



RSPO P&C CERTIFICATION AUDIT REPORT

(PALMERAS DEL ECUADOR)

Audit Application Number: PC25-003464
Assessment Type: Annual Surveillance Audit 1
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1. Certification Body Background

1.1 Description of Certification Body

Certification Body Information	
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
Email	acala@scsglobalservices.com
Accreditation Information	
ASI Code	ASI-APP-002
Technical Scope	RSPO Principles & Criteria and RSPO Supply Chain
Geographical Scope	Worldwide
Accredited Since	12 Jan 2017



2. Organisation Details and Certification Scope

2.1. Organisational Overview

Management Unit Information <i>Note: Management Unit refers to unit of certification</i>	
Name of Management Unit/s	Palmeras del Ecuador S.A
Address of the Management Unit/s	KM 16 vía Limoncocha – Shushufindi - Antigua Vía a Nayón Y Leonardo Tejada
Country	Shushufindi - Sucumbios - Ecuador
Websites	https://grupodanec.com.ec
Description of the Management Unit	Danec S.A., founded in 1972 in Ecuador, operates in the fats, edible oils, and bar soap sectors, sourcing fresh fruit from its own plantations and independent producers. The company is implementing a Good Agricultural Practices program with selected suppliers, while its main customer, Industrial Danec S.A., manages refining, fractioning, and marketing through two distribution centers and seven agencies. Danec maintains an Integrated Management System based on ISO 9001, integrating requirements from internal policies, legal obligations, and certifications such as RSPO, BASC, Organic, Non-GMO, GMP, and Eco-efficiency. Compliance is monitored through annual internal audits and continuous improvement actions. The production process is continuous, with kernels from the oil mill processed in the palm kernel plant, although kernel output is limited due to hybrid varieties introduced to mitigate bud rot. The company actively engages stakeholders through social and community relations, maintains grievance mechanisms, and is updating its Social and Environmental Impact Assessment with stakeholder participation. By the end of 2024, the workforce comprised 1,433 agricultural workers and 130 oil mill workers, primarily local, with initiatives promoting women’s participation in tasks such as hybrid pollination and loose fruit collection.
Management Representative Name	Patricia Tobar
Management Representative Designation	Certification and Sustainability Manager
Management Representative Email	ptobar@danec.com

2.2. RSPO Membership Information

RSPO Membership Information	
RSPO Membership No.	2-0143-10-000-00
Name of RSPO Member	Palmeras del Ecuador





Member Since	21 02 2010
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2.3. Certificate Information

Certificate Information	
Certificate No.	SCS-RSPOPC-000390
prisma Document Reference Number	<i>(N/A until June 2025)</i>
prisma Trading Account ID	TA25-017107
Scope of Certification	Production of CSPO and CSPK using the Mass Balance supply chain model.
Supply Chain Model	<input type="checkbox"/> Identity Preserved (IP) <input checked="" 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)	Ecuador National Interpretation
Initial Date of Certification:	14 08 2018
Effective Date of Certificate:	26 08 2024
Expiry Date of Certificate:	25 08 2029
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/hour)	GPS Coordinates	
				Latitude	Longitude
POM Palmeras del Ecuador	ML25-001410	KM 16 vía Limoncocha – Shushufindi - Antigua Via a Nayón Y Leonardo Tejada	75 MT/hr	-0.285183	-76.565847
Remarks:					

Information of Supply Bases					
Name of Supply Bases	prisma Supply Base ID	Address of Supply Bases	Type of Supply Bases	GPS Coordinates	
				Latitude	Longitude
Palmeras del Ecuador	SB25-005322	KM 16 vía Limoncocha – Shushufindi - Antigua Via a Nayón Y Leonardo Tejada	Own/Managed Estate	-0.284851	-76.564756



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
Palmeras del Ecuador S.A.	14,942	8,209.09	0	0	2,761.28	0	0	221,54	3,750,09
TOTAL	14,942	8,209.09	0	0	2,761.28	0	0	221,54	3,750.09

Remarks:

The total certified area varied from the recertification audit 1, due to the inclusion of 588 ha corresponding to the compensation and remediation area. This situation was adjusted in Annex 2 to the RSPO.

On the other hand, the total planted area was larger than that presented in recertification audit 1 due to the impact of a disease in the palm reported at the time. However, for this audit, these areas had already been replanted.



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		
Palmeras del Ecuador S.A.	485.06	749.07	4220.56	2,669.47	7,639.1	8,209.09
TOTAL (ha)	485.06	749.07	4220.56	2,669.47	7,639.1	8,209.09
Remarks:						

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



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

Name of the Supply Base	Land area (ha) by year					Total Area (Ha)
	2025	2026	2027	2028	2029	
Palmeras del Ecuador S.A.	329.6	380	383	379	-	1,471.6
TOTAL (ha)	329.6	380	383	379		1,471.6

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



3.4. Name FFB Supplier Supplying FFB to the Mill (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	
Palmeras del Ecuador	Own supply bases	0.28518	-76.56585	213,423
TOTAL				213,423



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)
		Latitude	Longitude	
AGRICOLA ELINA S.A.	3rd party estate/ outgrower	941517.06	9959921.85	3,212.72
AGROELINA S.A.	3rd party estate/ outgrower	963933.892	9978594.3	3,212.72
PALMELINA S.A.	3rd party estate/ outgrower	951248.453	9964959.01	3,212.72
AGROMAGNOLIA CIA. LTDA.	3rd party estate/ outgrower	964363.755	9972198.91	1,078.61



AGROMAGNOLIA CIA. LTDA.	3rd party estate/ outgrower	958973.654	9976257.58	1,078.61
AGUIRRE CHILCANAN FAUSTO HIPOLITO	3rd party estate/ outgrower	947028.822	9990337.81	102.27
ALVARES CEDEÑO CYNTIA MARIA	3rd party estate/ outgrower	954422.483	9905109.34	333.69
ALVAREZ ALVAREZ FRANCISCO ANIBAL	3rd party estate/ outgrower	958311.316	9977610.95	205.90
APOLO RAMIREZ RUDY PATRICIO	3rd party estate/ outgrower	935550.295	9969143.93	910.01



ARMENDARIZ SANCHEZ YONI FILFRIDO	3rd party estate/ outgrower	935653.883	9969395.83	4,223.20
ARMIJO OLMEDO AGUSTO JORGE	3rd party estate/ outgrower	961743.389	9950979.65	147.64
ARMIJOS YANEZ ALONZO RODRIGO	3rd party estate/ outgrower	953798.663	9965659.45	-
BARRAGAN MOREIRA LUIS WELLINGTON	3rd party estate/ outgrower	960596.947	9978471.33	-
BARRAGAN PONCE DIANA ANA	3rd party estate/ outgrower	940497.195	9964698.14	68.71



BONILLA PEREZ EDWIN EDGARDO	3rd party estate/ outgrower	940441.576	9964224.51	538.04
BRAVO RAMOS ROSA JANETA	3rd party estate/ outgrower	963661.769	9971220.33	231.89
BUSTAMANTE ELIZALDE SEGUNDO EMILIO	3rd party estate/ outgrower	993236.63	9980555.59	40.37
CABRERA AREVALO MIGUEL ENRIQUE	3rd party estate/ outgrower	993218.16	9980802.38	1,727.97
CABRERA URDIALES CARLOS IVAN	3rd party estate/ outgrower	985170.5	9988099.66	201.37



CABRERA URDIALES EDISON RICHARS	3rd party estate/ outgrower	997227.457	9984666.27	290.75
CALDERON MONTERO CARLOS OSWALDO	3rd party estate/ outgrower	1000343.72	9980208.08	52.19
CAMACHO EDGAR MARINO RAMON	3rd party estate/ outgrower	997359.898	9965600.84	48.69
CAMPAÑA LLANOS MILTON VICENTE	3rd party estate/ outgrower	997906.267	9981879.59	210.58
CANDO ECHEVERIA TIMOLEON VALDOMERO	3rd party estate/ outgrower	996780.013	9983193.29	21.45



CARRERA NESTOR VICENTE	3rd party estate/ outgrower	999283.674	9981603.43	75.69
CARRERA SALTOS ALVARO VINICIO	3rd party estate/ outgrower	967207.459	9980039.37	108.27
CEDEÑO SOLORZANO KETTY YENNY	3rd party estate/ outgrower	990825.082	9972601.18	213.52
CHILENO DURAN NESTOR GEOVANI	3rd party estate/ outgrower	983556.832	9987618.03	3.31
CHUQUITARCO VILAÑA PILAR DEL CARMEN	3rd party estate/ outgrower	961192.27	9991514.86	111.94



CORDOVA CORDOVA GEOVANNY PATRICIO	3rd party estate/ outgrower	956879.787	9992352.37	68.10
DIAZ ROBLES GLADIS ADRIANA	3rd party estate/ outgrower	957035.108	9991410.2	580.92
ELIZALDE ORDOÑEZ ROSALIO CORNELIO	3rd party estate/ outgrower	960496.084	9991481.34	594.58
ENCALADA LEIVA SERGIO OCTAVIO	3rd party estate/ outgrower	982717.833	9990990.62	48.19
ESPINOZA REA KLEVER	3rd party estate/ outgrower	1005492.65	9965093.87	112.36



ESPINOZA VILLA ANGEL RAMIRO	3rd party estate/ outgrower	989584.168	9965862.64	161.06
ESPINOZA VILLA JUAN GUILLERMO	3rd party estate/ outgrower	966258.956	9984990.71	123.53
FALLU MARCILLO FANNY BEATRIZ	3rd party estate/ outgrower	979155.036	9987874.73	9,455.22
GAIBOR VARGAS WILMON UFREDO	3rd party estate/ outgrower	997121.478	9984724.55	-
GALLARDO PAZMIÑO CAMILO VINICIO	3rd party estate/ outgrower	989636.533	9975599.3	1,271.73



GARCIA MORA GERMAN ANTONIO	3rd party estate/ outgrower	1012995.55	9987108.32	308.08
GAVILANEZ ARAMBULO MIRIAN	3rd party estate/ outgrower	976284	9979428.63	41.10
GODOY SANCHEZ MANUEL EUGENIO	3rd party estate/ outgrower	976747.655	9975282.17	47.36
GONZALES MALDONADO ALISSON KARINA	3rd party estate/ outgrower	1014862.04	9970836.11	104.93
GUALPA GUAMAN RYNALDO	3rd party estate/ outgrower	995512.038	9964316.57	22.31



GUAMAN MEDINA JESICA ALEXANDRA	3rd party estate/ outgrower	969274.391	9983621.19	144.76
GUARANDA PILAMUNGA JOSE MANUEL	3rd party estate/ outgrower	986675.08	9984014.79	73.65
HACIENDA SIGLO NUEVO	3rd party estate/ outgrower	996412.687	9981140.55	119.80
HACIENDA SIGLO NUEVO	3rd party estate/ outgrower	980566.626	9969880.73	119.80
HERNANDEZ CAGUANO CARMEN ERLINDA	3rd party estate/ outgrower	978392.468	9991990.23	187.28



HIDROMARZO	3rd party estate/ outgrower	1000428.55	9982258.83	1,439.23
HIDROVO CHELE EDGAR PATRICIO	3rd party estate/ outgrower	996745.198	9984648.12	299.50
JANETA GUAMAN FANY ROSIO	3rd party estate/ outgrower	979631.782	9988064.76	123.78
JANETA GUAMAN ROSA MARLENE	3rd party estate/ outgrower	978913.066	9987594.77	130.46
JANETA GUAMAN YENI SUSANA	3rd party estate/ outgrower	974049.512	9991167.23	93.30

LARA NARANJO VICENTE RODRIGO	3rd party estate/ outgrower	996520.428	9982540.15	340.40
LEMA MOROCHO HECTOR CARLOS	3rd party estate/ outgrower	980401.903	9978591.63	6.14
LEMACHE MOINA MARIA ELENA	3rd party estate/ outgrower	979352.3	9985560.37	130.94
LEON GUZMAN MANUEL ALBERTO	3rd party estate/ outgrower	979219.909	9985305.78	604.73
MARCILLO VELEZ OSCAR RENE	3rd party estate/ outgrower	996101.443	9964530.06	547.88

MENDEZ ALVAREZ JHONNY	3rd party estate/ outgrower	983536.322	9987784.86	98.17
MIRANDA MADRID FRANCISCO GEOVANNY	3rd party estate/ outgrower	996248.866	9982261.56	400.42
MOLINA OBANDO JHONY	3rd party estate/ outgrower	974537.812	9977309.16	22.54
MORENO CHUCAY DAVID EUCLIDES	3rd party estate/ outgrower	994662.881	9977833.07	50.91
MOROCHO PAZOS WILMER RENE	3rd party estate/ outgrower	961035.594	9992355.45	33.12



OCAMPO FREIRE GILBERTO ABELARDO	3rd party estate/ outgrower	982868.107	9996242.1	9.02
OCAMPO FREIRE MARIANA ADELA	3rd party estate/ outgrower	988709.7	9970350.48	-
OLALLA LOPEZ LUIS ALBERTO	3rd party estate/ outgrower	998566.882	9989992.17	514.24
OLIVARES ANGEL OSWALDO	3rd party estate/ outgrower	994776.038	9990374.23	60.71
OLIVARES WALTER RENE	3rd party estate/ outgrower	983686.435	9995542.83	118.91



OROZCO YANEZ ANGEL NEREO	3rd party estate/ outgrower	967726.167	9976462	79.33
PAGALO VERDEZOTO ELIZABETH MARIA	3rd party estate/ outgrower	967721.319	9983470.21	247.64
PALMERA LA ISABELA	3rd party estate/ outgrower	1001862.32	9964311.23	652.34
PAREDES HARO CESAR AGNELIO	3rd party estate/ outgrower	961608.914	9985166.16	40.60
PINZA MEDINA YIMI RODOLFO	3rd party estate/ outgrower	978472.866	9995823.97	136.85

PIYAHUAJE SIQUIHUA JIMENA MATILDE	3rd party estate/ outgrower	1004969.11	9968839.04	57,774.66
POSLIGUA ROSADO ANGELA BEATRIS	3rd party estate/ outgrower	984470.038	9985548.63	233.64
RIVERA GONZALES LIMBER RENE	3rd party estate/ outgrower	998668.837	9964625.07	588.53
RODRIGUEZ AVALOS AURELIO FILIMON	3rd party estate/ outgrower	995907.369	9981942.79	160.05
ROJAS GARCIA JAIRON HONOFRE	3rd party estate/ outgrower	984969.662	9990115.98	520.11



ROMERO GUAMAN JUSTO GILBERTO	3rd party estate/ outgrower	997180.22	9980028.03	-
ROMERO LOAIZA HERALDO WUADIT	3rd party estate/ outgrower	996195.785	9983719.97	151.78
RUIZ PRADO MONFILIO NAPOLEON	3rd party estate/ outgrower	993966.713	9987962.91	629.12
RUIZ RIVERA LUIS ALBERTO	3rd party estate/ outgrower	996203.84	9983702.01	400.08
SANCHEZ ZAPATA OSWALDO GONZALO	3rd party estate/ outgrower	991018.586	9987486.81	139.77



SUAREZ LUIS ENRIQUE	3rd party estate/ outgrower	993157.721	9987411.72	171.45
TAPIA VERA ANGEL LINO	3rd party estate/ outgrower	998428.962	9964339.9	1,690.40
TOAQUISA SUATUNSE JOSE MIGUEL	3rd party estate/ outgrower	980868.887	9978907.98	44.09
VARGAS ALAVA MAURICIO SANTIAGO	3rd party estate/ outgrower	997828.03	9989880.37	298.97
VARGAS CUENCA ROSA GRACIELA	3rd party estate/ outgrower	1001525.23	9964321.35	23,142.38



VARGAS RIVERA JESUS SALVADOR	3rd party estate/ outgrower	981515.678	9973385.72	179.57
VASQUEZ PALADINES HECTOR PASCUAL	3rd party estate/ outgrower	994840.826	9985134.19	1,202.48
VASQUEZ PALADINES WALTER RENE	3rd party estate/ outgrower	1005462.26	9964775.1	87.68
VASQUEZ SAN MARTIN PAUL ANTONIO	3rd party estate/ outgrower	981901.999	9995757.84	152.11
VEGA MONTERO DORIS HELENA	3rd party estate/ outgrower	982375.415	9983983.25	347.95



VEGA MONTERO FRANCISCO FIDEL	3rd party estate/ outgrower	982323.864	9984012.63	650.19
VELEZ CEDEÑO AUXILIADORA DEL CARMEN	3rd party estate/ outgrower	996401.184	9981112.83	971.74
VERA ZAMORA ANTONIO ESAUD	3rd party estate/ outgrower	974360.585	9982923.6	10.38
VERDESOTO CASTRO JOSELINE DAMARIS	3rd party estate/ outgrower	1002908.75	9962553.59	8.69
VERDESOTO SANCHEZ DARWIN GEOVANI	3rd party estate/ outgrower	1005058.88	9955239.31	58.56



VILLEGAS MONAR MESIAS HERIBERTO	3rd party estate/ outgrower	990228.34	9971649.32	280.71
ZAMBRANO MORALES LUIS GONZALES	3rd party estate/ outgrower	1014832.34	9971106.7	177.70
ZAMBRANO PASMIÑO CARLOS ORLANDO	3rd party estate/ outgrower	999673.344	9980226.21	153.69
ZAMBRANO QUIROZ JOSE LUIS	3rd party estate/ outgrower	999658.125	9980068.99	188.79
ZAMBRANO QUIROZ LUIS ALBERTO	3rd party estate/ outgrower	999658.125	9980068.99	102.26



ZAPATA OCAMPO KIARA SAMANTA	3rd party estate/ outgrower	967729.047	9976794.49	729.13
QUISHPE LEIME LISED GEOVANA	3rd party estate/ outgrower	991138.407	9986159.52	4,980.49
MEDINA SOTOMAYOR DIEGO FERNANDO	3rd party estate/ outgrower	993438.88	9979243.92	67.00
ARBOLEDA CAMINOS NANCY MARISOL	3rd party estate/ outgrower	1002423.81	9983826.78	136.80
ARMENDARIS SORIA LUIS HUMBERTO	3rd party estate/ outgrower	1004808.64	9968688.09	138.00
TOTAL				137,997.69



3.6 Projected Certified Volume for Next License

Information of New License		
Next License Period	Start Date	26/11/2025
	End Date	25/08/2026
Projected Certified FFB Volume (MT)	249,616	
Average Production Yield (MT/ Ha)	32.6%	
Projected CSPO Certified Volume (MT)	Identity Preserved	0
	Mass Balance	58,859.45
Projected CSPK Certified Volume (MT)	Identity Preserved	0
	Mass Balance	2,219.082
Oil Extraction Rate (OER) (%)	23.58%	
Kernel Extraction Rate (KER) (%)	0.889%*	

*The Kernel Extraction Rate (KER) (%) is low considering that most of the company's crop is hybrid variety.



3.7 Information of Previous & Current License (Identity Preserved)

Name of Palm Oil Mill				
Information of License	Previous Year License		Current Year License	
License Period	Start Date	DD Mmm YYYY	Start Date	DD Mmm YYYY
	End Date	DD Mmm YYYY	End Date	DD Mmm YYYY
Actual Production Period Reported	From	DD Mmm YYYY	From	DD Mmm YYYY
	To	DD Mmm YYYY	To	DD Mmm YYYY
Projected FFB Certified Volume (MT)	-		-	
Actual production of FFB (MT)	-		-	
Projected CSPO Certified Volume (MT)	-		-	
Actual 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)	-		-	



Actual CSPO credits sold (where applicable)	-	-
Projected CSPK Certified Volume (MT)	-	-
Actual CSPK Production Volume (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 Actual CSPK Volume Sold (MT)	-	-



3.8 Information of Previous & Current License (Mass Balance)

Name of Palm Oil Mill	PALMERAS DEL ECUADOR S.A.			
Information of License	Previous Year License		Current Year License	
License Period	Start Date	14-08-2022	Start Date	26-08-2024***
	End Date	13-08-2023**	End Date	25-11-2025
Actual Production Period Reported	From	01-01-2023	From	01-07-2024
	To	31-12-2023	To	30-06-2025
Projected FFB Certified Volume (MT)	166,501.26		214,299.26	
Actual production of FFB (MT)	223,153.86		213,423.14	
Projected CSPO Certified Volume (MT)	38,794.79		48,431.63	
Actual CSPO Production Volume (MT)	51,436.96		51,497.07	
Actual CSPO Volume Sold as RSPO Certified (MT)	0		0	
Actual CSPO Volume Sold as Conventional (MT)	38,455.00		51,497.07	
Actual CSPO Volume Sold under Other Scheme (MT)	0		0	
Total Actual CSPO Volume Sold (MT)	38,455.00		51,497.07	
Actual CSPO credits sold (where applicable) (MT)	0		0	



Projected CSPK Certified Volume (MT)	6,759.95	1,463.66
Actual CSPK Production (MT)	1,754.43	1,897.70
Actual CSPK Volume Sold as RSPO Certified (MT)	0	0
Actual CSPK Volume Sold as Conventional (MT)	1,463.00	1,328.4
Actual CSPK Volume Sold under Other Scheme (MT)	0	0
Total Actual CSPK Volume Sold (MT)	1,463.00	1,328.4

**Note: Production is higher than expected, and the justification for this is the reference period of the last 12 months.*

Taking into account the change in Certification Body, the last P&C audit at Palmeras del Ecuador (PDE) was carried out in January 2024, during which the period from January to December 2024 was projected.

The new P&C certificate for PDE was issued on August 26, 2024.

The current audit, conducted in July 2025, evaluated the period from July 2024 to June 2025. Consequently, the reported production volume does not correspond to the projection in the 2024 report, which was based on January to December.

Additionally, due to the change in certification body, the company did not notify the previous body of the quantities of fruit produced. Likewise, the organization stated that the volumes were not recorded in the Palmtrace or Prisma computer platforms



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 Palmeras del Ecuador to the RSPO Principles and Criteria Generic RSPO Certification Systems document and Palmeras del Ecuador 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 Palmeras del Ecuador 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.

For any COVID-19 measures put in place before, during and after the audit please visit: <https://www.scsglobalservices.com/news/covid-19-letter-to-our-clients-colleagues-and-friends>

4.2. Audit Team Member

Name	Role	CAB Auditor Number
Carlos Rincón M	Lead Auditor	ASI1EYOM5K
Rhuth Tenjo	Team Member	ASI1UC44VS
Sara Calderón	Team Member	ASI14V4YBL
Joel Argueta	Team Member	ASI1WSS3LK



4.3. Audit Plan

Date	Time	CAB Auditor Number	Location	Activity
21/07/2025	7.00 am – 11:30 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK		Trip from Quito to oil mill in Shushufindi
21/07/2025	11.30 am - 12.30 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Oil Mill	Opening Meeting: Introductions, client update, review audit scope, audit plan, intro/update to P&C RSPO standard and protocols.
12 05 2025	12.30 pm - 1.30 pm			Lunch
21/07/2025	1.30 pm -5.00 pm	RT-ASI1UC44VS	Plantation offices	<p>Operate legally and respect rights. Indicators: 2.1.1, 2.1.2, 2.1.3, 2.2.1, 2.2.2, 2.2.3, 2.3.1 and 2.3.2</p> <ul style="list-style-type: none"> ▪ Legal requirements ▪ System for ensuring legal compliance. ▪ List of contracted parties. ▪ Contracts and specific clauses. ▪ Origin of fresh fruit bunches (FFB) – Directly sourced FFB, smallholder, indirectly sourced FFB (collection centers, agents, or other intermediaries).
21/07/2025	1.30 pm -5.00 pm	CR-SI1EYOM5K	Plantation offices	<p>Environmental and H&S – Start of documentary review of procedures. Indicators: 2.1.1, 3.2.1, 3.3.1, 3.3.2, 3.3.3, 3.4.1, 3.4.2, 3.4.3, 3.6.1, 3.6.2, 6.7, 7,8 and 7.12.</p> <ul style="list-style-type: none"> ▪ EISA. ▪ LUC. ▪ Action plan for continuous improvement.



				<ul style="list-style-type: none"> ▪ HCV ▪ Risk and health management ▪ SOP environmental and H&S ▪ Training records ▪ Water management ▪ Lost Time Accident (LTA) metrics
21/07/2025	1.30 pm -5.00 pm	JA-ASI1WSS3L	Plantation offices	<p>Ethical and transparent Behavior Indicators: 1.1, 1.2 and 2.1.1</p> <ul style="list-style-type: none"> ▪ Relevant information to stakeholders on environmental social and legal Issues. ▪ Ethics policy. ▪ Training Records.
21/07/2025	1.30 pm -5.00 pm	SC-ASI14V4YBL	Plantation offices	<p>Agronomic – Start of documentary review of procedures Indicators: 2.1.1, 2.1.3, 3.3.1, 3.3.2, 3.3.3, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7 and 7.11</p> <ul style="list-style-type: none"> ▪ IMP ▪ Good agricultural practices ▪ Use of fire and agrochemicals, fertilizers, waste, fuels ▪ SOP ▪ MAPS ▪ Training Records ▪ Waste management plan ▪ Soil Management
21/07/2025	05.00pm–06.00 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Office	<p>Audit team consolidates notes and findings. Review day’s finding Records</p>
21/07/2025	5.00 pm	End of day 1		



Day 2: Oil mill site walk-through, document review, stakeholder consultations, plantation audit				
22/07/2025	07.30 am - 12.00 pm 01.00 pm - 5.00 pm	RT-ASI1UC44VS	Oil Mill	<p>Supply Chain- Mill MB Module, Environmental and H&S Mill Indicator: 3.2.2, 3.6, 3.8, 6,7, 7.3.2, 7.8.1,7.8.3 and 7.8.4 Review of Procedures, RSPO module implementation and traceability measures Mills and internal control system (ICS) SCC PKC.</p> <p>Document review</p> <ul style="list-style-type: none"> ▪ Demonstration of legal entity ▪ Roles and responsibility ▪ Procedures/manual/SOP ▪ Record of purchase – FFB ▪ Record of sales – CPO ▪ Palm trace transactions ▪ Estimated tonnage ▪ ERP system ▪ Records of Goods In and Goods ▪ RSPO logo & claims ▪ Metrics table <p>Environmental Oil -Mill</p> <ul style="list-style-type: none"> ▪ Environmental Impact ▪ Mill (Mpx - Effluents)) ▪ Waste Management ▪ Legal compliance <p>Health and Safety – Mill</p> <ul style="list-style-type: none"> ▪ Risk and health management ▪ Identifying workplace hazards ▪ PPE, emergencies
22/07/2025	06.30 am-	CR-SI1EYOM5K SC-ASI14V4YBL	Farm	<p>Agronomic, environmental and H&S Indicator: 2.1.1, 2.1.3, 3,6, 3.7,6.2.4, 6.2.5 6.7, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.11 and 7.12</p> <ul style="list-style-type: none"> ▪ Field visit



	12.00 pm 01.00 pm – 05.00 pm			<ul style="list-style-type: none"> ▪ Legal or authorized boundaries are clearly demarcated and visibly maintained. ▪ Maps ▪ Workers interview ▪ IMP ▪ Good Agricultural Practices ▪ Soil Management ▪ Use of fire and agrochemical ▪ Storages: agrochemical, fertilizers, waste, fuels ▪ Water management in field. ▪ Waste management plan. ▪ HCV ▪ Boundaries ▪ Risk and health management ▪ Personal protective equipment (PPE) ▪ Lost Time Accident (LTA) metrics ▪ Identifying workplace hazards ▪ Training records ▪ Housing for workers
22/07/2025	07.00 am - 12.00 pm	JA-ASI1WSS3LK	Office	<p>Respect for the community, human rights and benefit delivery</p> <p>Indicators: 4.1, 4.2,4.3, 4.4, 4.5, 4.6, 4.7 and 4.8</p> <ul style="list-style-type: none"> ▪ Complaints and Grievance Mechanism ▪ Respect for Human Rights ▪ Social procedures Monitoring and follow up mechanism / Records ▪ Free Prior and Informed Consent (FPIC) ▪ Compensation procedure



22/07/2025	12.00 pm - 1.00 pm	Lunch		
22/07/2025				Social impact assessment (SIA) for farms and mills and action plans Indicator 3.4 - EISA (social & Environmental) Implementation/Monitoring
22/07/2025	1.00 pm - 5.00 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Hotel	Audit team consolidates notes and findings. Review day's finding
22/07/2025	5.00 pm	End of day 2		
Day 3: Document review, stakeholder consultations, plantation audit & visit to compensation site				
23/07/2025	07.00 am - 12.00 pm	CR-SI1EYOM5K	Farm	Environmental Indicator:7.12.8 - Remediation and compensation plan walk-through
23/07/2025	07.00 am - 12.00 pm	SC-ASI14V4YBL	Farm	Agronomic, environmental and H&S Indicator: 2.1.1, 2.1.3, 3,6, 3.7,6.2.4, 6.2.5 6.7, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.11 and 7.12 <ul style="list-style-type: none"> ▪ Field visit ▪ Legal or authorized boundaries are clearly demarcated and visibly maintained. ▪ Maps ▪ Workers interview ▪ IMP ▪ Good Agricultural Practices ▪ Soil Management



				<ul style="list-style-type: none"> ■ Use of fire and agrochemical ■ Storages: agrochemical, fertilizers, waste, fuels ■ Water management in field. ■ Waste management plan. ■ HCV ■ Boundaries ■ Risk and health management ■ Personal protective equipment (PPE) ■ Lost Time Accident (LTA) metrics ■ Identifying workplace hazards ■ Training records ■ Housing for workers
23/07/2025	07.00 am - 12.00 pm	JA-ASI1WSS3LK	Internal-Office Private Place	Consultation with internal Indicator: 1, 2, 4, 6, 7 <ul style="list-style-type: none"> ■ Internal committees (Gender, Health and Safety, others) Oil Mill & Farms. ■ Workers' representatives Oil Mill & Farms
23/07/2025	07.00 am - 12.00 pm	RT-ASI1UC44VS	Plantation offices	Training programme / Training records for farms and oil mil Indicator: 3.7
23/07/2025	12.00 pm - 1.00 pm	Lunch		
23/07/2025	End of day 3			
23/07/2025	01.00 pm –	JA-ASI1WSS3LK	External- Hotel Private Place	Consultation with external stakeholders Indicator: 1, 2, 4, 6, 7 - NGO'S



	05.00 pm			<ul style="list-style-type: none"> - Government entities - Local Communities - Human rights defenders
23/07/2025	01.00 pm – 05.00 pm	SC-ASI14V4YBL	Plantation offices	Calculator, fossil fuel use Indicator: 7.9.1, 7.10 <ul style="list-style-type: none"> - Revision of the PalmGHG calculator and related databases - Plan for fossil fuel efficiency improvements
23/07/2025	01.00 pm – 05.00 pm	RT-ASI1UC44VS	Plantation offices	Optimize productivity, efficiency, positive impacts, and resilience. Indicators: 3.1.1, 3.1.2, 3.1.3, 3.2.1 and 3.2.2 <ul style="list-style-type: none"> - Management Plan and - Management Review. - Replantation - Annual replanting program projected for five years. (business plan) - Internal audit - Continuous improvement plan. - Metric template.
23/07/2025	01.00 pm – 05.00 pm	CR-SI1EYOM5K	Plantation offices	H&S Indicators: 3.6 and 6.7 <ul style="list-style-type: none"> - Health and Safety Procedures - Emergency procedures - Accident Recording - PPE - Follow-up and monitoring
23/07/2025	06.00 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Hotel	Audit team consolidates notes and findings. Review day's finding



Day 4: Document review and Environmental Oil mill site walk-through				
24/07/2025	07.00 am – 12.00 pm	CR-SI1EYOM5K	Oil Mill	Environmental – Oil Mill Documentary walk-through and review Indicators: 7.8.1, 7.8.3, 7.8.4, and 2.1.1 <ul style="list-style-type: none"> - EISA - Environmental - Training records - Waste Management - (oil mill) - Water management - (Plantation and oil mill)
24/07/2025	07.00 am - 12.00 pm	JA-ASI1WSS3LK	Office	Human Resources. Farms and oil mill: Procedures, documents, and records review Indicators: 2.1.1, 3.7.1, 3.7.2, 6.1.3, 6.1.4, 6.1.5, 6.1.6, 6.2.1, 6.2.2, 6.2.3, 6.2.6, 6.2.7, 6.5.3, 6.5.4, 6.6.1 and 6.6.2 <ul style="list-style-type: none"> ■ Labor compliance ■ Records of workers contracts ■ Wages and benefits of workers ■ Respect of workers rights ■ DLW ■ Training program and training records ■ Labor policies
24/07/2025	07.00 am - 12.00 pm	SC-ASI14V4YBL	Office	Smallholders Principle: 5 <ul style="list-style-type: none"> ■ Contracts ■ Origin of fresh fruit bunches (FFB)
24/07/2025	12.00 pm - 1.00 pm	Lunch		
24/07/2025	01.00 pm - 5.00 pm	JA-ASI1WSS3LK	Office	Social & Labour



				<ul style="list-style-type: none"> Pending topics
24/07/2025	01.00 pm - 5.00 pm	SC-ASI14V4YBL	Office	Agronomic <ul style="list-style-type: none"> Pending topics
24/07/2025	01.00 pm - 5.00 pm	CR-SI1EYOM5K	Office	Previous NC <ul style="list-style-type: none"> Pending topics
24/07/2025	01.00 pm - 5.00 pm	RT-ASI1UC44VS	Office	SCC & Others <ul style="list-style-type: none"> Pending topics
24/07/2025	06.00 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Hotel	Audit team consolidates notes and findings. Review day's finding
Day 5: Closing meeting -Office				
25/07/2025	7.30 am - 10.30 am	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Office	Audit Team Meeting/Findings review
25/07/2025	10.30 pm - 12.00 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Office	Preliminary RSPO P&C Closing Meeting



25/07/2025	01.00 pm - 2.00 pm	CR-SI1EYOM5K SC-ASI14V4YBL RT-ASI1UC44VS JA-ASI1WSS3LK	Office	Closing meeting Convene with all relevant staff to summarize audit findings, potential non-conformities, and next steps.
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Notes: Include the number of hours spent at the sample sites for each day of the audit, including the time for the opening and closing meeting

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

N/A



4.5. Sampling Details

Description of Management Unit	Number of Estate/Members/Mills	Risk Factor	Result $x = (\sqrt{y}) \times (z)$	Total Sampled
<i>Mill</i>	1	N/A	N/A	All mills shall be audited.
<i>Own/Managed Estates</i>	1	Medium Risk	$x = (\sqrt{1}) \times (1.2)$	1
<i>Scheme Smallholder</i>	-	Choose an item	-	-
<i>Scheme Outgrower</i>	-	Choose an item	-	-
<i>Independent Outgrower</i>	-	Choose an item	-	-

Notes: Auditing is based on a sampling process of the available information

4.6. Sampling History of Current Certification Cycle

Name (Mill/ Supply Base / Scheme Smallholder)	Year 1	Year 2	Year 3	Year 4	Year 5
	2024	2025	20xx	20xx	20xx
POM- Palmeras del Ecuador S.A	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Palmeras del Ecuador S.A	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



4.7. Audit Team Leader and Audit Team Information

Audit Team Leader: Carlos Andrés Rincón Molina		
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;	More than 12 years of experience in the Colombian oil palm sector, contributing to the consolidation of the productive and sustainable agribusiness. Mainly from two roles; as a professional in sustainability associated with the implementation of sustainability standards in cultivation and mills, as well as, member of the Colombian palm oil research center, as a developer of strategies, methods, tools and sustainability projects for the national scale sector.	
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;	To obtain certification as a P&C lead auditor, he completed three observations and participated in three audits as a team member before assuming the role of lead auditor.	
Successfully completed a refresher course for RSPO endorsed P&C lead auditor course every three (3) years after the initial qualification as lead auditor	In 2024, he completed and passed the Principles and Criteria Lead Auditor course offered by RSPO-accredited Proforest and SCS.	
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: Carlos Rincón ASI1EYOM5K	Environmental Engineer, specialist in project evaluation and management.
	Audit Team Rhuth Tenjo ASI1UC44VS	Market Engineer with Specialization in Environmental Engineering
	Audit Team Member 2: Sara Calderón ASI14V4YBL	Agronomic Engineer. Specialization on Environmental Education and Management.
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	Agronomy Engineering, Master-Social Management.
At least three (3) years of field experience in the palm oil sector, health and safety, or environmental management. These include	Audit Team Rhuth Tenjo ASI1UC44VS	11 years of experience in the Palm Oil Industry. 9 years of experience auditing palm oil sector.



experience in HCV and HCS assessment, social auditing or involvement in human rights activities	Audit Team Member 2: Sara Calderón ASI14V4YBL	7 years' experience agricultural production, management support, monitoring, planning and implementation of projects, improvement of agricultural production systems and monitoring of agreements, 3 years' experience in Palm Oil Industry, 2 years' experience as internal auditor and consultant RSPO P&C V. 2018.
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	Rainforest Alliance audits to groups and farms, Rainforest Alliance chain of custody audits, RSPO P&C audits, verification of implementation of sustainability policies of palm oil purchasing companies. Bonsucro audits. 13 years' experience in Palm Oil Industry
Successfully completed an RSPO endorsed P&C lead auditor course	Audit Team Rhuth Tenjo ASI1UC44VS	Lead auditor P&C RSPO. Refresher course (2024)
	Audit Team Member 2: Sara Calderón ASI14V4YBL	RSPO Principles and Criteria Lead Auditor (2022)
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	RSPO Lead Auditor Update P&C v.2018. June 25 to 28, 2024.
Successfully completed the 5-day lead auditor course for ISO 9001 or ISO 14001 or ISO 45001.	Audit team Leader: Carlos Rincón ASI1EYOM5K	ISO 9001:2008, 14001:2004 and OHSAS 18001:2007 under the guidance of ISO 19001:2001
	Audit Team Rhuth Tenjo ASI1UC44VS	Lead auditor ISO 9001: 2015 CQI / IRCA Registry: 109089 (2018)
	Audit Team Member 2: Sara Calderón ASI14V4YBL	ISO 9001 (2022). ISO 14001 (2022). ISO 45000 (2022).
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	QMS ISO 9001_2015 Lead Auditor Training course. IRCA. 22/01/2022.
Demonstrable understanding of the latest version of RSPO Certification Systems	Audit team Leader: Carlos Rincón ASI1EYOM5K	CBs training - RSPO certification system 2023
	Audit Team Rhuth Tenjo ASI1UC44VS	RSPO Principles and Criteria Lead Auditor (2024).
	Audit Team Member 2: Sara Calderón ASI14V4YBL	RSPO Principles and Criteria Lead Auditor (2022).
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	CBs training - RSPO certification system 2023.



	Joel Argueta ASI1WSS3LK	
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: Carlos Rincón ASI1EYOM5K	RSPO training (September 2024)
	Audit Team Rhuth Tenjo ASI1UC44VS	-
	Audit Team Member 2: Sara Calderón ASI14V4YBL	-
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	-
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 Rhuth Tenjo ASI1UC44VS	Extensive hands-on audit experience, including supervised audits against RSPO P&C systems.
	Audit Team Member 2: Sara Calderón ASI14V4YBL	Trained in 2 practical audits against the RSPO P&C (2022)
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	4 years of experience in RSPO, P&C audits.
Knowledgeable and experience of the local/regional laws	Audit team Leader: Carlos Rincón ASI1EYOM5K	More than 13 years of experience on legislation in Colombia and 1 year in Latin American legislation acquired through participation in audits
	Audit Team Rhuth Tenjo ASI1UC44VS	More than 10 years of experience on legislation in Latin America acquired through participation in audits.
	Audit Team Member 2: Sara Calderón ASI14V4YBL	-
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	Knowledge of local laws regarding social and labour issues.
Knowledgeable in Best Agricultural Practices, and Integrated Pest Management, pesticide and fertiliser use;	Audit team Leader: Carlos Rincón ASI1EYOM5K	Environmental engineer with knowledge in agricultural, environmental and social practices, 10 years of work experience in oil palm plantations
	Audit Team Rhuth Tenjo ASI1UC44VS	Experience in best agricultural practices, pest control and fertilizer use in America, acquired through participation in audits for more than 10 years.
	Audit Team Member 2: Sara Calderón	Agronomic Engineer Bachelor



	ASI14V4YBL	
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	Agronomy Engineering, Knowledge of good agricultural practices in oil palm crops.
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: Carlos Rincón ASI1EYOM5K	Trained and experienced in Occupational Health and Safety (OHS) standards, including ISO 45001 and related safety systems.
	Audit Team Rhuth Tenjo ASI1UC44VS	
	Audit Team Member 2: Sara Calderón ASI14V4YBL	ISO 45000 (2022).
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	-
Experience in handling workers' welfare or social auditing experience, such as experience with the SA8000 or other international sustainability scheme that has the social auditing requirements. The auditor auditing the social requirements shall have successfully attended the internationally recognised social auditing standard training, such as the SA8000, Social Systems (SMETA) Auditor Training or social training recognised by RSPO;	Audit team Leader: Carlos Rincón ASI1EYOM5K	-
	Audit Team Rhuth Tenjo ASI1UC44VS	-
	Audit Team Member 2: Sara Calderón ASI14V4YBL	-
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	SA8000 Basic Auditor course. Master- Social Management. Rainforest Alliance auditor for 12 years.
Experience in handling of land rights, gender and indigenous peoples' issues;	Audit team Leader: Carlos Rincón ASI1EYOM5K	-
	Audit Team Rhuth Tenjo ASI1UC44VS	-
	Audit Team Member 2: Sara Calderón ASI14V4YBL	-
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	Knowledge of social issues related to gender equality, labor rights, rights of communities or indigenous peoples.
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: Carlos Rincón ASI1EYOM5K	Experience in ISO 14001 and HCV/HCS assessments.
	Audit Team Rhuth Tenjo ASI1UC44VS	10 years of experience in the implementation and auditing of sustainability systems in the palm oil agribusiness.



	Audit Team Member 2: Sara Calderón ASI14V4YBL	HCV-HCSA Assessor Training Course, Certificate of Attendance (2025).
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	-
Fluent in one of the main national languages	Audit team Leader: Carlos Rincón ASI1EYOM5K	Medium in English and Fluent Spanish.
	Audit Team Rhuth Tenjo ASI1UC44VS	Fluent in Spanish and advanced in English
	Audit Team Member 2: Sara Calderón ASI14V4YBL	Fluent in Spanish and English.
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	Fluent in Spanish and basic proficiency in English.
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.	Audit team Leader: Carlos Rincón ASI1EYOM5K	Lead auditor Supply Chain SCC RSPO. V2020.
	Audit Team Rhuth Tenjo ASI1UC44VS	Lead auditor Supply Chain SCC RSPO. V2020. Refresher course (2025), under the code RETF-RSPO-ACT-SCC-03-2025. Experience of more than 20 supply chain audits in different Latin American countries
	Audit Team Member 2: Sara Calderón ASI14V4YBL	Lead auditor Supply Chain SCC RSPO V. 2020.
	Audit Team Member 3: Joel Argueta ASI1WSS3LK	RSPO V2020 Lead Auditor in Supply Chain.



5. Audit Findings & Results

Criterion / Indicator	Audit Findings	Audit Findings (Public Summary)	Results	
Principle 1: Behave Ethically and Transparently				
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.				
1.1.1 (C)	<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 style="text-align: center;">-</p>	<p>The company has a document called transparency commitment. The document establishes that the following documents are available to the public:</p> <ol style="list-style-type: none"> 1. Property titles 2. Occupational Health and Safety Plan 3. Health and Safety Regulations 4. Impact plans relating to social and environmental impacts 5. Environmental License 6. Social Study 7. Pollution prevention plans 8. Details of complaints and claims 9. Social negotiation procedures 10. RFF prices and official payment model 11. Continuous improvement plan 12. Sustainability policy 13. Summary of High Conservation 	<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). 		<p>Values</p> <p>Available on the company's website.</p> <p>In accordance with the Procedure for Requests, Complaints, Claims, and Suggestions, responses will be issued within a maximum period of 15 days.</p> <p>In the interview with the different stakeholders, they expressed that they are aware of the documents that are available to the public.</p>	
1.1.2	Information is provided in appropriate languages and made accessible to relevant stakeholders.		<p>All information that the company makes available to the public is in Spanish.</p> <p>During the consultation with the different stakeholders, it was found that the company provides them with information in Spanish. The language spoken in the areas of influence of the company and the farms is Spanish.</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)
1.1.3 (C)	Records of requests for information and responses shall be maintained.		<p>The company has a PQR Attention document for identified stakeholders.</p> <p>The document states that once the request has been received, there will be a period of 15 business days until the closure and delivery of the response.</p> <p>In an interview with the Community</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>Relations Manager, it was confirmed that no requests for information have been received or submitted from stakeholders regarding publicly available information. Confirmed in consultation with stakeholders who indicated that they have not requested the information available to the public.</p>	
<p>1.1.4 (C)</p>	<p>Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p>		<p>The company has procedures in place for communication and consultation, and these have been shared with the various stakeholders.</p> <p>The document review showed that there is a stakeholder procedure. Section 5.3.2: External communication: Describes how the relationship with external stakeholders is managed.</p> <p>There is also a Guide to consultation and communication with stakeholders.</p> <p>During the audit, consultations with the various stakeholders revealed that they have indeed participated in events where the company has informed them of the communication</p>	<p><input type="checkbox"/> Conform</p> <p><input type="checkbox"/> Major Nonconformity</p> <p><input type="checkbox"/> Minor Nonconformity</p> <p><input checked="" type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>

			<p>and consultation mechanisms and that, as part of these events, they would like the company to inform them of situations related to labor issues, given that a large part of the community members work for the company.</p> <p>Evidence:</p> <ul style="list-style-type: none"> - Stakeholder Procedure. - Instructions for consultation and communication with stakeholders- - Minutes of meetings with communities. - Consultation with stakeholders during the audit. 	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.		<p>The company has Stakeholder Procedure. This procedure describes the process of identifying stakeholders in the company's area of influence. Based on this identification, a list of the company's stakeholders is prepared.</p> <p>List of Stakeholders PDE. Contains contact information for NGOs, government entities, community representatives, committees, Service providers.</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>The name and contact information for each stakeholder is provided.</p> <p>The document review noted the certificates of designation indicating that the individuals within the stakeholder matrix were indeed designated by the communities. This was confirmed in consultations with stakeholders in which the designated representatives participated.</p>	
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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.		The company has a Code of Ethics. Some of the commitments stated in the code of ethics are: <ul style="list-style-type: none"> - Act with honesty, truthfulness, and transparency with customers, employees, suppliers, shareholders, competitors, and the community at large. - We enjoy our work and believe in what we do and the responsibility it entails. - Our most important asset is our credibility, which is why we protect it passionately. - The main resource of this company is its staff, and they must be treated as such. - We encourage dialogue and tolerance as mechanisms for conflict resolution. We never win by seeking to harm others; rather, we promote actions that are likely to result in a win-win situation. - We comply with current legislation and go above and beyond. - We want development that meets the needs of the present without 	<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>compromising the ability of future generations to meet their own needs.</p> <ul style="list-style-type: none"> - Our community management brings together a set of actions aimed at securing the business, in harmony and respect with the communities within the area of influence of our productive activities, and we participate constructively with them. - We like to defend the principles of freedom, democracy, and the fundamental rights of man. <p>Published on the company's website: The records of the socialization of the code of ethics were reviewed.</p> <p>During consultations with community representatives, they stated that they had participated in events organized by the company where they had been informed about and given leaflets on the company's code of ethics.</p>	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.		The company monitors compliance with the Code of Ethics through the PQR Response procedure, this procedure applies to report any situation in relation to the Sustainability Policy. The Code of Ethics and legal requirements. The procedure indicates that the mechanism is applicable to all interested parties	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<p>including Collaborators, Customers and Distributors, Community and Environment, Government, External Auditors, Shareholders, Suppliers, NGOs. The situations identified can be reported through various channels that the company has established for this purpose.</p> <p>The procedure also indicates that each reported situation is analyzed to determine if it is a petition, a complaint, and if necessary conduct a detailed investigation. It also assesses whether it is a minor or serious issue, taking into account whether it relates to the principles and values of the organization (Code of Ethics) or other topics.</p> <p>To verify the implementation of the code of ethics, the company conducts a workplace climate survey among its employees. According to the results, there are no cases of non-compliance with the code of ethics.</p>	<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.	-	Palmeras del Ecuador maintains an updated legal requirements identification matrix covering national regulations related to agriculture, environment, health and safety, human resources, and quality management. The audit confirmed full compliance with applicable legal requirements. For environmental compliance, the company holds valid licenses for mill and crop operations, water collection permits, and conducts mandatory monitoring of atmospheric emissions, noise levels, and water quality, all meeting regulatory standards. These studies were performed by ALS Ecuador ALSECU S.A., an accredited entity. In occupational health and safety, the organization complies with approved regulations, has constituted and registered a joint committee with the Ministry of Labor, and maintains certified health and safety personnel.	<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)
2.1.2	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.		<p>The Certification Unit maintains an updated matrix that consolidates applicable legal regulations, including non-compliance risks, verification methods, and dissemination procedures.</p> <p>However, no sufficient evidence was provided regarding legal due diligence in</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement

			<p>labor compliance by certain external service providers.</p> <p>Document review confirmed partial application of control measures by one service provider, with basic salary payments validated for the assigned workers. Nevertheless, no documentation was found to support overtime or night shift compensation, despite reported work schedules exceeding standard hours.</p>	<input type="checkbox"/> Not Applicable (justification required)
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p>		<p>During a field visit to various management areas, it was confirmed that company-owned lands are properly demarcated from neighboring properties. The organization provided maps titled “Map of Palm Trees of Ecuador” (graphic scale 1:100,000; working scale 1:25,000) and “General Map of Land Acquired by the Palm Tree Company of Ecuador in 2021.” However, discrepancies were identified between the cartographic definitions and the actual legal boundaries of the company. Field verification revealed inconsistencies in boundary positioning for plots Z11A, Z11B, Z5, Z6, and A12C compared to the referenced maps, based on geographic points collected during the inspection.</p>	<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 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.				
2.2.1	A list of contracted parties is maintained.		<p>The organization maintains updated records of service providers and contractors, including those managed by the corporate area and the extraction facility. Subcontracted activities include personnel transport, fresh fruit bunch (FFB) transport, material transport, and food services.</p> <p>It was confirmed that no subcontracted labor is used. All operational personnel are directly hired by the company, and in cases of temporary or task-specific hiring, employment contracts are formalized directly with the organization.</p> <p>Additionally, a list of external fruit suppliers was verified, comprising 106 fresh fruit bunch providers.</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)
2.2.2	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>The company uses a system to archive all service provider contracts. During the audit, contractual documents were validated for various contractors providing services such as food supply, personnel transport, and fruit/material delivery.</p> <p>The reviewed contracts contain specific clauses requiring compliance with Terms</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>of Reference (TDR), which include legal, occupational safety, social responsibility, and quality requirements. Supporting annexes were verified to confirm these commitments.</p> <p>Additionally, fruit suppliers have signed formal agreements for the purchase and sale of fresh fruit bunches, acknowledging the importance of sustainable production and compliance with applicable legal standards.</p>	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.		<p>The company uses a document management system to archive all service provider contracts. During the audit, contracts were validated for various contractors providing food services, personnel transport, and fruit/material delivery.</p> <p>All reviewed contracts include specific clauses prohibiting child labor, forced labor, and human trafficking, affirming the providers' commitment to the highest ethical and legal standards in their operations.</p> <p>Additionally, fruit suppliers have signed formal agreements for the purchase 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>sale of fresh fruit bunches, which include sustainability requirements such as:</p> <ul style="list-style-type: none"> - Prohibition of child labor (under 16 years of age) - Prohibition of forced labor - Prohibition of labor trafficking <p>Signed agreements from multiple registered suppliers were validated as evidence of compliance with sustainability principles</p>	
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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 		The company maintains a document titled Geographic Coordinates of Suppliers, which includes detailed information for each fresh fruit bunch (FFB) supplier, such as company name, supplier name, total and planted hectares, sector, and geographic coordinates. This record enables the identification and geolocation of all suppliers linked to the supply system.	<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)



	of a cooperative which allows the buying and selling of FFB		Additionally, it was verified that the Certification Unit has requested documentation from suppliers to confirm the legal status of land ownership or usage rights. During the audit, supporting documents were validated for several suppliers as part of the legal compliance verification process.	
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. PROCEDURAL NOTE: For Implementation Procedure for 2.3.2 refer to Annex 4.		The Certification Unit does not purchase fresh fruit bunches through intermediaries.	<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 3: Optimise productivity, efficiency, positive impacts and resilience

Criterion 3.1:

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

3.1.1 (C)	A business or management plan (minimum three years) shall be documented and includes, where applicable, a jointly <input type="checkbox"/> oped business case for Scheme Smallholders.		The company has internally defined its business units independently, clearly differentiating agricultural operations from industrial ones. It has a business plan that considers the useful life of oil palm cultivation, with financial projections	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity
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			<p>between 2021 and 2031, and strategic planning from 2023 onwards.</p> <p>The financial model is based on revenue and expense estimates, and to date, business performance has remained in line with projections. There are no plans to acquire new land, but rather to implement a five-year plant renewal plan aimed at progressively replacing Guineensis material with hybrids in order to improve productivity.</p> <p>The Certification Unit has key documents that include institutional analysis, the global and national crop context, production projections, and consolidated financial results. Among the technical indicators, the palm oil extraction rate stands out, with the following values in 2024:</p> <ul style="list-style-type: none"> - 23.91% for hybrid material - 22.64% for Guineensis material 	<input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.1.2	An annual replanting programme projected for a minimum of five years, is available.		<p>The company has internally defined its business units independently, clearly distinguishing agricultural operations from industrial ones. It maintains a business plan that considers the productive lifespan of oil palm cultivation, with financial projections from 2021 to 2031 and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity

			<p>strategic planning from 2023 onward.</p> <p>The financial model is based on income and expense estimates, and to date, the company's performance has remained closely aligned with its projections. No new land acquisitions are planned; instead, a five-year renewal strategy is being implemented to gradually replace Guineensis planting material with hybrid varieties to improve productivity.</p> <p>The Certification Unit holds key documents that include institutional analysis, global and national context of oil palm cultivation, production forecasts, and consolidated financial results. Among technical indicators, the palm oil extraction rate stands out, with 2024 values recorded as:</p> <ul style="list-style-type: none"> - 23.91 % for hybrid material - 22.64 % for Guineensis material 	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input 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 	-	<p>The company conducts monthly reviews of its management system, led by the quality department and addressed to the heads of agricultural and industrial operations. A formal document consolidates the analysis of system performance in terms of goal achievement, budget execution, and operational behaviour.</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</p>

	<p>conformity</p> <p>Status of preventive and corrective actions</p> <p>Follow-up actions from management reviews</p> <p>Changes that could affect the management system</p> <p>Recommendations for improvement</p>		<p>Validated reports include inputs such as: follow-up on previous commitments, production data broken down by planting material, assessment of external and internal factors (e.g., international prices and rainfall), quality system performance, audit results, stakeholder feedback, non-conformity management, and evaluation of external fruit suppliers.</p> <p>Outputs from these reviews include identified improvement opportunities, required changes to the quality management system, and resource needs.</p>	<p>(justification required)</p>
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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 continual improvement for the following:</p> <ul style="list-style-type: none"> i. Optimising the yield of the supply base. ii. Reduction in use of pesticides (Criterion 7.2) iii. Environmental impacts (Criteria 3.4, 7.6 and 7.7) iv. Waste reduction (Criterion 7.3) v. Pollution and greenhouse gas (GHG) emissions (Criterion 7.10) vi. Impacts on communities, workers and smallholders (Principle 6) vii. Integrated management of HCV-HCS, peatland and other conservation areas (Criteria 7.7 and 7.12) 		<p>The organization maintains a Continuous Improvement Plan outlining strategic commitments across environmental, agricultural, social, and operational areas. Key developments include:</p> <p>A. Environment</p> <ul style="list-style-type: none"> - A hazardous waste minimization plan was implemented, achieving a 6.26 % reduction in 2024 compared to 2023. - Reforestation efforts increased in riparian zones, with 477 native plants planted. <p>B. Cultivation Area</p> <ul style="list-style-type: none"> - A plan to reduce agrochemical use was adopted, although an increase in pesticide volume was noted due to palm removal activities. <p>C. Social Responsibility</p> <ul style="list-style-type: none"> - A football school was established through a partnership with a sports institution, involving children of company workers. - A professional was contracted to develop an EISA study as part of social and environmental commitments. <p>D. Extraction Facility</p> <ul style="list-style-type: none"> - Improvement projects include acquisition of a new boiler and turbine, installation of 	<ul style="list-style-type: none"> <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>fruit reception hoppers, and use of mechanical dump trucks, with notable progress in implementation.</p>	
3.2.2	<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>The organization has provided an updated metrics template that includes verified data and projections for 2025, along with actual figures for 2024. Key performance indicators were reviewed, such as safety metrics for different operational areas, records of complaints, evidence of training sessions conducted during the year, and water consumption levels at the processing facility. The template is maintained by the Integrated Systems Manager as part of the ongoing monitoring</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>

			process.	
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.		<p>The organization maintains a master document list to manage versions and updates of all documents within its management system, including plans, procedures, instructions, records, and annexes. During the audit, procedures across key areas were reviewed and found to be current and aligned with process standardization requirements. These included environmental procedures for waste management, archaeological remains, and species monitoring; occupational health and safety procedures covering first aid, industrial safety, medical protocols, inspections, PPE control, and agrochemical handling; agronomic procedures for plant health, phytosanitary and entomological management, pest control, fertilization, sampling, and organic matter application; and labor procedures for human resources management, recruitment, termination, and retirement. All documents reviewed were up to date and clearly described the activities</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)

			necessary for compliance and operational consistency.	
3.3.2	A mechanism to check consistent implementation of procedures is in place.		<p>The company uses ISO 9001 methodology and the PDCA cycle to ensure continuous improvement within its Quality Management System. Internal documentation defines operational procedures, and an updated annex specifies field activities such as cultivation, harvesting, pollination, and fertilization. Daily audits are carried out to monitor compliance and address deviations. Recent audits highlighted a non-compliance related to the division register, while other evaluations confirmed adherence to indicators and action plans. Some findings involved issues with personal protective equipment and agrochemical transport, but no major concerns were reported in quality control or nursery management. Harvest planning and operational tracking are managed through the SGA Net Grupo Danec platform, which provides daily updates and notifications to relevant stakeholders.</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.		<p>The company maintains a structured system for tracking audits and corrective actions under its Quality Management framework. An audit in September 2024 for crop harvesting and maintenance identified a documentation-related non-compliance, while subsequent audits focused on specific operational areas. In October 2024, the Plant Health audit revealed three issues concerning protective equipment and agrochemical transport, whereas the Fertilization audit confirmed full compliance with indicators and action plans. Audits conducted in February 2025 for Quality Control and nursery management reported no significant findings.</p> <p>Performance indicators for fertilization in September 2024 showed strong results, with full compliance in attendance, dosage, and yield, and near-complete compliance in spreading and location. Action plans were established later that month to address specific aspects of the fertilization process, detailing responsibilities, timelines, and current status. Additionally, an employee support log from October 2024 documented procedural deviations</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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			and corrective measures to ensure alignment with operational standards.	
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.		Palmeras del Ecuador currently has no new plantations and operates under an environmental impact study and ex-post management plan prepared by Auditoría Ambiental LTDA in 2007. This study established a comprehensive environmental baseline and outlined measures for preventing, mitigating, and compensating potential impacts. Additionally, the company conducted a Social Impact Assessment in December 2024 through a participatory process involving internal and external stakeholders, including local communities, government entities, suppliers, and NGOs. The assessment analyzed effects on well-being, employment, human rights, and resource security. Positive impacts identified include job creation, infrastructure improvements, and social inclusion initiatives, while areas for improvement include meeting local employment demand, addressing water quality concerns, enhancing food security,	<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)

			and mitigating biodiversity loss associated with monoculture practices.	
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.		Palmeras del Ecuador makes its environmental and social impact studies available through a formal request mechanism and has developed a 2025–2027 Social Management and Monitoring Plan based on these studies. The plan includes detailed programs, objectives, activities, budgets, and timelines aimed at mitigating negative impacts and enhancing positive ones. Key actions in 2025 include water quality analysis to confirm non-contamination, prioritizing local employment with 90% of workers from nearby communities, wildlife protection training for 11 communities, and initiatives such as scholarships for workers' children, accelerated education programs, internships, and food security projects in partnership with Agrocalidad. The plan was updated through participatory meetings with stakeholders. Despite these efforts, the audit identified a nonconformity: the Environmental Impact Study, last updated in 2007, does not address new processes such as composting and boiler construction, nor	<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)

			does it demonstrate stakeholder involvement. Evidence of this gap includes reliance on the original impact study and ex-post management plan without updates for recent operational changes.	
3.4.3 (C)	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		Based on the results of the social impact study, the 2025-2027 social management and monitoring plan was developed to mitigate negative impacts and promote positive impacts with communities. The document contains the program, program objective, activity, goal, target, person responsible for implementation, budget, and schedule of activities by year. The 2025-2027 social management and monitoring plan to mitigate negative impacts and promote positive impacts was shared with the communities in the company's area of influence. Minutes were drawn up on March 6, 2025, indicating their agreement with the social management plan.	<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 3.5: A system for managing human resources is in place.				



3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.		<p>The company has standard operating procedures in place in the workplace that are available to employees and their representatives. The following procedures were reviewed:</p> <ul style="list-style-type: none"> - Human resources management procedure. This procedure describes the following: job profiling, competency-based recruitment, performance evaluation, training, work environment, monitoring, and verification. - Selection, hiring, and termination procedure. This procedure describes: <p>Objective: to establish clear and effective guidelines for selection, hiring, and onboarding at the company.</p> <p>Scope: This procedure has a corporate scope for personnel selection and induction coordination applicable to the entire group.</p> <p>Responsibilities: The attraction and selection process involves several departments and roles.</p> <p>Stages of the selection process/Activities: It includes general considerations.</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>Stages of the hiring process: Request for hiring for newly created positions and replacements, publication of vacancies, contacting candidates for evaluation and validation of salary expectations, evaluation of candidates by the requesting area, approval of salary offer, onboarding process, legal and regulatory compliance, monitoring, and verification.</p> <ul style="list-style-type: none"> - Staff hiring procedure. Section 7 describes the entire process to be followed for the dismissal of staff. - Retirement Instructions. Describes the entire process to be followed by employees and the company until retirement is complete. 	
3.5.2	Employment procedures are implemented and records are maintained.		<p>The company has records demonstrating the implementation of labor procedures. During the document review, the files of workers from the mill and the farms were reviewed.</p> <p>The files reviewed showed evidence of the implementation of the procedures. This was also confirmed in interviews with workers in the field and at the mill.</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>3.6.1 (C)</p>	<p>All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p>		<p>Palmeras del Ecuador complies with industrial health and safety regulations approved by the Ecuadorian Ministry of Labor under resolution MDT-RHS2023294558. The organization maintains an Occupational Risk Matrix (updated January 31, 2025) based on the INSHT methodology, detailing job positions, hazards, risk assessments, and control measures. Supporting documentation includes the Instruction Manual for High-Risk Work Permits (SIP01106), the Industrial Safety Procedure (SIP01000), and the Instruction for Accident and Incident Investigation (SIP011103), all updated on July 17, 2023. Despite these measures, non-conformities were identified: not all operations are assessed for risk, and some mitigation procedures are not fully implemented. Observed deficiencies include inadequate storage and control of mask filters, improper gas pipette storage, missing safety signage, and incomplete identification of electrical risks in harvesting areas. While corrective actions were initiated during the audit, these gaps indicate the need for improved risk management and procedural compliance.</p> <p>Palmeras del Ecuador operates under</p>	<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) </p>
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			<p>industrial health and safety regulations approved by the Ecuadorian Ministry of Labor and applies the INSHT methodology for identifying and assessing occupational risks. The organization maintains updated documentation, including procedures for high-risk work permits, industrial safety, and accident investigation, all aimed at mitigating risks and managing incidents.</p> <p>Despite these measures, a non-conformity was identified: not all operations have been assessed for risk, and some mitigation procedures are not fully implemented. During field and mill inspections, several shortcomings were observed, such as inadequate storage and control of protective equipment filters, improper handling of gas pipettes, missing grates in liquid waste channels, and lack of safety signage near machinery. Additionally, the occupational risk matrix did not account for electrical hazards in harvesting areas, even though power lines were found in contact with palm trees.</p>	
3.6.2 (C)	The effectiveness of the H&S plan to address health and safety risks to people is monitored	-	The company maintains an Industrial Health and Safety Plan updated on November 18, 2023, and officially filed with the Ministry of Labor. Its implementation is guided by the 2025 Safety Planning matrix,	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



			<p>which outlines programs, activities, and monthly schedules. Key programs include accident rate monitoring, an occupational health and safety committee, emergency planning, training, inspections, hazard identification, and risk assessment. Compliance was verified through documented drills (accident, evacuation, and snake bite), regular inspections of first aid kits and rigid boards across multiple facilities, and training sessions covering topics such as emergency response, chemical handling, and health prevention. Additionally, committee meetings were held periodically to review progress and ensure adherence to safety standards.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</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 programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</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 (e.g. young workers, pregnant women); - International and national instruments or regulations that protect workers' health; - Productivity and best management practice; - relevant SOPs. 		<p>The organization has a formal Human Resources procedure that clearly defines responsibilities for training, recordkeeping, and evaluation of learning activities. The procedure includes identifying training needs, designing the annual training program, and assessing effectiveness, particularly for sessions exceeding 120 minutes.</p> <p>The Annual Training and Development Program for 2024 and 2025 was verified, along with the Training Plan for Fruit Suppliers. Attendance and technical induction records are properly documented.</p> <p>Training topics include:</p> <ul style="list-style-type: none"> - Standard operating procedures - Organizational policies - Environmental aspects - Occupational health and safety - Labor regulations - RSPO Supply Chain Certification system - Supplier training <p>Highlighted sessions include workplace harassment prevention, environmental protection, participation in international</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>forums, and technical field days for producers. The drone operator training was formally evaluated, in line with internal procedures and external certification.</p>	
3.7.2	<p>Records of training are maintained, where appropriate on an individual basis.</p>		<p>The Human Resources department is responsible for maintaining training records and documentation for all employees. Each trained worker has an individual physical record, voluntarily signed upon completion of the training.</p> <p>Verified records include:</p> <ul style="list-style-type: none"> - Training attendance format - Technical induction format for new hires - Training materials 	<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>



			This documentation supports traceability of the training process and confirms the effective implementation of the organization's procedures.	
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.		<p>The organization maintains an Annual Training and Development Program, for 2024 and 2025, which includes targeted training for personnel involved in the implementation of the RSPO supply chain certification system.</p> <p>Attendance records were verified for the most recent training on Procedure, held on November 14 and 19, 2024. The sessions were conducted by the quality team and attended by extraction facility staff. Records were documented using format.</p> <p>Additionally, a training certificate was verified for the course on RSPO CCS V.2020 and Criterion 3.8 P&C V.2018, delivered on May 8, 2025, by a specialized firm..</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 3.8:				
Supply Chain Requirements for Mills				
3.8.1	Identity Preserved Module A mill is deemed to be IP is the FFB processed by the mill are sourced from		N/A. The organization is not certified under the Preserved Identity (PI) model.	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



	<p>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 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.</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>
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>		<p>The organization has a supply chain management system certified under the Mass Balance (MB) model, in accordance with a documented procedure that covers sustainability and traceability requirements. This system applies to the production of crude oil and palm kernel oil destined for a specific refinery and is backed by a single certificate.</p> <p>The model adopted allows for the reception of certified and non-certified fruit, ensuring the traceability of MB products through an internal control system. The management of daily production data, inputs, outputs, and inventories is carried out through an ERP system, supported by coded reports for operational control.</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>On a monthly basis, certified and non-certified volumes produced are consolidated using established formats for verification and recording. Sales of certified products are made under a specific assigned code."</p>	
<p>3.8.3</p>	<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>		<p>The company operates an ERP system that manages data from the weighbridge, generating reports for both non-certified and certified own fruit. Actual tonnage is based on two sources: the ERP system weighbridge report and an internal production document titled "<i>Fruta General Grupo</i>".</p> <p>The oil mill maintains records that allow calculation of certified and non-certified product inputs and outputs for any period of the year. Notably, the Daily Palm Oil Production Report, tracks daily and monthly cumulative data on certified and non-certified fresh fruit bunches (FFB), crude palm oil (CPO), and palm kernel (PK).</p> <p>The Accounting department is responsible for entering the produced oil inventories and RSPO traceability data into the JDE system, which records all quantities</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>received, processed, and produced throughout the supply chain.</p> <p>For the audit period from July 1, 2024, to June 30, 2025, the following production volumes were reviewed.:</p>	
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>The company holds an active registration in RSPO's PRISMA platform under the Mass Balance (MB) model. According to the internal supply chain procedure, the platform is managed by the Head of Certifications and Sustainability, who coordinates with the relevant Management team to assign users and responsibilities based on system needs.</p> <p>The procedure also outlines the roles of each leader within the supply chain system. Document review confirmed that no RSPO-certified product sales were made during 2024 or in the current period of 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)
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 minimum the following:</p>		<p>The organization has an updated procedure for managing the RSPO Mass Balance scheme in its supply chain, which includes guidelines for handling certified and conventional fruit. There is also a</p>	<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"> a) Complete and up to date procedures covering the implementation of all elements of the supply chain model requirements b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records) c) Identification of the role of the person having the overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFB's including ensuring no contamination in the IP mill. 		<p>document detailing weighing operations for vehicles entering and leaving the oil mill. Responsibilities within the system are clearly assigned, and the designated leader demonstrated knowledge of procedures during the audit. The leader holds a certification that meets competency requirements, and training has been provided to all personnel involved in the system's implementation and operation. Training sessions covered RSPO standards and internal procedures, ensuring proper application.</p>	<input type="checkbox"/> Not Applicable (justification required)
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> (i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill; <ul style="list-style-type: none"> a) Conforms to the requirements in the RSPO SC requirements for mills and the RSPO Rules on Market Communication and 		<p>The organization has a documented Integrated Management System Audit Procedure (SIG), which includes the planning and execution of internal and external audits, covering the RSPO standard. The procedure aims to verify compliance of implemented activities and assess system effectiveness.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>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>An Annual Audit Plan for 2025 was found, detailing the schedule for RSPO P&C internal and external audits. Additionally, the Annual SCC Review for Grupo DANEC dated December 2, 2024, was evidenced as part of the management review process.</p> <p>However, document verification revealed that the Internal Audit Report, corresponding to the audit conducted in November 2024 at the oil mill, does not demonstrate full validation of the RSPO Supply Chain requirements nor the RSPO Rules on Communications and Claims.</p> <p>Documented evidence: - Internal Audit Report</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
3.8.7	<p>Purchasing and Goods In</p> <p>(i) The mill shall verify and document. The tonnage and sources of certified 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>The RSPO Supply Chain Procedure, updated in March 2025, outlines requirements for the purchase and receipt of raw materials, distinguishing between certified fruit (from own plantations under sustainability standards) and non-certified fruit (from external producers).</p> <p>Daily production statistics are managed through the ERP system, using the Daily Palm Oil Production Report, which records data such as fresh fruit bunches (certified</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>and conventional), processed fruit, extraction rates, and crude palm oil production. Monthly inventory control is maintained for production, sales, and stock levels.</p> <p>Section 5.3 of the procedure addresses the handling of non-conforming products, including:</p> <ul style="list-style-type: none"> - Reclassification in ERP system of certified products returned via credit note. - Document handling based on tax validity or internal nature. - Transaction reversal for non-conforming fresh fruit entries. <p>To date, no cases of non-conforming products or documents have been reported.</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</p>		<p>The company sells exclusively to a single refinery and did not sell certified products during 2024, as confirmed in the audit report. However, a structured approach to meeting certification requirements was observed. The sales department maintains a database of certified products for declaration on the RSPO platform, ensuring traceability and evidence of</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>specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of buyer; b) The name and address of the seller c) The leading or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number 		<p>transactions. Sales occur upon customer request, specifying whether the product is certified or conventional. Documentation for each sale includes invoices and scale tickets with relevant product and transaction details.</p>	
<p>3.8.9</p>	<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 (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO SC Certification. (ii) The mill shall ensure the following: <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>Palmeras del Ecuador does not outsource any of its activities. The finished product (crude palm oil) is transported directly by the buyer, Industrias DANEC, the company's sole customer, and the internal activities of the palm industry are carried out by its own team. In addition, the organization has not sold any certified products.</p>	<ul style="list-style-type: none"> <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>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 furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</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>Palmeras del Ecuador does not outsource any of its activities. The finished product (crude palm oil) is transported directly by the buyer, Industrias DANEC, the company's sole customer, and the internal activities of the palm industry are carried out by its own team. In addition, the organization has not sold any certified products.</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>



3.8.11	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.		Palmeras del Ecuador does not outsource any of its activities. The finished product (crude palm oil) is transported directly by the buyer, Industrias DANEC, the company's sole customer, and the internal activities of the palm industry are carried out by its own team. In addition, the organization has not sold any certified products.	<input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
3.8.12	<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>a) Shall record and balance all receipts of RSPO certified FFB</p>		<p>Adequate custody of RSPO supply chain system records was verified, both in physical and electronic format. The organization applies Procedure SCP02000 for document control, which establishes a minimum retention period of two years.</p> <p>Electronic records are organized on the SVRFILES server under the management of the quality department, supplemented by physical printed files.</p> <p>The extraction plant uses the Daily Production Report to calculate inputs and outputs of certified and non-certified products, including:</p> <p>Fresh fruit bunches (FFB) Crude palm oil (CPO) Palm kernel (PK) Based on these records, production data</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>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 (i.e. product can be sold before it is in stock.)</p>		<p>for the audit period 07/01/2024 – 06/30/2025 was consolidated.</p> <p>No uncovered sales were identified during the evaluation period</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>The oil mill sets its own daily extraction rates based on crude palm oil (CPO) and palm kernel (PK) production data, using the following formulas:</p> <ul style="list-style-type: none"> - CPO Extraction Rate = (CPO produced / FFB processed) × 100 - PK Extraction Rate = (PK produced / FFB processed) × 100 <p>Production statistics are managed through the ERP system, using the Daily Palm Oil Production Report , which records:</p> <ul style="list-style-type: none"> - Conventional and RSPO-certified fresh fruit bunches (FFB) - Processed fruit (certified and 	<ul style="list-style-type: none"> <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)



			<p>conventional)</p> <ul style="list-style-type: none"> - Extraction percentages for CPO and PK - Conventional and certified crude palm oil production - Monthly inventory control for production, sales, and stock 	
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>		<p>The oil mill sets its own daily extraction rates based on crude palm oil (CPO) and palm kernel (PK) production data, using the following formulas:</p> <ul style="list-style-type: none"> - CPO Extraction Rate = (CPO produced / FFB processed) × 100 - PK Extraction Rate = (PK produced / FFB processed) × 100 <p>Production statistics are managed through the ERP system, using the Daily Palm Oil Production Report (, which records:</p> <ul style="list-style-type: none"> - Conventional and RSPO-certified fresh fruit bunches (FFB) - Processed fruit (certified and conventional) - Extraction percentages for CPO and PK - Conventional and certified crude palm oil production - Monthly inventory control for production, 	<ul style="list-style-type: none"> <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

			sales, and stock	
3.8.15	<p>Processing</p> <p>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>		N/A. The organization is not certified under the Identity Preservation (IP) model.	<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)
3.8.16	<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>The company confirms that it has not sold any certified products, i.e., all certified products are sold as conventional products.</p> <p>However, there is evidence that the organization sold the credits.</p>	<input checked="" type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)

3.8.17	<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>It is evident that the member INDUSTRIAL DANEC S.A. has the RSPO trademark license No. 2-0143-10-100-00. type “Product related” as appears in the RSPO web page Trademark licenses - Roundtable on Sustainable Palm Oil (RSPO), dated February 5, 2025, to February 4, 2027. However, during the audit, no misuse of the RSPO trademark was found in any area of the company, nor were any claims identified related to the use or endorsement of RSPO-certified palm oil products.</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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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.	<p>The company has a Sustainability Policy. In section VI. Human Rights Policy.</p> <p>It contains a commitment to respect and promote internationally recognized human rights, in accordance with the principles established in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights. With full knowledge of fundamental freedoms, we freely and voluntarily declare that we take all necessary measures to formally protect the human rights of our employees, collaborators, and community members, promoting respect, equality, and honor, among other essential principles.</p> <p>The company is committed to implementing and respecting the framework of the United Nations</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>Guiding Principles on Business and Human Rights, ensuring that our operations are aligned with respect, protection, and remediation of human rights.</p> <p>The company is committed to protecting the rights of whistleblowers. Retaliation against anyone who reports, in good faith, a suspected violation of the law or the Sustainability Policy is prohibited. Any situation in which retaliation against a whistleblower, including human rights defenders, is detected constitutes a breach of our policies.</p> <p>The policy is published on the company's website.</p> <p>The company has records of the policy's dissemination to the various stakeholders.</p> <p>During the consultation with the different stakeholders, they stated that they are indeed aware of the policy of respect for human rights and that there have been no cases of human rights violations.</p>	
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.		<p>The company has a Sustainability Policy.</p> <p>In section XV. Non-violence policy</p> <p>The company has based its operations</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



			<p>primarily on respect for the rights of all individuals and legal entities involved in one way or another in the development of its activities, primarily by rejecting the use of violence and aggression in any form.</p> <p>The objective of this policy is to establish guidelines and procedures that the company and its employees must apply to maintain peace and order in their operations with third parties.</p> <p>In the event of problems, incidents, or disagreements with third parties, the company must have the possibility of talking and reaching an agreement with those who believe they have been harmed, prioritizing dialogue and agreement between the parties.</p> <p>In a transparent and anonymous manner, if so required by the stakeholder, requests, complaints, and claims will be analyzed, addressed, and responded to in an equally transparent manner.</p> <p>The company is committed to protecting the rights of whistleblowers.</p> <p>The company has a contractor that provides security services. The contract signed between both parties establishes a commitment to implement</p>	<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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			<p>a policy of non-violence and non-use of mercenaries or paramilitaries.</p> <p>During consultations with different stakeholders (communities, contractors, government entities, internal committees, among others), it was confirmed that there has been no intimidation or use of force by the security company and the company does not hire mercenaries or paramilitaries.</p>	
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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.	-	<p>The company has a procedure for handling complaints from the community. The procedure covers: receiving complaints from the community and/or authorities and handling complaints from the community and/or authorities.</p> <p>The company has a complaint handling mechanism for identified stakeholders. The mechanism includes ways to receive complaints.</p> <p>Complaints and/or claims from the community, authorities, suppliers, and customers reach the company through our website, through direct written communications to the community relations manager, by email, by phone, or in person at the company's facilities. People who cannot read or write can call the telephone number or visit the company's premises in person.</p> <p>Complaints can be made anonymously and the information is treated confidentially. According to the mechanism, complaints will be</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)
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			<p>responded to within 15 business days.</p> <p>The complaints mechanism has been communicated to the interested parties.</p> <p>During the consultation with stakeholders, they stated that they are indeed familiar with how the company's complaints mechanism works.</p> <p>Nonconformity</p> <p>Complaint made by the community and handled by the company is not being recorded in the complaint handling mechanism.</p>	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		<p>The company has a complaint handling mechanism for identified stakeholders. Complaints and/or claims from the community, authorities, suppliers, and customers reach the company through our website, through direct written communications to the community relations manager, by email, by phone, or in person at the company's facilities. People who cannot read or write can call the telephone number or visit the company's premises in person.</p> <p>The company holds face-to-face</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>meetings and uses illustrative material that is easy to understand for illiterate people.</p> <p>During the consultation with stakeholders, they stated that they are indeed familiar with how the company's complaints mechanism works.</p>	
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.		<p>The company has a complaint handling mechanism for identified stakeholders. The mechanism establishes that the interested party will be kept informed about the progress of their request, complaint, or claim. It stipulates that a response must be given within 15 business days after receiving the request, complaint, or claim.</p> <p>The company has an Excel document where it records all requests, complaints, or claims. According to the document and a sample of requests reviewed, all were addressed within the defined time frame and a response was provided to the stakeholder.</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>4.2.4</p>	<p>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>		<p>The company has a complaint handling mechanism for identified stakeholders. The PQRS resolution mechanism includes the option of access to independent legal or technical advice, the possibility for complainants to choose individuals or groups to support them and/or act as observers, and the option of a third party as mediator.</p> <p>In addition, in the Procedure for Identifying Customary, Legal and Compensation, paragraph 4.3, it is specified that: in the event that there is a right to compensation, the Director of the Legal Department hold a meeting with the affected residents and representatives of the company who will present their views and establish a first value of compensation, the meetings will be held in a neutral place to avoid pressure of any kind, It also leaves open the possibility that both the community and the company participate in this negotiation to any natural or legal person to receive the advice of the case and verify that there is no defect in the negotiation.</p> <p>This was confirmed during the consultations with the interested parties, who said they could go to their</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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			representatives in case of complaints or claims that could not be resolved.	
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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.	-	<p>Contributions to community development projects are made based on the needs expressed by the communities.</p> <p>In order to identify the priority needs of the communities, the company has held working groups.</p> <p>The records of the company's support for community development projects in the communities in the area of influence were 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)
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Criterion 4.4:
Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.

4.4.1 (C)	Documents showing legal ownership or lease, or authorised use of customary land authorised by customary		<p>The company has a Sustainability Policy.</p> <p>In section XVIII. Free, Prior, and</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity
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	<p>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.</p>		<p>Informed Consent (FPIC) Free, prior, and informed consent is the practice of giving or denying permission. It is the right to choose or make decisions. Due to its commitment to legal compliance and social responsibility, the company is committed to applying the right of peoples to free, prior, and informed consent in new operations. Therefore, no new plantings and/or operations will be established on land where legal, customary, or usage rights may exist without first completing the “free, prior, and informed consent” process. This policy includes activities that are documented, negotiated, and agreed upon with stakeholders in a transparent manner. During the documentary review it was observed that the company has the ownership documents that ensure the right to the legitimate use of the land. The documents reviewed demonstrate the legal use and tenure of the properties. There was no evidence of conflicts, corroborated by interviews with the community and stakeholders.</p>	<p><input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
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<p>4.4.2</p>	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include.</p> <p>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.</p>		<p>The company has a Sustainability Policy.</p> <p>In section XVIII. Free, Prior, and Informed Consent (FPIC).</p> <p>Due to its commitment to legal compliance and social responsibility, the company is committed to applying the right of peoples to free, prior, and informed consent in new operations. Therefore, no new plantings and/or operations will be established on land where legal, customary, or usage rights may exist without first completing the "free, prior, and informed consent" process. This policy includes activities that are documented, negotiated, and agreed upon with stakeholders in a transparent manner.</p> <p>Procedure for identifying customary and legal rights and compensation. Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the social impact study, the customary rights of the communities in the area of influence were ratified.</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>The company has held meetings with the communities to identify customary rights, rights of way through the company's land.</p> <p>The map identifying community rights of way were reviewed.</p> <p>During the consultation with community representatives, it was found that the identification of rights of way was indeed done in a participatory manner and that each community had the opportunity to identify their own rights of way.</p>	
4.4.3 (C)	<p>Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p>		<p>The company has maps prepared in a participatory manner with the communities where the boundaries of the farm and the communities' rights of way are identified.</p> <p>The farm boundary information was corroborated during the stakeholder consultation.</p> <p>In the consultation with the communities, they stated that they are aware of the maps and the boundaries of the farms. They also stated that there have been and are no land tenure conflicts.</p> <p>Map of customary rights, Scale 1:50,000.</p> <p>Map of the boundaries of the company, scale</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>



			1:50.	
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements..		<p>All relevant information is available in Spanish.</p> <p>During the review of the information shared with stakeholders, it was confirmed that it is in Spanish.</p> <p>In the company's area of influence, the communities of San Pablo de Katetsiaya and Siekopai Bella Vista speak the Paiejae language, and the Yamanunka speak the Shuar language. However, in consultations with leaders of this community, it was found that they speak Spanish clearly and fluently.</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>During the consultation with the different stakeholders, it was found that the representatives of the organizations have indeed been chosen by themselves.</p> <p>The agreements on rights of way have been made through participatory mapping and the people who have participated have been the representatives of the communities who were elected by the communities themselves.</p> <p>The minutes of the meetings with 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)



			<p>representatives of the communities show that the people who have participated have been those designated by each of the communities.</p> <p>In the consultation with the communities, it was found that the people who participated in the agreements were indeed those elected by the communities.</p>	
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p>		<p>The company has a Sustainability Policy.</p> <p>In section XVIII. Free, Prior, and Informed Consent (FPIC).</p> <p>Due to its commitment to legal compliance and social responsibility, the company is committed to applying the right of peoples to free, prior, and informed consent in new operations. Therefore, no new plantings and/or operations will be established on land where legal, customary, or usage rights may exist without first completing the “free, prior, and informed consent” process. This policy includes activities that are documented, negotiated, and agreed upon with stakeholders in a transparent manner.</p> <p>Procedure for identifying customary and legal rights and compensation. Establish</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>the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the social impact study, the customary rights of the communities in the area of influence were ratified.</p> <p>The company has held meetings with the communities to identify customary rights, rights of way through the company's land.</p>	
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions</p>				
4.5.1 (C)	Documents showing identification and assessment of demonstrable legal, customary and user rights are available		<p>No new plantings are established.</p> <p>The last new palm planting was carried out in 2010.</p> <p>The company has a Sustainability Policy In section XVIII. Free, Prior, and Informed Consent (FPIC).</p> <p>Due to its commitment to legal compliance and social responsibility, the company is committed to applying the right of peoples to free, prior, and informed consent in new operations. Therefore, no new plantings and/or</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>operations will be established on land where legal, customary, or usage rights may exist without first completing the “free, prior, and informed consent” process. This policy includes activities that are documented, negotiated, and agreed upon with stakeholders in a transparent manner.</p> <p>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the social impact study, the customary rights of the communities in the area of influence were ratified.</p> <p>The property documents demonstrate the company's right to legitimate use of the land, and the customary rights maps record the rights of the communities.</p>	
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		<p>No new plantings are established.</p> <p>The last new palm planting was carried out in 2010.</p> <p>The company has a Sustainability Policy.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



	<p>institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p>		<p>In section XVIII. Free, Prior, and Informed Consent (FPIC). Due to its commitment to legal compliance and social responsibility, the company is committed to applying the right of peoples to free, prior, and informed consent in new operations. Therefore, no new plantings and/or operations will be established on land where legal, customary, or usage rights may exist without first completing the “free, prior, and informed consent” process. This policy includes activities that are documented, negotiated, and agreed upon with stakeholders in a transparent manner.</p> <p>Procedure for identifying customary and legal rights and compensation. Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with community representatives, it was found that the identification of rights of way was indeed done in a participatory manner and that each community had the opportunity to identify their own rights of way.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
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			The revised property documents demonstrate that the company has the right to use the land, confirmed in consultation with community representatives.	
4.5.3	<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</p>		<p>No new plantings are established.</p> <p>The last new palm planting was carried out in 2010.</p> <p>The company has a Sustainability Policy.</p> <p>In section XVIII. Free, Prior, and Informed Consent (FPIC).</p> <p>Due to its commitment to legal compliance and social responsibility, the company is committed to applying the right of peoples to free, prior, and informed consent in new operations. Therefore, no new plantings and/or operations will be established on land where legal, customary, or usage rights may exist without first completing the "free, prior, and informed consent" process. This policy includes activities that are documented, negotiated, and agreed upon with stakeholders in a transparent manner.</p> <p>Procedure for identifying customary 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>implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>		<p>legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with community representatives, it was found that the identification of rights of way was indeed done in a participatory manner and that each community had the opportunity to identify their own rights of way.</p> <p>The revised property documents demonstrate that the company has the right to use the land, confirmed in consultation with community representatives.</p>	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p>		<p>No new plantings are established.</p> <p>The last new palm planting was carried out in 2010.</p> <p>During the audit no new plantations were evidenced.</p> <p>The Instructions for Sowing and Re-sowing was reviewed, which indicates that in order to establish new plantations, stakeholders must be involved through the FPIC process and carry out the assessments: ESIA, HCV</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>



			assessment, LUC analysis, soil suitability assessment and topographic survey and GHG assessment.	
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.		<p>No new plantings are established.</p> <p>The last new palm planting was carried out in 2010.</p> <p>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>The documents reviewed demonstrate the legal use and tenure of the properties. There was no evidence of conflicts, corroborated by interviews with the community and stakeholders.</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)
4.5.6	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..		<p>No new plantings are established.</p> <p>The last new palm planting was carried out in 2010.</p> <p>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</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>The documents reviewed demonstrate the legal use and tenure of the properties. There was no evidence of conflicts, corroborated by interviews with the community and stakeholders.</p> <p>The meeting lists confirmed that it was indeed community representatives who participated in identifying customary rights. This was confirmed during consultations with community representatives.</p>	
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.		<p>N/A, no new plantings are established. The last new palm planting was carried out in 2010.</p> <p>No new land has been acquired for plantations and oil mills after 15 November 2018 as a result of recent expropriations (2005 or later). This was confirmed with stakeholders during the consultation process.</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)
4.5.8 (C)	New lands are not acquired in areas inhabited by communities in voluntary isolation.		<p>N/A, no new planting is established. New lands have not been acquired in inhabited areas by communities in voluntary isolation. Stakeholders confirmed this during consultation.</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 4.6: 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.		Procedure for identifying customary and legal rights and compensation. Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary. During the consultation with community representatives, they stated that customary rights were identified in a participatory manner and that each community had the opportunity to identify its customary rights. According to statements made by community representatives, no situation has arisen that would require compensation.	<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)

4.6.2 (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>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with community representatives, they stated that customary rights were identified in a participatory manner and that each community had the opportunity to identify its customary rights. According to statements made by community representatives, no situation has arisen that would require compensation.</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)
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.		NA. The company does not provide land for smallholders. The company does not provide land for smallholders; it was confirmed during the consultation with a group of small independent producers.	<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>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with community representatives, they stated that customary rights were identified in a participatory manner and that each community had the opportunity to identify its customary rights. According to statements made by community representatives, no situation has arisen that would require compensation.</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 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.		<p>It has not been demonstrated that the communities have legal rights that require compensation from the company.</p> <p>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated,</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>establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with community representatives, they stated that customary rights were identified in a participatory manner and that each community had the opportunity to identify its customary rights. According to statements made by community representatives, no situation has arisen that would require compensation.</p>	
4.7.2 (C)	<p>A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p>		<p>It has not been demonstrated that the communities have legal rights that require compensation from the company.</p> <p>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with the different stakeholders, they stated that their rights have not been violated and that the company has procedures in place to recognize customary rights. There have been and are no land disputes; many lands were acquired before 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>communities were established.</p> <p>According to statements made by community representatives, no situation has arisen that requires compensation.</p>	
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>		<p>It has not been demonstrated that the communities have legal rights that require compensation from the company.</p> <p>Procedure for identifying customary and legal rights and compensation.</p> <p>Establish the existence of customary and legal rights of third parties and, in the event that these are violated, establish the procedure for cases where compensation is necessary.</p> <p>During the consultation with the different stakeholders, they stated that their rights have not been violated and that the company has procedures in place to recognize customary rights. There have been and are no land disputes; many lands were acquired before the communities were established.</p> <p>According to statements made by community representatives, no situation has arisen that requires compensation.</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 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.		Procedure for identifying customary and legal rights and compensation. In section 4.4: Management in case of invasions. Describes the activities that must be carried out when there is a conflict due to an attempt or invasion of any of the company's land. During the consultation with representatives of the communities of influence, they stated that the areas of the company that are within the scope of certification are not in dispute. According to statements made by community representatives, no situation has arisen that requires compensation.	<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)
4.8.2 (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.		Procedure for identifying customary and legal rights and compensation. In section 4.4: Management in case of invasions. Describes the activities that must be carried out when there is a conflict due to an attempt or invasion of any of the company's land. During the consultation with representatives of the communities of influence, they stated that the areas of	<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)



			the company that are within the scope of certification are not in dispute. According to statements made by community representatives, no situation has arisen that requires compensation.	
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).		<p>Procedure for identifying customary and legal rights and compensation.</p> <p>In section 4.4: Management in case of invasions. Describes the activities that must be carried out when there is a conflict due to an attempt or invasion of any of the company's land.</p> <p>During the consultation with representatives of the communities of influence, they stated that the areas of the company that are within the scope of certification are not in dispute. According to statements made by community representatives, no situation has arisen that requires compensation.</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)
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).		<p>Procedure for identifying customary and legal rights and compensation.</p> <p>In section 4.4: Management in case of invasions. Describes the activities that must be carried out when there is a conflict due to an attempt or invasion of any of the company's land.</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<p>During the consultation with representatives of the communities of influence, they stated that the areas of the company that are within the scope of certification are not in dispute. According to statements made by community representatives, no situation has arisen that requires compensation.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
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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.		The company publicly shares purchase prices for different fruit types at the oil mill and a collection center, with historical price information available at both locations. Price differences between the two sites occur because the company covers transport costs for fruit delivered to the collection center. Official price announcements are posted at the scales and communicated through a WhatsApp group for suppliers and radio broadcasts. Interviews with smallholders confirm that prices are consistently shared through these channels.	<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)
5.1.2 (C)	Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.		The company's PDE 2025 Supplier Training Plan includes sessions in both halves of the year focused on explaining the mechanisms used to set oil palm fruit prices. These trainings aim to help palm growers understand the variables involved in price determination.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<p>This information is also shared during technical field meetings, such as the one held on December 11, 2024, which had 90 attendees.</p> <p>External consultations confirm that smallholders are aware of how the company establishes fruit purchase prices.</p>	<input type="checkbox"/> Not Applicable (justification required)
5.1.3 (C)	<p>Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p>		<p>The company's procedure for purchasing oil palm fruit outlines the pricing mechanism in section 4.4.1. Management and the oil mill coordinator set weekly purchase prices based on international and local palm oil market trends. Some of the pricing sources are CIF Rotterdam, Bursa Malaysia, and Fedepalma (Colombia).</p> <p>Prices vary by fruit size (small <5 kg vs. large) and variety (Guineense vs. hybrid), with no premium pricing applied—only fruit quality and Oil Extraction Rate (TEA) are considered.</p> <p>Each Monday, management reviews market data and adjusts prices accordingly. The TEA from the previous week is used to calculate the weekly price, which is then communicated to oil mill coordinators for public display.</p> <p>Evidence includes the 2025 price calculation document and 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)

			<p>communication dated 14/07/2025.</p> <p>Price shows some differences between the oil mill and El Vergel collection center due to the company covering transport costs from the center to the mill.</p>	
5.1.4 (C)	<p>Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p>		<p>Of the 93 smallholders, 24 are women, and no independent FFB sales organizations are identified. All smallholders have signed Memorandums of Purchase and Sale, and regular meetings are held to explain fruit pricing. While the company does not offer financing, it provides technical assistance and training on palm cultivation topics such as pest control, fertilization, and sustainability. Through the Agile Payment program, FFB invoices are paid within one day, improving cash flow. Additionally, smallholders undertaking renovations or new plantings can access interspecific hybrid seedlings at a reduced price over a 12-month term.</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>
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p>		<p>The company has 106 palm suppliers, including 93 smallholders. A random sample of eight smallholders was reviewed, and all had signed Memorandums of Purchase and Sale of Fresh Fruit Bunches (FFB), which</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>



			define pricing methods, publication channels, and purchase requirements such as land legality, farm coordinates, tax ID (RUC), and compliance with labour and environmental standards. Signature dates range from January 2023 to May 2025.	<input type="checkbox"/> Not Applicable (justification required)
5.1.6 (C)	Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.		The company's procedure for purchasing oil palm fruit specifies that payments to suppliers are based on weighbridge reports generated upon receiving Fresh Fruit Bunches (FFB). Documentary verification confirms that payments align with reported weights and invoice values. For example, Smallholders 1, 2, and 3 received payments corresponding to their respective deliveries and invoices, with appropriate tax withholdings. Interviews with smallholders confirm that FFB payments are made accurately and in a timely manner.	<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)
5.1.7	Weighing equipment is verified by an independent third party on a regular basis (this can be government).		The company operates three weighbridges—two at the oil mill and one at the El Vergel collection center—which are calibrated annually by the Ecuadorian Standardisation Service (INEN). Calibration certificates LNM-B-2024-417 and LNM-B-2024-418, both dated 20/11/2024, correspond to	<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)



			weighbridges at the oil mill. Certificate LNM-B-2024-419, dated 21/11/2024, covers weighbridge at the collection center.	
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.		The company launched a voluntary Good Agricultural Practices (GAP) certification program for smallholders, reaching 78 producers, with 28 registering and 19 completing the process. These certified producers received their GAP compliance certificates on 26/07/2024. As part of a differential remuneration initiative, they are eligible for a future bonus on FFB sales. Additionally, the company offers technical assistance and training to enhance palm cultivation, covering pest and disease management, fertilization, fruit quality, pollination, and sustainability.	<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)
5.1.9 (C)	The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.		The company has a procedure for handling PQRS from identified stakeholders, which addresses queries, requests, complaints, claims, and suggestions from internal and external parties. It specifies responsible personnel and available channels for suppliers to submit concerns, including mailboxes, appointments, phone calls, corporate email, or in-person visits, with	<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)



			a response time of 15 working days. A review of the PQR Master Register and an interview with the purchasing analyst confirmed that no supplier submissions have been recorded.	
Criterion 5.2:				
The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains				
5.2.1	The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.		<p>Of the 93 smallholders, there are 24 women, all of which have Memorandum of Purchase and Sale of Fresh Fruit Bunches of Oil Palm.</p> <p>The smallholders are listed and registered, and they receive ongoing technical assistance. It has been identified that the needs for improving livelihoods are to improve productivity in order to increase economic income, which requires improving tools for resource management, improving good agricultural practices, and improving environmental management practices. For these reasons, the company has defined the development of different projects and activities.</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>5.2.2</p>	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder)</p> <p>PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.</p>		<p>The company launched a voluntary Good Agricultural Practices (GAP) certification program for smallholders, reaching 78 producers, with 28 registering and 19 completing the process. Certified producers received their GAP certificates on 26/07/2024 and are eligible for a future bonus on FFB sales.</p> <p>In the Yamanunka community, the company supported 10 families in planting 50 hectares of oil palm. For smallholders undertaking renovations or new plantings, purchase agreements for interspecific hybrid seedlings (oleifera × guineensis) allow them to acquire plants at a reduced price over 12 months.</p> <p>The company also provides ongoing technical assistance and training in key areas of palm cultivation, including pest and disease management, fertilization, fruit quality, pollination, and sustainability, as confirmed through interviews with smallholders.</p>	<p><input checked="" 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)</p>
<p>5.2.3</p>	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p>		<p>Smallholders are required to present documentation proving land ownership, lease, or usage rights in order to sell Fresh Fruit Bunches (FFB) of oil palm, as stipulated in their Memorandum of Purchase and Sale. All smallholders</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement</p>



			comply with this requirement, and sampled cases show supporting evidence such as property records or tax payments.	<input type="checkbox"/> Not Applicable (justification required)
5.2.4 (C)	Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.		Not Applicable. The company does not have Scheme Smallholders. However, it provides training to independent smallholders in Plant Health, which was held on 11/12/2024 with 90 attendees.	<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)
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.		Management tracks progress on FFB purchases, technical support, and BPAS projects—including planting in Yamanunka—and shares updates with growers during field meetings, as shown by the 11/12/2024 attendance list with 90 participants.	<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 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>The Agroindustrial Group has an active Sustainability Policy, whose eighth revision includes a clear commitment to human rights, equal opportunity, and the prohibition of all forms of discrimination. The policy is publicly available on the corporate website and posted throughout operational sites.</p> <p>Interviews with workers from both the extraction facility and cultivation areas confirmed the effective implementation of the policy, with no evidence of discrimination or inequality. Local hiring practices were also observed, including both male and female workers.</p> <p>Training records on the policy were verified for multiple sessions held in 2024 and 2025, with documented participation from various departments. Individual training traceability is supported through worker-specific registration codes.</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)
6.1.2 (C)	Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees		During the audit, no evidence of discrimination against local community members, including women, was found within the Certification Unit.	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity

			<p>The organization has hired local workers—both men and women—including individuals with disabilities or relatives of persons with disabilities. Currently, there are 10 employees with physical, auditory, visual, or intellectual disabilities.</p> <p>There are no migrant workers employed at the extraction facility or plantations.</p> <p>This information was validated through the review of employee lists and interviews with a representative sample of workers from both operational areas.</p>	<p><input type="checkbox"/> Opportunity for Improvement</p> <p><input type="checkbox"/> Not Applicable (justification required)</p>
6.1.3	<p>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>		<p>The company has the Human resources management procedure. This procedure describes the following: job profiling, competency-based recruitment, performance evaluation, training, work environment, monitoring, and verification.</p> <p>Selection, hiring, and termination procedure. This procedure describes: Objective: to establish clear and effective guidelines for selection, hiring, and onboarding at the company. Scope: This procedure has a corporate</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>scope for personnel selection and induction coordination applicable to the entire group.</p> <p>Responsibilities: The attraction and selection process involves several departments and roles.</p> <p>Stages of the selection process/Activities: It includes general considerations.</p> <p>Stages of the hiring process: Request for hiring for newly created positions and replacements, publication of vacancies, contacting candidates for evaluation and validation of salary expectations, evaluation of candidates by the requesting area, approval of salary offer, onboarding process, legal and regulatory compliance, monitoring, and verification.</p> <p>Staff hiring procedure. Section 7 describes the entire process to be followed for the dismissal of staff.</p> <p>Retirement Instructions. Describes the entire process to be followed by employees and the company until retirement is complete.</p>	
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			<p>The company has records demonstrating the implementation of labor procedures.</p> <p>During the document review, the files of workers from the mill and workers from the farms were reviewed.</p> <p>The files reviewed showed evidence of the implementation of the procedures.</p>	
6.1.4	<p>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>		<p>Selection, hiring, and termination procedure. This procedure describes: Avoid any distinction, exclusion, or preferential treatment based on the following aspects: race, color, gender, gender identity or expression, pregnancy, marital status or family situation, sex or sexual orientation, age, religious, ideological, or political beliefs, language, ethnic, cultural, or national origin, aesthetic characteristics, health conditions, including HIV/SIDA or other physical or mental disabilities, or any other reason protected by current legislation or internal company regulations.</p> <p>According to the human resources area, no pregnancy tests are performed at 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>time of hiring any woman as a discriminatory measure to qualify for the job.</p> <p>Also, this was corroborated during interviews with women workers. In conclusion, pregnancy testing is not conducted as a discriminatory measure. Interviewed women indicated that alternative employment is offered for pregnant.</p>	
6.1.5 (C)	<p>A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>		<p>The company has a gender committee. It was formed in accordance with the provisions of Ministerial Agreement</p> <p>The committee is made up of four main members and four observers, who are registered in the Ministry of Labor's computer system.</p> <p>The committee is elected annually, according to the registration with the Ministry of Labor, and the current members took office on March 20, 2025.</p> <p>The committee meets quarterly at the company's premises during working hours (the minutes of the gender committee meeting on July 1, 2025, were reviewed).</p> <p>The committee has an Annual Activity Plan for 2025.</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>The record of activities carried out by the gender committee in 2025 was reviewed.</p> <p>The main objective is to reduce gender inequalities and promote equal opportunities for women.</p>	
6.1.6	There is evidence of equal pay for the same work scope		<p>Selection, hiring, and termination procedure. This procedure describes: Avoid any distinction, exclusion, or preferential treatment based on the following aspects: race, color, gender, gender identity or expression, pregnancy, marital status or family situation, sex or sexual orientation, age, religious, ideological, or political beliefs, language, ethnic, cultural, or national origin, aesthetic characteristics, health conditions, including HIV/SIDA or other physical or mental disabilities, or any other reason protected by current legislation or internal company regulations.</p> <p>During the audit, a review of employment contracts and payroll documents showed that employees performing the same tasks receive equal pay.</p> <p>Interviews with workers from both the farms and the mill confirmed the consistent implementation of this</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>



			practice.	
Criterion 6.2:				
Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW)				
6.2.1 (C)	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand.		At the time of recruitment, the objects of contracts with workers are socialized in Spanish. The applicable labor legislation, such as the Minimum Wage established in Ecuador, and the documentation of wages, working conditions, Collective Labour Contract, Internal Working Regulations, are available to the workers in Spanish and are explained to them in a language they understand. This was verified during the interviews carried out at the mill and on the farms.	<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 (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed,		<p>During the documentary review, labor documents were verified, and it was found that they provide accurate information on remuneration.</p> <p>Employment contracts establishing salary, place of work and all legal compliance were reviewed. Employment contracts and related documents detailing payments and conditions of employment (e.g.</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)



	including work done by family members		<p>deductions, overtime, sick leave, vacation entitlement, maternity leave, reasons for dismissal, notice period, etc., in accordance with national legal requirements) and payroll documents provide accurate information on compensation for work performed.</p> <p>The labor files of workers were reviewed, each file containing the documents required for the hiring process, employment contracts, permits, vacations, social security, among others.</p> <p>The social security payment forms were reviewed. Review of compliance with the collective bargaining agreement</p> <p>In addition, the employees' pay were also reviewed. The pay slips clearly detail the normal working hours, overtime, legal deductions, among others</p> <p>During the interview with the workers, they stated that the pay slips and employment contracts contain clear and accurate information.</p>	
6.2.3 (C)	There is evidence of legal compliance for regular working hours, deductions,		The company demonstrated compliance with legal requirements in the labor	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity



	overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements		area. Records of legal compliance related to working hours, days off, frequency of payment, payment in accordance with the legal minimum wage, overtime, vacations, social security payments, thirteenth and fourteenth month payments, among others, were reviewed.	<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)
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 organization provides free accommodation to administrative staff, livestock caretakers, and security personnel, as a support measure due to rotating shifts and limited access to nearby cities.</p> <p>During the inspection, housing facilities were found to have basic sanitation services, potable water supply, clean beds, air conditioning (where applicable), and a clean and orderly environment.</p> <p>Additionally, it was verified that all workers have access to potable water at their respective workplaces.</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.		As part of the collective labor agreement, the organization operates an institutional meal program that	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity

			<p>subsidizes 33 % of the cost of breakfast and lunch for each working day. The remaining 67 % is covered by the employee through payroll deduction. For those not using the company cafeteria, an equivalent value is provided in groceries via the institutional commissary.</p> <p>The medical department conducts monthly inspections of the six operational cafeterias, verifying food handler medical clearance, storage conditions, and compliance with approved menus. Each cafeteria defines its weekly menu, which must meet nutritional standards and is reviewed by the medical team.</p> <p>Training sessions have been delivered to kitchen staff on cleanliness, order, and proper use of first-aid supplies, reinforcing hygiene and food safety practices</p>	<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <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 Labour</p>		<p>In Ecuador the Living Wage is defined by the INE (National Institute of Statistics) and the Ministry of Labour Relations, these two entities have defined the mechanism for calculating the living wage and companies must</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist</p>		<p>follow and refer to the last one decreed by the government. Ministerial Agreement No. MDT-2025-044 of 21 March 2025, the Ministry of Labour set the value of the living wage for 2024 at USD 498.90 and the procedure for the payment of financial compensation.</p> <p>Calculation basis: Calculated based on the cost of the basic family basket, according to information from the National Institute of Statistics and Census (INEC).</p> <p>Calculation of compensation: To calculate compensation, other income such as thirteenth and fourteenth month salaries, profit sharing, commissions, and reserve funds must be added to the monthly salary, and then divided by 12 months to obtain the total monthly income.</p> <p>During the review of the workers' pay slips, the payment of a living wage was observed.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p>		<p>Selection, hiring, and termination procedure. This procedure defines the activities to be contracted: fixed vacancies or contracts under the piecework or task modality and the requirements for each one. It also</p>	<p><input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement</p>



			<p>includes the procedure for selection.</p> <p>The company have permanent workers to carry out essential activities and temporary workers who are employed during the peak harvest season or for short-term activities during the year.</p>	<input type="checkbox"/> Not Applicable (justification required)
<p>Criterion 6.3:</p> <p>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</p>				
6.3.1 (C)	<p>A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented</p>		<p>The Certification Unit holds an active Sustainability Policy outlining the strategic pillars and values of the Business Group, with scope across the entire supply chain. The policy includes environmental and social guidelines, notably the Freedom of Association, Right to Unionize, and Collective Bargaining Policy, which affirms respect for labor rights without interference or discrimination.</p> <p>The policy is visibly posted in key operational areas and available online, and has been disseminated through induction and annual training sessions, with documented attendance and individual traceability.</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>Additionally, it was verified that Palmeras de Los Andes has an active Workers' Committee, with a current collective labor agreement in place. The agreement is made accessible to employees through printed booklets distributed upon hiring.</p>	
6.3.2	<p>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>		<p>The organization has an active Workers' Committee, with which the Twenty-First Collective Labor Agreement was signed, valid for two years starting October 2023.</p> <p>Regular meetings between the Committee and the company are held, initiated through formal requests. The meeting on May 6, 2025 addressed operational and worker welfare topics, with documented participation from both parties.</p> <p>Additionally, monthly dialogue spaces are maintained through the Occupational Health and Safety Committee (COPASST) and the Gender Committee. Meeting minutes were verified, covering follow-up on commitments, accident rate reviews, and risk assessments, as part of a</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>



			participatory management system.	
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers		Interviews conducted during the audit confirmed that the company does not interfere with the formation or operation of trade unions, labor organizations, or associations, nor with the activities of freely elected worker representatives.	<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 6.4:				
Children are not employed or exploited.				
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements		<p>The Agroindustrial Group DANEC, including Palmeras del Ecuador, has an active Sustainability Policy (Eighth Revision, October 2024) that outlines environmental and social guidelines across its supply chain. The policy includes a Human Rights Statement explicitly prohibiting child labor and affirming compliance with legal minimum working age requirements.</p> <p>The policy is visibly posted in key operational areas and available online, and has been disseminated through</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>induction and annual training sessions, with documented attendance and individual traceability.</p> <p>The Internal Labor Regulations require all employees to be of legal age. This was confirmed through interviews with workers from both the extraction facility and cultivation areas, with no evidence of underage employment.</p> <p>Additionally, the Certification Unit has included specific child labor prohibition clauses in service contracts and fresh fruit bunch (FFB) purchase agreements, verified through document review.</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 Recruitment, Hiring, and Termination Procedure of Grupo DANEC requires submission of a national ID copy to verify the worker's age during the hiring process.</p> <p>A verified list of employees from the Certification Unit includes ID numbers, confirming that no individuals under 18 years of age are employed by the organization.</p> <p>This verification was further supported</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>

			through interviews with a representative sample of workers from both the extraction facility and cultivation areas, confirming full compliance with the Child Labor Prohibition Policy.	
6.4.3 (C)	Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.		It was found that the Certification Unit does not employ minors (under 18 years of age), in compliance with the provisions of the operating procedures of the Human Resources Management process and the Internal Work Regulations, which establish that all workers must be of legal age.	<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)
6.4.4	The unit of certification demonstrates communication about its 'no child labour policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live		<p>The Certification Unit holds an active Sustainability Policy that includes a Human Rights Policy, explicitly stating compliance with legal minimum working age and the prohibition of child labor.</p> <p>The policy is visibly posted in key operational areas and available online. It has been disseminated to process leaders through induction and annual training sessions, with documented evidence.</p> <p>Interviews with workers from 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)



			<p>extraction facility and cultivation areas confirmed full compliance with the policy, with no underage employment. The policy was also shared with local communities, with attendance records from seven locations between April 21 and 30, 2025.</p> <p>Additionally, child labor prohibition clauses were confirmed in service contracts and FFB purchase agreements, verified through the review of 10 service contracts and 2 purchase records.</p>	
<p>Criterion 6.5: Policies and procedures in place to protect workers' rights.</p>				
6.5.1 (C)	A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce		<p>Palmeras del Ecuador has implemented a Workplace and Sexual Harassment Policy aligned with constitutional principles to ensure a work environment free from discrimination and violence. The policy recognizes sexual harassment as both gender-based discrimination and a form of violence, particularly against women, and is visibly displayed and communicated to employees. No cases have been reported to date. The organization has established a Gender Committee responsible for implementing</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>guidelines, conducting training, and managing complaints, supported by documents such as the Instruction Manual for the Gender Committee () and the “Gender Committee Guidelines – Palmeras del Ecuador,” which promote gender equity. Records confirm training sessions on the Sustainability Policy and gender-related topics held in 2024 and 2025, and interviews with workers validated their understanding of these policies.</p>	
6.5.2 (C)	<p>A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce</p>		<p>The company has implemented a Sustainability Policy that includes a Policy for the Protection of Reproductive Rights, applicable across its business group. This policy aims to safeguard and promote workers’ sexual and reproductive rights through awareness campaigns, training, and compliance with family-related rights. It ensures respect for reproductive rights, job stability without restrictions related to pregnancy or family size, and provides educational sessions on reproductive health and prevention of sexually transmitted diseases. Records reviewed confirm training sessions held on May 20, 2024 (12 attendees), February 11, 2025 (89 attendees), February 12, 2025 (20 attendees), and February 18, 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>



			(20 attendees).	
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		The company provides support measures for breastfeeding women, including dedicated rooms, childcare permits, and extended breastfeeding periods beyond legal requirements. Additional benefits include a maternity or paternity bonus and training related to motherhood. However, a nonconformity was identified: the company has not assessed the specific needs of new mothers to implement tailored measures. Evidence includes a list of new mothers and interviews with Human Resources.	<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)
6.5.4	Grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.		The company has a complaint handling mechanism for identified stakeholders. The mechanism includes ways to receive complaints. Complaints and/or claims from the community, authorities, suppliers, and customers reach the company through our website, through direct written	<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>communications to the community relations manager, by email, by phone, or in person at the company's facilities. People who cannot read or write can call the telephone number or visit the company's premises in person.</p> <p>Complaints can be made anonymously and the information is treated confidentially.</p> <p>Complaints made by workers are not being handled in accordance with the timeframes established in the mechanism.</p> <p>The company has a mechanism for handling complaints, requests, and suggestions from identified stakeholders. According to the mechanism, response times are 15 business days.</p> <p>A review of the Complaints, Claims, and Suggestions Receipt matrix revealed that three complaints were filed in 2025, and the responses to the complaints exceeded the 15 days defined in the mechanism.</p>	
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Criterion 6.6: Work is voluntary and specific labor policy and procedures are implemented.			
6.6.1 (C)	All work is voluntary and following are prohibited: <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 Certification Unit holds an active Sustainability Policy, outlining environmental and social guidelines across the DANEC Group's supply chain. The policy includes:</p> <ul style="list-style-type: none"> - The Policy on Respect and Recognition of Workers' Rights, which governs the hiring of seasonal and migrant personnel, ensuring compliance with national and international labor laws and training for HR staff. - The Policy Against Forced Labor, which strictly prohibits coercive practices and guarantees dignified, voluntary working conditions. <p>Policies are visibly posted and available online. They have been disseminated through induction and annual training sessions, with documented attendance and individual traceability.</p> <p>Interviews with HR and personnel file reviews revealed no evidence of improper labor practices such as document retention, contract substitution, involuntary overtime, or</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>wage withholding.</p> <p>Currently, one migrant worker of Colombian nationality is employed in the Agronomic Directorate. No temporary workers were found; all staff are directly hired under formal contracts averaging 11 months to one year.</p> <p>Interviews with a sample of workers confirmed full compliance with labor rights and effective implementation of the sustainability policy.</p>	
6.6.2 (C)	Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented		<p>The Certification Unit has an active sustainability policy that outlines environmental and social guidelines across the supply chain. This policy includes a formal statement on respecting labor rights, particularly regarding the hiring of seasonal and migrant workers, with commitments to legal compliance and training for responsible staff.</p> <p>Policies are visibly posted and available online. It was verified that the organization employs migrant personnel under formal contracts, with no evidence of seasonal hiring. All staff are directly employed under defined-</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)



			term labor agreements.	
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Criterion 6.7: Appropriate health and safety measures are in place.			
6.7.1 (C)	The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded	-	The organization has formally designated a head for its Occupational Health and Safety Management System, with the appointment registered before the Ecuadorian Ministry of Labor on August 15, 2024. In compliance with Executive Decree 2393 of 1986, monthly health and safety committee meetings are conducted, addressing key topics such as quorum verification, approval of previous minutes, review of accidents and incidents, absenteeism reports, updates on internal regulations, and planning for future sessions. Documentation reviewed during the audit included official registration records and meeting minutes from August 2024 through May 2025, confirming adherence to established procedures and regulatory requirements.
			<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)
6.7.2	Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations,		The organization has established comprehensive procedures and records for managing accidents and emergencies in industrial processes, including agriculture. These include updated instructions for accident investigation, fire extinguisher handling,
			<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>		<p>first aid kit control, and occupational health and safety inspections, as well as risk and incident matrices and various inspection forms. All procedures are accessible to workers, and training sessions and drills have been conducted regularly to ensure preparedness. Evidence reviewed during the audit includes drill reports, inspection records, training attendance logs, and accident investigation documentation. Despite these efforts, nonconformities were identified, such as inadequate control of first aid kit inventories, missing fire extinguisher recharge dates, and incomplete incident records, including a reported case not reflected in the medical follow-up matrix, indicating gaps in compliance with established procedures.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
<p>6.7.3 (C)</p>	<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 of PPE, wash and put on their personal</p>		<p>The organization maintains a matrix for identifying required personal protective equipment (PPE) by area, job position, and tasks, along with a delivery control register for tracking PPE distribution to workers. Records include worker details, signatures, and item specifications. Evidence shows that PPE is delivered and replaced free of charge, and workers confirmed proper use and good condition during field</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>



	clothing.		visits. The company also provides adequate facilities for workers to change and wash after handling chemicals.	
6.7.4	All workers are provided with medical care and covered by accident insurance. Costs incurred from work related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection		The organization maintains a structured system for managing personal protective equipment (PPE), including a matrix () that identifies required PPE by area, department, job position, and associated risks. PPE delivery is documented through the PPE Delivery Control Register), which records detailed information for each worker, including signatures and item specifications, as well as additional forms for subsequent PPE supplies. During the audit and field visits, workers confirmed that PPE is provided and replaced free of charge, and proper usage and good condition of equipment were observed. Supporting evidence includes delivery records for crop and mill workers and confirmation of adequate facilities for changing and washing clothes after chemical application.	<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)

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics		<p>The organization maintains an accident and incident tracking matrix () that records monthly data, compares current and previous years, monitors compliance with OHS planning, and tracks accidents resulting in permanent disability and lost time. Additionally, a Reactive Indicators matrix for 2024-2025 calculates key metrics such as severity rates based on lost days and hours worked, reporting a severity rate of 3.8 for the mill and 0.3 for the plantation in 2024.</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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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>The company has established and updated procedures for plant health, phytosanitary management, entomology, and pest control, which define the identification, monitoring, and control of pests and diseases. Supporting documents include Annexes on pests present in PDE Shushufindi and related control measures. Control strategies include cultural, manual, mechanical, and biological methods, such as trapping, pruning, and the release of parasitoids like Ooencyrtus and Spalangia. Trained personnel carry out these activities, with documented training sessions held in 2024 and 2025. Continuous monitoring is conducted for Rynchophorus palmarum, root health, and Sagalassa.</p> <p>Pest and disease monitoring of December 2024, January, April and May 2025 on 6 random plots were evidenced.</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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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.		The company uses the UN Global Invasive Species Database Checklist 2024 and verified species through the CABI List as of 08/07/2025. Of 17 identified species, 16 are present—14 used as nectariferous plants and 2 as cover crops. Control measures for cover crops, such as Pueraria, are defined in the Chapia y Corona Instructions, requiring containment within designated plots. Related work orders are recorded in the SGA system, including chapia tasks for Lot G12A on 4/02/2025 and 5/05/2025.	<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, i.e. where no other effective methods exist, and with ap prior approval of government authorities. [For NI to define process]		The Phytosanitary Procedure prohibits burning as a pest control method unless exceptional conditions are confirmed by plant health authorities. Field inspections and staff interviews confirm that fire has not been used for pest or disease control.	<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 prioritised.		The company maintains an Approved Agrochemicals List, detailing all products used for pest, disease, and weed control. Each entry includes the active ingredient type, recommended dosage, toxicological category, re-entry	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			<p>interval, official registration, and justification for use—based on target pest, mode of action, resistance management, and preference for lower toxicity.</p> <p>The selection process also considers exclusions under the Rotterdam Convention.</p>	<input 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.		<p>The company maintains detailed records of agrochemical applications for pest and weed control, including information on active ingredients, toxicity levels (LD50), treated areas, and quantities applied per hectare. Documentation reviewed confirms proper record-keeping for various treatments during 2025, ensuring traceability and compliance with safety standards.</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)
7.2.3 (C)	Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.		<p>The company has implemented an Agrochemical Reduction Plan for nurseries and crops, which includes several key strategies. These involve the propagation of nectariferous plants, supported by a 2025 activity schedule and nursery implementation, with field verification confirming their presence.</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>Biological control is actively practiced through the release of parasitoid species <i>Ooencyrtus</i> and <i>Sphalangea</i>, with documented releases from 2022 to 2025 totaling millions of individuals.</p> <p>Monthly pest and disease monitoring guides targeted agrochemical applications, with reduced frequency and grid size in outbreak scenarios. Sprayer calibration is documented (April 2025), ensuring precise application.</p> <p>Annual agrochemical consumption is kept.</p> <p>Although the company has implemented agrochemical reduction measures, consumption in 2024 increased compared to 2023 due to palm removal activities for replanting and phytosanitary outbreaks. In 2025, usage has decreased compared to first half of 2024, reflecting reduced replanting activity.</p>	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.		<p>Agrochemical applications are strictly based on pest and disease monitoring, with no evidence of prophylactic use. This was confirmed through interviews with the plantation director and the sanitation officer, both of whom stated that treatments are applied only after</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>



			identifying specific pests or diseases	
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless unexceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>a) Judgment of the threat and verify why this is a major threat</p> <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>		<p>The company's Approved Agrochemicals List () includes all pest, disease, and weed control products. It confirms that no agrochemicals classified as WHO Class 1A/1B, listed under the Stockholm or Rotterdam Conventions, or paraquat are used.</p> <p>Verification of agrochemical storage warehouses, safety data sheets, and application records confirms that no restricted pesticides have been used. This has been further corroborated through interviews with sanitation workers applying agrochemicals and the warehouse responsible.</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)
7.2.6 (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</p>	•	<p>The company's sustainability policy requires that personnel applying</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity



	<p>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>pesticides receive training on safe use, handling, risks, and protective measures. Records confirm multiple training sessions during 2025 on topics such as safe handling of agrochemicals, chemical management, proper storage, and labeling practices, ensuring compliance and worker safety.</p>	<p><input type="checkbox"/> Opportunity for Improvement <input type="checkbox"/> Not Applicable (justification required)</p>
7.2.7 (C)	<p>Storage of all pesticides is in accordance with recognised best practices.</p>		<p>The verification of the agrochemical storage warehouses shows that these are equipped with:</p> <ul style="list-style-type: none"> *Signage of warehouses, personal protective equipment required for entry, chemical compatibility matrix. * Fire extinguisher *Containment system and spill kit. *Restricted access *Sealed floor *Sufficient aeration, natural and artificial light. *Products properly identified * Liquid and solid products separately *Order and cleanliness *Technical data sheets and safety data sheets available. 	<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>



7.2.8	All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	<ul style="list-style-type: none"> • 	<p>The company follows the Waste and Residues Management Procedure, which requires triple washing, perforation, and proper storage of empty agrochemical containers before delivery to authorized establishments.</p> <p>In 2024, 2,180 kg of empty containers were generated.</p> <p>The shipment of empty containers to three companies was verified on the dates:</p> <ul style="list-style-type: none"> • 750 kg on 30/01/2025 • 140 kg on 17/06/2025 • 799 kg on 17/07/2025. 	<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)
7.2.9 (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.		<p>The company has developed aerial agrochemical applications using drones, guided by the Pest Prevention and Control Instructions and Drone Use Instructions.</p> <p>Exceptions for aerial fumigation were documented for two cases: leaf drying control (2–6 June 2024) and pest control in the upper third of tall palms (2–10 June 2025), based on severity, canopy height, treatment area, and application effectiveness.</p> <p>Drone use was authorized by General</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>Directorate of Civil Aviation approving the DJI-AGRAS T40 aircraft for agricultural spraying.</p> <p>Flight images confirm targeted applications outside the 500-meter buffer from population centers, and therefore it was not prior community notification. Monitoring and application records were also verified.</p>	
7.2.10 (C)	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.		<p>The sustainability policy in Chapter XIII requires fumigation personnel to undergo semi-annual medical exams to assess cholinesterase levels. The company maintains a list of approved workers for agrochemical application. A random sample of 17 workers confirmed that all had cholinesterase tests within reference parameters, with test dates ranging from November 2024 to July 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)
7.2.11 (C)	No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.		<p>The sustainability policy confirms compliance with minimum working age laws and prohibits child labour. It also exempts pregnant women from spraying activities. Field verification and staff interviews confirm that no people under 18 or pregnant or</p>	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement





			breastfeeding women are involved in agrochemical application.	<input 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.		<p>The company has a procedure for managing waste and residues that ensures compliance with environmental requirements. It establishes responsibilities, defines general activities and prohibitions, and includes measures for characterization, control, and monitoring of the waste generated. Supporting instructions cover the management of waste from extraction processes, annual declarations of hazardous and special waste, and the classification of waste generated in both agricultural and industrial operations. Hazardous waste is delivered to authorized companies for final disposal, while non-recyclable waste is sent to the national waste management company, with services paid through monthly invoices. The company also complies with regulatory requirements for hazardous materials transport and provides regular training to workers on hazardous and non-hazardous waste management, ensuring awareness and proper handling across plantations and oil mills.</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>



7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		<p>The company demonstrates compliance with its waste and residues management procedure by registering, declaring, and disposing of waste in line with environmental requirements. Records include the management of common and recyclable waste for plantations and oil mills, as well as logbooks and annual declarations for hazardous waste.</p> <p>Agrochemical deliveries and the return of empty containers are documented, with evidence showing that 2,180 kilograms of empty containers were generated in 2024. These containers are properly managed through certified shipments, returns to suppliers, and treatment or final disposal by authorized companies.</p> <p>Certificates and shipping guides confirm the transfer of significant volumes of triple-washed and perforated containers to specialized waste management firms. Additionally, manifests demonstrate the delivery, transport, and receipt of hazardous waste, including nearly 800 kilograms of agrochemical containers and other hazardous</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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			materials, ensuring traceability and regulatory compliance.	
7.3.3	The unit of certification does not use open fire for waste disposal.		Danec Agroindustrial Group prohibits burning for land preparation or waste disposal. Field inspections and staff interviews confirm no use of fire for waste disposal.	<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 7.4:				
Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.				
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.		<p>The company follows Fertilisation Procedure, detailing roles, materials, and activities from warehouse dispatch to field application, including protected areas. Supporting documents include sampling instructions, fertiliser location and handling annexes, and monitoring protocols. Fertilisation plans are developed using production data, genetic profiles, and sample analyses by an external consultant and the agricultural coordinator.</p> <p>The PDE 2025 Programme outlines fertiliser sources and doses per plot.</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)



7.4.2	Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.		The company conducts annual foliar and soil analyses as outlined in procedures. Agroanalysis performed these analyses, measuring macro and microelements in samples dated 19/04/2024 and 24/10/2023.	<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)
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.		<p>The company recycles nutrients through pruning residues and compost application, guided by procedures Instructions for the management of waste from the extraction process, Instructions for composting, and Instructions for the application of organic matter.</p> <p>Key records include the 2025 Monthly Organic Matter Application Programm, Quality register, and Machinery application log. Compost application totaled 6,731.2 tons in 2024 and 3,253.5 tons in 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)
7.4.4	Records of fertiliser inputs are maintained.		Fertilization activities are documented in the field via the SharePoint application. Records are accessible through the SGA – Tasks Performed module, which includes key details such as application date, applicator, supervisor, plot identification, product used, number of	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



			palms treated, and total hectares covered.	<input type="checkbox"/> Not Applicable (justification required)
Criterion 7.5: Practices minimise and control erosion and degradation of soils				
7.5.1 (C)	Maps identifying marginal and fragile soils, including steep terrain, are available.		<p>The Shushufindi soil type map show that the area is mostly composed of moderately coarse soils (90.19%) and fine soils (9.81%).</p> <p>Soil map of Palmeras del Ecuador – Shushufindi identified suborders— Dystrudepts, Endoaquepts, Oxyaquic Dystrudepts, and Fluvaquentic Dystrudepts—belong to the Inceptisols order, with no Histosols present. Slopes range from 0 to 15%. The company monitors chemical conditions to guide fertilisation planning.</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)
7.5.2	There is no extensive replanting of oil palm on steep terrain.		<p>The company has the Soil map of Palmeras del Ecuador – Shushufindi, July 2018, scale 1:155,000 and the soil map legend shows that slopes range from 0 to 15%, meaning that the company does not have 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)
7.5.3	There is no new planting of oil palm on steep terrain.		<p>Not Applicable. The company doesn't plan the establishment of new plantings and the currently plantation doesn't</p>	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity

			have steep terrain.	<input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement <input checked="" type="checkbox"/> Not Applicable (justification required)
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.				
7.6.1 (C)	To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils including steep terrain, are taken into account in plans and operations.		Not Applicable. The company doesn't plan the establishment of new plantings and the current plantation does not have fragile soils, such as steep terrain and peat soils, according to the evidence provided by different maps and soil studies	<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)
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.		Not Applicable. The company doesn't plan the establishment of new plantings and the currently plantation doesn't have fragile soils as steep terrain and peat soils.	<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)
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure		Not Applicable. The company doesn't plan the establishment of new plantings and the currently plantation doesn't have fragile soils as steep terrain and	<input type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity

			peat soils.	<input type="checkbox"/> Opportunity for Improvement <input checked="" 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.		The company has no new plantations and has no peat soils, as evidenced in the Soil map of Palmeras del Ecuador – Shushufindi.	<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)
7.7.2	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).		The company has made a no peat declaration to the RSPO GHG unit and has sent the RSPO peat inventory template with 0 hectares of peat soils. A second declaration of peat soils has also been made in which it is reiterated that there are no peat soils.	<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)
7.7.2 (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		The company has made a no peat declaration to the RSPO GHG unit and has sent the RSPO peat inventory template with 0 hectares of peat soils. A second declaration of peat soils has also been made in which it is reiterated	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement

	shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).		that there are no peat soils.	<input type="checkbox"/> Not Applicable (justification required)
7.7.3 (C)	Subsidence of peat is monitored, documented and minimised.		Not Applicable. The company doesn't have peat soils as evidenced in the Soil map of Palmeras del Ecuador – Shushufindi.	<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 programme is in place.		Not Applicable. The company doesn't have peat soils as evidenced in the Soil map of Palmeras del Ecuador – Shushufindi.	<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)	For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the time frame for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability		Not Applicable. The company doesn't have peat soils as evidenced in the Soil map of Palmeras del Ecuador – Shushufindi.	<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>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 RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (i.e. those with plantations on peat) to utilise the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting till after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG. PROCEDURAL NOTE: PLWG and the Smallholder Interim</p>			
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	Group (SHIG) will collaboratively develop guidance for Independent Smallholders [cross links to SHIG and GHG issues]			
7.7.6 ©	All existing plantings on peat are managed according to the ' <i>RSPO Manual on Best Management Practices (BMTs) for existing oil palm cultivation on peat, version 2 (2018)</i> ' and associated audit guidance.		Not Applicable. The company doesn't have peat soils as evidenced in the Soil map of Palmeras del Ecuador – Shushufindi.	<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)
7.7.7 (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 ' <i>RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat, version2 (2018)</i> ' and associated audit guidance.		Not Applicable. The company doesn't have peat soils as evidenced in the Soil map of Palmeras del Ecuador – Shushufindi.	<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.				

7.8.1 (C)	<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>The organization has implemented a water management plan aimed at conserving water sources, ensuring quality and availability for stakeholders, and restoring riparian reserves within the plantation. The plan defines processes, hazards, risks, control points, corrective and preventive actions, timelines, and responsibilities. During the audit, compliance was verified through supporting documentation, including water collection permits, effluent treatment system maps, riparian zone management plans, and reforestation plans. Evidence of water quality analyses conducted by an accredited laboratory in April and May 2025 was reviewed, along with records of training, water consumption monitoring, and annual flow measurements. Additionally, the organization guarantees access to potable water for all workers, as confirmed during facility inspections.</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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7.8.2 (C)	Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).	-	The organization has a riparian zone management plan and a procedure for revegetating permanent protection zones (ZPP), and updated on June 27, 2025, in alignment with RSPO Best Management Practices for riparian reserve rehabilitation. Field visits and document reviews confirmed compliance, including marked buffer zones around water bodies and updated operational instructions restricting activities in these areas. Additionally, records show the implementation of a reforestation program with the planting of 2,268 forest species, supporting the organization's commitment to environmental conservation.	<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)
7.8.3	Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.		The organization monitors the physicochemical parameters of wastewater generated from its palm oil extraction process, ensuring compliance with environmental regulations. Analyses conducted by ALS Ecuador ALSECU S.A. on April 08, 2025, confirmed that discharge levels meet the limits established by the Ecuadorian Ministry of Environment	<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)

			under Ministerial Agreement 097-A, specifically Table 9 for freshwater bodies.	
7.8.4	Mill water use per tonne of FFB is monitored and recorded.		The organization monitors water usage through a “Consumption Indicator” document, which evaluates cubic meters of water consumed per ton of fresh fruit bunches (FFB) processed from 2016 to 2025. The indicator is categorized into three levels: less than 0.5 (acceptable), 0.5–0.7 (acceptable under certain conditions), and greater than 0.7 (not acceptable). For 2023 and 2024, the mill recorded a consumption rate of 0.67 m ³ per ton of FFB processed, remaining within the acceptable range under certain conditions and showing no increase in resource consumption.	<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 7.9: Efficiency of fossil fuel use and the use of renewal energy is optimized.				
7.9.1	A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.		The company has a Fossil Fuel Efficiency, Renewable Energy Optimisation and Greenhouse Gas Reduction Plan, version 2225, based on various processes and actions: <ul style="list-style-type: none"> • Self-generation of electricity 	<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"> • Mechanical maintenance • Oil mill fuel consumption • Plantation fuel consumption • Electricity consumption in oil mill • Fuel storage • Biomass consumption 	<input type="checkbox"/> Not Applicable (justification required)
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions				
7.10.1 (C)	GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.		<p>The company has a Fossil Fuel Efficiency, Renewable Energy Optimisation and Greenhouse Gas Reduction Plan, version 2225, which has been reviewed and is published on the company's website https://grupodanec.com.ec/sostenibilidad/#certificaciones.</p> <p>Likewise, the company keeps records of processed fruit, CPO extraction, PK, plantations, energy consumption, fertilisers, fuel consumption, compost use, and POME generation, which are monitored using the Palm GHG calculator.</p> <p>Among the actions developed to minimize greenhouse gases are:</p> <ul style="list-style-type: none"> • Self-generation of electricity 	<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"> • Mechanical maintenance • Oil mill fuel consumption • Plantation fuel consumption • Electricity consumption in oil mill • Fuel storage • Biomass consumption • Mobile emission sources 	
7.10.2 (C)	Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).		Not Applicable. The company has no new plantations.	<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)
7.10.3 (C)	Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.		The company has identified major sources of pollution, including boilers, generators, and effluents, and conducts semiannual monitoring of atmospheric emissions and water quality. Records reviewed for 2024 and 2025 confirm compliance with national environmental standards for air emissions and effluent discharge, as established by applicable regulations.	<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 7.11: 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>The sustainability policy in Chapter III Burning establishes that the Danec Agroindustrial Group adheres to Good Agricultural Practices, and therefore has a policy of not using burning for land preparation or waste disposal.</p> <p>Field verification shows no evidence of the use of fire for new planting or replanting, and this is corroborated by interviews with administrative staff and field workers.</p>	Danec Agroindustrial Group prohibits burning for land preparation or waste disposal. Field inspections and staff interviews confirm no use of fire for new planting or replanting.	<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 company has the Palmeras del Ecuador 2025 Self-Protection Plan, which describes:</p> <p>Identification of the organisation's own fire risk factors, such as machinery, equipment, electrical and combustion systems, and other elements that could cause fires.</p> <p>Preventive and control measures to minimise risks, such as a fire-fighting water network, fire extinguishers, smoke detectors or sensors, alarms, and signage.</p> <p>Resources to prevent, detect, protect and control fires.</p>	<p>The Palmeras del Ecuador 2025 Self-Protection Plan outlines the company's fire risk factors—including machinery, equipment, and electrical or combustion systems—and specifies preventive and control measures such as water networks, extinguishers, detectors, alarms, and signage. It includes resources for fire prevention, detection, protection, and control, as well as records of fire extinguisher inspections for 2024 and 2025.</p> <p>The plan also details the structure of the fire brigades and emergency system, along with information on emergency entities. Training certificates for brigade</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>Fire extinguisher inspections for 2024 and 2025 are noted.</p> <p>It also details the composition of the fire brigades and emergency system, code SBP04R01 of 16/01/2025, and details of emergency entities.</p> <p>The fire brigade training certificate for each of the brigade members, carried out from 22 to 23 November 2023 by INSISTEC, is also noted.</p>	<p>members, issued by INSISTEC for sessions held on 22–23 November 2023, are documented.</p>	
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p>	<p>There are evidences of deficiencies in the scope of the actions carried out in fire prevention and control measures with all adjacent stakeholders.</p> <p>There is evidence that the certification unit has not developed fire prevention and control measures during the period evaluated with the neighbouring communities of Los Olivos, San Roque, San Jorge, Las Mercedes and La Boya, the Petroecuador company and neighbouring palm and cocoa producers.</p> <p>Evidence:</p>	<p>There are deficiencies in fire prevention and control measures involving neighboring stakeholders. The certification unit has not implemented actions with nearby communities, companies, or producers during the evaluated period. Evidence includes maps of customary rights and attendance records from stakeholder meetings held in 2024 and 2025.</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> <p><input type="checkbox"/> Not Applicable (justification required)</p>

		<p>*Map of customary rights.</p> <p>*Record of attendance at stakeholder meetings, code SCP14R01, dated 19/07/2025, Bellas Palmeras community.</p> <p>*Record of attendance at stakeholder meetings, code SCP14R01, dated 23/04/2025, Unidos Venceremos community.</p> <p>*Record of attendance at stakeholder meetings, code SCP14R01, dated 25/07/2024, El Recreo community.</p> <p>*Record of attendance at stakeholder meetings, code SCP14R01, dated 10/07/2025, Bellavista, El Recreo and La Victoria communities, 7 attendees.</p>		
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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.		The organization has not established new plantations or developments and holds an HCV study completed in April 2016 for all its operations, along with a land use change analysis from September 2016, both approved by the RSPO in 2017. Those studies confirmed no impacts on HCV 4, 5, or 6 and no need for remediation in riparian zones, prohibited areas, or steep slopes. However, the organization is responsible for compensating 582.8 hectares, as outlined in its RSPO-approved remediation and compensation plan dated August 13, 2018, which specifies that compensation will occur on a separate property owned by the organization.	<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)
7.12.2 (C)	HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.	-	DANEC conducted a High Conservation Value (HCV) study on April 18, 2016, covering all its operations, including Palmeras de Los Andes S.A., Palmeras del Ecuador S.A., and Murrin Corporation, located in San Lorenzo, Shushufindi, and Quinindé. Additionally, a land use change analysis by BioAp (ALS licensed ALS14011JZ) was completed in September 2016 and	<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)



			approved by the RSPO on September 4, 2017. For Palmeras del Ecuador, the study identified several HCV areas and management zones: HCV 1 (presence of RTE species), HCV 2 (tropical rainforest), HCV 3 (flooded palm forest in Amazonian plains), HCV 4 (drains connecting to the Shushufundi River), HCV 5 (areas of ecological importance for Secoya and Colos ethnic groups along the Shushufundi and Itaya Rivers), and HCV 6 (possible archaeological sites).	
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.		The organization does not have any new plantations. However, they have The Instructions for Sowing and Re-sowing the Crop was reviewed, which indicates that in order to establish new plantations, stakeholders must be involved through the FPIC process and carry out the assessments: ESIA, HCV assessment, LUC analysis, soil suitability assessment and topographic survey and GHG 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)
7.12.3 (C)	In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional		DANEC conducted an HCV study on April 18, 2016, covering all its operations—Palmeras de Los Andes S.A., Palmeras del Ecuador S.A., and Murrin Corporation—along with a land use change analysis by BioAp (ALS	<input checked="" type="checkbox"/> Conform <input type="checkbox"/> Major Nonconformity <input type="checkbox"/> Minor Nonconformity <input type="checkbox"/> Opportunity for Improvement



	<p>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 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.</p>		<p>licensed ALS14011JZ) in September 2016, both approved by the RSPO in 2017. Evidence confirms that these studies were carried out with stakeholder participation. Additionally, the organization has a procedure for identifying customary and legal rights and compensation (which outlines steps for recognizing third-party rights and addressing compensation if necessary. Document reviews and community interviews verified legal land tenure and confirmed the absence of conflicts.</p>	<p><input type="checkbox"/> Not Applicable (justification required)</p>
7.12.4 (C)	<p>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</p>	-	<p>The organization has a management plan for maintaining and protecting High Conservation Value (HCV) areas, titled “Management Plan to Maintain and Protect HCVs: Revision 2025,” which outlines HCV types, risks, causes, activities, indicators, compliance status, and responsible parties. During the audit, evidence of implementation was verified, including forest integrity assessments (July 2, 2025), aquatic macroinvertebrate monitoring (May 2025), riparian inspections (June 16, 2025), forest</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>consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>		<p>monitoring reports, reforestation progress control panels, and the 2025 reforestation program across multiple river systems. Additionally, an annual environmental monitoring summary dated May 2025 was reviewed, confirming active management and conservation efforts.</p>	
<p>7.12.5</p>	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p>		<p>The organization has not established new plantings since 2010 and operates under a Sustainability Policy (Danec Agroindustrial Group). The policy includes a commitment to Free, Prior, and Informed Consent (FPIC) and legal compliance. Additionally, the organization maintains a procedure for identifying customary and legal rights and compensation). It has mapped customary and usage rights in High Conservation Value (HCV) areas with active community participation, and consultations confirmed that access to these areas is not restricted. Supporting evidence includes a map of customary rights (scale 1:50,000) and the HCV study developed by BioAp on April 18, 2016.</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>



7.12.6	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.		The organization maintains a list of rare, threatened, protected, and endemic species in Annex 9.37 and incorporates actions for conserving HCV 1 within its HCV management plan. It also has a species monitoring procedure (that tracks sightings reported by workers. Additionally, its sustainability policy () prohibits activities that threaten species and classifies non-compliance as a serious offense subject to disciplinary measures. Evidence reviewed includes training attendance records from May and July 2025, species sighting logs via the Naturalist app, the sustainability policy, and the 2025 reforestation program implemented across multiple river systems.	<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)
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.		The organization has an updated HCV management plan (Revision 2025) but does not provide feedback or evaluate the effectiveness of its proposed actions based on monitoring results. Although Palmeras del Ecuador has an HCV study developed by BIOAP in April 2016 and updated its management plan in 2025, there was no evidence of analysis regarding the efficiency or impact of implemented activities on maintaining or improving HCV areas. Supporting	<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)



			documentation includes the integrated management plan to maintain and protect HCVs (Revision 2025).	
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.		Based on the HCV and LUCA studies referenced in indicator 7.12.1, the organization developed a remediation and compensation plan covering all its operations and demonstrated compliance during the audit. Evidence includes submission of Annex 9 and related documents to the RSPO on May 17, 2025, and verification of activities at the “Bosque La Pantera” reserve, officially designated as a conservation and sustainable use area by municipal ordinance on April 27, 2023. Supporting documentation reviewed includes flora and fauna analyses (November 2024), ichthyofauna and macroinvertebrate monitoring (June 2024), soil and water quality tests (October 2024), and critical habitat assessments for multiple biological components. Field visits confirmed the presence of forest rangers from the local community and established monitoring plots. While deforestation	<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>pressures were observed in adjacent areas, no such activity was detected within the company-owned conservation area.</p>	
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2. Summary of Audit Findings

6.1 Positive and noteworthy findings

No.	Positive finding
1	Staff availability to attend to the audit in a friendly manner
2	The communities highlight the company as a strategic ally that supports their development.
3	Commitment to environmental compliance and care for protected areas.



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	1.1.4	1
Principle 2: Operate legally and respect rights - Implement legal requirements as the basic principles of operation in any jurisdiction.	2.1.2 (Major Upgraded minor)	2.1.3	0	2
Principle 3: Optimise productivity, efficiency, positive impacts and resilience (Includes IP and/or MB Module)	3.4.2 (Major Upgraded minor) 3.6.1 3.8.6	0	0	4
Principle 4: Respect Community and Human Rights and Deliver Benefits	4.2.1		0	2
Principle 5: Support Smallholder Inclusion	0	0	0	0
Principle 6: Respect Workers Rights and Conditions	0	6.5.3 6.5.4 6.7.2	0	4
Principle 7: Protect, Conserve and Enhance Ecosystems and the Environment	0	7.11.3 7.12.7	0	3
Certification Systems Document	0	0	0	0
Total	5	6	1	16



3. Nonconformity(ies) Issue in this Audit

Indicator Number	2.1.2
Nonconformity Number	1
Nonconformity Category	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of Nonconformity Issued	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: <p>The Certification Unit did not present evidence of legal due diligence regarding compliance with labor regulations by some of the third parties hired.</p> <p>During the document review, the application of legal due diligence measures was verified by the supplier Santo Espinel William Patricio, responsible for the food service at the Villas Dining Hall, located in block 2 of the plantation, where three workers are currently employed. During the document verification, the individual pay slips for June 2025 for the three workers were validated, confirming that only the basic salary had been paid. However, no evidence was presented to support the payment of overtime and/or night shift premiums to the workers, considering that, in an interview with one of them, she indicated that her workday begins at 4:00 a.m. and extends until approximately 2:00 p.m., resuming work from 5:00 p.m. to 8:00 p.m.</p>	
Evidence: <ul style="list-style-type: none"> - Contract 866921 for Food Service Provision. - Individual roles for payments in June 2025 for Comedor Villas workers. - Interview with Villas cafeteria worker. 	
Root Cause Analysis	Service providers operate under different working arrangements, which are accepted by workers. However, the provider only sets a base salary without keeping a physical record of hours worked. As a result, there is no schedule determining the working hours of food service staff.



	Furthermore, the provider's rating is not based on the organization's legal framework, so no analysis of the risk of legal non-compliance was performed. Nor was it evaluated in accordance with applicable legal requirements, which means that the rating does not take into account all the legal aspects established in the contract.
Correction(s)	Training on contract types and overtime control for suppliers. After the training, an assessment of the knowledge acquired will be carried out. Development of physical or digital attendance control.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Review of legal requirements by contractors and their employees Monthly verification of legal compliance
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The organization trained contracted third parties on the topic of "types of contracts and overtime calculations" on 08/20/2025 and presented evidence of training attendance records identified with the code RHP28R01. There are records of the trainees' understanding of the training. There is evidence of modifications to the payment roles by the supplier Santo Espinel William Patricio, regarding its cafeteria service workers for the month of August 2025, which includes the payment of overtime. Likewise, the August attendance record form is included, which accounts for the overtime generated by the worker, with a match between what was accounted for and what was paid. Likewise, the organization presented the service provider matrix identified with the code SIP01R54, where it performs the monthly verification of the applicable legal requirements, which was completed through August 2025. Deviations from the review process are notified electronically so that the supplier can make the necessary adjustments to its processes.
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	25 11 2025



Indicator Number	2.1.3
Nonconformity Number	2
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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 checked="" type="checkbox"/> Onsite <input type="checkbox"/> Off-site
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Nonconformity Statement: Inconsistencies were observed in the definition of the cartography and the marking of the company's legal boundaries.</p> <p>Field verification reveals discrepancies in the positioning of the company's boundaries in parcels Z11A, Z11B, Z5, Z6, and A12C with respect to the cartography presented in the Palmeras del Ecuador Map, graphic scale 1:100,000, working scale 1:25,000.</p>	
<p>Evidence: Geographic points verified in the field: -0.321455, -76.522397 -0.304241, -73.572070 -0.303284, -76.545603 -0.303336, -76.515971 Palmeras del Ecuador map, graphic scale 1:100,000, working scale 1:25,000. General map of land acquired by the Palmeras del Ecuador company, August 2021.</p>	
Root Cause Analysis	The working maps were made without using the PDE's registered property plan, so the maps were drawn with imprecise lines on some edges, such as the "Zetas," and there was also a low level of precision and use of visual references. Therefore, the georeferenced agricultural orientation maps have positioning errors for certain lots (). This occurred because the property maps were not shared by the relevant area, and the agricultural team used internally developed maps. These inaccuracies are reflected in official maps such as those from AVC and LUCA.
Correction(s)	Use a base map of deeds for plot location Update maps or cartography applicable to RSPO, such as



	AVC and LUCA, based on the deed map.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Make the PDE-registered property plan official and use it to replace the operational agricultural cartography.
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The action plan has been approved and will be verified at the next follow-up audit.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	

Indicator Number	3.4.2
Nonconformity Number	3
Nonconformity Category	<input type="checkbox"/> Major Nonconformity <input checked="" type="checkbox"/> Minor Nonconformity
Recurring Nonconformity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of Nonconformity Issued	25 07 2025
Nonconformity Issued To <i>(when more than one site/member)</i> : Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Nonconformity Statement: There are evident shortcomings in the updating and scope of the company's Environmental Impact Study.</p> <p>The organization has an environmental impact study developed by the company Auditoría Ambiental Cía Ltda in 2007 that covered the activities and processes carried out by the certification unit at that time. However, during the audit, there was no evidence of an impact assessment or management plan for new processes such as composting and boiler construction, nor was there any evidence of stakeholder participation.</p>	



Evidence:	
<ul style="list-style-type: none"> - Impact study and ex-post environmental management plan for the African palm plantation "Palmeras del Ecuador -Shushufindi" 	
Root Cause Analysis	The Environmental Impact Assessment used to certify the RSPO program is the company's original EIA (2007), and the Environmental Impact Assessment is updated (changes in processes or new equipment) with biannual Environmental Audits under Ecuadorian law, and the Environmental Audits are only shared/approved with the environmental authority without including other stakeholders. Therefore, the EISA PDE 2024 shared with stakeholders is only based on the general basis of the current Environmental Audit. Consequently, the EISA PDE 2024 shared with stakeholders does not include the updated environmental impact assessment
Correction(s)	Add an addendum to the EISA 2024 PDE including an updated environmental impact matrix.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Share the addendum to the EISA 2024 PDE with stakeholders using participatory methodologies and update the social and environmental management plan with their input. . The update to the social plan will include an activity related to new environmental impacts and their dissemination, as appropriate.
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>The organization submitted two addenda for the plantation and extraction facility regarding the environmental impact study, through which it updated the identification and assessment of the environmental impact generated by the boilers and the composting plant.</p> <p>Invitations were sent to the communities, the prefect of GADP Sucumbíos, Geopark, Limoncocha Biological Reserve, and Petroecuador to socialize the update of the environmental and social impact study, carried out on October 15, 2025. Likewise, there is evidence of the attendance record for stakeholder meetings identified with the code SCP14R01 under the theme "Participatory update of the PDE social and environmental impact study and review of the social plan" with 19 attendees on the list. The organization also presented the social management and monitoring plan, which was adjusted after the consultation process with the communities, including the following activities based on feedback from stakeholders:</p> <ul style="list-style-type: none"> - Through a semi-annual review based on the internal audit of the management system, analyze whether there are new environmental or social processes and impacts. - Share new environmental or social impacts and provide feedback on the plan as appropriate - Participatory development of social management



	<p>and monitoring plan study with stakeholders</p> <ul style="list-style-type: none"> - Maintain environmental quality and comply with biannual air and water monitoring <p>According to the evidence provided by the organization, the non-conformity has been adequately resolved.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	25 11 2025

Indicator Number	4
Nonconformity Number	3.6.1
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Nonconformity Statement:</p> <p>Not all company operations are evaluated based on risk, and not all mitigation procedures and instructions are implemented. The company has the Instruction Manual for OHS inspections, code SIP01104 dated 07/17/2023, Fifth Revision, and the Instruction Manual for the transport and storage of agrochemicals, code SIP01109 dated 07/17/2023, Sixth Revision.</p> <p>However, during the tour of the field and oil mill, the following shortcomings in the implementation of procedures and instructions were observed:</p> <p>Crop:</p> <ul style="list-style-type: none"> - Inadequate storage and control of the hours of use of the filters used in the masks for the application of chemicals in the nursery. 	



- Inadequate risk identification and storage of a gas pipette in the north 5 muleria.

Oil mill:

- Missing grate in the liquid waste collection channels of the process. The organization installed the grate during the audit.

There are no signs warning of the risk of entrapment in the auger that feeds the boilers.

- There are no signs warning of the risk of entrapment in the pumps of the effluent pumping buffer tank.

Likewise, electrical hazards during harvesting were not identified in the occupational risk matrix, which had no code and was dated January 31, 2025, even though during the tour conducted with the OHS manager, power lines in contact with the palm trees were observed.

Evidence:

- Instructions for OHS inspections, code SIP01104 of 07/17/2023, Fifth revision
- Instructions for the transport and storage of agrochemicals, code SIP01109 dated 07/17/2023, sixth revision.
- Tour of the oil mill and field.

Root Cause Analysis

There is no follow-up on the continuity of actions included in the health and safety plan, which are in turn recorded in the risk matrix. Furthermore, in the case of electrical risk, the electrical connection network comes into contact with palm trees in certain areas, and the electrical risk is not present in all areas of the field. Therefore, the electrical risk was not considered in the occupational risk matrix.

Correction(s)

Update the occupational risk matrix on an annual basis.

Conduct an awareness workshop on electrical risk for personnel who may be exposed to electrical risk, such as divisions and pollination, measures and use of PPE and its importance

Coordinate with various personnel to include the trimming of palm leaves that are in contact with power lines; if the palm tree is compromised, its removal will be requested

Include the installation or maintenance of grates in the preventive maintenance plan for the extractor

Placement of missing signs based on risks present in the extractor plant

Corrective Action Implemented
(including any evidence submitted)

Identify, evaluate, estimate, and record the risks present in the work area within the PDE occupational risk matrix for all agricultural and extractor tasks. Based on the update, the annual safety plan is supplemented.

Date of Response

02 09 2025

Audit Team Conclusion *(including any evidence reviewed)*

The organization updated the PDE 2025 risk matrix, without code or date, where the physical risks for fruit and leaf cutting workers and chemical risks in mulleras were identified and assessed. In the case of physical risk due to electrical contact, the OSH activity plan for 2025 included



	<p>the inspection of electrical risks, and a communication was sent to those responsible for agronomy to coordinate the trimming of palm leaves in contact with power lines and the prior isolation of power lines, which was sent on September 1, 2025. Likewise, there is evidence of training provided to personnel through training attendance records code RHP28R01 in divisions 1 and 2 regarding the new risk identified, carried out from September 8 to 12 for field personnel. For the chemical risk existing in the mulleras, training was carried out through training attendance records code RHP28R01 on October 15, 2025.</p> <p>Regarding the improper handling of filters in the nursery area, nine training sessions were held on August 20, 2025, for personnel, which were attended by 91 people.</p> <p>At the oil mill, the maintenance program identified with code MTP01R08 included the inspection of the grates throughout the plant through routine inspections. There are records of the inspections carried out at the oil mill for the week of August 18 to 22, 2025, and purchase orders associated with the findings to make the necessary corrections. Likewise, signs associated with the risks identified in the boiler screw conveyor and the buffer tank pumps were installed.</p> <p>According to the evidence provided by the organization, the non-conformity has been adequately resolved.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	25 11 2025



Indicator Number	3.8.6
Nonconformity Number	5
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: The internal audit report does not show that all requirements for the RSPO Supply Chain of the oil mill have been validated. During the document verification, a document entitled "INTERNAL AUDIT REPORT" with code SCP06R04 was found, corresponding to the RSPO P&C Supply Chain audit carried out on November 28 and 29, 2024, at the Palmeras del Ecuador oil mill. However, this report does not provide evidence of the evaluation of all the requirements established by the RSPO standard applicable to the extractor plant's Supply Chain and the RSPO Rules for Communications and Commercial Statements.	
Evidence: - Internal Audit Report, code SCP06R04	
Root Cause Analysis	At the system management level, the procedure for planning, executing, and following up on SCP06000 internal audits to ensure full compliance and knowledge transfer was not followed, so the internal audit process was not documented or standardized, leading to incomplete execution and dependence on the knowledge of a single person. The person in charge of the internal audit (or the process) did not develop or use a tool to ensure full coverage of the requirements because they did not have a checklist or a detailed audit plan that included each clause of the standard and therefore did not review all the requirements of the standard.
Correction(s)	Conduct a new internal audit that focuses specifically on the requirements that were omitted in the previous report. Document this review with a new detailed report.
Corrective Action Implemented (<i>including any evidence submitted</i>)	Create a comprehensive checklist containing each requirement of the RSPO Supply Chain Standard and



	<p>Communications Rules. This list should be the mandatory tool for each internal audit.</p> <p>Train key personnel in the use of the new checklist and the standardized audit procedure.</p>
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>The organization included in its internal audit program identified with code SCP06R02, updated on 10/15/2025, identifying the need to audit all supply chain standard requirements and RSPO rules for communications and commercial statements. Likewise, the checklists used to carry out the audit, identified with the code SCP06R04, were attached.</p> <p>The audit was carried out on 10/21/2025 and the audit report with code SCP06R04 was attached. The process was carried out by internal personnel who are certified in supply chain management by ESM Energy, Sustainability, and Markets on 04/29/2025.</p> <p>Finally, there is evidence of attendance records for training code RHP28R01, held on October 21, 2025, regarding the dissemination of the RSPO SCP22000 supply chain procedure to those responsible for maintaining the process.</p> <p>According to the evidence provided by the organization, the non-conformity has been adequately resolved.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	25 11 2025



Indicator Number	4.2.1
Nonconformity Number	7
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: Complaints made by the community and handled by the company are not being recorded in the complaint handling mechanism. The company has a PQR complaint handling mechanism for identified stakeholders, code SCP07000, issued on January 6, 2025, with a change date of January 11, 2024. According to the statement made by the company's social responsibility manager at a meeting on April 24 with the El Triunfo community and as indicated in the minutes of that meeting, the community made a complaint, and it was handled until a response was given to the situation raised. Upon reviewing the PQRS Communities document, no complaints were recorded during 2024 and 2025.	
Evidence: <ul style="list-style-type: none"> - Attention to PQR from identified stakeholders, code SCP07000, issued on 1/6/2025 and with a change date of 1/11/2024. - PQRS Communities. 	
Root Cause Analysis	PQRS are not being managed in accordance with procedure SCP7000, therefore there is a lack of full knowledge of the procedure, which has led to flexible handling of requests, complaints, claims, or suggestions (PQRS) in the territory. Additionally, there is a discrepancy between a conversation and a complaint, as the complaint was understood as a chat and was not perceived as a formal request, so the community leader did not communicate the complaint for recording.
Correction(s)	Comply with the SCP07000 procedure when there are PQRS from stakeholders.



Corrective Action Implemented <i>(including any evidence submitted)</i>	Socialize/disseminate the process for submitting a PQRS through communication channels with communities. Train those responsible for managing PQRS based on Procedure SCP07000
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	<p>The organization reinforced training on procedure SCP07000 on 07/10/2025 for the two people responsible for managing the registration of requests, complaints, and claims.</p> <p>There is also evidence of community outreach regarding the appropriate mechanisms for communicating the registration of their PQRS, carried out on 08/26/2025, 08/27/2025, and 09/05/2025 to their stakeholders, with 39 people registered as attending.</p> <p>The PQRS submitted in August have been followed up to ensure the timely processing of cases, and there are six records for the month of August.</p> <p>According to the evidence provided by the organization, the non-conformity has been adequately resolved.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	25 11 2025



Indicator Number	6.5.3
Nonconformity Number	8
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: The needs of new mothers have not been assessed. The company has taken supportive actions such as paying a maternity or paternity bonus of \$150 and has also provided training related to maternity. The company has a list identifying four new mothers; however, these new mothers have not been consulted to identify their needs and, based on those results, take measures to address them.	
Evidence: <ul style="list-style-type: none"> - List of new mothers. - Interview with Human Resources. 	
Root Cause Analysis	<p>There was no specific knowledge of the concept and specifications of RSPO indicator 6.5.3, so compliance with the specific requirement to conduct a direct consultation was not validated. Therefore, the general support provided to pregnant and breastfeeding women is not sufficient to meet the criterion.</p> <p>In addition, all benefits provided have been company initiatives, and regulatory and legal compliance activities are prioritized for this group of workers. Therefore, the need to establish a specific process to address compliance with indicator 6.5.3 has not been previously identified.</p>
Correction(s)	Implement a participatory mechanism to identify and monitor the needs of new mothers at PDE, in compliance with RSPO criterion 6.5.3.
Corrective Action Implemented (<i>including any evidence submitted</i>)	Share the content and requirements of indicator 6.5.3 with the team, including the concept of "new mothers" and the obligation to conduct direct consultations as part of the needs assessment process.



	<p>Design and validate a participatory tool (survey) to assess the needs of new mothers.</p> <p>The assessment and definition of feasibility will be carried out within a viable framework provided by the organization. Design a mechanism for including new mothers.</p> <p>Establish a periodic monitoring mechanism through a control form</p>
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The action plan has been approved and will be verified at the next follow-up audit.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	

Indicator Number	6.5.4
Nonconformity Number	9
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	25 07 2025
Nonconformity Issued To <i>(when more than one site/member)</i> : Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: Complaints made by workers are not being handled in accordance with the timeframes established in the mechanism.	



The company has a mechanism for handling complaints, requests, and suggestions from identified stakeholders, code SCP07000, issued on January 6, 2025, with a change date of January 11, 2024. According to the mechanism, response times are 15 business days.

In reviewing the Complaints, Claims, and Suggestions Receipt matrix, it was found that during 2025, three complaints were filed, and the responses to the complaints exceeded the 15 days defined in the mechanism.

- Complaint 1: Submitted on January 15, 2025, responded to on February 26, 2025.
- Complaint 2: Submitted on February 25, 2025, response given on May 7, 2025.
- Complaint 3: Filed on March 20, 2025, response given on April 20, 2025.

Evidence:

- Attention to PQR from identified stakeholders, code SCP07000, issued on 1/6/2025 and with a change date of 1/11/2024.
- Complaints, Claims, and Suggestions Receipt Matrix.

Root Cause Analysis

PQRS are not being managed in accordance with procedure SCP7000, therefore, there is a lack of full knowledge of the procedure, which has led to flexible handling of requests, complaints, claims, or suggestions (PQRS).

Correction(s)

Comply with procedure SCP07000 when there are PQRS from stakeholders.

Train the personnel involved on the SCP07000 procedure.

Plan quarterly follow-up monitoring.

Corrective Action Implemented
(including any evidence submitted)

Socialize/disseminate the procedure for submitting a PQRS through internal communication channels.

Date of Response

02 09 2025

Audit Team Conclusion *(including any evidence reviewed)*

The action plan has been approved and will be verified at the next follow-up audit.

Status of Nonconformity

- Closed
- Open

Date of Closure:



Indicator Number	6.7.2
Nonconformity Number	10
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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 checked="" type="checkbox"/> Onsite <input type="checkbox"/> Off-site
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Nonconformity Statement: Deficiencies were identified in the implementation of emergency procedures, and not all incident records are maintained or reviewed periodically by the organization.</p> <p>Although the company has instructions for the use and handling of fire extinguishers and firefighting equipment, code SIP01107 of 07/17/2023, fifth revision, and instructions for the control of first aid kits, code SIP01116 of 07/17/2023, second revision, the following situations were observed during the field visit:</p> <ul style="list-style-type: none"> - There is no adequate control of first aid kit inventories in the field and at the oil mill, as evidenced by the following situations: inventory shortages, expired items, and failure to complete records. - One of the fire extinguishers in the personnel transport vehicles, present in batch D9, did not show the date of recharge. <p>During the tour of the plantation and the interviews, one of the workers reported an incident that occurred on May 21, 2025, during fertilization activities. When the OSH manager was asked for the 2025 medical monitoring matrix, there was no evidence of the incident involving the worker identified with code 4173, in breach of the provisions of the instructions for investigating accidents, incidents, and occupational diseases identified with code SIP01103, updated on July 17, 2023. This situation was confirmed by the worker's statement in the presence of the OSH manager.</p>	
<p>Evidence:</p> <ul style="list-style-type: none"> - Instructions for the use and handling of fire extinguishers and firefighting equipment, code SIP01107 of 07/17/2023, Fifth revision. - Instructions for the control of first aid kits, code SIP01116 of 07/17/2023, second revision. - Instructions for investigating accidents, incidents, and occupational illnesses, code SIP01103, updated on 07/17/2023. - Interviews with workers. 	



Root Cause Analysis	<p>Not all first aid kit managers are clear about the instruction to carry out monthly inspections of the emergency first aid kit. As a result, there are deficiencies in the controls carried out by those responsible for the first aid kits, leading to expired items, a lack of completion of consumption records, and evidence of inventory shortages.</p> <p>Inspections of fire extinguishers in vehicles are very sporadic (every 6 months), so the lack of information on the fire extinguisher label, which was worn out by the sun and humidity, was not identified.</p> <p>There are workers with medical conditions that are contributing factors to the occurrence of medical emergencies, and risky situations at work can trigger pre-existing conditions in workers, resulting in incidents. Therefore, there are medical emergencies in the field whose relationship to work is not always clearly defined, so not all incidents are reported or recorded in the accident and incident tracking matrix.</p>
Correction(s)	<p>Hold an awareness workshop on monthly inspections of emergency first aid kits.</p> <p>Request that the Talent and Culture department change the people responsible for first aid kits so that they can be trained before taking on this responsibility.</p> <p>Plan monthly follow-up monitoring.</p> <p>Conduct an incident management refresher workshop for paramedics, doctors, and nurses, as well as a workshop focused on farm managers and supervisors.</p> <p>Report all incidents that occur during working hours.</p>
Corrective Action Implemented <i>(including any evidence submitted)</i>	<p>Monthly check of incident reports.</p> <p>Implementation of a chat where the consumption of first aid kit supplies is reported weekly</p> <p>Include the fire extinguisher plate in the vehicle inspection for replacement, checking for natural wear and tear from sun and rain</p>
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The action plan has been approved and will be verified at the next follow-up audit.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	



Indicator Number	7.11.3
Nonconformity Number	11
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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 checked="" type="checkbox"/> Onsite <input type="checkbox"/> Off-site
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Nonconformity Statement: There are deficiencies in the scope of the actions taken to prevent fires and control measures with all adjacent stakeholders.</p> <p>Evidence shows that the certification unit has not developed fire prevention and control measures during the period evaluated with the neighboring communities of Los Olivos, San Roque, San Jorge, Las Mercedes, and La Boya, the Petroecuador company, and neighboring palm and cocoa producers.</p>	
<p>Evidence:</p> <ul style="list-style-type: none"> - Map of customary rights. - Attendance record for stakeholder meetings, code SCP14R01, dated 07/19/2025, Bellas Palmeras community. - Record of attendance at stakeholder meetings, code SCP14R01, dated 04/23/2025, Unidos Venceremos community. - Record of attendance at stakeholder meetings, code SCP14R01, dated 07/25/2024, El Recreo community. - - Record of attendance at stakeholder meetings, code SCP14R01, dated 10/07/2025, Bellavista, El Recreo, and La Victoria communities, 7 attendees 	
Root Cause Analysis	The requirements of the indicator for fire prevention and control with neighbors were not specifically adapted. Therefore, collaboration in fire prevention and control is not described, and the concept of "adjacent" is not included in the Social Plan. As a result, training focuses on the environment and OHS in general for communities, while the Social Plan focuses on community centers, excluding companies or other types of adjacent interest groups. Thus, the Social Plan only includes topics related to no burning



	and fire extinguisher management for communities.
Correction(s)	Develop a general strategy for Danec Group agricultural companies to determine collaboration in fire prevention and control with neighbours.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Use the mapping of neighbours developed by the Community Relations area to generate an implementation schedule. Apply the defined strategy for collaboration at the level of plantation neighbours
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The action plan has been approved and will be verified at the next follow-up audit.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	

Indicator Number	7.12.7
Nonconformity Number	12
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	25 07 2025
Nonconformity Issued To <i>(when more than one site/member)</i> : Palmeras del Ecuador	
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 checked="" type="checkbox"/> Onsite <input type="checkbox"/> Off-site
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: The organization does not provide feedback on its HCV management plan based on the results of monitoring the proposed actions/activities. Palmeras del Ecuador has an HCV study developed by	



<p>BIOAP in April 2016 and has made updates to its HCV 2025 management plan. However, there was no evidence of an analysis of the effectiveness and/or efficiency of the actions carried out and their impact on the maintenance or improvement of the HCV.</p>	
<p>Evidence:</p> <ul style="list-style-type: none"> - Integrated management plan to maintain and protect HCVs: 2025 review. - Review with Environmental Manager. 	
<p>Root Cause Analysis</p>	<p>The AVC indicators do not use the adaptive biodiversity management model, therefore, the information is not systematized to promote continuous improvement of the plan. The update is based on consecutive annual results, and the indicators do not provide feedback to the plan, therefore, the update of the plan does not make the maintenance and improvement of HCVs visible.</p>
<p>Correction(s)</p>	<p>Complete the 2025 HCV Plan, analyze data and the efficiency of results.</p>
<p>Corrective Action Implemented <i>(including any evidence submitted)</i></p>	<p>Formulate new measures and indicators for the 2026 plan by applying principles of adaptability based on the facts and data from 2025.</p>
<p>Date of Response</p>	<p>02 09 2025</p>
<p>Audit Team Conclusion <i>(including any evidence reviewed)</i></p>	<p>The action plan has been approved and will be verified at the next follow-up audit.</p>
<p>Status of Nonconformity</p>	<p><input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open</p>
<p>Date of Closure:</p>	



FOLLOW-UP OF THE EFFECTIVENESS OF THE CLOSURE OF MAJOR NON-CONFORMITIES AND PROGRESS IN THE IMPLEMENTATION OF MINOR NON-CONFORMITIES WITH RESPECT TO THE WITNESS CONDUCTED BY ASI IN MAY 2025 IN PALMAS DEL ECUADOR.

Indicator Number	3.4.3
Nonconformity Number	13
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	17 06 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: The company does not have a social and environmental management and monitoring plan that addresses the impacts of the plantation's drainage system and does not guarantee in a participatory manner to stakeholders affected by the application of chemicals as required by Indicator 3.4.3 of Ecuador's National Interpretation of the RSPO 2018 Principles and Criteria.	
Evidence: The company manages a total area of 15,530 hectares, including a continuous production area of 8,124.16 hectares. Several watercourses run through the company's area, forming riparian zones. Stakeholders interviewed remotely and consulted on site expressed concern about the adverse effects of the company's water drainage system on local communities, specifically the increased water discharge causing flooding and damage to local roads. During a field visit to the company's operations, several drainage channels were observed on the property. However, the company's environmental impact assessment did not acknowledge any negative impacts from the drainage system. In addition, the company's social management team was unable to provide evidence demonstrating that the environmental and social impacts of water drainage on surrounding communities and neighborhoods had been identified, according to documentation provided by the social team.	
Root Cause Analysis	The company has not received any requests from the community to clean the drains; on the other hand, there is no risk of the company contaminating neighboring communities through aerial spraying (which does not exist) due to wind, nor have there been any complaints about ground spraying at the boundary or inside the property.



	Therefore, these impacts have not been recorded in the system from an external point of view, which is why the socio-environmental impacts are not addressed in the environmental and social monitoring.
Correction(s)	Clean the drainage system in the area adjacent to Bellas Palmeras using the CUP01108 Drainage instructions (Executed on July 3, 2025). Include notification for terrestrial applications in the protocol for notification of agrochemical applications in adjacent areas. CUP01103/ CUP05000.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Conduct a survey of the areas adjacent to the plantation. Identify neighbours within the range of drift. Inform supervisors of the obligation to notify neighbours about agrochemical applications when applicable and to record this information.
Date of Response	07 07 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	07/24/2025_ Action Plan approved. Comments and feedback on the evidence presented. 09/08/2025: Review of documents. <ul style="list-style-type: none"> - Record of socialization and resolution of palm tree drain cleaning in Ecuador and Bellas Palmeras, socialization of fumigation policies. Date 07/03/2025 15 participants. - Photograph of drainage cleaning. Date: July 3, 2025, 8:02 a.m. - Map identifying adjacent properties. List of adjacent properties for the Bellas Palmeras and La Cadena 2 sites, within 30 meters of the PDE. Instructional document on chemical weed control/chemical circles. Date of change 06/27/2025: Changes made: details on the adoption of the Riparian Zone Management Guide with MAP7000 and criteria for protecting water bodies less than 1 meter deep. Details the need to communicate fumigation to settlements located up to 30 meters away. - Example of notification to be implemented. Contains precautionary information when observing fumigation on company plots. - Fumigation awareness record: 7 participants on 07/15/2025. - - Training record: Dissemination of the obligation to notify neighbours about the application of agrochemicals when applicable and to record it. Date: 07/15/2025. 11 participants from the Santa Monica community. - <p>Based on the evidence presented, the NC is closed.</p>



Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	15 09 2025

Indicator Number	4.2.3
Nonconformity Number	14
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	17 06 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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 checked="" type="checkbox"/> Onsite <input type="checkbox"/> Off-site
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: The company does not adequately manage requests and complaints from interested parties. Specifically, the company does not meet the requirements of Indicator 4.2.3, which states that the certification unit must keep parties informed of progress made in relation to agreed timelines and ensure that results are communicated to relevant stakeholders.	
Evidence: The updated framework for the stakeholder request and complaint management system was evaluated, and some deficiencies were identified, such as the following: <ul style="list-style-type: none"> - The company received a request for information from stakeholders on January 11, 2023. However, the new PQRS (Petitions, Complaints, Claims, and Suggestions) registration system did not record this request. - The records of complaints and claims filed in 2024 were reviewed. - Since August 2024, seven entries have been recorded without any documented evidence of follow-up or closure. - The company has documented records of meetings with local communities, including follow-up actions agreed upon and signed jointly by company representatives and community leaders. However, the company was unable to provide evidence that these agreed actions were subsequently implemented or monitored. 	
Root Cause Analysis	PQRS are not being managed in accordance with procedure SCP7000, therefore the procedure timelines are



	not being met, which has resulted in monitoring being occasional and very sporadic. Community relations staff did not record complaints received at community meetings. On the other hand, new staff did not receive the appropriate induction, which meant that they did not receive training on their assigned tasks and there was an interruption in the process of monitoring the recording of external PQRS follow-ups. All of this led to the company not adequately managing requests and complaints from stakeholders.
Correction(s)	<p>Fill in the current matrix with the cases received to date.</p> <p>Train the staff involved on the SCP07000 procedure</p> <p>Plan quarterly follow-up monitoring</p> <p>Provide specific induction training for the position</p>
Corrective Action Implemented <i>(including any evidence submitted)</i>	<p>The community relations manager complies with the provisions of procedure SCP07000, as evidenced by an internal audit of the area to ensure compliance with the relevant procedures</p> <p>Verification by Quality Management of compliance with quarterly follow-up monitoring</p> <p>Comply with the community training plan regarding the PQRS management procedure</p>
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	The organization has a period of one year from the establishment of the NC, which expires on September 2, 2026. If the compliance date coincides with the audit, it will be reviewed at that time; otherwise, compliance information will be requested from the customer prior to the expiration of the deadline.
Status of Nonconformity	<input type="checkbox"/> Closed <input checked="" type="checkbox"/> Open
Date of Closure:	



Indicator Number	6.2.2
Nonconformity Number	15
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
Nonconformity Statement: Employment contracts and related documents do not specify all the elements required by the RSPO standard.	
Evidence: Two of the three contract templates used by the certificate holder were reviewed, namely the "Piecework Employment Contract" and the "Permanent Employment Contract with Probationary Period." In addition, the following related documents were examined: "Internal Regulations" (2022), "Health and Safety Regulations" (2023-2025), "Twenty-First Collective Labor Agreement" (2023-2025), and the "Technical Induction Record" (version RHP02R03). However, the certificate holder was unable to demonstrate where the following elements required by the RSPO are addressed: sick leave, overtime, maternity leave, and notice period. Overall, it was difficult to determine in which documents the relevant RSPO requirements are specified.	
Root Cause Analysis	On the first day of work, as part of the induction process, information is provided on labor regulations, workers' legal rights, and internal provisions. Therefore (the Internal Regulations already include minimum RSPO requirements regarding workers' rights and local legal requirements), there is no need to create an additional document to record the delivery of information, which means that it was not possible to demonstrate that staff are aware of the required specifications. In addition to the above point, there was a sudden change in the Head of Talent and Culture, which meant that there was no transition period and the induction of new staff and the person in charge of the area was not completed. This led to a lack of knowledge about legal requirements; for all these reasons, the induction documents do not specify all the elements required by the RSPO standard.



<p>Correction(s)</p>	<p>Modify/add training topics to the induction record in accordance with RSPO indicator 6.2.2.</p> <p>Inform all staff about benefits and allowances in accordance with RSPO indicator 6.2.2.</p> <p>Present internal regulations indicating the points related to the specific points requested by the RSPO and national legislation.</p>
<p>Corrective Action Implemented <i>(including any evidence submitted)</i></p>	<p>Provide external training on Integrated Management Systems to the Talent & Culture Leader.</p> <p>Reinforce internal training for the Talent and Culture team on RSPO P&C issues focused on their functions, in accordance with the company's training program.</p> <p>Conduct an internal audit of Talent and Culture to demonstrate compliance with the requirements of 6.2.2 and other P&C elements related to this area.</p>
<p>Date of Response</p>	<p>02 09 2025</p>
<p>Audit Team Conclusion <i>(including any evidence reviewed)</i></p>	<p>July 24, 2025: Action plan approved, and comments made on the evidence presented.</p> <p>09/08/2025 Document review:</p> <ul style="list-style-type: none"> - Email history requesting training on the integrated management system for the Talent and Culture leader. Held on Friday, September 12, 2025, with three participants, using internal resources, on responsibilities regarding the company's management system. - Induction record, including the following topics in detail: Internal work regulations. Working conditions: leave, vacations, and working conditions. Maternity/paternity leave, overtime pay, vacations, and other legal requirements. - Training attendance record: Calculation and application of labor rights: vacations, maternity and paternity leave. Date: July 17, 2025. Ten participants. Seventeen participants. - Training record: Date 07/23/2025 19 participants. - Training registration: Date 07/22/2025 147 participants. - Attendance record. Topic: Micro-workshop to strengthen knowledge of the RSPO standard. Date: 06/26/2025. 4 participants from Talent and Culture. - Quality audit report on the human resources process, evaluation of procedures and legal compliance, RSPO Principle 6 checklist Respect for workers' rights and conditions Date: 07/02/2025. Records compliance with the induction process, socialization of internal work regulations and working conditions, 100% compliance. Auditor: Santiago Vargas. Date: 07/02/2025.



	<ul style="list-style-type: none"> - Updated procedure, Code RHP29000 date 2025-06-09, Selection, hiring, and termination procedures. - Review of internal regulations: <ul style="list-style-type: none"> o Resolution Approving Internal Regulations No. MDT-DRTSP2-2017-6965-R2SP Date 06/15/2017 from the Regional Directorate of Labor and Public Service of Quito. Resolves: Article 1. Approves the internal regulations. Article 2. The provisions of the labor code, as well as the stipulations contained in the collective agreement, if any, are incorporated into the Internal Labor Regulations by means of this resolution. o Contents of the Internal Labor Regulations and evidence of compliance submitted by the company: <ul style="list-style-type: none"> o Chapter 1 Purpose, validity, awareness, dissemination, scope, and field of application. Article 4. Knowledge and dissemination. There is evidence of delivery of a copy of the internal regulations at the time of induction for a maintenance operator on May 20, 2024, and a field worker in the pollination area on September 9, 2024, with evidence of the workers' signatures on the receipt. There is evidence of a booklet/book of the Internal Work Regulations, reprinted in 2022. o Chapter II General Regulations o Chapter III Contract Modalities. Article 9, all employment contracts entered into by the company shall be in writing and shall be subject to the provisions of the labor code. Evidence: Employment contract by task, Heavy Machinery Operator. Date 12/20/2022. Addendum to the Production Operator Employment Contract, addendum due to change of position and indefinite term. Date: 01/12/2023. o Chapter V Working hours and schedule, staff attendance, and attendance records. Article 12. Field workers, in accordance with the established contractual modality, shall not be subject to fixed working hours and their remuneration shall be based on the work performed. Mandatory weekly breaks are granted; however, Saturdays and Sundays may be considered normal working days and the company must designate other days off. Evidence: task-based employment contract, Heavy Machinery Operator, specifies in the clause regarding working hours/workday, the task-based contract, the worker agrees to perform a specific task within a previously established period of time, the worker will work 8 hours a day, and 40 hours a week from Monday to Friday, from 8:00 a.m. to 4:00 p.m., with a 30-minute lunch break on the company's premises.
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	<ul style="list-style-type: none"> ○ Article 13. The company may use the following as regular and special working hours, which are detailed in the work schedules: 1. Monday to Friday with Saturday and Sunday off; 2. Tuesday to Saturday with Sunday and Monday off; 3. Wednesday to Sunday with Monday and Tuesday off. To apply for any of the above working hours, must notify employees at least 15 days in advance of the start of said working hours, establishing the start date, frequency, and rotation of employees. Evidence: Scheduled hours for maintenance personnel from July 7 to 11, 2025. Records the list of mechanical and electrical maintenance workers and establishes the work schedule per day with start and end times. Note: Please review your work schedule. Authorization signature. Weekly work schedule from June 16 to 20, 2025. Shifts I, II, and III, with a list of operator names, job positions, and daily start and end times as follows: 6:00 a.m. to 2:00 p.m., 2:00 p.m. to 10:00 p.m. Document Authorizing Work on Weekends and Holidays. Date: Saturday, July 5, 2025, production department, list of worker code/ID number, worker name, work to be performed, start and end times, in some cases 6:00 a.m. to 4:00 p.m., in others 6:00 a.m. to 6:00 p.m., signature record of the requesting area, and authorization by management. ○ Article 17. Workers may not work overtime or extra hours without the proper written authorization from their immediate supervisor, who shall issue such authorization to the human resources department prior to its execution. The following day, the immediate supervisor shall send a report of the work performed during the additional hours worked for the respective control and payment of these hours. Evidence: Weekly Pollination Schedule – Overtime Hours for the week of June 16 to 21, 2025. Record ID number, first and last names of the operator, area, type of work, scheduled date, time of arrival and time of departure, record arrival at 5:30 and departure at 14:30, 15:30, 16:30, activity to be performed. Record surcharge percentages 25%, 50%, 100%, hours worked, hourly rate according to the surcharge, total hours worked. Signatures of the immediate supervisor requesting the program, the authorizing manager, and approval from Talent & Culture. Evidence of communication of the program to the group of workers via WhatsApp group, e.g., program from September 13 to 19.
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	<p>Photographic record of the publication of shifts on the bulletin board.</p> <ul style="list-style-type: none"> ○ Chapter VI Permits and Licenses Chapter VII Days off and vacations. Article 22 Absences due to illness must be communicated to the employer within the first 4 hours and a valid document must be presented to justify the absence. Article 24. Workers may request permission to be absent from work by giving written notice in advance. The company reserves the right to grant or deny permission, taking into consideration the reasons for the request and the needs of the business. Article 25. Permission granted shall be confirmed in writing and recorded in the respective registers and controls. ○ Chapter VII Days off and vacations. Article 28. Workers shall be entitled to an uninterrupted period of 15 days of annual vacation each year. The dates shall be agreed upon by mutual agreement between the boss and the worker. If no agreement is reached, the boss shall determine the dates to be taken. Evidence: Weekly Pollination Schedule – Overtime for the week of June 16 to 21, 2025. The record for several workers' vacation periods is shown. ○ Chapter VIII on remuneration and payment periods. Article 31. Remuneration: the company shall pay its workers for the remuneration agreed upon in each individual employment contract. Evidence: employment contract for specific tasks, heavy machinery operator. Clause 9 on remuneration establishes that Annex 1 of the contract shall determine the tasks or works assigned and their value. The parties agree that, if the tasks are delivered in parts, the worker shall be entitled to receive payment for the work performed each week, or payment may also be made in proportion to the progress of the tasks assigned. Annex 1 details the activities and total monthly value. Article 32 Applicable deductions. Contributions to the IESS, mortgage loan dividends, ordered by judicial authorities, among others. ○ Chapter IX Minimum production yields and evaluation. ○ Chapter X Obligations of workers ○ Chapter XI Prohibitions on workers ○ Chapter XII Employer obligations. Article 40 d) Disseminate and provide a copy of these Internal Work Regulations to its workers to ensure their knowledge and compliance. Evidence: There is evidence of the delivery of a copy of the internal regulations at the time of induction for a maintenance operator on 05/20/2024, and a field worker in the
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	<p>pollination area on 09/09/2024, with the workers' signatures on the receipt. There is evidence of a booklet/book of Internal Work Regulations, reprinted in 2022.</p> <ul style="list-style-type: none"> ○ Chapter XIII on prohibitions for employers. ○ Chapter XIV on the disciplinary regime and sanctions. ○ Chapter XIV on final provisions. ○ Document signed by the General Manager and stamped by the Ministry of Labor. <p>Based on the evidence presented, the company complies with the requirements, and the non-conformity is closed.</p>
Status of Nonconformity	<input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open
Date of Closure:	17 09 2025

Indicator Number	7.8.2
Nonconformity Number	16
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	25 07 2025
Nonconformity Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
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
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Nonconformity Statement: The company has not demonstrated effective protection or restoration of riparian and buffer zones in accordance with the RSPO Manual on Best Management Practices for the Management and Rehabilitation of Riparian Reserves, April 2017.</p>	
<p>Evidence: The company has not demonstrated effective protection or restoration of riparian and buffer zones in accordance with the RSPO Best Management Practices Manual for the Management and Rehabilitation of Riparian Reserves, April 2017.</p>	



The company manages a total area of 15,530 hectares, including 2,860 hectares designated as high conservation value (HCV) areas. The company's land is crossed by several watercourses that form riparian areas. In accordance with its internal procedures, the company maintains a minimum buffer of 5 meters for riparian areas, in line with RSPO-GUI-T03-003 V1.0, page 21. The company has procedures in place to protect riparian zones MAP7000 and chemical application procedures CUP011103-2004 and CUP03000-2004. However, the company does not have procedures or instructions on how to avoid applying chemicals in riparian areas adjacent to watercourses less than 1 meter wide, whether permanent, temporary, or drainage ditches. During the field visit, accompanied by company personnel, a tour was made of several areas within the production zone and specifically Block 12 adjacent to a drainage ditch, where the application of agrochemicals less than 5 meters from a watercourse or drainage ditch was observed. The company was unable to demonstrate how and when its buffer zone restoration plan will be implemented. Although there are maps identifying palm trees within riparian areas and some isolated efforts to replant with native species have been documented, there is no clear restoration strategy. The approach seems unclear, as it relies on the natural death of palm trees before taking action, and there is no indication of a structured timeline or methodology for restoration. In addition, the company has not established a systematic monitoring process to evaluate the effectiveness of these efforts. It has not assessed the current state of its riparian areas that require restoration. In some areas, invasive vegetation prevents effective regeneration.

In addition, a native tree was observed to have been cut down within a riparian zone, for which the company was unable to provide any justification or evidence as to why it was removed from this environmentally protected area.

Root Cause Analysis	It was considered that restoring riparian areas at random is considered as maintenance or management of riparian vegetation and the RSPO Riparian Zone Management Guide (2017) was not taken into account. Therefore, the reforestation document does not have KPIs, nor are the areas involved shown on maps. Consequently, there is no plan or procedure for restoring riparian areas that takes into account the guidelines provided by the RSPO in its P&C and the corresponding guide.
Correction(s)	Design and implement (mapping of riparian areas, separating natural areas, previously reforested areas, and areas with palm coverage; based on this, each water body is mapped and the total area is visualized in order to propose a progress plan that provides feedback on a monthly indicator) a new riparian area restoration plan adopting the recommendations of the RSPO Guide. Update the Riparian Zone management procedure to reflect the change in the reforestation plan and its focus on protecting water bodies less than 1 meter deep.
Corrective Action Implemented <i>(including any evidence submitted)</i>	Place a monthly compliance indicator for the riparian zone restoration plan.
Date of Response	02 09 2025
Audit Team Conclusion <i>(including any evidence reviewed)</i>	July 24, 2025: Action plan approved. Comments and feedback provided on the evidence presented.



	<p>09/08/2025: Review of documents:</p> <ul style="list-style-type: none"> - Riparian Zone Management Plan and Riparian Zone Explanation document: Water bodies are identified to identify riparian zones, and areas with palm trees and forest cover are described. Each mapped river is added to the total number of riparian zones to identify the universe of riparian areas. The riparian zone control panel and reforestation progress record the name of the river, riparian area in m², riparian zone in meters, riparian palm zone in meters, percentage of forest cover, and trees planted. The dashboard indicates that there are 201.08 km of riparian areas, of which 71.3 km already have forest cover and 129.78 km remain to be planted. Details are provided for each river and plot, indicating the number of species planted per location, and the system adds up the linear meters of progress to feed the indicator. - Map of riparian areas in Kml and pdf format. - Procedure for revegetation of Permanent Protection Zones (ZPP). Date of change: 06/27/2025. Changes made: elimination of generic guidelines for cleaning, inclusion of the concept of natural riparian zones with channels less than 1 meter wide. Statement on the use of bands to identify riparian palms. - Indicator of compliance for riparian areas. The 2025 reforestation schedule establishes, month by month, the areas to be intervened, the river/estuary, the distance, the plants to be reforested, the plot, the line, and the species to be reforested, and the execution of these activities allows the indicator to be measured. The scheduling of activities is subject to the available labor and the area, as there are areas that will only be intervened when the plantation is renewed. <p>Based on the evidence presented, the NC is closed.</p>
<p>Status of Nonconformity</p>	<p><input checked="" type="checkbox"/> Closed <input type="checkbox"/> Open</p>
<p>Date of Closure:</p>	<p>15 09 2025</p>



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

Indicator Number	1.1.4
Opportunity for Improvement Number	1
Date of Opportunity for Improvement Issued	25 07 2025
Opportunity for Improvement Issued To (<i>when more than one site/member</i>): Palmeras del Ecuador	
Standard Reference	2018 Principles and Criteria Standard – National Interpretation Ecuador
<p>Opportunity for Improvement Statement:</p> <p>The company has procedures in place for communication and consultation, and these have been shared with the various stakeholders.</p> <p>The document review showed that there is a stakeholder procedure, code SCP14000. Section 5.3.2: External communication: Describes how the relationship with external stakeholders is managed.</p> <p>There is also a Guide to consultation and communication with stakeholders, code SCP07I01.</p> <p>During the audit, consultations with the various stakeholders revealed that they have indeed participated in events where the company has informed them of the communication and consultation mechanisms and that, as part of these events, they would like the company to inform them of situations related to labor issues, given that a large part of the community members work for the company.</p> <p>Evidence:</p> <ul style="list-style-type: none"> - Stakeholder procedure, code SCP14000, issued on July 31, 2015, and date of change May 5, 2023. - Instructions for consultation and communication with stakeholders, code SCP07I01, issued on 12/18/2017, first revision. - Minutes of meetings with the communities. - Consultation with stakeholders during the audit. 	



5. 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		
2.1.2	1	<p>Nonconformity</p> <p>It was not possible to provide evidence of due diligence for all contracted third parties in relation to the renewal of contracts.</p> <p>Evidence</p> <p>During the documentary evaluation, contracts of 9 service providers in the areas of food, medical services, transport of fruit, transport of materials, transport of personnel and physical security were reviewed. It was found that 4 of the contracts had expired, which does not comply with the defined term clauses. The following contracts were reviewed:</p>	<p>Correction</p> <p>Renewing expired supplier contracts.</p> <p>Corrective Action</p> <p>Monitoring and verification shall be implemented by those responsible, including frequency of review and actions to be taken. This monitoring will be included in the Service Contracting Procedure code SEP01000.</p> <p>An IT alert will be implemented to notify contract renewal dates.</p>	<p>The organization created a dynamic matrix to monitor the termination of service contracts, without code or date, listing all of the organization's current contracts. This matrix includes the following information:</p> <ul style="list-style-type: none"> - Contract number - Company - Supplier tax ID number - Supplier name - Start date - End date - Contract status 	<p>The organization has demonstrated and evidenced the correct implementation of the corrections and corrective actions, ensuring the proper closure of this section of the NC.</p> <p>Effective closure on 07/24/2025.</p>



		<ul style="list-style-type: none"> - Alcivar Moreira Alex Geovanny Transport of personnel 31/12/2023. - Mera Araujo Maria Emerita Food Expiry: 31/12/2023 - RISKCONSULTING & ASOCIADOS CIA. LTDA - Integral Security Consultancy and Risk and Crisis Management Consultancy - Expiry: 21/05/2022 - Gómez Gómez Verónica Eugenia - Branch: Food - Expiry: 31/12/2023 		<ul style="list-style-type: none"> - Automatic renewal - Area or department - Person responsible for contracting <p>This matrix is used to keep track of the expiration dates of existing and new contracts.</p> <p>It also presented evidence of contract renewals for the following suppliers:</p> <ul style="list-style-type: none"> - Aguilas del Oriente - Alcivar Alex - Gomez Veronica - Mera Maria - Transhushuf indi 	
2.2.2	2	<p>Nonconformity</p> <p>It was found that RFF suppliers do not have signed agreements that include compliance with applicable legal requirements.</p>	<p>Correction</p> <p>Compile minutes of commitment that comply with the clauses on compliance with legal requirements.</p>	<p>The organization developed the supplier requirements matrix code AQP04R05, undated, which lists 101 suppliers and</p>	<p>The organization has demonstrated and evidenced the correct implementation of the corrections and corrective</p>



		<p>Evidence</p> <p>For non-certified independent producers, it was found that the company has the document Declaration and commitment for the implementation of good agricultural practices for oil palm (GAP) "Declaración y compromiso para la implementación de buenas prácticas agrícolas para Palma Aceitera (BPA)", signed by 20 small producers. This document includes compliance with the applicable legal requirements. However, in the case of the other FFB suppliers (79), there was no evidence of a binding document that includes the clauses of compliance with the applicable legal requirements.</p> <p>During the documentary review, the contracts of nine service providers in the sectors of food, medical services, transport of fruit, transport of materials, transport of personnel and physical security were reviewed. For the execution of each activity, the company Palmeras del Ecuador has a procedure called Procedure for</p>	<p>Corrective Action</p> <p>Include in the Fruit Purchase Procedure the list of suppliers, the compliance of the delivery of the certificate, the verification by the transfer agent in the case of change of ownership and the collection of documents (the list includes the suppliers and for the production units in which two names are registered for invoicing purposes, both will be included).</p>	<p>includes verification of compliance with the following documentation:</p> <ul style="list-style-type: none"> - ID - Tax ID - Bank certificate - Invoice - Email - -Purchase agreement - -Property tax payment or document proving ownership of the land <p>It also evidenced the creation and signing of deeds for the purchase and sale of fresh oil palm fruit bunches from 103 suppliers. The following were taken as samples:</p> <ul style="list-style-type: none"> - Calderon Carlos - Lara Vicente - Mrianda F - Suarez Luis - Verdesoto Giovanni 	<p>actions, ensuring the proper closure of this section of the NC.</p> <p>Effective closure on 07/24/2025.</p>
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		Updating and Applying Legal Requirements, "Procedimiento de Actualización y Aplicación De Requisitos Legales", code LGP05000, with the purpose of incorporating new laws, regulations, ordinances and other legal requirements. In addition, for each type of contractor, there is a procedure that describes the applicable legal requirements according to the activity performed.			
2.2.3	3	<p>Nonconformity It was found that some contracts do not contain clauses prohibiting child labour, forced labour and human trafficking and several of the RFF suppliers do not have signed agreements.</p> <p>Evidence During the desk review, contracts of 9 service providers in the areas of food, medical services, transport of fruit, transport of materials, transport of personnel and physical security were reviewed. It was found that some contracts do not contain</p>	<p>Correction Update service providers' contracts with social responsibility clauses. Update contract templates to include the requirement to comply with the TOR (Terms of Reference). Collect the minutes of commitment of the fruit suppliers with the social responsibility clauses.</p> <p>Corrective Action Update the Service Procurement Procedure with the inclusion of monitoring and verification that the TOR (Terms of Reference) are being included.</p>	<p>The organization updated the selection, hiring, and engagement procedure identified with code RHP29000, updated on 09/06/2025. It also identified, through matrix AQP04R05, known as the supplier requirements matrix, the documents to be reviewed at the time of hiring, as follows:</p> <ul style="list-style-type: none"> - ID - Tax ID - Bank certificate 	<p>The organization has demonstrated and evidenced the correct implementation of the corrections and corrective actions, ensuring the proper closure of this section of the NC. Effective closure on 07/24/2025.</p>



		<p>clauses prohibiting child labour, forced labour and human trafficking, as detailed below:</p> <p>Companies with contracts without clauses prohibiting child and forced labour and human trafficking:</p> <ul style="list-style-type: none"> - Alcivar Moreira Alex Geovanny - Transport of personnel. - Medical Services SERVIMED PLUS S.A - Medical Services - Compañía de Transporte de Carga Pesada Palmeras TRANSHUSHUFINDI - Transport of Materials - Mera Araujo Maria Emerita - Food - Transporte de Carga Pesada Aguilas del Oriente TRANSAGUIOR S.A - Transport of Materials. - RISKCONSULTING & ASOCIADOS CIA. LTDA - Integral Security Consultancy and Risk and Crisis Management Consultancy. - Gomez Gomez Veronica Eugenia - Food 	<p>Include the TOR requirement in the contract template.</p> <p>Include in the Fruit Purchase Procedure the list of suppliers, the compliance with the delivery of the minutes, the verification by the transferor in the case of change of ownership and the collection of commitment minutes with compliance with sustainability requirements.</p>	<ul style="list-style-type: none"> - Invoice - Email - Purchase agreement - Property tax payment or document proving ownership <p>In line with the updates made, it presented evidence of updates to the following contracts:</p> <ul style="list-style-type: none"> - RiskConsulting addendum - Termination of contract with Alcivar Chavarria Fernando for failure to comply with the measures established by the organization - Termination of contract with Veronica 	
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		<ul style="list-style-type: none"> - Companies with contracts without clauses prohibiting forced labour and human trafficking; - G4S Secure Solutions (Ecuador) CÍA. LTDA - Surveillance <p>In relation to FFB producers, it was found that the company has the document Declaration and commitment to the implementation of good agricultural practices for oil palm (GAP) "Declaración y compromiso para la implementación de buenas prácticas agrícolas para Palma Aceitera (BPA)", signed by 20 small producers. This document includes the prohibition of child labour, forced labour and human trafficking. However, in the case of the other FFB suppliers (79 producers), there was no evidence of a document that includes the prohibition of child and forced labour and human trafficking, as required by the indicator.</p>		<p>Eugenia Gómez (dining room) for failure to comply with the measures established by the organization</p> <p>The creation and signing of deeds for the purchase and sale of fresh oil palm fruit bunches from 103 suppliers was also evidenced, including RSPO requirements regarding child labor, forced labor, and human trafficking. The following were taken as samples:</p> <ul style="list-style-type: none"> - Calderon Carlos - Lara Vicente - Mrianda F - Suarez Luis - Verdesoto Giovanni 	
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3.4.2	4	<p>Nonconformity</p> <p>The Social and Environmental Impact Assessment was not updated with the participation of all affected stakeholders.</p> <p>Evidence</p> <p>The company has the Social Impact Study document PDE "Estudio de Impacto Social PDE", based on the Environmental Impact Study of Palmeras del Ecuador "Estudio de Impacto Ambiental de Palmeras del Ecuador" prepared by Auditoría Ambiental Cía. Ltda. and the High Conservation Values Study "Estudio de Altos Valores de Conservación" executed by BioAP, which include the Social Management Plan that refers to the Community Relations Program, updated to 2021. Also evidenced was the Result of the Social Impact Assessment at community level 2021, in which surveys were conducted in 11 communities identified as stakeholders of the company.</p> <p>The company has established and implemented the</p>	<p>Correction</p> <p>Review of the list of stakeholders by updating information with all the stakeholders involved.</p> <p>Contract and execute the update of the Social Impact Study including stakeholders in the analysis and using the RSPO methodology. For the year 2024 the Certification and Sustainability budget is managed directly by Management and this activity has been assigned.</p> <p>Corrective Action</p> <p>Include the topic of stakeholders (definition, identification, communication, and participation based on RSPO) in the C&S (Certifications and Sustainability) training plan.</p> <p>Develop through a participatory process that includes updated stakeholders the update of the Social Management Plan based on RSPO requirements.</p> <p>The company is currently updating the Social Impact Study of Agricultural Operations of the Danec Group, to be executed between 15/01/2024 and 20/02/2024, among</p>	<p>The organization updated its stakeholder matrix identified with code SCP14R03 on August 2, 2024, which identifies 98 fruit suppliers, 4 committees, 29 communities, 13 government entities, and 4 NGOs.</p> <p>It also provided evidence of a contract for the preparation of the updated environmental and social impact assessment, which ultimately resulted in the EISA update document produced in December 2024.</p> <p>The communities that participated in the participatory development of the plan were: Bellas Palmeras, La Magdalena, Luis</p>	<p>The organization has demonstrated and evidenced the correct implementation of the corrections and corrective actions, ensuring the proper closure of this section of the NC.</p> <p>Effective closure on 07/24/2025.</p>
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		<p>Continuous Improvement Plan PDE 2017-2024 "Plan de mejora continua PDE 2017-2024" and the Social Plan 2023 "Plan Social 2023", which include actions and activities to be carried out in the areas of environment, health and safety, social responsibility, crops and supply chain, both internally and with communities. The Social Plan was established according to the results of the consultations and is socialized with the communities on an annual basis. The Continuous Improvement Plan is reviewed internally to validate compliance with indicators.</p> <p>However, in an interview with those responsible for the environmental and social responsibility areas of the company, it was found that there is no record of participation in the identification and evaluation of potential social and environmental</p>	<p>the stakeholders who will participate in the update are: Communities, Community Representatives, Government Officials, Workers, Former Workers and Clients.</p>	<p>Vargas Torres (Yamanunka), Precooperativa 18 de Noviembre, 10 de Abril (La Mónica), Juan Montalvo, La Florida, La Cadena, Unidos Venceremos, GAD (Decentralized Autonomous Government) Shushufindi, El Carmen district, 12 de diciembre (La Mónica), Los Ceibos. Thirty-two community members participated in the event. Minutes were drawn up on March 6, 2025, indicating their agreement with the social management plan.</p>	
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Indicator No			
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	Opportunity for Improvement Number	Opportunity for Improvement Statement:	Verification / Follow-up actions:
7.3.1	1	The company has a Procedure for the management of waste and residues "Procedimiento para el manejo de residuos y desechos", which defines the collection, storage and final disposal of waste. During the visit to the storage area of veterinary products in "mulería cinco norte", the presence of needles used in veterinary treatments was observed, in the review of the procedure, it was not easy to identify the guidelines for the temporary management of this type of waste.	No information was provided by the company

6. Stakeholder Consultation Process

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

Date of public announcement made: [N/A](#)

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

11.1 For Audit Report

No	Consulted Stakeholders <i>Name of Stakeholders</i>	Date of Consultation/ Comment Received	Method of Consultation/Comment received	Feedback/Comments/Issue Raised Received from Stakeholders	CB's Responses
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11.2 For Public Summary Report

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	Gender Committee	23/07/2025	Face-to-Face	<p>The company has a gender committee. It was formed in accordance with the provisions of Ministerial Agreement No. MDT-2024-013.</p> <p>The committee is made up of four main members and four observers, who are registered in the Ministry of Labor's computer system.</p> <p>The committee is elected annually, according to the registration with the Ministry of Labor, and the current members took office on March 20, 2025.</p> <p>The main objective is to reduce gender inequalities and promote equal opportunities for women.</p>	<p>A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p>



2	Occupational Safety and Health Committee	23/07/2025	Face-to-Face	<p>The company has an Occupational Health and Safety Committee, in accordance with Decree 255 of May 2024—Occupational Health and Safety Regulations.</p> <p>Minutes of the committee's constitution at the Ministry of Labor on July 2, 2025.</p> <p>All members received online training from the Ministry of Labor and were issued certificates to enable them to serve on the committee.</p> <p>They meet every two months. The minutes are recorded in the company's own format. The minutes of the last meeting held on May 28, 2025, were reviewed.</p> <p>The committee's function is to ensure the health and safety of the workers.</p>	<p>The company has an Occupational Health and Safety Committee, in accordance with Decree 255 of May 2024—Occupational Health and Safety Regulations.</p> <p>Minutes of the committee's constitution at the Ministry of Labor on July 2, 2025.</p> <p>The committee's function is to ensure the health and safety of the workers.</p>
3	Works Council (Union)	23/07/2025	Face-to-Face	<p>The workers have formed a Works Council for the employees of Palmeras del Ecuador S.A.</p>	<p>The workers have formed a Works Council for the employees of</p>



				<p>Twenty-first collective bargaining agreement signed between the company “Palmeras del Ecuador” and the Works Council for the employees of Palmeras del Ecuador S.A. Recognized by the Ecuadorian Ministry of Labor.</p> <p>The collective agreement is valid for two years, starting on October 21, 2023.</p> <p>According to the committee representatives, the company has respected the clauses contained in the agreement. They state that there have been layoffs, but that everything has been done within the legal framework and in accordance with the collective agreement.</p>	<p>Palmeras del Ecuador S.A.</p> <p>Twenty-first collective bargaining agreement signed between the company “Palmeras del Ecuador” and the Works Council for the employees of Palmeras del Ecuador S.A. Recognized by the Ecuadorian Ministry of Labor.</p> <p>According to the committee representatives, the company has respected the clauses contained in the agreement.</p>
4	Contractors (food service: ANGULO VALVERDE IRLANDA MERCEDES	23/07/2025	Face-to-Face	<p>The contractors state that they have contracts signed by both parties.</p> <p>The company requires them to comply with the applicable legal requirements</p>	The contractors state that they have contracts



	<p>Fruit Transportation: BALVERDE SALAZAR MARIELA JANETH, CALVA OJEDA DARWIN VINICIO, GAROFALO VALVERDE GALO GABRIEL.</p> <p>Material Transport: DELGADO REYES NELSON VICENTE, PAREDES NARANJO MELIDA MARIA, VELASQUEZ LICOA HECTOR DIMAS.</p> <p>Personnel Transport: AUCATOMA AUCATOMA WILSON FABIAN, CHELA AGUALONGO MIGUEL ANGEL.)</p>			<p>according to the activity they perform, so when renewing their contract, they must present all valid documentation in accordance with the law.</p> <p>The company conducts daily inspections to verify compliance.</p> <p>The company complies with the clauses established in the contract regarding payment, frequency of payment, rates, and other matters.</p>	<p>signed by both parties.</p> <p>The company complies with the clauses established in the contract regarding payment, frequency of payment, rates, and other matters.</p>
5	<p>State agencies (GAD MUNICIPAL SHUSHUFINDI, Instituto Ecuatoriano de Seguridad Social)</p>	23/07/2025	Face-to-Face	<p>SHUSHUFINDI MUNICIPAL GAD:</p> <p>The representative states that they have a good relationship with the company.</p> <p>They are aware of the employment that the company generates in the communities of influence and would like to see more people hired.</p> <p>The company has invited them to participate in events to raise</p>	<p>Government agencies consider that the company complies with its legal obligations and that the company is always willing to provide them with the information required during their visits.</p>



				<p>awareness of its operations and impacts.</p> <p>The company carries out projects that help improve conditions in the communities in the area of influence.</p> <p>Ecuadorian Social Security Institute:</p> <p>They visit the company every four months to verify compliance. The company is open to receiving them and showing them the required information and giving them access to the workers.</p> <p>All company workers are affiliated with social security.</p> <p>They maintain good communication with the company.</p> <p>They consider the company to be very responsible.</p>	
6	Independent producers (5)	23/07/2025	Face-to-Face	<p>They maintain a commercial relationship involving the purchase and sale of fresh palm fruit bunches.</p> <p>They have received training on the formula for calculating palm fruit prices, the complaints mechanism, the company's social and environmental</p>	<p>They maintain a commercial relationship involving the purchase and sale of fresh palm fruit bunches.</p>

				<p>policies, safe handling of agrochemicals, farm management, use of personal protective equipment, occupational health and safety, among other topics.</p> <p>Timely payment for palm fruit, as agreed.</p>	<p>They have received training.</p> <p>Timely payment for palm fruit, as agreed.</p>
7	<p>Communities (Recinto El Recreo / La Mónica, Recinto Juan Montalvo, GAD Shushufindi, GADPR San Roque, Recinto Nueva Vida, Recinto el Triunfo, Comunidad Siekopai Bellavista, Pre cooperativa Unidos Venceremos.)</p>	23/07/2025	Face-to-Face	<p>Community representatives say that the company supports them with projects that help local development.</p> <p>They have participated in events organized by the company to inform them about social and environmental policies, operating procedures, and complaint and grievance mechanisms.</p> <p>They indicate that the company respects their rights of way and access to rivers to carry out their activities normally.</p> <p>Community representatives positively highlight the employment generated by the company, which boosts the economy and improves the quality of life of people in the communities.</p> <p>Community representatives say that in recent months there have been layoffs of workers from the communities and</p>	<p>Community representatives say that the company supports them with projects that help local development.</p> <p>They have participated in events organized by the company to inform them about social and environmental policies, operating procedures, and complaint and grievance mechanisms. They also participated in the</p>



				<p>that they would like the company to inform them of the entire process of terminating these workers. They indicate that some workers are psychologically affected by these layoffs.</p> <p>An opportunity for improvement was raised in indicator 1.1.4.</p>	<p>preparation of the social impact study and validated the company's social management and monitoring plan.</p>
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11.3 Summary of workers interviewed, and the CB's responses and findings are presented in the table below:

Total Workers in the Unit of Certification			1563	
Sampled Worker Consulted/ Interviewed in This Audit			40	
No	Type of Workers Consulted/ Interviewed	Interview Method	Feedback/Comments/Issue Raised/ Received from Workers	CB's Responses
1	Oil mill Assistant (scale operators) Permanent workers	Semi-structured, face-to-face	<p>Health and safety</p> <p>The worker knows and identifies the risks associated with her activities, as well as the corresponding personal protective equipment (PPE) and its correct use, and demonstrates knowledge of emergency protocols. They indicate that they receive training related to risks in the work area.</p>	<p>The company complies with its obligations under labor, occupational safety, and health laws because it has employment contracts and guarantees all legal social security benefits, and all personal protective equipment is provided in a timely and complete manner, demonstrating its commitment to its workers.</p>



		<p>The workers surveyed report that they have not had a work-related accident.</p> <p>Workers acknowledge that they undergo medical examinations upon joining the company.</p> <p>Wages and benefits</p> <p>The worker acknowledges that they have a signed employment contract and that they have a copy of it.</p> <p>The worker states that she is satisfied with the payments she receives, which are always on time and complete. Workers acknowledge that they have clear employment conditions and terms, such as salary and working hours. Workers acknowledge that they receive the financial benefits to which they are entitled under the country's regulations (thirteenth and fourteenth month payments, vacation, among others).</p> <p>The workers acknowledge that they receive a monthly pay slip.</p> <p>Workers acknowledge that the working hours established in their contracts are respected. If overtime is required, it is agreed in advance with the company,</p>	<p>The company also provides ongoing training on operating procedures (activities performed by each worker), which reduces risks to workers by teaching them the correct way to perform work in the industrial area. The company also provides ongoing training on the Complaints and Claims procedure and organizational policies, such as human rights and environmental policies.</p> <p>Medical evaluations and laboratory tests performed on workers and medical care provided through a health entity affiliated with the company are also important h s, adapted by the company based on the health and safety of workers.</p> <p>On the other hand, the organization has a Workers' Committee, and the workers demonstrated an understanding of the policy of freedom of association and what it represents. The worker is not affiliated with the workers' committee due to lack of interest.</p> <p>The company offers a food allowance (33% of the value of breakfast and lunch) for each day worked.</p>
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			<p>which guarantees full payment in accordance with current regulations.</p> <p>All workers are registered with social security through the Ecuadorian Social Security Institute (IESS).</p> <p>Training</p> <p>The worker states that she receives ongoing training in the appropriate language (Spanish) on various topics and demonstrates basic knowledge of: women's committee, human rights, occupational health and safety, wildlife protection, and non-discrimination, among others.</p> <p>Complaints and Requests</p> <p>The worker acknowledges the channels established by the organization for filing complaints or requests, including the Human Resources department and the suggestion box. However, to date, she has not considered it necessary to report any complaints, claims, or requests.</p>	<p>There is a positive working environment between the workers and the company, and there were no complaints from the workers during the interview.</p> <p>The worker feels satisfied and grateful for her working conditions and feels that the company listens to her and attends to her work needs.</p> <p>The worker states that there is no discrimination or harassment of any kind by the organization and that they are treated fairly and appropriately.</p>
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2	Permanent Workers (Maintenance Workshop Area)	Semi-structured, face-to-face	<p>Health and safety</p> <p>Workers are aware of and identify the risks associated with their activities, as well as the corresponding personal protective equipment (PPE) and its correct use, and the provision of work clothes and shoes. They acknowledge that their supervisor always keeps them informed of emergency measures and that they receive training related to risks in the work area.</p> <p>Workers report that they have not had any workplace accidents within the company.</p> <p>They recognize the members of the emergency response team and the emergency response protocol. In addition, fire drills and rescue drills have been conducted.</p> <p>Workers acknowledge that they undergo medical examinations upon hiring and periodically thereafter.</p> <p>Wages and benefits</p>	<p>The company complies with its obligations under labor, occupational safety, and health laws because it has written employment contracts and guarantees all legal social security benefits, and all personal protective equipment is provided in a timely and complete manner, demonstrating its commitment to its workers.</p> <p>The company also provides ongoing training in operating procedures (activities performed by each worker), which reduces risks to workers by teaching them the correct way to perform work in the industrial area. The company also provides ongoing training on the Complaints and Claims procedure and organizational policies, such as human rights and environmental policies.</p> <p>Medical evaluations and laboratory tests are performed on workers, and medical care is provided through a health care provider affiliated with the company.</p> <p>On the other hand, the organization has a Workers' Committee, and employees demonstrate an understanding of freedom of association and its significance. However, some of the workers interviewed are not members of the works council due</p>
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			<p>Workers acknowledge that they have a signed employment contract.</p> <p>Workers say they are satisfied with the payments they receive, which are always on time and in full. They acknowledge that their working conditions, such as salary and working hours, are clear. They acknowledge that they receive the financial benefits to which they are entitled under national law (thirteenth and fourteenth month payments, vacation pay, among others), as well as social security coverage through the Ecuadorian Social Security Institute (IESS).</p> <p>Workers acknowledge that they receive a monthly pay slip.</p> <p>They acknowledge that the working hours established in their contracts are respected. In the event that overtime is required, this is agreed in advance with the company, which guarantees full payment in accordance with current regulations.</p>	<p>to lack of interest, but they acknowledge that they receive the benefits of the Collective Bargaining Agreement.</p> <p>The company provides accommodation for workers who come from other cities. Food is provided through a fully equipped industrial kitchen operated by a contractor. This service is subsidized by the company.</p> <p>There is a positive working environment between workers and the company, and no complaints were raised by workers during the interview.</p> <p>The workers are satisfied and grateful for their working conditions and feel that the company listens to them and addresses their work-related needs.</p> <p>Workers state that there is no discrimination or harassment of any kind by the organization and that they are treated fairly and appropriately.</p>
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			<p>The workers state that they receive fully subsidized meals from the organization while they are working.</p> <p>Training</p> <p>Workers state that they receive ongoing training in the appropriate language (Spanish) on various topics and demonstrate basic knowledge of: human rights, occupational health and safety, wildlife protection, non-deforestation, waste management, work areas, among others.</p> <p>Complaints and requests</p> <p>The workers demonstrate knowledge of the existence of the Works Council and recognize its representatives. Some of the workers interviewed are not part of the Works Council due to lack of interest, but they acknowledge that they receive the benefits of the Collective Bargaining Agreement.</p> <p>They also recognize the means provided by the organization to file a complaint or</p>	
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			<p>request, mentioning: the suggestion box, the company website, email, or in person. However, to date, they have not considered it necessary to report any complaints, claims, or requests.</p> <p>Organizational Policies</p> <p>The workers say they are familiar with the company's human rights policy, which prohibits any form of harassment, respects equal opportunities, and guarantees reproductive rights. They also acknowledge that these policies are effectively enforced, as no cases of discrimination, harassment, or inequality have been reported.</p>	
3	Group of 2 female workers	Semi-structured, face-to-face	<p>Health and safety</p> <p>The workers clearly identify the risks and hazards associated with their work and understand the importance of using personal protective equipment (PPE). The workers stated that this equipment is provided free of charge, in a timely manner, and is inspected periodically and, in case of deterioration or damage, is replaced free of charge. They report that they have not</p>	<p>The company complies with its obligations within the legal framework of labor, safety, and occupational health, as it has signed employment contracts and guarantees all legal social benefits and provides all personal protective equipment in a timely manner, demonstrating its commitment to its workers.</p> <p>The company also provides ongoing training in the appropriate language (Spanish) for workers on the risks associated with the activities carried out, which reduces risks for female workers. In addition, the</p>



		<p>had any work-related accidents in the organization.</p> <p>The workers acknowledge that the company conducts regular medical evaluations and laboratory tests to assess their medical condition.</p> <p>In case of emergency, they have access to a nursing station where they are attended by medical and paramedical personnel and, if necessary, are transferred to the nearest health center. However, none of the workers reported having had a work-related accident.</p> <p>Wages and benefits</p> <p>The workers admit that they receive their wages and other social benefits (payment for overtime and extra hours, night shift premiums, vacations, among others). They are also registered with social security through the Ecuadorian Social Security Institute (IESS).</p> <p>The workers acknowledge that the company provides them with free meals, which are adequate and sufficient.</p>	<p>Certification Unit provides ongoing training on organizational policies, such as human rights, environmental policies, etc.</p> <p>Female workers have access to rooms exclusively for women with sanitary facilities and basic amenities.</p> <p>In terms of personal protection, it was confirmed that the company provides female workers with the necessary personal protective equipment for the performance of their activities free of charge.</p> <p>Medical evaluations and laboratory tests carried out on female workers and medical care provided by nurses are also positive measures that reflect a concern for the general health of female workers.</p> <p>The company only provides free meals to workers through the company's fully equipped industrial kitchen, which is suitable for food preparation.</p> <p>There is a positive atmosphere between the workers and the company, and there were no complaints from the workers during the interview.</p>
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			<p>4. Training and development</p> <p>The workers state that they receive ongoing training in the appropriate language (Spanish) on different topics from the company.</p> <p>They also acknowledge the means provided by the organization for filing complaints or requests.</p> <p>Organizational Policies</p> <p>The employees state that they are familiar with the company's human rights policy, which prohibits any form of harassment, respects equal opportunities, and guarantees reproductive rights. They also acknowledge that these policies are effectively implemented, as no cases of discrimination, harassment, or inequality have been reported.</p> <p>The workers understand and acknowledge that the organization guarantees a policy of gender equality and non- violence in the workplace, promoting mutual respect and support.</p>	<p>The workers state that there is no discrimination by the organization and that they are treated fairly, respectfully, and appropriately.</p>
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			<p>They acknowledge the gender committee and state that they have received information about it through publications, campaigns, and chat groups.</p> <p>7. Workload and schedules</p> <p>Workers express acceptance of their work schedules and wages. They also have access to vacation time, which is paid in accordance with current regulations.</p>	
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11.4 Consultation with Previous Land User

Total Identified Previous Land User in the Unit of Certification			0	
Sampled Previous Land User in This Audit			0	
Name of Previous Land User	Contact Details (address/telephone/email)	Total Area (Ha)	Date of Consultation	Result of Discussion with Previous Land User
No contacted	NA	NA	NA	<p>The consultation plan assigned a time to speak or meet with previous owners, and the company was asked to call them. However, it was not possible to contact any of the previous owners. The company made phone calls, but was unable to reach them.</p> <p>It is very difficult to contact the previous owners because the land was purchased many years ago.</p>



7. 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
Palmeras del Ecuador	Ecuador	Palmeras del Ecuador Mill	8	Certified	2018	2018	-
Palmeras del Ecuador	Ecuador	Palmeras del Ecuador	14.962	Certified	2018	2018	-
Palmeras de Los Andes	Ecuador	Palmeras de Los Andes Mill	5	Certified	2018	2018	-
Palmeras de Los Andes	Ecuador	Palmeras de Los Andes	7.762,24	Certified	2018	2018	2025
Palmeras de Los Andes	Ecuador	Palmeras de Quinindé	3.988,04	Certified	2018	2018	2025
Palmeras de Los Andes	Ecuador	Murrin Corporation	1.780,97	Certified	2018	2018	2025



Palmeras de Los Andes	Ecuador	Palmeras de Quinindé	1.601,96	Not Certified	2028	2018	2028
Palmeras de Los Andes	Ecuador	Palmeras de Quinindé Mill	5	Not Certified	2028	2018	2028



8. 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 organisation has management control and no or minor shareholding has been established by the certification unit.</p>	<p>Applicable Palmeras del Ecuador has a plan with deadlines approved by the RSPO, with a schedule of certification dates for all its management units, which shows that 6 of the 8 units are currently certified, with the remaining units scheduled for certification by 2028.</p>
<p>Was the time bound plan submitted during the initial audit?</p>	<p>Yes, it was submitted during the Initial Audit.</p>
<p>Does the time bound plan contain a current list of all estates and mills?</p>	<p>Industrial DANEC SA Palmeras del Ecuador Km 22 carretera Tocoa – Trujillo Comunidad Quebrada de Agua</p> <p>Membership Category: Ordinary Membership Sector: Palm Oil Processors and/or Traders Membership Number: 2-0143-10-000-00</p> <ol style="list-style-type: none"> 1. Palmeas del Ecuador 2. Palmeras de los Andes 3. Palmeras de Quinidé 4. Murrin Corporation

<p>Does the time bound plan include the certification of all estates and mills within five years after obtaining RSPO membership?</p>	<p>Yes, the certification was received prior the 5 years, Due to the high incidence of bud rot disease, the certification unit had to eradicate 1,601.96 hectares of the Quinindé plantation, and the Quininde mill is not in operation. These are the two units that are presented as non-certified.</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 becertified within a three year timeframe?</p>	<p>No new purchases have been made since the last audit. Due to the high incidence of bud rot disease, the certification unit had to eradicate 1,601.96 hectares of the Quinindé plantation, and the Quininde mill is not in operation. These are the two units that are presented as non-certified.</p>
<p>If there are any deviations from these maximum periods, did the Unit of Certification request approval from the RSPO Secretariat?</p>	<p>There have been no deviations from the certification deadlines</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>Yes, it was verified within the scope of REC 1. Compliance with the plan was monitored, which projects certification of the two management units by 2028.</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 organisation can provide evidence to the CB that these changes are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or Chamber of Commerce (or equivalent).</i></p>	<p>No adjustments or modifications have been</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>There have been no failures in the implementation of a time bound plan</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>There is no evidence of any failure regarding the implementation of the time bound plan</p>

9. 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>The company reports two management units to be certified in 2028, the Quinindé plantation and the Quinindé mill.</p> <p>These two management units were certified under certificate #SCS-RSPOPC-000441 issue 26/08/2024, but due to the high incidence of bud rot disease, 1,601.96 hectares were eradicated, which are within the scope of the LUCA and HCS studies.</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>The company reports two management units to be certified in 2028, the Quinindé plantation and the Quinindé mill.</p> <p>These two management units were certified under certificate #SCS-RSPOPC-000441 issue 26/08/2024, but due to the high incidence of bud rot disease, 1,601.96 hectares were eradicated, which are within the scope of the LUCA and HCS studies.</p>
<p>Is there any labour 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>No labour dispute reported or identified.</p>



<p><i>Note: In case of an issue related to labour dispute identified by the CB, details of the status/ progress to resolve such matter shall be clearly explained.</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>No legal non-compliance reported or identified.</p>
<p>Has a positive assurance statement been provided based on their self-assessment (i.e., internal audit) regarding the requirements for Un-Certified Management Units?<i>Note:</i></p> <p><i>1. This would necessitate 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>The company reports two management units to be certified in 2028, the Quinindé plantation and the Quinindé mill.</p> <p>These two management units were certified under certificate #SCS-RSPOPC-000441 issue 26/08/2024, the date of the internal audit was 9/10/2023.</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 risk of any potential non-compliances?</p> <p><i>Note: (e.g. relevant complaints, labour 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>

10. 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 have 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"/>	Continue 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>



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

Signing by the Management Unit

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

Furthermore, I confirm the following:

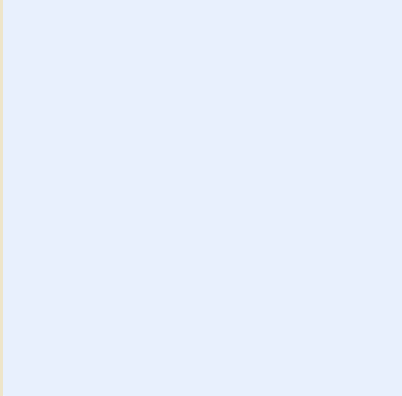
- Acceptance of responsibility in execution of the instructions given.
- That this company was made aware that the recommendation of the Audit Team is tentative, pending review and decision by the Certification Decision Maker assigned by the CB.
- That during the closing meeting all agenda items were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

Acknowledged by:

Name

Position

Date



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

Carlos Andrés Rincón Molina

Position

Lead Auditor

Date

09.12.2025



Signing by the Certification Decision Maker

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

Acknowledged by:

Name

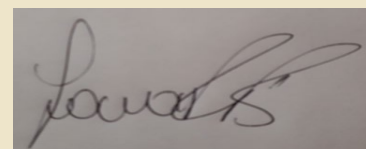
Laura Reyes

Position

Sr Technical Manager

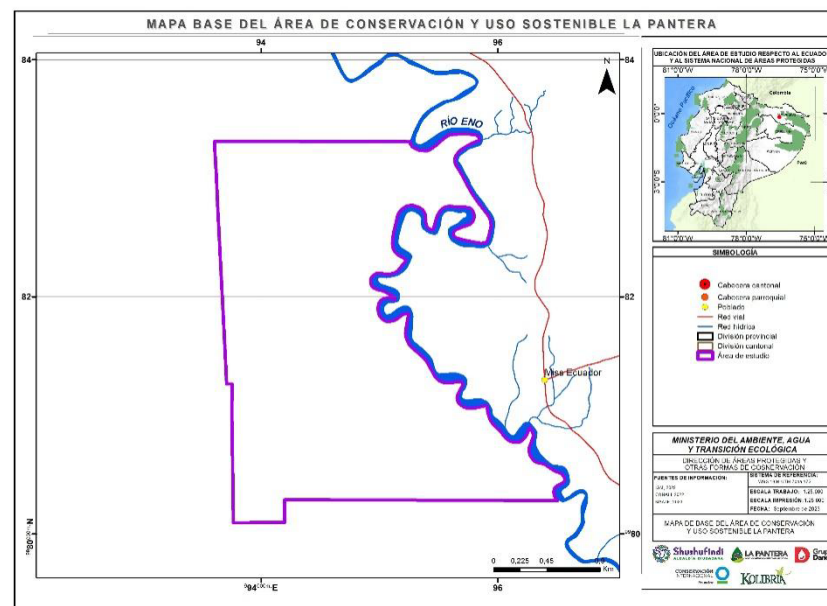
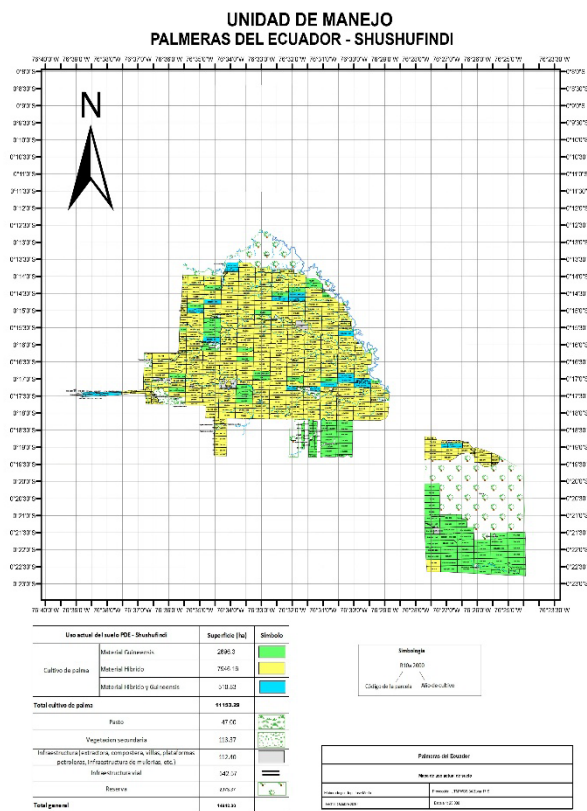
Date

14-01-2026



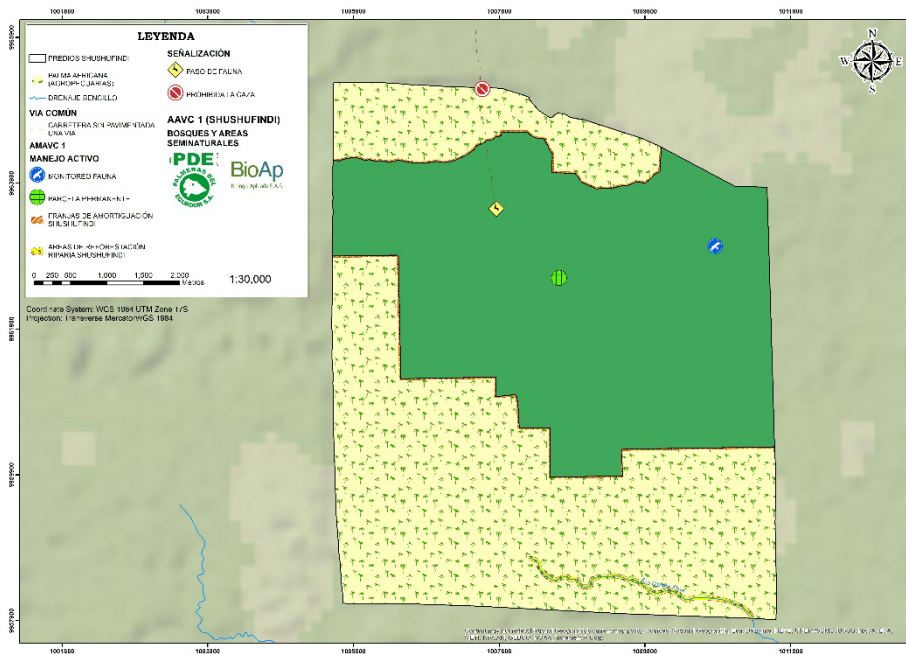
Signature

Appendix 1: Location Map Unit of Certification and Supply bases

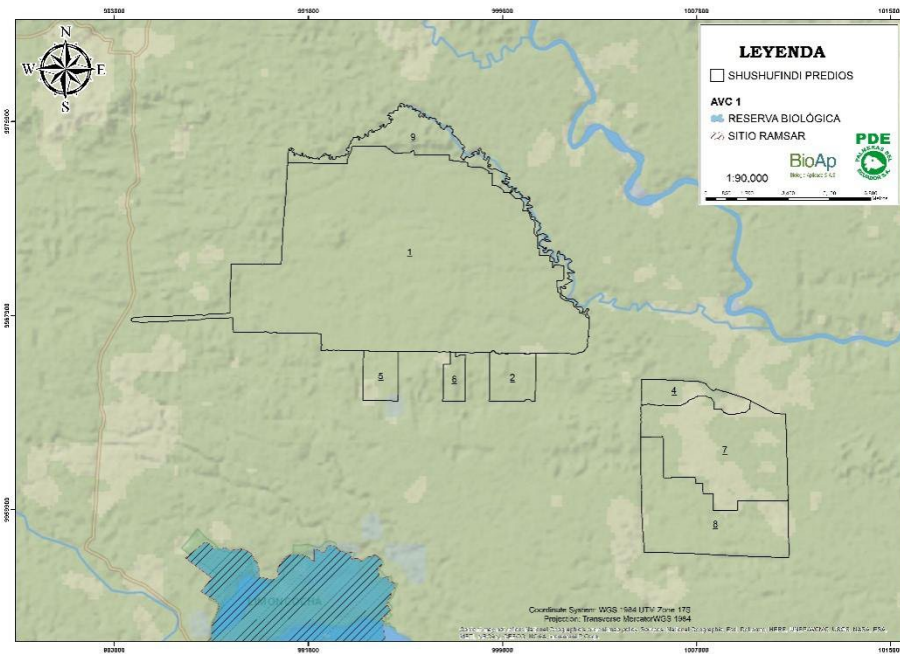


i.e. figure: Map of Conservation Area





i.e. figure: Map of AVC



i.e. figure: Map of AVC

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

Assessment Type	Date of Audit	Changes
Annual Surveillance Audit 11	21 07 2025	The total area was updated, Annex 2 was sent by CH to RSPO.



Appendix 3: Greenhouse Gas (GHG) Reporting Summary

The GHG emissions produced by the Palmeras del Ecuador (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 07/2025 for Palmeras del Ecuador POM and supply base are as following:

1. Summary of Emissions

Description	tCO ₂ eq/t product
CPO	0.26
PK	0.26
PKO	1.32
PKE	1.32

Extraction	%
OER	23.83
KER	4.00



2. Summary of Plantation/Field Emissions and Sink

Land Use	Ha
OP Planted Area	8,214.01
OP Planted on Peat	0
Conservation (Forested)	2,860
Conservation (Non-Forested)	0
Total	14,942

Production	t/year
FFB Processed	356,095.80
CPO Produced	84,845.77

	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	58,044.86	0.26	0.00	0.00	0.00	0.00	58,044.86
CO ₂ Emission from Fertilizer	2,456.67	0.01	0.00	0.00	0.00	0.00	2,456.67
N ₂ O Emission	63.91	0.00	0.00	0.00	0.00	0.00	63.91
Fuel Consumption	1,988.07	0.01	0.00	0.00	0.00	0.00	1,988.07
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Crop Sequestration	-74,034.04	-0.33	0.00	0.00	0.00	0.00	-74,034.04
Sequestration in Conservation Area	-15,730.00	-0.07	0.00	0.00	0.00	0.00	-15,730.00
Total	-27,210.53	-0.12	0.00	0.00	6,464.61	0.00	-20,745.92

**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	44,867.34	0.13
Fuel Consumption	987.27	0.00
Grid Electricity Utilization	254.34	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	46,108.94	0.13



4. Palm Oil Mill Effluent (POME) Treatment

Description	%
Divert to compost	0
Divert to anaerobic digestion	100

5. POME Diverted to Anaerobic Digestion

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