policy (Criterion 6.13). 			
1.1.2	Information is provided in appropriate languages and made accessible to relevant stakeholders.		Documents provided to all stakeholders were accessible and are written in French which is national language in Ivory Coast (available at AGRIVAR mill and at cooperatives offices). It is spoken by both the company's internal and external stakeholders. Interview with some stakeholders during the audit stakeholder meetings ie community representatives, chiefs and elders of communities, contracted parties, local authorities etc, revealed that all are fluent in the French language. During the event, when it is necessary, information was communicated in a local language such as Aboure, Dida, Angi, Baoule and Dioula.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
1.1.3 (C)	Records of requests for information and responses shall be maintained.		<p>Process description of information request is available Ref ID-DG-DD-DI-03. Information shall be requested by visiting the office located at AGRIVAR, by letter or by sending email. By visiting the office, response shall be given within 24 hours. By letter or by email, within 168 working hours.</p> <p>Registers of request for information are available. Registers are named "Visitor</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>and Information Register” and kept at the level of director secretary office, at the cooperative office level as well. It was verified on site. No request for information covering the year of review.</p> <p>No requests for information were received except visit records from other companies. Administration officer is in charge for receiving and responding to request.</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.</p>		<p>AGRIVAR SARL has an internal and external communication procedure Ref: PR-DG-DD-CI07 version 02 dated 05/15/23.</p> <p>Cooperatives and farmers audited confirmed that procedures have been displayed to them by the person designated.</p> <p>Appointment letter dated 06/06/25 of the person in charge of certification as the person designated to ensure disclosure, implementation, made available and explained to all relevant stakeholders of the communication and consultation procedure dated 19/09/23 version 2 was available.</p> <p>Consultation procedure updated on 07/25/23 version 3 Ref PR-DG -DD-CO02.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.		AGRIVAR Sarl has a list of stakeholders Ref ID-DG-DD-PP22 dated 03/09/25 version 08. This list includes contact and details of stakeholders and their nominated representatives. No deviations found.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.		AGRIVAR has an updated version of the policy of ethics reference PO-DG-DD-EE 03 version 01 and dated on 12/05/20. It is evident from the review of documentation, interviews, and observations that the updated version of the code of ethics is communicated to internal staff via email, soft copies or upon information request near to sustainability. Regarding external interested parties at AGRIVAR mill like the 2 cooperatives (SCOOPS PROPALO and SCOOPS CPPN N'GOKRO), it has been communicated in soft copies and physical copies. Records of farmers in August 2025 during meeting, sensitization in villages were made available and reviewed. Concerning FFB suppliers and transporters, it was explained to them during their induction before their internal code in AGRIVAR system being generated.
			<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.		AGRIVAR has an updated policy of ethics reference PO-DG-DD-EE03 version 01 and dated 12/05/20. Internal Auditor performs the internal
			<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



			<p>control function shall ensure the correct compliance with this manual may carry out verifications to determine the responsibilities of each management, employees, and the entire institution to ensure compliance with this manual.</p> <p>No cases of non-compliance with the code of integrity and ethical conduct were evidenced. This was confirmed in interviews with employees, contractors and cooperatives managers.</p>	<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.

Criterion 2.1:

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

2.1.1 (C)	The unit of certification complies with applicable legal requirements.		<p>AGRIVAR has an updated list (ID-DG-DD-RA 14, Version 2 of 08/02/2024) which summarizes all the laws and regulations applicable to its oil palm purchasing and processing activities.</p> <p>Exemples :</p> <p>Law No. 2023-900 of November 3, 2023, establishing the Environmental Code, and the adoption of Decree No. 2024-595 of June 26, 2024, determining the rules and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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			<p>procedures applicable to Environmental and Social Assessments.</p> <p>Law No. 2023-902 of November 23, 2023, establishing the Water Code</p> <p>Decree No. 65-210 of June 17, 1965, establishing the terms and conditions for the implementation of the obligation imposed on employers to provide medical or health services to their workers.</p> <p>Law No. 2020-667 of September 10, 2020 ratifying Order No. 2018-437 of May 3, 2018 on the suppression of the illegal marketing and export of agricultural products subject to approval</p> <p>The company is in a continuous process of complying with applicable laws and regulations.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labor contractors.</p>		<p>The system in place does not guarantee legal and regulatory compliance. There is no register for tracking legal requirements, even though it is mentioned in the procedure for identifying legal requirements</p> <p>The internal audit, which includes verification of regulatory compliance, has not yet been carried out; it is scheduled for October 2025</p>	<p><input type="checkbox"/> Conform</p> <p><input checked="" type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorized boundaries.		<p>AGRIVAR has an up-to-date map showing the areas of intervention and the operating boundaries of the cooperatives supplying FFB.</p> <p>The fields of FFB supplier cooperatives have boundaries or boundary markers (bollards, vegetative barriers) between exploitation zones and virgin and classified forests.</p> <p>These boundaries are maintained by raising awareness among cooperative member growers and by regular checks carried out by farm assistants during grower visits.</p> <p>The sample of ten plantations in PROPALO planting have boundaries between virgin and classified forests.</p> <p>There was no planting beyond these boundaries.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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Criterion 2.2: All contractors providing operational services and supplying labor, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.				
2.2.1	A list of contracted parties is maintained.		A list of stakeholders is available (ID-DG-DD-PP2_Version 5_ 05/06/2023); including its RSPO cooperative suppliers of FFB (SCOOPS PROPALO, SCOOPS CPPN, SCOOPS AGROPALM), its individual contractual suppliers, its service providers (carriers) involved in supply chain activities	<input checked="" type="checkbox"/> Conform <input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.		<p>There are clearly documented agreements between AGRIVAR and its suppliers, including its service providers and palm regime suppliers. The revised contracts clearly state the commitments of each party.</p> <p>Indeed, a review of the PROPALO contract (signed on 15.03.2018), the FFB KY supplier contract (signed on 13.01.2021) the carrier DE contract (signed on 20.08.2025) revealed that these contracts contain specific clauses regarding compliance the requirements of the supplier specifications defined by the company (Clause 11_PROPALO Contract, Clause 9_KY Supplier Contract, Article 11_Carrier DE contract)</p> <p>AGRIVAR also ensures compliance with applicable legal requirements through information monitoring, requests, and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			archiving of legal compliance documents (DFE, valid activity approval)	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labor. Where young workers are employed, the contracts include a clause for their protection.		<p>There are contracts between AGRIVAR and its suppliers.</p> <p>These contracts include clauses disallowing child, forced and trafficked labor (referring to Clause 9_KY supplier contract).</p> <p>The entity ensures compliance with requirements by signing the contract, demonstrating its commitment on its honor; also by verifying the references of employees involved in activities on site during interventions.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.				
2.3.1 (C)	2.3.1 (C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> ● Information on geo-location of FFB origins ● Proof of the ownership status or the right/claim to the land by the grower/smallholder ● Where applicable, valid planting/ operating/ trading license, or is part of a cooperative which allows the buying and selling of FFB 		<p>AGRIVAR has set up an online software program (which is kept up to date) that records data (including geolocation data) on the producers and cooperatives that make up its direct supply base.</p> <p>Visits to growers belonging to the PROPALO cooperative have enabled certain geolocation data to be collected.</p> <p>Example:</p> <p>-</p> <p>-Producer LT: 5.7986505 / -5.3927721</p> <p>-Producer BT: 5.7980619 / -5.3956523</p> <p>-</p> <p>-Producer AS: 5.2193899 / -6.0737542</p> <p>The farmers own the farms and/or have rights of use over these lands, according to the testimonies collected and the administrative documents in their possession (land titles).</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centers, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. PROCEDURAL NOTE: For		AGRIVAR sources FFB from small producers through independent suppliers. All documentation relating to their supplier approval is collected and archived at the unit level (supplier contract). These	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity





	Implementation Procedure for 2.3.2 refer to Annex 4.		independent suppliers are not included in the certification scope.	<input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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Principle 3: Optimizes productivity, efficiency, positive impacts and resilience

Criterion 3.1:

There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.

<p>3.1.1 (C)</p>	<p>A business or management plan (minimum three years) shall be documented and includes, where applicable, a jointly <input type="checkbox"/> operated business case for Scheme Smallholders.</p>		<p>AGRIVAR has defined a business plan covering the period from 2024 to 2026 and approved by the management of the company</p> <p>The business plan takes into account projections for the purchase of fresh fruit bunches (FFB), projections for the production of crude palm oil (CPO) and palm kernel oil (PKO), and projections for the sale of CPO and PKO, taking into account major economic (market prices) and socio-political issues.</p> <p>It also reports on major investment projections, considering the unit and FFB suppliers (cooperatives) needs.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>3.1.2</p>	<p>An annual replanting program projected for a minimum of five years, is available.</p>		<p>Although AGRIVAR does not have industrial plantations, a replanting plan currently under review and finalization for implementation was presented; for the needs of cooperative members included in the scope of application.</p>	<p><input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)</p>



3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken and has agenda with the following minimum items:</p> <ul style="list-style-type: none"> Results of internal audits Customer feedback Process performance and product conformity Status of preventive and corrective actions Follow-up actions from management reviews Changes that could affect the management system Recommendations for improvement 		<p>In accordance with the management review procedure (PR-DG-DD-RD03_Version 02 of May 14, 2020), which provides for one review per year, AGRIVAR has completed and presented a management review report (ID-DG-DD-RD09 of March 13, 2024).</p> <p>the review took into account the results of the 2024 internal audit, customer feedback, process performance evaluation feedback, the progress of preventive and corrective actions following non-conformities and risks identified in certain areas, and recommendations for improvement.</p> <p>As the 2025 internal audit was scheduled for October, the subsequent 2025 management review has not yet been carried out.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (Justification required)
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Criterion 3.2:
 The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.



<p>3.2.1 (C)</p>	<p>The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>Action plans include continuous improvement for the following:</p> <ul style="list-style-type: none"> i . Optimizing the yield of the supply base. ii. Reduction in use of pesticides (Criterion 7.2) iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7) iv. Waste reduction (Criterion 7.3) v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10) vi. Impacts on communities, workers and smallholders (Principle 6) vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12) 		<p>With reference to the social and environmental compliance report and taking into account the main significant environmental issues identified as requiring immediate corrective action (page 111 et seq. of the report), no management plan based on the ERES and leading to improvements has been defined for implementation within the company.</p>	<p><input type="checkbox"/> Conform</p> <p><input checked="" type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
<p>3.2.2</p>	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.</p>		<p>AGRIVAR was unable to present a metric template for review by the audit team as part of the monitoring and continuous improvement process and then submit it to the RSPO secretariat.</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input checked="" type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p>



				<input type="checkbox"/> Not Applicable (justification required)
Criterion 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.				
3.3.1 (C)	Standard Operating Procedures (SOPs) for the unit of certification are in place.		AGRIVAR has defined documented operational procedures to ensure the effective implementation of activities at the plantation and oil mill levels. Examples: Procedure for conducting planting activities (PR-DG-DD-AP06_Version 01_04.03.2024) Procedure for identifying legal and other requirements and assessing regulatory compliance (PR-DG-DD-VR08_Version 5_2024) Procedure for recording workplace accidents (PR-DG-DD-EA25_Version 04_06.03.2024) Integrated weed, disease, and pest management plan (PL-DG-DD-GI04_Version 2_05.03.2024) Procedure for purchasing and storing palm oil (PR-DG-DD-ET21_Version 03_02.20.2024)	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



3.3.2	A mechanism to check consistent implementation of procedures is in place.		<p>A regular monitoring system (the frequency of which is defined by each manager) is in place at the level of each department or unit. The monitoring is implemented and supported by reports and consist in visit and interviews; and also observing practices.</p> <p>Interviews with workers at mill level and cooperative staff confirmed their knowledge and implementation of procedures. Training and information reports also confirmed this fact</p> <p>The review of procedures, interviews, and visits to the cooperatives' sites and activities confirmed that the procedures are appropriate for the activities and the users' level of understanding. These procedures and instructions (the latest version) are also available from the sustainability department and communicated to stakeholders during training and information sessions. All the procedures are dated and approved by the management</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.3.3	Records of monitoring and any actions taken are maintained and available.		Monitoring measures and all measures taken are not retained and made available.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity

				<input checked="" type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.				
3.4.1 (C)	In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.		<p>The adoption and promulgation of Law No. 2023-900 of November 3, 2023, on the Environmental Code, and the adoption of Decree No. 2024-595 of June 26, 2024, establishing the rules and procedures applicable to Environmental and Social Assessments require all public or private facilities that may harm the environment in their operations to comply.</p> <p>As a result, since it was not subject to an Environmental and Social Impact Assessment (SEIA) prior to its establishment and does not have a formalized Environmental Management System (EMS), AGRIVAR was subject to Environmental and Social Regulatory Study (ERES) carried out in November 2024 by the National Environmental Agency (ANDE) agents under the leadership of the consulting firm ENVIPUR which is accredited</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>by the national agency and work with qualified experts (see section 1.3.1 of report)</p> <p>The ERES report is available.</p> <p>A review of the ERES report showed that the scope of the study was well defined and examined in relation to the scope of the company's activities (section 1.4 of the ERES report). The impact assessment was also carried out in a participatory manner, involving the relevant stakeholders (according to management interviews and the report). In addition, significant social and environmental impacts were identified and control measures were defined and proposed (chapter 3 of the report). The report takes into account at least the clauses identified in the requirement, namely an assessment of the impacts of all major activities, an assessment of the impacts on HCVs, biodiversity, an assessment of the potential effects of planned developments on adjacent natural ecosystems, the identification of watercourses and wetlands, and an assessment of the potential effects of planned developments on hydrology and land subsidence.</p>	
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3.4.2	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.		<p>For AGRIVAR, an ERES (whose report is currently being validated by ANDE in accordance with the legal procedures in force) including actions identified to take social and environmental aspects into account, with the participation of the stakeholders concerned and impacted, is available.</p> <p>Interviews and documentary reviews revealed that, in accordance with the ERES report, an environmental management and audit plan (Chapter 3 of the ERES report) has been defined. These actions have been included in an action plan that is currently being implemented.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.4.3 (C)	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		<p>AGRIVAR has a (provisional) social and environmental management and monitoring plan based on the social and environmental regularization study (ERES). But It has not yet been implemented.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



			<p>Although the ERES report is currently being validated by the ANDE, there are no plans to implement the actions identified in the ERES findings (page 101 onwards).</p>	<p><input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>Criterion 3.5: A system for managing human resources is in place.</p>				
<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.</p>		<p>AGRIVAR manages recruitment and employment through its HR procedure (PR-DA-RH-GH02, version 2, approved February 2024). The process covers recruitment, hours worked, absences, holidays, evaluations, payroll, sanctions, and departures. New hires are briefed on regulations by HR and receive safety induction from HSE.</p> <p>Promotions and departures are documented, with files showing proper procedures for cases like promotions, resignations, and dismissals. Recruitment files include medical certificates, signed contracts, and CNPS registration receipts. Temporary layoffs in mid-2025 were handled with prior consultations, notifications to labor authorities, and agreements with staff representatives.</p> <p>In short, AGRIVAR's HR system is structured, compliant, and supported by clear records of recruitment, promotions, departures, and temporary suspensions.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>

			<p>In the context of plantation management, managers use an essentially family-based workforce whose foundations are based on trust. it was not noted of abuse and non-compliance with commitments during interviews with the staff who work in the plantations.</p>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p>		<p>Employment-related procedures exist and are implemented (see 3.5.1). Regarding the data, it was noted after consulting the personnel file that, as of September 2025, the workforce was composed as follows: -102 workers, 21 men and 81 women -102 workers divided into 86 permanent contracts and 16 fixed-term contracts - 03 nationalities: 98 Ivorians, 03 Burkinabe and 01 Cameroonian -28 workers placed on temporary layoff between July and August 2025 From January to September 2025, the following statistics were collected among AGRIVAR workers: -no workers died -no resigning workers -1 worker dismissed for disciplinary</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



			<p>reasons</p> <ul style="list-style-type: none"> -no worker admitted to retirement -no woman who gave birth 	
3.6.1 (C)	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		<p>AGRIVAR has developed a unique risk assessment procedure.</p> <p>For the different activity units, it identifies the risks, the description of potential hazards and the possible means of prevention (technical, organizational and human).</p> <p>Regarding fire-related risks (fire, asphyxiation and burns), the following elements have been identified:</p> <p>Possible description of hazards: Malfunction of household appliances, electrical conductors (short circuit)</p> <p>Technical specifications: Suitable and well-maintained premises and technical installations, appropriate fire safety system (alarm, detection), appropriate emergency equipment (fire extinguishers, etc.), nearby and accessible emergency shut-off</p> <p>Organizational: Organizing emergency alerts and response, ensuring clear passageways and exits, periodic inspection and maintenance of equipment and technical installations: Conducting</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>evacuation and firefighting drills, training firefighters</p> <p>For fire mitigation, AGRIVAR has developed an Action Plan following the verification of electrical installations in June 2025 by SAPRESSI, an organization approved by the Ministry of Petroleum and Energy for the provision of service protection activities in subcategory B1</p> <p>In order to provide solutions to workplace accidents, a first aid training course for workplace first aiders (SST) / First intervention team member was carried out by the Emergency First Aid and Well-being Training Centre in first aid + 24 people trained + diplomas issued on March 17, 2025.</p> <p>The diplomas of workers trained in first aid and first intervention team members who have the following registration numbers were consulted: PE356, PE302, PE261, PE195, PE98, PE65.</p> <p>The occupational health and safety committee is operational and organizes awareness sessions and training for staff on various topics. Document review, discussions with workers, and observations have revealed the following evidence:</p> <p>Documents relating to the CSST (training, investigations, meeting minutes, post-</p>	
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			<p>accident report consulted in 6.7.1)</p> <p>For certain workplace hazards, the provision of personal protective equipment (PPE) was identified as a mitigation measure. A procedure was approved for this purpose. Proof of PPE distribution was presented to the audit team. During the site visit, workers were equipped with PPE appropriate for their workstations.</p> <p>The HSE manager regularly organizes awareness sessions for workers on the use of PPE. The instructions for the Personal Protective Equipment Management Procedure are communicated to the workers.</p> <p>Evidence of participation in awareness campaigns on the use of PPE and of the provision of PPE was reviewed .</p>	
3.6.2 (C)	The effectiveness of the H&S plan to address health and safety risks to people is monitored		<p>Information on workplace accidents is recorded in a register. Specifically, this includes: first and last name, age, job title, location, type of accident (workplace or commuting), equipment involved, nature of the connection, location of the connection, and number of days lost.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

			<p>Each month, the HSE department communicates the number of work accidents, as well as the annual cumulative number of work accidents on a notice board.</p> <p>Depending on the severity, they are taken care of at the infirmary and then transferred to a referral hospital.</p> <p>For any work accident, the personnel department opens a file and establishes communication with the CNPS to monitor the evolution of the injured worker's health situation.</p> <p>As part of its activities, the CSST at work conducts investigations after accidents. The results of these investigations are communicated to workers to prevent recurrence.</p> <p>Risk awareness is achieved through the presence of signage at various intervention points (weighbridges, factory, storage area, store, etc.) regarding PPE and hazards.</p> <p>Workplace inspections are conducted by the CSST. Reports and proposed sanctions are produced for this purpose.</p> <p>Training and awareness sessions are also organized for workers.</p> <p>Following the inspection by the verification bodies, corrective measures are being implemented based on the identified</p>	
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			<p>discrepancies. The electrical system upgrade report dated March 16, 2025, was reviewed. During the plant visit, the audit team noted that all electrical cabinets were closed and that electrocution hazard warning signs were present in certain locations.</p> <p>The plantations of cooperative members are mainly located in rural areas. When workers there have health and safety issues, they go to local health centers. The people we met in the plantations had first aid kits and telephones to raise the alarm</p>	
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Criterion 3.7:
 All staff, workers, Scheme Smallholders, outgrowers , and contract workers are appropriately trained.

<p>3.7.1 (C)</p>	<p>A documented program that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>Training for workers must cover, at minimum, the following:</p> <ul style="list-style-type: none"> - the health and environmental risks of pesticide exposure; - recognition of acute and long-term exposure symptoms including the most vulnerable groups (eg young workers, pregnant women); - International and national instruments or regulations that protect workers' health; - Productivity and best management practice; - relevant SOPs. 		<p>AGRIVAR structures its capacity-building trainings into three categories. The first is organized with the state Vocational Training Development Fund (FDFP) and focuses on managerial skills, with courses in management, cost accounting, database management, and corporate communication selected for 2025. The second category supports RSPO certification, targeting cooperative managers and producers with themes such as transparency, ethics, property rights, good agricultural practices, water and pest management, and environmental protection. Evidence shows sessions held in September 2025 for PROPALO members on child labour, environmental protection, and good agricultural practices. The third category consists of daily support trainings for workers, covering health, safety, and human rights, delivered at the start of the workday.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>3.7.2</p>	<p>Records of training are maintained, where appropriate on an individual basis.</p>		<p>Evidence of training sessions is archived in all departments by topic, referencing the training plan. Documentation relating to training on aspects of the supply base, management system, and health and safety is available.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement</p>



			The following items, namely the reports (summaries of the training sessions) and the attendance lists, were provided for each of the training sessions delivered and constitute the archived evidence that the management of Agrivar presented during the audit.	<input type="checkbox"/> Not Applicable (justification required)
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.		There is no evidence of training for personnel performing tasks essential to the effective implementation of the Supply Chain Certification Standard (SCCS), including Prisma. After interviewing the agents at the weighing platform (PK5 and Ogoudou), it is clear that they are not familiar with the intellectual property traceability model.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
Criterion 3.8:				
Supply Chain Requirements for Mills				
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be IP is the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO P&C, or against a Group Certification Scheme</p> <p>Certification for the CPO mills is necessary to verify the volumes and sourced of certified FFB entering the mill, the implementation of any processing</p>		<p>AGRIVAR applies the Identity Preserved (IP) model for FFB traceability. Cooperative producers are registered with plantation codes, and certified FFB is transported separately in dedicated trucks from external weighbridges. At the mill, two unloading areas are clearly marked, and certified FFB is only processed when sufficient volumes are available. The mill is cleaned before certified batches are</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	control as and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, the inly MB Module is applicable.		milled, ensuring segregation and compliance with RSPO requirements.	
3.8.2	<p>Mass balance module</p> <p>A mill is deemed to be MB is the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base.</p>		Not applicable. Though AGRIVAR sources non-certified FFB, these are milled on selected days with cleaning done to ensure no contamination of the IP.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>		Projected volumes are based on past annual sales. AGRIVAR's estimated and production tonnage for CSPO and CSPK of 2024, 2025 and 2026.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.4	<p>The mill shall also meet all registration and reporting. Requirements for the appropriate supply chain through the RSPO IT platform</p>		<p>AGRIVAR is registered on the RSPO IT Platform with Trading ID number TA25-017170.</p> <p>Only one sale was done on 05/28/25.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



			Transaction has been completed and confirmed in Prisma.	<input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.5	<p>Documented Procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at least the following:</p> <p>a) Complete and up to date procedures covering the implementation of all elements of the supply chain model requirements</p> <p>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records)</p> <p>c) Identification of the role of the person having the overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented</p>		<p>AGRIVAR has a traceability manual (MA-DG-DD-MT03, version 04, June 2024) describing measures to prevent contamination in the IP mill. The Sustainability Responsible oversees RSPO P&C implementation and manages the RSPO SCC program, with weighbridge data captured in Logicam. A production procedure (PR-DG-DD-ET21, February 2024) covers purchasing, outsourcing, sales, transaction registration, conversion rates, and record keeping.</p> <p>Records reviewed include weighbridge tickets, Logicam entries, daily reports, production reports, training records, and shipping documents. All FFB received are within the certification scope. A new Sustainability Responsible was appointed in September 2025, but no RSPO SCC training, including Prisma management, has yet been done.</p>	<input type="checkbox"/> Conform <input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	procedures for receiving and processing certified and non-certified FFB's including ensuring no contamination in the IP mill.			
3.8.6	<p>Internal Audit</p> <p>(i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO SC requirements for mills and the RSPO Rules on Market Communication and Claims</p> <p>b) Effectively implements and maintains the standard requirements within its organization.</p> <p>(ii) Any con-conformities found as part of the internal audit shall be issued and required corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mills shall maintain the internal audit records and reports.</p>		<p>AGRIVAR has an internal audit procedure Ref PR-DA-CG-AI01 version 02 dated 2024. Review of the procedure indicates the company conducts its internal audit once every year.</p> <p>However, for the year under review, nNo internal audit was conducted. This assessment was confirmed through interview and document review.</p>	<input type="checkbox"/> Conform <input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.7	<p>Purchasing and Goods In</p> <p>(i) The mill shall verify and document. The tonnage and sources of certified</p>		<p>AGRIVAR has a production procedure (PR-DG-DD-ET21, February 2024) guiding FFB purchases. At the</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



	<p>and the tonnage of non-certified FFB's received.</p> <p>(ii) The mill shall inform the CB immediately if there is a projected overproduction of certified volume</p> <p>(iii) The mill shall have a mechanism in place for handling of non-conforming FFB and/or documents.</p>		<p>weighbridge, farmers receive a “Bon de réception Planteur” or have entries recorded in their handbook. Purchases are verified through supply chain procedures, with all FFB from smallholders registered in LOGICAM under specific codes. Certified and uncertified FFB are recorded separately, ensuring traceability.</p> <p>Weighbridge receipts reviewed included examples dated May 2025, with volumes ranging from 8,800 MT to 10,340 MT. No overproduction was noted. AGRIVAR also has a procedure (PR-DG-DD-RP11, June 2024) for handling non-conforming FFB or documents. Quality checks are performed on the storage platform, and weighbridge agents verify receiving documents.</p>	<p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p>		<p>RSPO claims are made upon client requests. AGRIVAR has claimed IP RSPO CPO.</p> <p>AGRIVAR has a system in place for sales and goods out as captured on the finished product delivery voucher which is in compliance with the requirement. Sample designed delivery voucher with all details of point a – i of the requirements met was seen and verified. AGRIVAR uses ERP named LOGICAM.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>



	<ul style="list-style-type: none"> a) The name and address of buyer; b) The name and address of the seller c) The first or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number 			
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> (i) The mill shall not outsource its milling activities. In cases where the mill outsourced activities to independent third parties (eg subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO SC Certification. (ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced 		<p>Not applicable. There is no outsourcing activities performed. Customers for Certified product brings its own tankers to AGRIVAR mill for products loading. FFB transporters are under the responsibilities of each cooperative and each farmer.</p> <p>No FFB transportation is under the responsibility of the company since 2023.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



	<p>process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall further ensure (eg through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</p>			
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>		<p>Not applicable. There is no outsourcing activities performed.</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p>

				<input checked="" type="checkbox"/> Not Applicable (justification required)
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.		Not applicable. There is no outsourcing activities performed.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
3.8.12	<p>Record Keeping</p> <p>(i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>(ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>(iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>(iv) For Mass Balance Module, the mill:</p>		<p>AGRIVAR has a document handling procedure (PR-DG-DD-MD01, May 2020) that ensures proper management of RSPO certification records. During the audit, all required documents—procedures, training records, invoices, and supplier delivery notes—were well organized and provided instantly, covering up to five years. The RSPO P&C coordinator is responsible for maintaining these records.</p> <p>Traceability is supported by real-time documentation of certified FFB receipts and deliveries of CPO and PK. Records include weighbridge tickets, entries in LOGICAM software, daily weighbridge summaries, production reports in the Flash database, and mill production data captured in LOGICAM.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and/or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (ie product can be sold before it is in stock.)</p>			
3.8.13	<p>Extraction rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>		<p>AGRIVAR has established its oil extraction rate (OER) and Kernel extraction rate (KER). The company showed forecasts and real extraction rates.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against</p>		<p>AGRIVAR supply chain procedures mention that extraction rate will be</p>	<p><input checked="" type="checkbox"/> Conform</p>



	<p>actual performance or industry average if appropriate.</p>		<p>updated monthly. Monthly extraction rates since September 2024 to August 2025 was reviewed.</p>	<p><input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>3.8.15</p>	<p>Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>		<p>The mMills ensures ensure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p> <ul style="list-style-type: none"> - At external weighbridge level (Agrivar , PK5 and Ogoudou): <p>Dedicated area is available and indicated by a notice board.</p> <p>Weighbridge agent is in charge of the inspection of the truck and the cleaning of all tools used for the loading of the FFB.</p> <ul style="list-style-type: none"> - At the POM level <p>Dedicated area is available and indicated by a notice board at a different location of uncertified FFB unloading area.</p> <p>Cleaning records of the storage area and processing circuit are available and have been reviewed and dated 05/19/15</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>

<p>3.8.16</p>	<p>Registration of Transactions</p> <p>(i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>(ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform</p>		<p>AGRIVAR has a traceability manual reviewed, reference MA-DG-DD-MT03 version 04 dated 06/14/24 that IP model is implemented.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
<p>3.8.17</p>	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>		<p>AGRIVAR SARL has sold CSPO. No claims by using RSPO logo and no deviations found against RSPO Rules on Market Communications and Claims.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



Criterion / Indicator	Audit Findings	Audit Findings (Public Summary)	Results
Principle 4: Respect Community and Human Rights and Deliver Benefits			
Criterion 4.1:			
The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders			
4.1.1 (C)	A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.		AGRIVAR has a human rights policy reference PO-DG-DD-NP20 version 1 dated 06/05/20. Prohibition of retaliation against human rights defenders (HRDs) were identified. Policy was displayed at all levels in the company and explained during sensitization. <input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.1.2	The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.		There is no violence or any form of harassment, including the use of mercenaries and paramilitaries in their operations. No paramilitaries and mercenaries in used within the entire operations. <input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.				
4.2.1 (C)	The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers , where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.		Complaint procedure made available and reviewed, PR-DG-DD-RC10 revision 4 dated on 2024. According to the procedures, treatment of complaint or grievance will take 3 months in all the process at least, depending on the resolution time agreed between both parties. Procedures include clause for whistleblower, HRD such as worker representative which was consulted during the audit, community spokesperson and anonymity.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		AGRIVAR has a complaints management procedure PR-DG-DD-RC10 revision 4 dated 2024. Sensitization was done in local language for farmers in the cooperatives and communities. Interviews done during field visit and at Samo village confirm this assessment.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.2.3	The unit of certification keeps parties to grievance informed of its progress, including against agreed timeframe		AGRIVAR has a complaints management procedure PR-DG-DD-RC10 revision 4 dated 2024.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



	and the outcome is available and communicated to relevant stakeholders.		During the year of review, there has not been any external complaint received and registered from stakeholders.	<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.		<p>AGRIVAR has a complaints management procedure PR-DG-DD-RC10 revision 4 dated 2024.</p> <p>In the procedure, it stated that 'If no solution is found, the case is brought to a mediation committee composed of an independent party'.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
Criterion 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.				
4.3.1 (C)	Contributions to community development that are based on the results of consultation with local communities are demonstrated.		AGRIVAR has relationships with the communities in its area of operation. Interviews conducted with communities confirm that AGRIVAR has taken actions with these communities and with individuals who are nationals of these communities.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1 (C)	Documents showing legal ownership or lease, or authorized use of customary land authorized by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.		AGRIVAR does not own plantation. All FFB were supplied from cooperatives. For Cooperatives: Each farmer audited from cooperatives knows its boundary and it was confirmed during farm visit. In the context of Ivory Coast, there is not a legal document for land under customary rights. Rights to use the land are confirmed by verbal declaration. Also, no disputes were noted.
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and included. a) Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.		As captured in 4.4.1 above, AGRIVAR do not own plantation. All FFB are supplied by cooperatives. For Cooperatives: Each farmer audited from the cooperatives knows his boundary and it was confirmed during farm visit. In the context of Ivory Coast, there is not a legal document for land under customary rights. Rights to use the land are confirmed by verbal declaration.
4.4.3 (C)	Maps of an appropriate scale showing the extent of recognized legal, customary or		AGRIVAR do not own plantation. All FFB were supplied by cooperatives.



	user rights are developed through participatory mapping involving affected parties (including neighboring communities where applicable, and relevant authorities).		Each farmer audited from the cooperatives know its boundary and it was confirmed during farm visit. In the context of Ivory Coast, there is not a legal document for land under customary rights. Rights to use the land is confirmed by verbal declaration.	<input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.		<p>Evidence same as 4.4.2 above. All relevant information is available in French.</p> <p>AGRIVAR do not own plantation. All FFB were supplied by cooperatives.</p> <p>Each farmer audited from the cooperatives know its boundary and it was confirmed during farm visit. In the context of Ivory Coast, there is not a legal document for land under customary rights. Rights to use the land are confirmed by verbal declaration.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
4.4.5 (C)	Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.		<p>Evidence same as 4.4.2 above. All relevant information is available in French.</p> <p>AGRIVAR do not own plantation. All FFB were supplied from cooperatives.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.		<p>AGRIVAR do not own plantation. All FFB were supplied from cooperatives.</p> <p>Evidence same as 4.4.2 above. All relevant information is available in French.</p> <p>But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<p>Criterion 4.5:</p> <p>No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions</p>				
4.5.1 (C)	Documents showing identification and assessment of demonstrable legal, customary and user rights are available		<p>Not applicable. There are no new plantings during this audit. Farmers have existing plantations.</p> <p>AGRIVAR does not own plantation. All FFB are supplied by cooperatives.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.5.2 (C)	FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made		Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.	<input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



	<p>available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p>			
<p>4.5.3</p>	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements should be non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>b) Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.</p> <p>c) Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of</p>		<p>Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>



	certification's title, concession or lease on the land.			
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local people, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.		Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.		Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.		Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programs.		Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.5.8 (C)	New lands are not acquired in areas inhabited by communities in voluntary isolation.		Same as above mentioned on 4.5.1. AGRIVAR does not own plantation. All FFB are supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
Criterion 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.				
4.6.1 (C)	A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.		AGRIVAR does not have its own plantation. All FFB are supplied by cooperatives. Evidence same as 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied from cooperatives	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



				<input checked="" type="checkbox"/> Not Applicable (justification required)
4.6.2 (C)	A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.		<p>Evidence same as 4.6.1 above.</p> <p>AGRIVAR does not have its own plantation. All FFB are supplied by cooperatives. Evidence same as 4.4.2 above. All relevant information is available in French.</p> <p>But AGRIVAR does not have its own plantation. All FFB were supplied from cooperatives</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.		<p>Evidence same as 4.6.1 above.</p> <p>But AGRIVAR does not have its own plantation. All FFB are supplied by cooperatives.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.		<p>Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French.</p> <p>But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements				
4.7.1 (C)	A mutually agreed procedure for identifying people entitled to compensation is in place.		Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.7.2 (C)	A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.		Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.		Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input checked="" type="checkbox"/> Opportunity for Improvement



				<input type="checkbox"/> Not Applicable (justification required)
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.				
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.		Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.8.2 (C)	Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.		Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable		Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French. But AGRIVAR does not have its own plantation. All FFB were supplied by	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



	customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).		cooperatives.	<input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighboring communities where applicable).		<p>Evidence same as 4.6.1 and 4.4.2 above. All relevant information is available in French.</p> <p>But AGRIVAR does not have its own plantation. All FFB were supplied by cooperatives.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



Principle 5: Support Smallholder Inclusion

Criterion 5.1:

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

5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders.		<p>The prices of fresh fruit bunches (FFB) are made available to public via whatsapp messages. Information notice posted on the weighbridge, and on community notice board.</p> <p>The audit team noted that the prices charged for transportation and meal plans were displayed at various locations. These included the management and factory offices, weighbridges, and cooperative offices.</p> <p>Prices are also communicated by phone via SMS and WhatsApp. The following communication evidence was reviewed:</p> <ul style="list-style-type: none"> ✓ AIPH Price June 2025: 80 CFA francs/kg ✓ AIPH Price July 2025: 80 CFA francs/kg ✓ AIPH Price August 2025: 80 CFA francs/kg <p>It emerged during the interviews with stakeholders that Agrivar communicates program purchase</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
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			<p>prices to small farmers through various means, in a timely manner and in a way that suits them.</p> <p>No complaints were noted from any stakeholder regarding the method used to obtain information on plant purchase prices.</p>	
5.1.2 (C)	Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.		<p>Information notes are sent to all focal points to inform producers about the details of FFB pricing for small producers. In turn, the focal points post the prices on the weighbridge when they change. During the field visit, the farmers interviewed said they were aware of the various changes.</p> <p>As part of their activities, AGRIVAR representatives communicate with smallholder farmers about price trends for FFB during field visits and discussions. This practice is governed by the traceability procedure.</p> <p>The evidence is contained in training reports, planter visit records, and messages archived on phones.</p> <p>This was verified after reviewing reports of meetings held with cooperatives in August and September 2025.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



5.1.3 (C)	Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.		<p>The revised information note on prices and premiums sets out information and details on prices and premiums for FFB suppliers. Prices and premiums are indicated on notices posted in the various communities, and the producers and community leaders we met are informed of the details of the prices and premiums set by the palm sector regulatory authority.</p> <p>In its business practices and procedures, the following rules are applied:</p> <ol style="list-style-type: none"> 1. The amount paid at the weighbridge is the same as the nationally applied amount. 2. VAT is deducted from the amount payable 3 When small farmers use an agent to collect, transport and deliver their FFB to the AGRIVAR weighbridge, they agree on the price of the FFB, and this agent pays them the agreed amount directly. <p>To monitor commercial operations, Agrivar 's management has clear documentation on the price structure for purchasing seed plants, which it shares with small farmers. This structure is as follows:</p> <p>FFB PURCHASE PRICE = AIPH Price + Market Adjustment + Monitoring</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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			<p>Premium + Supplier Premium + Pre-collection + Withholding Tax + Purchase Tax + Transport Tax.</p> <p>Interviews with planters did not reveal any sales of seedlings to planters during the year 2025.</p>	
5.1.4 (C)	<p>Evidence is available that all parties, including women and independent representative organizations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p>		<p>AGRIVAR has put in place various opportunities and provisions regarding FFB pricing, maintenance activities, harvesting and best practices on farms, and other topics. Records of meetings held with smallholders were s viewed and reviewed.</p> <p>The dissemination of information to cooperative managers and small farmers is ensured by the certification manager and assistants.</p> <p>The implementation of this approach was confirmed during discussions with small farmers in the field.</p> <p>The following system is applied: validity for two to three months of the base price set by the Interprofessional Association of the oil palm sector.</p> <p>Agrivar makes additions or changes to make the market more attractive, which also depend on variations in the</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



			<p>AIPH base price. It is important to note that with each price change, the new features are brought to the attention of small-scale farmers.</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p>		<p>AGRIVAR has a formal agreement signed with cooperative and intermediaries for non-certified FFB supplying. All details and information concerning the pricing are clearly mentioned and indicated. For example: Contracts between SCOOP PPROPALO and SCOOPS CPPN signed and were reviewed.</p> <p>AGRIVAR's involvement in the decision-making process of smallholder farmers is demonstrated by the minutes of meetings in which it participates with partner agricultural cooperatives specializing in oil palm cultivation and other smallholder farmers.</p> <p>The facilities offered by AGRIVAR to small farmers include: FFB pricing, maintenance activities, harvesting and best practices in agricultural operations, facilitating access to fertilizers, advisory</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



			<p>support, and other topics.</p> <p>Although contracts are signed with cooperatives that benefit from AGRIVAR's support, it is noted that the assistants directly supervise the farmers who are members of the cooperatives. The contracts signed between AGRIVAR and suppliers of certain items specify the responsibilities of third parties. The contracts currently being executed are those updated with SCOOPS PROPALO in 2022 and SCOOPS CPPN N'GOKRO in 2023.</p>	
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>AGRIVAR sources certified FFB from cooperative producers registered in its database. After electronic weighing at the weighbridge, farmers receive a receipt confirming the transaction, a practice verified through interviews and document review. Examples of tickets from CPPN cooperative in March 2025 showed weights ranging from 4,000 to 9,740 kg.</p> <p>Payments are made either at AGRIVAR's cashier office—upon presentation of identification—or electronically. Cashier documents include plantation code, weight, price, deductions, and total due. Farmers are</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



			paid two weeks after delivery, while cooperatives receive payments monthly.	
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government).		For its operations, AGRIVAR uses 16 weighing stations. Verifications are carried out by an independent accredited body.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.		<p>AGRIVAR's cooperatives are certified alongside its POM, with relationships governed by formal contracts. These agreements commit AGRIVAR to provide technical support for plantation supervision under RSPO standards and to cover certification costs.</p> <p>Support confirmed includes training, plantation visits, technical advice on pesticide use and replanting, administrative guidance, and donations of office equipment with rent payments. Supervisors complete inspection forms during visits, covering compliance, economic viability, best practices, environmental responsibility, and continuous improvement.</p> <p>Inspection reports reviewed for</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>SCOOPS PROPALO (August 2025) and SCOOPS CPPN (July 2025) confirm that monitoring and support activities are documented and implemented.</p>	
<p>5.1.9 (C)</p>	<p>The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p>		<p>The use of the "COMPLAINS AND CLAIMS HANDLING PROCEDURE" (Ref.: PR-DG-DD-RC10, version 03, established in 07 pages; date of last update: 02/08/2024) reflects AGRIVAR's commitment to providing solutions to complaints and claims.</p> <p>After consulting the register established by the procedure, and interviews with the managers, it appears that the last two complaints recorded relate to clients based abroad.</p> <p>As per the procedure, the evidence of the response provided to customers 03 days later was verified.</p> <p>During the field visit, cooperative officials and planters interviewed stated that they were aware of the complaint procedure and had not filed a complaint during the year 2025.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains</p>				



5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p>		<p>Discussions with farmers, cooperative leaders, and officials confirmed that AGRIVAR’s support to smallholders was agreed through consultations. The commitments include supervision via training and plantation visits, provision of fertilizers and palm seedlings, and support with office equipment and rent for cooperatives.</p> <p>Audit evidence—documents reviewed and stakeholder interviews—showed that fertilizers and technical support are indeed being provided to planters, demonstrating that AGRIVAR is fulfilling part of its agreed responsibilities</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
5.2.2	<p>The unit of certification develops and implements livelihood improvement programs, including at least capacity building to enhance productivity, quality, organizational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder)</p> <p>PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.</p>		<p>Four areas of support have been identified for small farmers and cooperatives. These are:</p> <ul style="list-style-type: none"> ✓ Supervision of producers through training and visits to plantations (all documented, with actions taken); ✓ Provision of fertilizers ✓ Provision of palm tree seedlings <p>Donation of office equipment (chairs, tables, printer, etc.) and coverage of the rent for cooperatives (tables, printer,</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			etc.)	
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.		When sourcing from cooperative members, AGRIVAR applies a traceability procedure to ensure that FFBs come from owners who hold the property rights to the land. When supervising smallholders, supervisors ensure that health and safety measures are being followed.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
5.2.4 (C)	Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.		<p>In the training reports carried out for planters, it appears that the training on the use of pesticides.</p> <p>However, it should be noted that the cooperatives do not use pesticides, as the company is also registered in the ORGANIC certification program.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support program.		AGRIVAR has submitted a 2024 activity report to the departmental directorate of agriculture regarding support provided to small farmers. The following support measures are specified:	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<ul style="list-style-type: none"> ✓ Supply of organic fertilizers ✓ Supply of a palm tree nursery ✓ Supervision and training of producers ✓ Logistics support ✓ preferential pricing practice <p>During field visits, beneficiaries confirmed that they had received this support.</p>	<input type="checkbox"/> Not Applicable (justification required)
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Principle 6: Respect Workers Rights and Conditions

Criterion 6.1:

Any form of discrimination is prohibited.

6.1.1 (C)	Publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.		<p>AGRIVAR has a non-discrimination policy (PO-DG-DD-DE15, version 02, February 2024) that prohibits all forms of discrimination across company and cooperative activities. The policy is displayed at the head office.</p> <p>Review of personnel files and discussions with worker representatives confirmed that staff come from diverse ethnic groups in Côte d'Ivoire, practice different religions freely, and celebrate recognized public holidays. Men and women perform the same functions, workers are active in various political</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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			<p>parties, and employees represent different age groups. Staff of other nationalities, including Cameroon and Burkina Faso, are also employed with no discrimination.</p>	
6.1.2 (C)	<p>Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees</p>		<p>AGRIVAR enforces its non-discrimination policy (PO-DG-DD-DE15, version 02, February 2024), which is formally signed and displayed at the head office. Consultations confirmed that men and women work side by side in all functions, and neither ethnic nor religious criteria are applied in recruitment or career progression. Workers of different nationalities, including Cameroonian, Burkinabe, and Ivorian, are employed.</p> <p>Employees are free to organize, elect representatives, and join unions through social dialogue. Classification into professional categories follows the collective agreement, with defined basic salaries applied consistently—for example, Agent E1 (Boilermaker/Welder M1) and Electrician E2.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available		<p>Human resources within AGRIVAR are administered in accordance with the provisions of the Human Resources Management Procedure.</p> <p>The certification department ensures on a semi-annual basis during internal audits that the requirements of the relevant policies and procedures are implemented.</p> <p>The objective of this procedure is to define the rules for efficient Human Resources management in order to empower the different professional categories of the company in the accomplishment of their respective tasks and to increase their level of performance.</p> <p>This procedure is applicable for: staff recruitment, recording of hours worked, authorization of absences and illnesses, informing staff about public holidays, leave, staff evaluation, payroll preparation, maintenance of personnel files, disciplinary action and departure.</p> <p>Recruitment at AGRIVAR is contingent upon holding a medical certificate of fitness for work issued by a physician, as required by regulations. The audit team verified compliance with this requirement by reviewing the files of the three most</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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			<p>recently hired employees. The report of the 2024 annual medical examination was also reviewed. This report provided information on the employees' health and confirmed their continued fitness to perform their specific job duties. The audit team also reviewed the employees' information letter regarding the 2025 annual medical examination, scheduled for November 2025.</p> <p>Training courses are organized with the aim of ensuring that they improve the skills of workers in their respective fields. Training is offered on a departmental basis.</p> <p>Staff promotions are made following employee evaluations. These evaluations take into account expectations and performance monitoring, as outlined in the Human Resources procedure, page 16. Promotions are approved by line managers. Interviews with employee representatives and company management revealed that promotions are based on merit.</p>	
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6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women		<p>The exchange with the human resources department and the gender committee did not reveal any discriminatory practices regarding pregnancy testing.</p> <p>Discussions with women who have given birth revealed that their working conditions are improved during the pregnancy period.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.1.5 (C)	A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.		<p>A gender committee has been set up within the company and only intervenes at the mill level where women intervene. Indeed, the workforce in the plantations is essentially male.</p> <p>The report establishing the gender committee in 2020, which was reviewed by the audit team and signed by the Director General of AGRIVAR, specifies that the missions and activities of the gender committee are as follows:</p> <ul style="list-style-type: none"> ✓ Gender equality ✓ Environmental harassment professional ✓ Women's Leadership ✓ Representation of women in different job positions. <p>The reports on the activities of the gender committees were reviewed by the audit</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>team.</p> <p>The exchange with the members of the gender committee revealed that the general management of AGRIVAR pays particular attention to the gender committee.</p>	
6.1.6	There is evidence of equal pay for the same work scope		<p>During recruitment at AGRIVAR, employees are informed of their job role and professional category, which is clearly stated in their employment contract. Management applies the collective bargaining agreement in line with the labor code, as confirmed through personnel files and pay slips. Salary components are transparently detailed in payslips.</p> <p>For the same job, workers are placed in the same category and receive equal base salaries. Differences in monthly pay only occur due to variations in days worked or deductions such as salary advances, loans, health insurance contributions, or union membership.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<p>Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW)</p>				

6.2.1 (C)	Applicable labor laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand.		<p>AGRIVAR’s employment contracts are comprehensive, detailing personal information, job title, classification, remuneration, responsibilities, compliance with internal regulations, confidentiality, and applicable law. Pay slips reviewed confirm transparency, showing base salary, overtime, bonuses, paid leave, taxes, CNPS contributions, CMU health coverage, retirement, family benefits, workplace accident insurance, and employer obligations such as apprenticeship and FPC taxes.</p> <p>Files reviewed contained contracts, pay slips, and leave letters, demonstrating consistency and compliance with labor requirements.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.2.2 (C)	Employment contracts and related documents detailing payments and conditions of employment (eg regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members		<p>Employment contracts reviewed contained all required personal and contractual details, including identity information, job title, job classification, remuneration, compliance clauses, confidentiality, and applicable law. Payslips for workers PE019, PE127, PE206, and PE261 showed the expected elements such as base salary, overtime, bonuses, leave, taxes, social security contributions, retirement, health coverage, family benefits, accident</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>coverage, employer obligations, and deductions. The consulted files from Lacinan included employment contracts, payslips, and leave letters, confirming that documentation is consistent and compliant.</p>	
6.2.3 (C)	<p>There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labor requirements</p>		<p>Work on the plantations of cooperative members is not paid on a time basis, but on the basis of the task assigned.</p> <p>The tasks are related to the different operations (pruning, cleaning, harvesting, felling ...) and the workers are paid according to the production rate.</p> <p>No complaints of non-payment on the basis of tasks were noted during the field visit.</p> <p>AGRIVAR's contracts and internal regulations set working hours at 40 per week, or 173 per month. General services staff work Monday to Friday, 7:30–12:00 and 14:30–18:00. Oil mill staff operate in three 8-hour shifts: 7:00–15:00, 15:00–23:00, and 23:00–7:00.</p> <p>Overtime is authorized by administration and paid according to labor code requirements, with limits of 15 hours per week, 3 hours per day, and 75 hours per year. Payslips reviewed confirmed compliance with these limits.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



			For maternity, women receive three months' leave, and payslips during this period show continued salary payment.	
6.2.4 (C)	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure		<p>The company does not provide housing for its workers. They reside in downtown Bonoua.</p> <p>During field visits, it was noted that the majority of smallholders' employees rent houses located close to their fields. This was confirmed during discussions with the farmers themselves. Access to drinking water for these workers is ensured by state-funded water supply systems installed in the villages.</p> <p>The presence of sanitary facilities within the Bonoua factory has been noted. Workers there have access to drinking water.</p> <p>An infirmary is permanently operational during working hours and provides solutions to workers' health and accident problems.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.		<p>All workers live in the city and have access to existing urban facilities.</p> <p>As part of the operation of the workers' mutual aid society, a shop has been set up within the company. It allows workers to obtain essential goods at preferential</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<p>prices. This was verified during a visit to the shop and discussions with the mutual aid society's representatives.</p> <p>The cost of the products is deducted from their salary in compliance with the assignable portion framed by decree no. 2014/370 of 18 June 2014 relating to the regime of the assignable portion and the attachable portion.</p> <p>After comparison, it appears that the prices charged are similar to those of the large supermarkets in Bonoua. The prices of the products are displayed.</p>	<input type="checkbox"/> Not Applicable (justification required)
6.2.6	<p>A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: The RSPO Labor Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavor to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist</p>		<p>All AGRIVAR workers receive a salary higher than the Guaranteed Minimum Interprofessional Salary in the Republic of Côte d'Ivoire, which is 75,000 CFA francs.</p> <p>The calculation includes monthly averages per employee: average meals and electricity, healthcare. Workers received bonuses based on their performance and benefits from the company, such as fuel and food at work.</p> <p>The average wage was higher than the minimum wage. An examination of the workers' payslips showed that none of them were paid less than the DLW</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			(Daily Wage).	
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labor is limited to jobs that are temporary or seasonal		<p>After consulting the personnel file, it appears in the column nature of contracts, the presence of two types of contracts namely fixed-term contracts and indefinite-term contracts.</p> <p>After cross-referencing the information with the "job held" column, it appears that jobs requiring year-round, continuous service (human resources management, payroll, maintenance, nursing, team leader, etc.) are filled by permanent employees. Conversely, casual jobs observed during peak production periods or on an occasional basis (laborer, weighbridge operator, palm oil plantation team leader, etc.) are filled by temporary workers.</p> <p>At the level of agricultural operators, temporary or occasional activities, such as fruit picking or maintenance work, are carried out by agricultural employees.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

Criterion 6.3:

The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel



6.3.1 (C)	A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented		<p>AGRIVAR recognizes freedom of association under policy PO-DG-DD-NC13 (2020), which is publicly displayed and acknowledged by stakeholders. Within the company, the union SYBTRAG operates as a grassroots body affiliated with FESACI. Union activities are documented through meeting minutes with representatives and management, and registers are regularly signed by the labor delegation. Interviews confirmed that workers are free to join unions and defend their rights directly or through union support. Delegates are entitled to 15 hours of monthly meetings, plus 8 hours of preparation time for discussions with management.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request		<p>AGRIVAR recognizes freedom of association under policy PO-DG-DD-NC13 (2020), which is publicly displayed and acknowledged by stakeholders. The presence of SYBTRAG, a grassroots union affiliated with FESACI, is established within the company. Union activities are documented through meeting minutes with representatives and management, and registers signed</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>by the labor delegation confirm regular dialogue. Workers are free to join unions and defend their rights directly or through union support. Delegates are entitled to 15 hours of monthly meetings plus 8 hours of preparation time.</p> <p>On April 24, 2024, elections supervised by the labor administration resulted in four staff representatives for employees and one for supervisory staff. These representatives hold monthly meetings with AGRIVAR management, with grievances and complaints recorded in registers and management responses documented. Worker representatives also participate in exceptional meetings on dismissals, temporary layoffs, and other sensitive issues.</p> <p>Documents consulted included election minutes, petitions, union requests on allowances and working conditions, conciliation notices, strike meeting attendance sheets, and minutes addressing salary arrears, bonuses, transport allowances, PPE, and insurance.</p>	
6.3.3	Management does not interfere with the formation or operation of registered unions/labor organizations or associations, or other freely elected		The workers elected their representatives in a transparent process overseen by the labor administration. Discussions with the	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



	<p>representatives for all workers including migrant and contract workers</p>		<p>workers and the local labor administration representative revealed no involvement from company management.</p> <p>The workers' representatives freely hold their monthly meetings in a room dedicated to their activities. Migrant workers were included among the voters, as evidenced by the reading of the voters' names.</p> <p>The discussions with both the workers' representatives and the company's management did not reveal any involvement by AGRIVAR in the activities of the trade unions and workers' representatives.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
<p>Criterion 6.4: Children are not employed or exploited.</p>				
<p>6.4.1</p>	<p>A formal policy for the protection of children, including prohibition of child labor and remediation is in place, and included into service contracts and supplier agreements</p>		<p>AGRIVAR has adopted a policy that aims to take action against certain practices against which it protests, and which incorporates the fundamental principles of the RSPO.</p> <p>Prohibition of child labour and remediation aincluded into service contracts with cooperative.</p> <p>This policy was made public by reviewing copies of the stakeholders'</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

			<p>releases.</p> <p>As part of their agricultural activities, service providers committed to not using child labor. This was verified by the audit team after they reviewed the contracts.</p>	
6.4.2 (C)	<p>There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure</p>		<p>The minimum working age in the Republic of Côte d'Ivoire is 18 years. After consulting the personnel file and speaking with human resources managers, it appears that the youngest worker was born on October 20, 2005 and was recruited on May 12, 2025. He is 20 years old.</p> <p>The owners of the plantations that are members of the cooperatives stated that they do not engage in child labor. No persons below working age were encountered during the visit to the plantations.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
6.4.3 (C)	<p>Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.</p>		<p>After reviewing the personnel file, the audit team did not find any evidence that young workers were performing dangerous tasks.</p> <p>It is important to note that certain AGRIVAR regulations, namely the charter, the code of ethics and the employee recruitment procedure, prohibit child labor.</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



6.4.4	<p>The unit of certification demonstrates communication about its 'no child labor policy and the negative effects of child labor, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live</p>		<p>The formal prohibition of child labor is outlined in the commitment policy, specifically in the section on social responsibility. This policy has been widely disseminated by AGRIVAR.</p> <p>The field visit noted the presence of this policy at the administrative level, in the offices of managers and on the notice boards at the management, at the headquarters of the cooperatives.</p> <p>Interviews with farmers revealed that they receive clear instructions from AGRIVAR staff/supervisors.</p> <p>Furthermore, discussions with the village planters revealed that they receive clear instructions from supervisors regarding the prohibition of child labor in their activities.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>Criterion 6.5: Policies and procedures in place to protect workers' rights.</p>				
6.5.1 (C)	<p>A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce</p>		<p>Sexual harassment in all its forms and violence is prohibited as part of Agrivar 's commitment policy on equality between women and men.</p> <p>This policy is made public in various locations, namely administrative offices, weighbridges and cooperative</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



			<p>headquarters.</p> <p>Interviews with the planters revealed that they are regularly made aware of harassment prevention by supervisors.</p>	
6.5.2 (C)	A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce		<p>Agrivar 's commitment to respecting the right to reproduction recognized for women by the labor code enshrining women's work and the protection of maternity and the code of ethics validated and published by the general management.</p> <p>Initially, compliance with this commitment was verified by reviewing the contracts of certain workers in the personnel office, which mention it.</p> <p>The maternity leave process begins with the declaration of the pregnant woman by sending to the human resources department a medical certificate duly issued by a doctor and a note is issued for the procedure of cessation of activities (this, during the 7th^{month} of pregnancy).</p> <p>For the last three women who gave birth, the auditor reviewed their files. It appears that the procedures were followed. Evidence of the transmission of the files to the CNPS (National Social Security Fund) was also reviewed.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified		<p>As part of a consultation with women, an assessment of the needs of new mothers was carried out.</p> <p>A meeting was held with new mothers on January 7, 2024, to assess their needs. Three women participated in this meeting. The following needs of the new mothers were identified: to allow new mothers to start work at 9:00 AM and use their break time from 12:30 PM to 2:00 PM to work so they can finish work at 4:00 PM.</p> <p>Analysis of the files of young mother workers revealed that they benefited from adjustments to their workstation and working hours.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.5.4	Grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.		<p>The company developed and approved a complaints and grievances procedure on February 8, 2024. The purpose of this procedure is to describe how complaints from customers and other parties are handled. A complaints management register is used for this purpose.</p> <p>The audit team identified three complaints which were dealt with in accordance with the procedure.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



Criterion 6.6: Work is voluntary and specific labor policy and procedures are implemented.				
6.6.1 (C)	All work is voluntary and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages 		<p>The exchanges did not reveal any passport retention of AGRIVAR migrant workers; they are of Cameroonian, Burkinabe and Togolese nationality. Recruitment fees are not required upon hiring.</p> <p>Overtime is worked on a voluntary basis. The employee's opinion is required when planning additional work. The employee is free to resign. In this case, the rules relating to resignation apply.</p> <p>At the end of the workday, the employee receives their final pay, calculated as stipulated by the regulations.</p> <p>Discussions with workers and a review of the documentation did not reveal these practices.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
6.6.2 (C)	Where temporary or migrant workers are employed, a specific labor policy and procedures are established and implemented		Agrivar 's management has officially stated in its social charter and code of ethics that all workers, whether migrants or nationals, are treated fairly, without any discrimination. They will receive the same benefits as national workers for the same work performed.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)





Criterion 6.7: Appropriate health and safety measures are in place.				
6.7.1 (C)	<p>The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded</p>		<p>To address health and safety issues, the company has established a health and safety committee. It also allocates human resources to staff the infirmary (a doctor and two nurses), and appoints an HSE manager.</p> <p>The infirmary is stocked monthly with first-aid medications. It is equipped with an observation room and beds. In serious cases, the patient is transferred to a specialized center.</p> <p>The health and safety committee's primary role is to optimize worker health and safety by identifying risks, proposing preventative measures, participating in the implementation of safety programs, and addressing employee suggestions. It serves as a liaison between workers and management to improve working conditions and regulatory compliance, and by promoting employee training and education on these topics.</p> <p>The company implements the " Annual Occupational Health and Safety Prevention Plan," which outlines the occupational health and safety prevention plan. It is based on risk</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>assessment, regulatory obligations, and priorities identified for 2025.</p> <p>An action plan was developed following the verification of electrical installations in June 2025 following the control visit of an organization approved by the Ministry of Petroleum and Energy for the exercise of the activity of service provision of service protection of subcategory B1.</p> <p>Health and safety aspects on plantations are handled by managers who liaise with nearby health centers. During the field visit, it was noted that cooperative managers have first aid kits.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>		<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. This was noted following interviews with workers and managers.</p> <p>The management of workplace accidents and rescue operations is governed by procedures.</p> <p>First aid kits are available at every workplace and contain the necessary</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



			<p>items for providing initial care in case of accidents. Instructions for responding to accidents are included in the accident management procedure.</p> <p>accident information is recorded.</p> <p>The purpose of this procedure is to establish a way of working that allows all work accidents that occur in the company to be recorded, appropriate actions to be taken in the event of an accident, and investigation and analysis to be carried out in order to take the necessary corrective and preventive measures to avoid the recurrence of similar events.</p> <p>The summary of workplace accidents (WA) is prepared at the end of each month in an Excel file called "Monthly Accident Tracking File". The monthly accident prevention tracking file</p>	
6.7.3 (C)	<p>Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out</p>		<p>The workers observed in the field were equipped with PPE appropriate for their workstations.</p> <p>To protect its workers, the company has developed a PPE management procedure. This procedure defines the methods for managing, allocating, maintaining, and monitoring PPE for workers. It aims to guarantee the health</p>	<p><input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



	<p>of PPE, wash and put on their personal clothing.</p>		<p>and safety of workers, reduce occupational risks, and ensure compliance with laws and international management standards (RSPO, BIO SUISSE, EU BIO, and NOP).</p> <p>Evidence of the availability of this procedure to managers (CEO, DGA, CSMD, department heads, staff, suppliers and service providers, cooperatives) was presented to the audit team (P</p> <p>Training and awareness sessions are organized for workers on the use of PPE.</p> <p>Signs relating to the wearing of PPE are present in the various work areas (sterilization, pre-production, boiler, recovery, palm oil processing, weighbridges, etc.),</p> <p>Sanitary facilities are not used to the same extent that pesticides are not used in production.</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection</p>		<p>AGRIVAR workers' medical insurance is covered by three sources, namely:</p> <p>1. The CNPS (National Social Security Fund) is governed by national regulations (Labor Code). The contribution rate for work-related accidents and occupational diseases (AT/MP) to the CNPS varies from 2% to</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



			<p>5% of the payroll, depending on the sector of activity and the inherent risk within that sector. This rate is entirely borne by the employer and is adjusted to reflect the risk level of the company.</p> <p>2. Universal Health Coverage (CMU) encompasses the basic general scheme (RGB) and the medical assistance scheme (RAM). The monthly contribution ceiling is 1000 francs (500 francs payable by the payer and 500 francs by the employee).</p> <p>3. The AGRIVAR insurance policy, which management supports all workers and provides 80% coverage/ Interviews with workers and documents consulted indicate that these three types of insurance are covered.</p>	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics		<p>The number of days of absence following work-related accidents is recorded annually.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

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

Criterion 7.1:
IPM plans are implemented and monitored to ensure effective pest control.

7.1.1 (C)	IPM plans are implemented and monitored to ensure effective pest control.		<p>AGRIVAR has defined an integrated weed, disease and pest management plan (Ref: PL-DG-DD-GI 04_Version 3 dated 05/03/2024) which takes into account:</p> <ul style="list-style-type: none"> -identification of harmful organisms and infestation thresholds; -identification of weed, disease and pest control methods (biological and agronomic control); -provisions for implementing, monitoring and controlling its effectiveness. <p>Growers are required to report any infestation to the supervisors in order to benefit from advice and control methods.</p> <p>There is no sign of fire being used for pest control. There are no signs of rat infestation in the area.</p> <p>Furthermore, archived training reports from cooperatives (PROPALO Divo)</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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			<p>reveal that growers have been trained by the sustainability assistant “integrated pest management” at the dates of on 09.09.2025 and 12.09.2025</p> <p>Interviews with sustainability staff and PROPALO growers visited in Divo revealed that the company does not promote the use of pesticides, as it is committed to organic farming with its cooperatives.</p>	
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.		<p>AGRIVAR is aware of the global invasive species and CABI.org</p> <p>Present invasive species on their areas have been identified. A study of these species has been carried out and a plan identifying methods for controlling and combating proliferation has been defined and is being implemented.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, ie where no other effective methods exist, and with ap prior approval of government authorities. [For NI to define process]		<p>AGRIVAR does not use fire for pest control.</p> <p>Discussions with farmers encountered during the field visit did not reveal any use of fire by them.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

Criterion 7.2:				
Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.				
7.2.1 (C)	Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritized.		<p>AGRIVAR has the list of pesticides authorized by current legislation and as required by RSPO.</p> <p>According to sustainability assistant and referring to training records, the growers are aware of and trained in organic farming, as requested by the company.</p> <p>No pesticides are used on the farms.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.2.2 (C)	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.		Pesticides are not used at the company level and in farms.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



7.2.3 (C)	Any use of pesticides is minimized as part of a plan, eliminated where possible, in accordance with IPM plans.		Pesticides are not used at the company level and in farms.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.		Pesticides are not used at the company level and in farms.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.2.5	<p>Pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless unexceptional circumstances, as validated by a due diligence process, or when authorized by government authorities for pest outbreaks. The due diligence refers to:</p> <p>a) Judgment of the threat and verify why this is a major threat</p>		The company does not use pesticides at its level and in growers farms	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



	<p>b) Why there is no other alternative which can be used</p> <p>c) Which process was applied to verify why there is no other less hazardous alternative</p> <p>d) What is the process to limit the negative impacts of the application 7.2.5</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>			
7.2.6 (C)	<p>Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p>		<p>The company does not use pesticides at its level and in growers farms (PROPALO Cooperative).</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>
7.2.7 (C)	<p>Storage of all pesticides is in accordance with recognized best practices.</p>		<p>The company does not use pesticides at its level and in growers farms (PROPALO Cooperative).</p> <p>There is no pesticide storage.</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input checked="" type="checkbox"/> Not Applicable (justification required)</p>



7.2.8	All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.		The company does not use pesticides at its level and in growers farms (PROPALO Cooperative).	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.2.9 (C)	Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.		AGRIVAR company does not use aerial applications.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.2.10 (C)	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.		<p>The company does not use pesticides at its level and in growers farms (PROPALO Cooperative).</p> <p>There is no pesticide operators and no specific annual medical surveillance.</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.2.11 (C)	No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people who have medical restrictions and they are		The company does not use pesticides at its level and in growers farms (PROPALO Cooperative).	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



	offered alternative equivalent work.		There is no work with pesticides undertaken by person under 18	<input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
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Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		AGRIVAR has a documented waste management plan (PL-DG-DD-GD08, version 5 dated 09/05/2025) that describes the provisions relating to the management of the different types of waste identified and produced on its site. The review of the plan also revealed that it takes into account and describes the provisions for recycling crop residues from production into organic fertilizers, which will be redistributed to interested parties (particularly cooperatives) upon request to enhance the fertility of members' plantations. In addition, interviews revealed that a recycling tracking log is available, as are fertilizer delivery slips with the date of delivery, quantities delivered, and recipients.
			<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		AGRIVAR has implemented a documented waste management plan (PL-DD-GD08) that identifies the different types of waste generated within the entity, the level of risk, and describes the measures for managing this waste. In addition, a review of awareness reports and interviews revealed that these provisions are communicated to the operational staff in charge.
		Proper waste disposal, in accordance	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>with procedures fully understood by workers and managers, could not be demonstrated.</p> <p>Medical waste is collected by the occupational physician for disposal; used oils are stored without treatment or proper disposal according to their specific characteristics.</p>	
7.3.3	The unit of certification does not use open fire for waste disposal.		<p>The certification unit does not use open fires for waste disposal.</p> <p>The control provisions defined in the plan confirmed this.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<p>Criterion 7.4: Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>				
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimize yield and minimize environmental impacts.		<p>AGRIVAR has defined a procedure for conducting planting activities (PR-DG-DD-AP06- version 1-15/05/2022) that takes into account provisions for conducting agricultural activities in accordance with good production practices in oil palm cultivation.</p> <p>In addition, visits to the planters of the PROPALO cooperative in Divo and training reports on “good agricultural practices” carried out on 09/09/2025 and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>12/09/2025 on “environmental protection and HVCs” in the localities of Briboré and the Cnra area confirmed the practical implementation of the procedure to ensure soil fertility, optimize yields, and minimize environmental impacts.</p> <p>In this way, to optimize soil fertility and improve yields, AGRIVAR provides member cooperatives with purely organic fertilizer recycled from waste generated from production; coaching on good agricultural practices</p> <p>Interviews with management, cross-referenced with those of producers, observations of fertilizer bags available for production, and fertilizer delivery slips confirmed this fact.</p>	
7.4.2	<p>Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.</p>		<p>AGRIVAR realizes periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.</p> <p>Soil sampling is carried out every three years, Tissue analysis was carried out in 2024, on 11 soil samples (from February</p>	<p><input checked="" type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>



			<p>13, 2024, to February 15, 2024) from farms that are members of the PROPALO Divo cooperative.</p> <p>The results were recorded on the soil deficiency and nutrient deficiency symptom identification sheets (FI-DG-DD-AS03, Version 3 dated 03/20/2024) and archived.</p>	
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilizers.		<p>AGRIVAR has a system for recycling grape stalks (empty fresh fruit stems) and a system for treating effluents from production.</p> <p>Recycled products in the form of organic fertilizers are made available to cooperatives that want them. There is no record of how the fertilizers supplied to cooperatives are used; only vouchers are issued as needed.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.4.4	Records of fertilizer inputs are maintained.		<p>AGRIVAR does not keep a fertilizer application register, but rather a register of fertilizer made available from the recycling of grape stalks (empty fresh fruit stems).</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<p>This fertilizer is made available to growers according to its availability and their fertilizer needs.</p> <p>There is no record of how the fertilizers supplied to cooperatives are used; only vouchers are issued as needed.</p>	<input type="checkbox"/> Not Applicable (justification required)
Criterion 7.5: Practices minimize and control erosion and degradation of soils				
7.5.1 (C)	Maps identifying marginal and fragile soils, including steep terrain, are available.		There is no marginal and fragile soils identified including steep terrain.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.5.2	There is no extensive replanting of oil palm on steep terrain.		<p>A visit to the plantations of the PROPALO Divo cooperative producers revealed that the plantations are not located on steep terrain; but rather on flat land with a slope of less than 30%.</p> <p>There is no extensive replanting of oil palm on steep land.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



				<input type="checkbox"/> Not Applicable (justification required)
7.5.3	There is no new planting of oil palm on steep terrain.		<p>A visit to the plantations of the PROPALO Divo cooperative producers revealed that the plantations are not located on steep terrain; but rather on flat land with a slope of less than 30%.</p> <p>There is no new planting of oil palm on steep terrain.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<p>Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>				
7.6.1 (C)	To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils including steep terrain, are taken into account in plans and operations.		There is no marginal and fragile soils that could be taken into account in planting operations.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.		There is no marginal and fragile soils that could be taken into account in planting operations.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



			There is no extensive planting identified.	<input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure		<p>AGRIVAR does not have its own industrial plantations.</p> <p>At the cooperative level, according to interviews of management and the reviews avec the activities planned, The company does not carry out drainage and irrigation activities, nor does it plan roads and infrastructure.for the current year.</p> <p>There are no new plantings or replanting ongoing.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.				
7.7.1 (C)	There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.		Visits to plantations and interviews with management and producers revealed that Generally, Cote D'ivoire is not noted for peat lands.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).		There is no peat identified in AGRIVAR areas of operation, regarding the ERES report and maps. According to interviews of certification management, a peat inventory was done and transmitted to RSPO in June 2023 by email.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.7. (C)	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).		There is no peat identified in AGRIVAR areas of operation. , regarding the ERES report and maps. According to interviews of certification management, a peat inventory was done and transmitted to RSPO in June 2023 by email.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.7.3 (C)	Subsidence of peat is monitored, documented and minimized.		There is no peat identified in AGRIVAR areas of operation.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



7.7.4 (C)	A documented water and ground cover management program is in place.		There is no peat identified in AGRIVAR areas of operation.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.7.5 (C)	<p>For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognized methods, at least five years prior to replanting. The assessment result is used to set the time frame for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>PROCEDURAL NOTE: Full details of the</p>		There is no peat identified in AGRIVAR areas of operation.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



	<p>RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (ie those with plantations on peat) to use the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting until after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG. PROCEDURAL NOTE: PLWG and the Smallholder Interim Group (SHIG) will collaboratively develop guidance for Independent Smallholders [cross links to SHIG and GHG issues]</p>			
7.7.6 ©	<p>All existing plantings on peat are managed according to the '<i>RSPO Manual on Best Management Practices (BMTs) for</i></p>		<p>There is no peat identified in AGRIVAR areas of operation.</p>	<p><input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity</p>



	<i>existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance.</i>			<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.7.7 (C)	All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version2 (2018) and associated audit guidance.		There is no peat identified in AGRIVAR areas of operation.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.				



<p>7.8.1 (C)</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>7.8.1a. The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>7.8.1 b. Workers have adequate access to clean water</p>		<p>AGRIVAR has a stream management plan (2020) that categorizes waterways into small streams, large streams, small rivers, and large rivers, with defined protection measures. These include establishing riparian zones and using approved agrochemicals at minimized doses.</p> <p>To monitor impacts, AGRIVAR engaged certified firms for water analysis. The most recent study was conducted by ENVIPUR (Report Ref. 687/02/2024, February 2024), assessing water quality and consumption, particularly for mill workers. Clean water is supplied to all workers by the national water company, both at the mill and cooperative offices.</p> <p>Audit evidence confirmed that analysis reports are reviewed and action plans developed based on findings, ensuring continuous monitoring and improvement of water management practices.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
<p>7.8.2 (C)</p>	<p>Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April</p>		<p>AGRIVAR has established a plantation activity procedure ("Conduite des activités en plantation," Ref. PR-DG-DD-AP06, version 1, dated 04/03/2024) that sets strict rules to protect sensitive areas. The SOP</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement</p>



	2017).		<p>prohibits the application of phytosanitary products or fertilizers, washing of containers or sacks, planting of new seedlings, road construction, movement of heavy-duty equipment, and use of hydrocarbons in these zones.</p> <p>Field observations confirmed compliance: signposts were installed around watercourses, HCV areas, and swamps to prevent trespassing. No planting was observed in riparian areas, and interviews with farmers, workers, and community members demonstrated clear knowledge of the restrictions.</p>	<input type="checkbox"/> Not Applicable (justification required)
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p>		<p>AGRIVAR SARL has decantation management with twelve effluent treatment tanks. Post-treatment wastewater analysis is carried out and the results are available.</p> <p>Last effluent analysis was done in May 2025. Effluent is used for compost processing. Organic fertilizer is produced with it.</p> <p>From this analysis, values are compiled to legal requirements such as:</p> <ul style="list-style-type: none"> - DOC: 463 mg/l <p>BOD: 143 mg/l</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required) (required)



7.8.4	Mill water use per ton of FFB is monitored and recorded.		<p>AGRIVAR report mill water use per ton on the POM & RSPO reporting sheet on monthly basis. A database is available to track water statistics at the plant. It is possible to calculate the amount of water consumed for the treatment of the FFBs at the plant.</p> <p>Year-to-date records ie January to September 2025 was sighted. In 2024: Water/MT is 0.71 m³/t FFB</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
<p>Criterion 7.9: Efficiency of fossil fuel use and the use of renewal energy is optimized.</p>				
7.9.1	A plan for improving efficiency of the use of fossil fuels and to optimize renewable energy is in place, monitored and reported.		<p>AGRIVAR has implemented a fossil fuel efficiency improvement plan (PL-DG-DD-GD08, version 4, dated 15/02/2024). The plan identifies major sources of greenhouse gas emissions, including fossil fuel burning, land clearing, agricultural activities, and logistics.</p> <p>Remediation measures are clearly defined: substitution of fossil fuel with biomass, establishment of natural habitats and buffer zones, development of perennial agro-industrial crops that act as carbon sinks for at least 25 years, and conversion to organic plantations by eliminating fertilizer use.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			Monitoring is carried out through the Monthly Mill Report, which records all diesel consumption. Year-to-date records for 2024 and 2025 were reviewed during the audit, confirming that AGRIVAR tracks fuel use systematically	
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimize GHG emissions				
7.10.1 (C)	GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimize them are implemented, monitored through the Palm GHG calculator and publicly reported.		AGRIVAR has in place GHG plan. AGRIVAR has identified and evaluated the GHGs of the year 2023 through the Palm GHG calculator. However, no evidence could be presented that this report was made public. Also, the GHG for 2024 could not be validated for audit due to inconsistent data.	<input type="checkbox"/> Conform <input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.10.2 (C)	Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimize them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).		Not applicable as AGRIVAR has not developed new area since 2014.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)



<p>7.10.3 (C)</p>	<p>Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.</p>		<p>Other significant pollutants identified by AGRIVAR include, Oxygen (O₂), Carbon Dioxide (CO₂), Carbon monoxide, Sulfur Dioxide (SO₂), Nitrogen monoxide (NO), Nitrogen dioxide (NO₂), Nitrogen Oxide (NO_x) all from the chimney. Dust, Particles Suspension in the air and Ambient air quality area among other significant pollutants identified by AGRIVAR.</p> <p>AGRIVAR contracts the services of a 3rd party lab (CIAPOL) to conduct analysis on all these pollutants and report on them. Analysis is done each 6 months based on national standards defined. Last analysis was done in May 2025. During the audit, there is no deviation on noise pollution.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
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Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area.				
7.11.1 (C)	Land for new planting or replanting is not prepared by burning.		<p>AGRIVAR has a commitment policy reference PO-DG-DD-ZB10 version 1, issued on 12/05/20, that prohibits any form of burning for the preparation of land for planting. This commitment is clearly seen in point 3 of the environmental responsibility.</p> <p>This commitment is clearly perceptible at the level of point 3 of environmental responsibility.</p> <p>Field visits during interviews with workers and the observation of certain activities (felling, harvesting, etc.) on the farms did not show any plantation with a burning impact.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.		<p>The management of AGRIVAR has documented a procedure for the intervention in the event of declaration of a fire in the plantations under its control.</p> <p>At the administration level, the HSE (Health, Safety and Environment) team controls activities by placing up-to-date fire extinguishers near sensitive activity points (garage, petrol, and diesel pump). The company also maintains the contact of the National Fire Unit at the</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			Bonoua to be called to help in fire control.	
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures.		<p>The management of AGRIVAR has dedicated supervisors in charge of training and monitoring the activities of village planters.</p> <p>The prevention and fight against fires are part of the missions assigned to them. Prevention combines and integrates prevention, through awareness:</p> <p>Visits by supervisors who constantly raise awareness among village farmers on the actions to avoid in order to reduce and avoid bush fires.</p> <p>AGRIVAR has carried out sensitizations in the different communities on fire prevention and control measures. Interviews in the riverside communities (like at Sam village) confirm a knowledge of the measures communicated</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



PROCEDURAL NOTE for 7.12

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

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

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

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

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

Criteria 7.12:

Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

7.12.1 (C)	Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.		AGRIVAR has not cleared new land since 2005. There is no new development that took place after 2005 and 2018 for the cooperatives according to the interviews done and disclosure forms reviewed. All plots were established before 2005.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.12.2 (C)	HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land		AGRIVAR SARL has an environmental analysis report, study on sites with high conservation value and analysis of palm grove soils located in the production zone. AGRIVAR sources its supplies from producers registered in two cooperatives	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.		(SCOOPS CPPN in N'GOKRO in the sub-prefecture of Alépé and SCOOPS PROPALO in the Divo department). No HCVs were identified within the cooperatives farms as per the studies conducted. Physical observations were done on the field to confirm the assessment.	<input type="checkbox"/> Not Applicable (justification required)
7.12.2 b)	Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.		Not applicable as there no new land clearing since 15 November 2018.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
7.12.3 (C)	<p>In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>PROCEDURAL NOTE for 7.12.3: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on</p>		<p>Agrivar has adopted a policy to protect the environment in which it is committed to the fight against deforestation. Producers have also been made aware of this issue. The company presented evidence of attendance list. Sensitization done with farmers of cooperatives in September 2025. Interviews done with farmers confirmed this assessment.</p> <p>Company and its cooperatives plantations are located in Cote d'Ivoire within the Bonoua, Divo Regions. Cote d'Ivoire is not a High Forest Cover Country (HFCC) and the Bonoua and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



	participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&C requirements apply, including FPIC and HCV requirements.		Divo Regions are not a High Forest Cover Landscape (HFCL).	
7.12.4 (C)	Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).		<p>Evidence of implementation of actions related to management recommendations and follow-up recommendations was provided for review.</p> <p>Audit field visit revealed evidence of the areas set-aside and protected with signposts around them indicating No hunting, No Logging, No Fishing, No open Fire, No Chemical application and others.</p> <p>Latest integrated management plan was reviewed on December 2023. with farmers confirmed this assessment.</p> <p>It is evident after reviewing the reports and interviews that no integrated management plan in consultation with stakeholders has been developed.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and		AGRIVAR does not have its own plantation. All farmers are smallholder farms. Farmers are living in the	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



	<p>other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p>		<p>communities. There is no rights of local communities since each cooperative farmers manage their own plots. AGRIVAR does not have its own plantation. No HCVs were identified within the cooperatives farms as per the studies conducted. Physical observations were done on the field to confirm the assessment.</p>	<p><input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A program to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>		<p>Rare species have been identified. Farmers and local communities have received awareness raising on the protection of these endangered animals during awareness raising tours. Meeting was done in September 2025 at Ogoudou, Divo, PK5, Gravier and N'Gokro . Audit field visit revealed evidence of the areas set-aside and protected with signposts around them indicating No hunting, No Logging, No Fishing, No open Fire, No Chemical application and others. Compliance of national laws is applicable to all farmers. Law already defines disciplinary measures. No cases of illegal hunting were recorded and farmers of cooperatives audited confirmed that their protected animals when seen in their plots.</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>



7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.		<p>AGRIVAR has developed a monitoring plan on the identified HCVs that will be fed back into the management plan. Records of the monitoring were made available to the audit for review. At the time of the audit, the company has not identified any significant outcomes from the monitoring that will have to be included in the action plan. Monitoring is verified during internal audit process.</p> <p>No HCVs identified in the outgrowers plots.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
7.12.8 (C)	Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.		There are no new land clearings since 15 November 2018. All farmers have been raised before 2005.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)

6. Summary of Audit Findings

6.1 Positive and noteworthy findings

No.	Positive finding
01	Commitment of top management to monitoring certification
02	Mastery of RSPO requirements
03	Continuous improvement integrated into the management system
04	Existence of policies and procedures mastered by those involved in the processes
05	Involvement of communities in management



6.2 Non-conformities and opportunities for improvement

Summary of nonconformities and opportunities for improvement under the RSPO Principles & Criteria				
Principle	Major	Minor	Opportunities for Improvement	Total No Findings
Principle 1: Behave Ethically and Transparently	0	0	0	0
Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.	2.1.2	0	0	1
Principle 3: Optimize productivity, efficiency, positive impacts and resilience (Includes IP and/or MB Module)	3.2.1 (C) 3.7.3 3.8.5 3.8.6	3.2.2 3.3.3	3.4.3	7
Principle 4: Respect Community and Human Rights and Deliver Benefits	0	0	0	0
Principle 5: Support Smallholder Inclusion	0	0	0	0
Principle 6: Respect Workers Rights and Conditions	0	0	0	0
Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment	7.10.1 (C)	7.3.2		2
Certification Systems Document				
Total	6	3	1	10





7. Nonconformity(ies) Issue in this Audit

Indicator Number	2.1.2 (upgraded)
Nonconformity Number	001
Nonconformity Category	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformity statement:	
A documented system to ensure legal compliance is in place, but it is neither effective nor relevant.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labor contractors.
Evidence:	
<p>The system in place does not guarantee legal and regulatory compliance. There is no register for tracking legal requirements, even though it is mentioned in the procedure for identifying legal requirements (PR-DG-DD-VR08).</p> <p>The internal audit, which includes verification of regulatory compliance, has not yet been carried out; it is scheduled for October 2025.</p>	
Root Cause Analysis	Following the sudden departure without notice of the sustainability manager in December 2024, the process of replacing her was not initiated by senior management. As a result, the tasks and responsibilities she had assumed were not transferred to other department heads pending her replacement. The new sustainability manager was recruited on September 1, 2025. During his first month on the job, he was unable to meet the RSPO requirements, such as conducting an internal audit.



<p>Correction(s)</p>	<p>1.Responsibility for monitoring legal developments has been assigned to the Sustainability Manager. The latter will update the legal monitoring before September after collecting the regulatory texts.</p> <p>Evidence</p> <ul style="list-style-type: none"> ✓ Memorandum assigning responsibility for updating legal monitoring to the Sustainability Manager, dated October 28, 2025. ✓ Legal monitoring updated on 10/28/2025 <p>2.After updating the supervisors on the requirements of the RSPO P & C standard on planting and the supply chain, an audit will be carried out by teams according to the following schedule:</p> <ul style="list-style-type: none"> ✓ October 26 for planting ✓ October 15 to 17 for the supply chain <p>Evidence</p> <ul style="list-style-type: none"> - Training report on RSPO requirements - RSPO internal audit report on planting - RSPO internal audit report on the factory - The resources department will issue a memo to provide guidance on the interim arrangements for the various managers - Senior management will issue a memo to provide guidance on the conduct of the half-yearly audits (second week of January and July) -Memo clarifying the responsibilities of the sustainability manager regarding legal monitoring <p>Specify in the job descriptions of all managers their responsibility for implementing the requirements of RSPO certification</p>
<p>Corrective Action Implemented <i>(including any evidence submitted)</i></p>	<p>Specify in the job descriptions of all managers their responsibility for implementing the requirements of RSPO certification</p> <ul style="list-style-type: none"> - The resources department will issue a memo to provide guidance on the interim arrangements for the various managers



	- Senior management will issue a memo to provide guidance on the conduct of the half-yearly audits (second week of January and July)
Date of Response	11/12/2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>AGRIVAR presented the following items:</p> <p>With regard to compliance with RSPO requirements:</p> <ul style="list-style-type: none"> -Internal inspection report on SCOOPS PROPALO's RSPO plots -Internal inspection report on SCOOPS CPPN's RSPO plots -Internal audit report on the sustainable management system highlighting discrepancies and observations <p>With regard to legal compliance, the company updated its legal compliance procedure on October 28, 2025, and the list of regulatory texts was updated on October 28, 2025</p> <p>Based on the evidence provided, the non-compliance is lifted subject to verification of implementation at the next surveillance audit.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	14 12 2025



Indicator Number	3.2.1 (C)
Nonconformity Number	002
Nonconformity Category	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformity statement: The continuous improvement action plan has not been defined for implementation based on an analysis of the main social and environmental impacts and opportunities of the certification unit.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. Action plans include continuous improvement for the following: i . Optimizing the yield of the supply base. ii. Reduction in use of pesticides (Criterion 7.2) iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7) iv. Waste reduction (Criterion 7.3) v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10) vi. Impacts on communities, workers and smallholders (Principle 6) vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12)
Evidence: With reference to the social and environmental compliance report and taking into account the main significant environmental issues identified as requiring immediate corrective action (page 111 et seq. of the report), no management plan based on the ERES and leading to improvements has been defined for implementation within the company.	
Root Cause Analysis	- The task of updating the continuous improvement plan was not assigned to anyone after the departure of the sustainability manager.



	- This activity was not taken into account by the new sustainability manager, who has been in post since September 2025.
Correction(s)	Based on a matrix, the continuous improvement plan will be developed before October 26, 2025, and will incorporate the ERES recommendations. Evidence - Continuous Improvement Plan Matrix - Continuous improvement plan – - Incorporate the continuous improvement plan update into the sustainability manager's job description. - Define the annual frequency of updates to the continuous improvement plan in a memo.
Corrective Action Implemented <i>(including any evidence submitted)</i>	- Incorporate the continuous improvement plan update into the sustainability manager's job description. - Define the annual frequency of updates to the continuous improvement plan in a memo.
Date of Response	06 12 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The following documents and evidence were presented: Job description for the sustainability manager, which includes responsibilities for certification Memo on the implementation of the continuous improvement plan Continuous improvement plan that includes environmental aspects and relevant aspects for the period 2024 to 2028 Medical waste assessment schedule Email sent to ENVIPUR requesting waste collection Response email from ENVIPUR on the organization of waste collection (hydrocarbons and medical waste) Based on this, the major non-compliance is lifted
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	10/12/2025



Indicator Number	3.2.2
Nonconformity Number	003
Nonconformity Category	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformity statement: AGRIVAR was unable to present a metric template for review by the audit team as part of the monitoring and continuous improvement process, and then submit it to the RSPO secretariat.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.
Evidence: The metrics template not been completed and submitted to the RSPO Secretariat.	
Root Cause Analysis	After the departure of the sustainability manager, the development of metric templates was not assigned to a manager.
Correction(s)	The sustainability manager will complete the metric template by October 26, 2025, after gathering information from the various managers. Evidence Up-to-date digital version of the metric template.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Define in the job description of the sustainability manager and his assistant that the metric template should be completed every six months. Evidence



	<p>Job description of the sustainability manager + frequency of completion of the metric template.</p> <p>Job description of the sustainability manager's assistant + frequency of completion of the metric template.</p>
Date of Response	29/12/2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The metric table was submitted by the company and the data entered into the required digital platforms.
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	31/12/2026



Indicator Number	3.3.3
Nonconformity Number	004
Nonconformity Category	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformity statement: Monitoring measures and all measures taken are not retained and made available.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 Records of monitoring and all measures taken are kept and available.
Evidence: Records tracking the implementation of procedures are not available; monitoring and control measures are not documented and retained.	
Root Cause Analysis	Archiving at the company level has not been well organized. The person who was in charge of archiving was not replaced after resigning.
Correction(s)	- Organize document archiving in accordance with the RSPO principles of the structure (Immediately) - Develop procedures for monitoring and controlling procedures and maintain them (October 26, 2025) Archiving procedure updated on 09/09/2025 Photos of documents organized by department and RSPO requirements Archiving system audit report dated 10/17/2025
Corrective Action Implemented <i>(including any evidence submitted)</i>	Raise awareness among RSPO activity managers about the development of procedures for monitoring and control measures.



	Appoint the Sustainability Assistant as the person responsible for recording the monitoring of procedure implementation.
Date of Response	15 11 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The non-compliance remains open and will be verified during the next audit.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	DD Mmm YYYY



Indicator Number	3.7.3
Nonconformity Number	006
Nonconformity Category	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformance statement	
Personnel performing tasks essential to the effective implementation of the Supply Chain Certification Standard (SCCS) have not been trained.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 Appropriate training is provided to personnel performing tasks essential to the effective implementation of the Supply Chain Certification Standard (SCCS). This training is specific and tailored to the tasks performed.
Non-compliance statement:	
There is no evidence of training for personnel performing tasks essential to the effective implementation of the Supply Chain Certification Standard (SCCS), including Prisma. After interviewing the weighing platform agents (PK5 and Ogoudou), it is clear that they are not familiar with the intellectual property traceability model.	
Root Cause Analysis	New employees were not trained following the departure of the certification manager. No training plan for supply chain stakeholders.
Correction(s)	Implementation of training on the practice of the RSPO SCC 2020 Standard and its applicable procedures (market communication rules, internal traceability system, PRISMA management for the declaration of certified products) for factory, weighbridge, and cooperative agents (November



	<p>3, 2025)</p> <p>Training will be provided by RSPO Expert, specializing in training</p> <p>Evidence:</p> <ul style="list-style-type: none"> -Training report on RSPO P&C 2018 standard practices -Training report on the supply chain
<p>Corrective Action Implemented <i>(including any evidence submitted)</i></p>	<p>Develop and implement an annual training plan for all employees on the RSPO P&C 2018 Standard</p> <p>Develop and implement an annual training plan for all agents on the RSPO SCC 2020 Standard Evidence: Annual training plan on the RSPO P&C 2018 and RSPO SCC 2020 standards</p>
<p>Date of Response</p>	<p>16 12 2025</p>
<p>Audit Team Conclusion <i>(including any evidence reviewed)</i></p>	<p>AGRIVAR has organized training sessions for its staff on the following topics:</p> <p>REQUIREMENTS OF THE RSPO P&C 2018 STANDARD AND ITS IMPLEMENTATION PROCEDURES</p> <p>REQUIREMENTS OF THE RSPO SCC 2020 STANDARD AND ITS IMPLEMENTATION PROCEDURES</p> <p>Based on the training materials and participant evaluations, the results were satisfactory.</p> <p>A training session on the RSPO 2024 standard is planned for February 2026.</p>
<p>Status of Nonconformity</p>	<p><input type="checkbox"/> Closed</p> <p><input checked="" type="checkbox"/> Open</p>
<p>Date of Closure:</p>	<p>DD Mmm YYYY</p>



Indicator Number	3.8.5
Nonconformity Number	007
Nonconformity Category	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformance statement The designated person is unable to demonstrate knowledge of the procedures put in place by the factory to implement this standard.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 Identification of the role of the person with overall responsibility and authority for implementing these requirements and ensuring compliance with all applicable requirements. This person must be able to demonstrate knowledge of the mill's procedures for implementing this standard.
Evidence: AGRIVAR appointed a new sustainability manager by letter dated September 16, 2025. No training in RSPO SCC requirements, including Prisma management, has been certified.	
Root Cause Analysis	The new manager did not have enough time to familiarize himself with the factory's operations and complete all the training courses before the audit
Correction(s)	Implementation of training on the practice of the RSPO SCC 2020 standard and its applicable procedures (market communication rules, internal traceability system, PRISMA management for the declaration of certified products) for the Sustainability Manager and the sustainability team (October 27, 2025). Training firm: Acenviro , which has been contacted, will organize training on October 27, 2025. Evidence: Training



	report on the RSPO P&C 2028 standard, the RSPO SCC 2020 standard, and PRISMA.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Establish an annual monitoring system to determine mandatory training for factory and cooperative agents
Date of Response	06 12 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>AGRIVAR has organized training sessions for its staff on the following topics:</p> <p>REQUIREMENTS OF THE RSPO P&C 2018 STANDARD AND ITS IMPLEMENTATION PROCEDURES</p> <p>REQUIREMENTS OF THE RSPO SCC 2020 STANDARD AND ITS IMPLEMENTATION PROCEDURES</p> <p>Based on the training materials and participant evaluations, the results were satisfactory.</p> <p>A training session on the RSPO 2024 standard is planned for February 2026.</p> <p>Based on the evaluation of the evidence, the non-compliance has been lifted, subject to the implementation of the actions proposed during the next audit.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	16 12 2025



Indicator Number	3.8.6
Nonconformity Number	008
Nonconformity Category	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
The factories do not keep records or internal audit reports.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 Internal Audit (i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill; a) Conforms to the requirements in the RSPO SC requirements for mills and the RSPO Rules on Market Communication and Claims b) Effectively implements and maintains the standard requirements within its organization. (ii) Any con-conformities found as part of the internal audit shall be issued and required corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mills shall maintain the internal audit records and reports.
Evidence: There was no evidence that an internal audit had been carried out this year, as required by the internal audit procedure.	
Root Cause Analysis	The internal audit could not be carried out due to a lack of planning.
Correction(s)	Internal audit carried out from October 15 to 17, 2025, based on existing procedures and the RSPO chain of



	custody. - Internal audit report on the RSPO chain of custody.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Plan the internal audit once a year in February and inform all agents by email Approved - Internal audit schedule
Date of Response	12/12/2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>The company submitted the following items to the audit team:</p> <p>The company provided evidence of document archiving by department and process.</p> <p>A memo making it mandatory to conduct an internal audit of the factory once a year; the date of the next audit is February 3-6, 2026.</p> <p>An audit report on the management system that includes the factory has been completed on 17/10/2025</p> <p>Based on these elements, the major non-compliance has been lifted, subject to verification of implementation during the next audit</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	20 12 2025



Indicator Number	7.3.2
Nonconformity Number	009
Nonconformity Category	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input type="checkbox"/> 3 months from date of closing meeting <input checked="" type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformance statement Proper waste disposal, in accordance with procedures fully understood by workers and managers, could not be demonstrated.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 Proper waste disposal, according to procedures that are fully understood by workers and managers, is demonstrated.
Evidence: Medical waste is collected by the occupational physician for disposal; used oils are stored without treatment or proper disposal according to their specific characteristics.	
Root Cause Analysis	Waste management procedures have not been communicated to staff by the person responsible for environmental issues due to the negligence of the latter
Correction(s)	Removal of medical waste and used oils by approved organizations, signing of contracts with approved organizations (ENVIPUR) for waste removal (used oils, laboratory waste) EVIDENCE: - Contract between AGRIVAR and ENVIPUR for waste removal (used oil, laboratory waste) - Invoice for waste



	removal (used oil, laboratory waste)
Corrective Action Implemented <i>(including any evidence submitted)</i>	Contract signed with ENVIPUR for waste collection Medical waste disposal schedule Waste disposal report (hydrocarbons and medical waste) by ENVIPUR
Date of Response	04 12 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The non-compliance remains open and will be verified during the next audit.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	DD Mmm YYYY



Indicator Number	7.10.1 (C)
Nonconformity Number	009
Nonconformity Category	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of Nonconformity Issued	02 10 2025
Nonconformity Issued To : AGRIVAR	
Deadline:	<input checked="" type="checkbox"/> 3 months from date of closing meeting <input type="checkbox"/> 12 months from date of closing meeting
Mode of Nonconformity Closure	<input type="checkbox"/> Onsite <input checked="" type="checkbox"/> Off-site
Non-conformance statement GHG emissions are neither identified nor assessed. Plans to reduce or minimize them are not tracked using the Palm GHG calculator and are not made public.	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 GHG emissions from the certification unit are identified and assessed. Reduction plans are implemented, monitored using the Palm GHG calculator, and made public.
Evidence: No evidence has been provided regarding the publication of the 2024 report on GHGs identified and assessed for the year 2023 using the Palm GHG calculator. In addition, the 2024 GHGs could not be validated for audit due to inconsistent data.	
Root Cause Analysis	Delay in data transmission, lack of focus on the part of the Sustainability Manager
Correction(s)	Provide evidence for the 2023 GHG report and finalize the 2024 GHG calculation before October 28, 2025. The Sustainability Assistant will summarize the report and make it public. EVIDENCE: -Evidence of the 2023 GHG report. -Evidence of the 2024 GHG report



	- Evidence of its availability to the public
Corrective Action Implemented <i>(including any evidence submitted)</i>	Schedule annual GHG calculations for November; the Sustainability Assistant will be in charge of data collection and calculations. The Sustainability Manager will handle the reduction plan
Date of Response	29/12/2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>GHG emissions have been identified and entered into PALM-GHG by AGRIVAR.</p> <p>A message dated December 29, 2025, from the RSPO to the audit manager confirms that the PalmGHG submission for SA AGRIVAR 2025 has been verified and approved by the auditor.</p> <p>Plans to reduce or minimize them have been submitted, as evidence that they have been made public (email message sent to stakeholders dated December 29, 2025). Based on the evidence provided, the NC-major is lifted.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	December 30, 2025



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

Indicator Number	3.4.3 (C)
Opportunity for Improvement Number	010
Date of Opportunity for Improvement Issued	02 10 2025
Opportunity for Improvement Issued To (<i>when more than one site/member</i>) :	
Standard Reference	RSPO P&C 2020 – Ivory Coast NI 2020 The social and environmental management and monitoring plan is implemented, reviewed, and updated regularly in a participatory manner.
<p>Opportunity for Improvement Statement: Although the Social and Environmental Compliance Study (ERES), carried out in November 2024, is currently being validated by ANDE, no plan for managing the non-compliances identified (ERES report, page 101 et seq.) has been defined to date for its implementation, review, and updating. The observation aims to compel the company to implement the ERES requirements, even if it has not yet been validated by the administration. . .</p>	



9. Status of Nonconformities Previously Identified and Opportunity for Improvement

Indicator No	Nonconformity No	Evidence Observed / Nonconformity Raised	Auditee Response	Verification of Correction/Corrective Action	Conclusion / Status
			Correction / Corrective Action		
1.1.5	2	<p>AGRIVAR Sarl has a list of stakeholders Ref ID-DG-DD-PP22 dated 04/02/24. It is evident after reviewing the documentation and interviews that the following stakeholders have not been identified including: - Local communities where the headquarters of the cooperatives AGRO PALM DE TISSA, SCOOPS CPPN and SCOOPS PROPALO are located. - Offices of some local administrations of Divo such as the CNPS, the Departmental Directorate of the Ministry of the Environment and Sustainable Development, taxes, labor inspection. - Offices of some local administrations of Alepe . - SODEFOR from Samo</p>	<p>- Carried out a re-identification of stakeholders taking into account the stakeholders identified in the NC. - Update the list of stakeholders. - Submit the updated list of stakeholders</p> <p>Implementation of a program in collaboration with cooperatives, heads of services and departments, in order to carry out an identification of stakeholders once a year. This assessment will be carried out in November 2024, before the start of next year. This evaluation program will be implemented in collaboration with the management of each cooperative and the AGRIVAR sustainability department through face-to-face meetings to discuss documents and updates</p>	<p>AGRIVAR Sarl has a list of stakeholders Ref ID-DG-DD-PP22 dated 03/09/25 version 08.</p>	Closed
1.2.1	3	<p>AGRIVAR has an updated version of the ethics policy referenced PO-DG-DD-EE03 version 01 and dated 12/05/20. It is obvious after reviewing the documentation and</p>	<p>Correction</p> <p>- Updated the policy taking into account recruitment and contracts. - Communicated this version of the</p>	<p>AGRIVAR has an updated version of the policy of ethics reference</p>	Closed



		<p>interviews that the policy does not cover recruitment and contracts. Evidence: - Review of the documentation. - Interviews with the actors in charge of RSPO implementation.</p>	<p>policy to all staff, staff representatives etc. - Submit proof of broadcast. Corrective action Establishment of a procedural control committee with regard to compliance of its content with RSPO requirements before its dissemination and implementation. The committee will be set up in June 2024, The resource persons are AGRIVAR employees, including a group of people present at all levels of responsibility (day laborer , personnel representative, department manager) The inspection will be carried out by workshop.</p>	<p>PO-DG-DD-EE 03 version 01 and dated on 12/05/20. It is evident from the review of documentation, interviews, and observations that the updated version of the code of ethics is communicated to internal staff via email, soft copies or upon information request near to sustainability. Regarding external interested parties at AGRIVAR mill like the 2 cooperatives (SCOOPS PROPALO and SCOOPS CPPN N'GOKRO), it has been</p>	
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				<p>communicated in soft copies and physical copies.</p> <p>Interviews done with cooperative staff and farmers visited confirmed the assessment:</p> <p>Records of farmers in August 2025 during meeting, sensitization in villages were made available and reviewed.</p> <p>Concerning FFB suppliers and transporters, it was explained to them during their induction before their internal code in AGRIVAR system being generated.</p>	
7.8.1	14	<p>AGRIVAR has developed a watercourse management plan Ref PL-DG-DD-GE08 version 04 dated 02/15/24. It is evident after reviewing the plan, observations and interviews that: - Water</p>	<p>- Update of the watercourse management plan taking into account the bodies of water likely to be present on the plots of producers of the SCOOPS PROPALO, AGRO PALM and SCOOPS CPPN cooperatives -</p>	<p>AGRIVAR has developed a stream management plan (dated in 2020). It</p>	Closed



		<p>management plan does not cover water bodies likely to be present on the plots of cooperative producers.</p> <p>– Traces of oil were observed in the uncovered gutter behind the oil mill and near homes in the surrounding community</p> <p>Evidence: – Review of the documentation. – Interviews with the actors in charge of RSPO implementation.</p>	<p>Transmission of the watercourse management plan – Rent a machine suitable for installing gutters</p> <p>– Cleaning the gutters at the back of the oil mill, Transmit images of the clean place as well as the factory. For a sustainable solution, set up a weekly cleaning and gutter cleaning program as well as raise awareness among the production team on cleanliness and hygiene rules within the factory.</p> <p>Corrective action</p> <p>For the annual review of procedures for the year 2025 which is held in the period of December, January 2025 organized by the sustainability department through collective work sessions, make a cooperative management plan with that of AGRIVAR. Reinforcement of the plant cleaning program by the maintenance team under the supervision of the hygiene manager.</p>	<p>distinguishes the following streams: small streams, large streams, small rivers, and large rivers).</p> <p>Protection measures have been defined.</p> <p>The measures for the protection of watercourses in plantation consist in the establishment of riparian zones and the use of approved agrochemicals, while minimizing the prescribed doses.</p> <p>In order to evaluate the impact of its activities on the waterways, the company</p>	
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				<p>requested the expertise of a certified firm named Enval that collected samples at several points. Last analysis was done in 02/08/24 by ENVIPUR, report Ref N°687/02/2024 and ended on 02/24/24. The analysis reports are carried out on the quality of the water and the quantities consumed, especially for mill workers.</p> <p>Clean water is available to all workers in all villages by the national water company. Current analysis are done and action plan was developed for the analysis reports</p>	
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				produced by the ENVAL laboratory. The analysis reports are carried out on the quality of the water and the quantities consumed, especially for mill workers. National water company supplies water to all workers (AGRIVAR mill and cooperative office).	
7.9.1	15	<p>AGRIVAR has implemented a plan to improve the efficiency of the use of fossil fuels Ref: PL-DG-DD-GD08 version 4 dated 15/02/24. It is obvious after reviewing the plan and interviews that the plan does not cover the optimization of renewable energies. Also, monitoring indicators have not been defined</p> <p>Evidence: - Review of the documentation. - Interviews with the actors in charge of RSPO implementation.</p>	<p>Proceed with the revision of the plan for improving the efficiency of the use of fossil fuels, taking into account the optimization of renewable energies, as well as defining monitoring indicators with quantitative adverbs in order to evaluate the evolution from year N to year N+1. Submit the revised improvement plan</p> <p>Corrective action</p> <p>Establishment of a committee to monitor procedures and documents to ensure that their content complies with RSPO requirements before their dissemination and implementation. The committee will be set up in June 2024. The resource people are AGRIVAR employees, including a group of people present at all levels of production</p>	<p>AGRIVAR has in place a plan for improving efficiency of the use of fossil fuel Ref: PL-DG-DD-GD08 version 4 dated 02/15/24. Plan includes the identification of major GHG emissions:</p> <ul style="list-style-type: none"> - Burning of fossil fuel 	Closed



			<p>responsibility and the sustainability department. The inspection will be carried out by the workshop</p>	<ul style="list-style-type: none"> - Land clearing activities - General Agricultural activities - General logistics <p>Remediation activities include:</p> <ul style="list-style-type: none"> - Substitution of fossil fuel by biomass - Establishment of natural habitats and buffer zones - Perennial agro-industrial crops which 	
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				<p>can be accounted for as carbon</p> <ul style="list-style-type: none"> - sinks as established for minimum of 25 years - Establishment of organic plantation by eliminating the use of fertilizer. <p>AGRIVAR uses the Monthly Mill Report to record all diesel used. Year to date records ie 2024 and 2025 were sighted.</p>	
2.1.2	20	The company does not have a documented and reliable system to specifically identify the articles of the laws and regulations applicable in relation to each activity of the group and the relevant interested	Establishment of qualified personnel in compliance management. Implementation of a documented procedure for effective information monitoring in the collection, communication and monitoring of the	The system in place does not guarantee legal and regulatory compliance. There is	The minor non-conformity have been upgraded in major



		<p>parties (state, FFB suppliers, service providers, etc.) Furthermore, there is no documented methodology to ensure effective information monitoring in the collection, communication and monitoring of the implementation of changes made for compliance with applicable legislation.</p>	<p>implementation of changes made for compliance with applicable legislation as well as specifically identifying the articles of the applicable laws and regulations in relation to each activity of the group and the relevant interested parties (state, FFB suppliers, service providers, etc.) Corrective action Continuing training for employees on legal and regulatory aspects. Systematic documentation of internal processes. Strengthening internal communication and compliance culture</p>	<p>no register for tracking legal requirements, even though it is mentioned in the procedure for identifying legal requirements (PR-DG-DD-VR08). The internal audit, which includes verification of regulatory compliance, has not yet been carried out; it is scheduled for October 2025</p>	
3.7.3	8	<p>AGRIVAR SARL provided a training report for supply chain actors dated 07/03/24 and 08/03/24. It is obvious after interviewing the weighbridge agent that the latter does not have any knowledge of the IP traceability model. – Review of the documentation. – Interviews with RSPO implementation stakeholders and stakeholders</p>	<p>Recycling of the weighbridge agent on the IP traceability model. – Submit the training report, assessment evidence and attendance list as well as proof of trainer competence. Implementation of the training and monitoring program for supply chain stakeholders to ensure that they have the knowledge to carry out their duties. Monitoring will be done through a refresher of knowledge and application of the training content at least twice a</p>	<p>There is no evidence of training for personnel performing tasks essential to the effective implementation of the Supply Chain Certification Standard (SCCS),</p>	<p>The minor non-conformity have been upgraded in major</p>



			<p>year by the sustainability department through a trainer with proof of competence for the training</p>	<p>including Prisma. After interviewing the weighing platform agents (PK5 and Ogoudou), it is clear that they are not familiar with the intellectual property traceability model.</p>	
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10. Stakeholder Consultation Process

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

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

11.1 For Audit Report



11.2 For Public Summary Report

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

No	Consulted Stakeholders <i>(Type of Stakeholders)</i>	Date of Consultation/ Comment Received	Method of Consultation/Comment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses
1	The chief of the village of SAMO and his notability	29-09-2025	Face to Face meeting	AGRIVAR maintains good relations with the community, marked by collaboration and peaceful coexistence. Requests are addressed through the village chief, who is consulted as needed, including for dispute resolution. In 15 years of operations, no land conflicts have occurred. Community engagement is limited, with AGRIVAR responding to needs rather than initiating specific actions	The statements are accurate.
2	Gender Committee (Technical Secretary and Assistant)	01-10-2025	Face to Face meeting	AGRIVAR created a gender committee in 2020 with a five-year term. Activities began in 2023 but stalled due to limited enthusiasm from staff and administration. The committee was reestablished in 2025 with ten members, an activity schedule, and participation in a workshop. Feedback from this workshop led to training and awareness-raising among staff. Activities carried out included Father's	The statements are accurate.



				and Mother's Day celebrations and training on youth reintegration.	
3	Occupational Health and Safety Committee	01 10 2025	Face to face	<p>AGRIVAR's Health and Safety Committee is an advisory body composed of elected worker representatives, the HSE manager, company director, occupational physician, and nurse. It meets quarterly and monthly, reviews activities, and approved the 2025 plan. Reports show awareness campaigns on risks and accidents, projects to improve sanitary facilities, and corrective action on PPE provision. The committee also convened exceptionally after two serious accidents, investigated them, and raised worker awareness to prevent recurrence.</p>	<p>The objectives of contributing to the health and safety of workers, as stipulated in the regulations, are fulfilled by the CSST in light of interviews conducted with stakeholders and consultation of the documents made available to us (meeting and activity reports).</p>
4	Worker representative	01 10 2025	Face to face	<p>AGRIVAR's worker representatives are staff delegates and union members with ongoing terms. After elections, they received training from the labor inspector and were provided with key resources such as the labor code, internal regulations, and meeting facilities.</p> <p>They hold regular meetings among themselves and monthly meetings with management, participating in decisions on dismissals, technical leave, and</p>	<p>AGRIVAR has acknowledged that, despite its difficulties, it is working with employees to maintain jobs. Cooperation with employee representatives is good.</p>



				<p>worker defense. Their advocacy has led to improvements in PPE, mutual insurance, and sanitary facilities.</p> <p>They acknowledged salary delays due to cash flow issues but noted management's willingness to avoid layoffs. Work volumes have decreased, and tasks were reorganized by mutual agreement.</p>	
5	Regional Director of Labor	01 10 2025	Face to face	<p>AGRIVAR works closely with the decentralized labor administration. Over the past year, raw material shortages have strained cash flow, causing salary delays. Consultations with workers and management were held to address these issues. The labor inspectorate was involved in authorizing temporary layoffs in July and August 2025, and its opinion is systematically sought for dismissals. Worker representatives meet regularly with the inspector to discuss disciplinary matters, workers' rights, and labor law clarifications.</p> <p>The inspector tends to prioritize social concerns and workers' incomes, particularly in cases of temporary layoffs, rather than strictly emphasizing regulatory powers</p>	<p>Triangulation reveals that the information provided by the stakeholders is identical.</p>

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Total Workers in the Unit of Certification			190	
Sampled Worker Consulted/Interviewed in This Audit			24	
No	Type of Workers Consulted/Interviewed	Interview Method	Feedback/Comments/Issue Raised/ Received from Workers	CB's Responses
1	Management staff	Face-to-face	<p>Management was relaxed for a period but is now being summarized following the restructuring of the cooperative. Farmers are motivated and continue to apply RSPO requirements.</p> <p>Material and human resources are being deployed to support farmers.</p>	Evidence of management actions dating back four months was consulted.
2	Mill and workshop workers	Face-to-face	Company policies were communicated. Payments are done according to the contract and tasks performed. PPEs are	The medical service is operational, and workers are provided with PPE.



			provided as per the risk matrix and free of charge. Medical services are available, and accidents are covered. Toilets are not in good condition.	
3	Office workers	Face-to-face	Company policies were communicated. Payments are done according to the contract. PPEs are provided as per the risk matrix and free of charge. Medical services are available, and accidents are covered. Housing and toilets are not in good condition in various sites, but repair and action plan approved by the company is still on-going.	Proof of salary payments was consulted as evidence of PPE provision. Workers observed at their workstations were wearing PPE.

11.4 Consultation with Previous Land User

Total Identified Previous Land User in the Unit of Certification			N/A The land belonging to small holders under customary right.	
Sampled Previous Land User in This Audit				
Name of Previous Land User	Contact Details (address/telephone/email)	Total Area (Ha)	Date of Consultation	Result of Discussion with Previous Land User
<i>Add rows as necessary</i>			DD Mmm YYYY	



11. Time Bound Plan

Name of the Management Unit	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status	Plan Year for Certification	Actual Certification Year	New Proposed Year for Certification
AGRIVAR SARL	Ivory Coast	AGRIVAR SARL POM	NA	Certified	NA	2015	NA
AGRIVAR SARL	Ivory Coast	SCOOPS PROPALO	722.24	Certified	NA	2015	NA
AGRIVAR SARL	Ivory Coast	SCOOPS CPPN	543.2	Certified	NA	2015	NA



12. Requirements on Multiple Management Unit

Requirement	Findings/Compliance
<p>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 has been established by the certification unit.</p>	<p>Not Applicable</p> <p>Agrivar POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Was the time bound plan submitted during the initial audit?</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Does the time bound plan contain a current list of all estates and mills?</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Does the time bound plan include the certification of all estates and mills within five years after obtaining RSPO membership?</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>



<p>Are there any new acquisitions of land done by the certification unit since the last audit?</p> <p>If YES, is the time bound plan updated to indicate that the newly acquired land is to be certified within a three year timeframe?</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>If there are any deviations from these maximum periods, does the Unit of Certification request approval from the RSPO Secretariat?</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Has the CB verified the progress of the time bound plan established by the Unit of Certification during the annual surveillance audit?</p> <p><i>Note: If the CB conducting the surveillance audit differs from the CB that initially accepted the time bound plan, the latter CB must assess the appropriateness of the time bound plan at the time of its first involvement and will only verify its continued appropriateness thereafter.</i></p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Is there any revision made to the time bound plan?</p> <p>If YES, has the revised time bound plan been reviewed by the CB?</p> <p><i>Note: Changes to the time bound plan are allowed only if the organization can provide evidence to the CB that these changes are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or Chamber of Commerce (or equivalent).</i></p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases cooperatives are all certified</p>

<p>Are there any isolated lapses in the implementation of a time bound plan?</p> <p>If YES, a minor non-compliance shall be raised.</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Is there any evidence of fundamental failure to proceed with the implementation of the plan?</p> <p>If YES, a major non-compliance shall be raised.</p>	<p>Not Applicable</p> <p>Agrivar is not a multiple management unit. The POM and the supply bases (cooperatives) are all certified since 2015.</p>

13. Requirements for Uncertified Management Units

Requirement	Findings/Compliance
<p>Is there any replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.3 since 1st January 2010?</p> <p>If YES, did the CB verify that it complies with the RSPO New Planting Procedure (NPP)?</p> <p><i>Note: For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB</i></p>	<p>Agrivar is not a multiple management unit with no uncertified units. The POM and the supply bases (cooperatives) are all certified since 2015.</p>
<p>Are there any land conflicts reported/identified within any Un-Certified Management Unit belonging to the RSPO Member?</p> <p>If YES, has it been resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.?</p> <p><i>Note: In case of issues related to land conflicts identified by the CB, details of the status/progress to resolve such matters shall be clearly explained.</i></p>	<p>No land conflicts identified on other lands belonging to members</p>
<p>Is there any labor dispute reported/identified within any Un-Certified Management Unit belonging to the RSPO Member?</p> <p>If YES, is it being resolved through a mutually agreed process, per RSPO P&C criterion 4.2?</p>	<p>N / A</p>



<p><i>Note: In case of an issue related to labor dispute identified by the CB, details of the status/progress to resolve such matter shall be clearly explained.</i></p>	
<p>Is there any legal non-compliance reported/identified within any Un-Certified Management Unit belonging to the RSPO Member?</p> <p>If YES, has it been addressed through measures consistent with the requirements of RSPO P&C criterion 2.1?</p> <p><i>Note: In case of an issue related to legal non-compliance identified by the CB , details of the status/progress to resolve such matter shall be clearly explained.</i></p>	<p>N / A</p>
<p>Has a positive assurance statement been provided based on their self-assessment (ie, internal audit) regarding the requirements for Un-Certified Management Units? <i>Note :</i></p> <p><i>1. This would require evidence of the self-assessment for each requirement.</i></p> <p><i>2. A POSITIVE ASSURANCE statement is MANDATORY to indicate the outcome of self-assessment.</i></p>	<p>N / A</p>

<p>Did the CB conduct targeted stakeholder consultation (including consultation with the relevant NGO's) to evaluate the compliance related to Requirements on the Un-Certified Management Unit?</p>	<p>N / A</p>
<p>Did the CB conduct desktop study on the Un-Certified Management Unit to identify risks of any potential non-compliances?</p> <p><i>Note: (eg relevant complaints, labor disputes, land conflicts)</i></p>	<p>N / A</p>
<p>Based on the result of the desktop study, did the CB decide to perform further stakeholder consultation or field inspection to assess the risk of any potential non-compliance with the requirements (as necessary)?</p>	<p>N / A</p>

14. Audit Conclusion & Recommendation

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



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

Signing by the Management Unit

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

Furthermore, I confirm the following:

- Acceptance of responsibility in execution of the instructions given.
- That this company was made aware that the recommendation of the Audit Team is attempted, pending review and decision by the Certification Decision Maker assigned by the CB.
- That during the closing meeting all agenda items were covered by the Audit Team Leader.

Acknowledged by:

Name	Gnangouan Algarez
Position	Responsable Durabilite
Date	26/02/2026



Signature

Signing by the Audit Team Leader

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

Acknowledged by:		
Name	Armand ZONGANG	
Position	Lead Auditor	
Date	21 01 2026	

Signing by the Certification Decision Maker

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

Acknowledged by:		 Signature
Name	Laura Reyes	
Position	Senior Technical Manager	
Date	24 02 2026	



Appendix 1: Location Map Unit of Certification and Supply bases



CARTE DE SITUATION DE L'UNITE DE PRODUCTION BIO



-  ZONE ALEPE
-  ZONE DIVO
-  USINE AGRIVAR

Figure 1 : Map of Unit of Certification

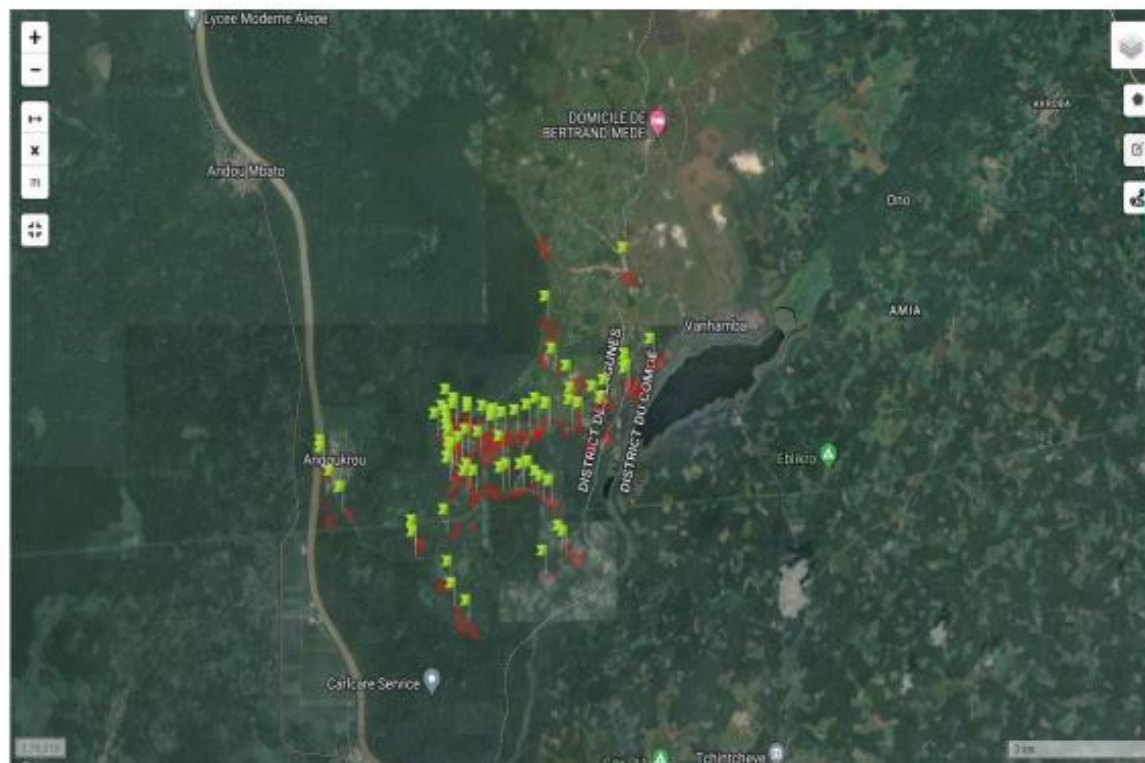


Figure 2 : Overview of location of farmers of SCOOPS CPPN

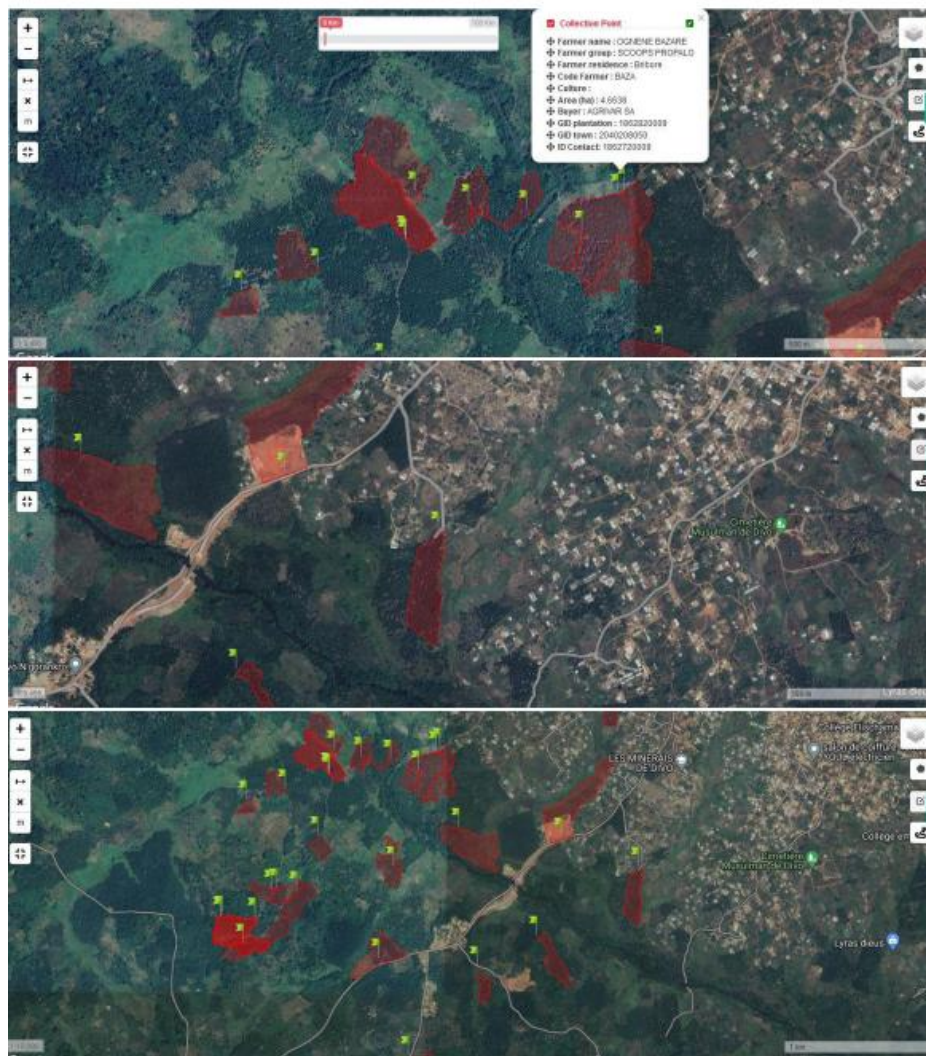


Figure 3 : Overview of the location of farmers of SCOOPS PROPALO



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

Assessment Type	Date of Audit	Changes
Not Applicable as there are no changes		

Appendix 3: Greenhouse Gas (GHG) Reporting Summary

The GHG emissions produced by the Agrivar SARL (POM and its supply bases) in the period of 01/2024 until 12/2024 have been calculated using the RSPO PalmGHG Calculator (version 4). The assessment team had verified the data input in the PalmGHG Calculator against operations records. The Certification Unit has selected the following options from the PalmGHG Calculator when preparing inputs for the GHG emissions calculations:

- Apply Full Version
- Exclude LUC Emissions

The summary of the Net GHG emitted in 12/2024 for Agrivar SARL and supply base are as following:

1. Summary of Emissions

Description	tCO ₂ eq/t product
CPO	-2.94
PK	0.00
PKO	0.00
PKE	0.00

Extraction	%
OER	25.58
KER	0

2. Summary of Plantation/Field Emissions and Sink

Land Use	Ha
OP Planted Area	1,265.44
OP Planted on Peat	0
Conservation (Forested)	0
Conservation (Non-Forested)	0

Production	t/year
FFB Processed	1,427.10
CPO Produced	365



Total	1,265.44
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	Own Crop		Group		3rd Party		Total
	tCO ₂ e	tCO ₂ e/ tFFB	tCO ₂ e	tCO ₂ e/ tFFB	tCO ₂ e	tCO ₂ e/ tFFB	
Land Conversion	0.00	0.00	0.00	0.00	7,996.32	0.00	7,996.32
CO ₂ Emission from Fertilizer	0.00	0.00	0.00	0.00	32.79	0.00	32.79
N ₂ O Emission	0.00	0.00	0.00	0.00	16.73	0.00	16.73
Fuel Consumption	0.00	0.00	0.00	0.00	1.84	0.00	1.84
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Crop Sequestration	0.00	0.00	0.00	0.00	-9,224.64	0.00	-9,224.64
Sequestration in Conservation Area	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00	-1,176.95	0.00	-1,176.95

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



3. Summary of Mill Emission and Credits

	tCO ₂	tCO ₂ e/t FFB
Emission		
POME	0.00	0.00
Fuel Consumption	102.11	0.07
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Excess Electricity to Housing & Grid	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	102.11	0.07



4. Palm Oil Mill Effluent (POME) Treatment

Description	%
Divert to compost	75
Divert to anaerobic digestion	25

5. POME Diverted to Anaerobic Digestion

Description	%
Diverted to anaerobic pond	75
Diverted to methane capture (Flaring)	25
Diverted to methane capture (electricity generation)	0

