

Palm Oil Innovation Group Charter Pilot Indicators – April 2014

This document was agreed by the Palm Oil Innovation Group (POIG) Organising Committee for the purposes of conducting initial trial audits of the POIG Charter. The objective of POIG is to continually innovate and raise the bar for responsible palm oil production and the indicators should not be viewed as final, but as a first draft for use in verifying the challenges and practical application of the Charter requirements. Once the initial three trial audits have taken place, POIG members will review the indicators and agree on improvements.

The Charter lists existing RSPO indicators to which POIG members should pay special attention, as well as enhanced indicators to ensure that POIG Grower members meet the POIG Charter criteria.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
1. Environmental Responsibility		
1.1 Breaking the link between Palm Oil Expansion and Deforestation: Forest Protection - Conserving and Restoring High Conservation Value (HCV) and High Carbon Stock (HCS) Areas: The link between oil palm expansion and deforestation will be broken through undertaking a High Carbon Stock approach in addition to a HCV assessment, and a process of obtaining Free, Prior and Informed Consent to use land. The approach combines biodiversity and	<p>7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.</p> <p>7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.</p> <p>7.3.1 There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).</p> <p>7.3.2 A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any</p>	<ul style="list-style-type: none"> • A High Carbon Stock (HCS) forest approach which combines biodiversity, carbon conservation and social considerations including community needs will be conducted prior to establishing new plantations or expanding existing ones. • HCS forest areas shall be identified and mapped; • No new plantings shall take place on HCS areas identified for conservation after March 2014. • Identified HCS forest areas are actively conserved as part of a participatory land use plan and the FPIC process, and an overall estate conservation plan that includes HCV areas, riparian zones, peat land areas and any other areas legally required to be conserved. • A report of the HCS approach shall be made public;

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<p>carbon conservation, as well as social considerations (including community needs).</p>	<p>conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.</p> <p>7.3.3 Dates of land preparation and commencement shall be recorded.</p> <p>7.3.4 An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower’s relevant operational procedures (see Criterion 5.2).</p> <p>7.3.5 Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2).</p> <p>7.8.1: The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.</p> <p>7.8.2: There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.</p>	<ul style="list-style-type: none"> As part of the carbon conservation approach the RSPO report on the potential emissions and the plan to minimise them will be made public;
<p>1.2 Peat land: a) No peat clearance: All areas of undeveloped peat</p>	<p>4.3.1 Maps of any fragile soils shall be available.</p> <p>4.3.2 A management strategy shall be in place for plantings</p>	<ul style="list-style-type: none"> Soil maps must take a precautionary approach to peat and identify all areas of soil that contains at least 20% organic material, is at least 50 cm in depth and

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<p>lands (peat of any depth) are protected and all drainage, fires or road building on peat soils is prohibited.</p> <p>b) Maintenance of peat lands: Water tables are managed in existing plantations on peat in order to minimize both the subsidence of the peat and the release of GHG emissions. Strategies are employed to progressively restore critical peat land ecosystems, with a preference for replanting on mineral soils, including via 'land swaps'.</p>	<p>on slopes above a certain limit (this needs to be soil and climate specific).</p> <p>4.3.3 A road maintenance programme shall be in place.</p> <p>4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.</p> <p>4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long term viability of the necessary drainage for oil palm growing.</p> <p>4.3.6 A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).</p> <p>4.4.1 An implemented water management plan shall be in place.</p> <p>4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated.</p> <p>5.5.1 There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>5.5.2 Where fire has been used for preparing land for replanting, there shall be evidence of prior</p>	<p>covers an area of at least 1 ha;</p> <ul style="list-style-type: none"> • There shall be no new plantation development on any peat soils identified, for any activities, including drainage, infrastructure and nursery development. • There shall be no use of fires on peat soils. • Where there is existing planting on peat, an assessment shall be required to determine whether there are opportunities to contribute to the restoration of critical peat land ecosystems. If opportunities are identified, a strategy for restoration shall be developed and implemented. Strategies shall seek to replant on mineral soils, including via 'land swaps'. • For existing plantings on peat, the water table should be maintained at an average of 50cm (between 40 - 60cm) below ground surface measured with groundwater piezometer readings, or an average of 60cm (between 50 - 70cm) below ground surface as measured in water collection drains, through a network of appropriate water control structures e.g. weirs, sandbags, etc. in fields, and water gates at the discharge points of main drains (Criteria 4.4 and 7.4). • Where drainability assessments have identified areas unsuitable for oil palm replanting, including the likely GHG emissions associated with continued

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	<p>approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>7.2.1 Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations.</p> <p>7.2.2 Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations.</p> <p>7.4.1 Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided</p> <p>7.7.1 There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>7.7.2 In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p>	<p>cultivation, plans should be in place for appropriate rehabilitation or alternative use of such areas. If the assessment indicates high risk of serious flooding and/or salt water intrusion within two crop cycles, growers and planters should consider ceasing replanting and implement rehabilitation.</p> <ul style="list-style-type: none"> Reporting shall include identification of total area of peat lands within the company land bank, the area of peat lands that is planted and the emissions associated with its cultivation.

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	<p>7.8.1: The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.</p> <p>7.8.2: There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.</p>	
<p>1.3 Greenhouse gas (GHG) Accountability: Companies shall publicly report on annual GHG emissions from all sources and on the progress towards reaching targeted reductions of non-land use GHG emissions (per tonne of CPO).</p>	<p>1.2.1 Publicly available documents 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); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).</p> <p>5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.</p> <p>5.6.3 A monitoring system shall be in place, with regular</p>	<ul style="list-style-type: none"> • All sources of GHG emissions, including those related to land use and non-land use activities, shall be identified and monitored using the RSPO Palm GHG methodology or equivalent • Targeted reductions of non-land use related GHG emissions (per tonne of CPO) shall be defined. • Bi-ennial GHG emissions from all sources and progress towards the targeted reductions of non-land use related emissions shall be publicly reported,

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	<p>reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.</p> <p>7.8.1: The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.</p> <p>7.8.2: There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.</p> <p>8.1.1 The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 	
<p>1.4 Pesticides use minimization: Highly toxic, bio-accumulative and persistent pesticides shall not be used.</p>	<p>1.2.1 Publicly available documents 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 	<ul style="list-style-type: none"> • Highly toxic, bio-accumulative and persistent pesticides (PBT) shall not be used. This includes chemicals listed by the following: <ul style="list-style-type: none"> ○ World Health Organisation Class 1A or 1B ○ Stockholm or Rotterdam Conventions

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<p>These include chemicals on the FSC 'Highly Hazardous' list and SAN prohibited pesticide list. Producers shall by preference practice natural weed and pest control and IPM, and strive to avoid the use of toxic pesticides, only using them as an absolute last resort. There shall be full transparency of any pesticide use.</p>	<p>and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8);</p> <ul style="list-style-type: none"> • 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); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>4.5.1 Implementation of Integrated Pest Management (IPM) plans shall be monitored.</p> <p>4.5.2 Training of those involved in IPM implementation shall be demonstrated.</p> <p>4.6.1 Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.</p> <p>4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.</p> <p>4.6.3 Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.</p>	<ul style="list-style-type: none"> ○ FSC 'Highly Hazardous' list ○ SAN prohibited pesticide list ○ Paraquat <p>Emergency use of listed pesticides is permitted subject to POIG Organising Committee approval.</p> <ul style="list-style-type: none"> • IPM plans shall emphasize non-chemical weed and pest control, such that chemicals are only used as a method of last resort. • Pesticide use and alternative methods used shall be included in public reporting.

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	<p>4.6.4 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, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts.</p> <p>4.6.8 Pesticides shall be applied aurally only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.</p> <p>8.1.1 The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 	
<p>1.5 Chemical fertilizer: To reduce climate and</p>	<p>4.2.1 There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures</p>	<ul style="list-style-type: none"> • Use of chemical fertilisers shall be minimised. SOPs shall demonstrate preferential use of other

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<p>environmental impacts producers shall strive to minimize chemical fertilizer use, and preferentially use ‘precision agriculture’, organic fertilizers, and where possible use waste as a source of phosphorus. Phosphorus and nitrogen levels in water courses are monitored and disclosed.</p>	<p>(SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.</p> <p>4.2.2 Records of fertiliser inputs shall be maintained.</p> <p>4.2.4 A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.</p> <p>4.4.1 An implemented water management plan shall be in place.</p> <p>4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated.</p> <p>4.4.3 Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6).</p> <p>4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.</p> <p>5.3.1 All waste products and sources of pollution shall be identified and documented.</p> <p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p>	<p>methods to manage soil fertility, such as ‘precision agriculture’, the use of organic fertilisers and the use of organic residues as a source of nutrients, including those resulting from the processing of oil palm.</p> <ul style="list-style-type: none"> • Phosphorus and nitrogen levels in relevant water courses shall be monitored • Results of phosphorous and nitrogen monitoring in water courses shall be included in public reporting
<p>1.6 GMOs prohibition: The cultivation of GMOs in</p>		<ul style="list-style-type: none"> • No cultivation of GMOs within the management area shall be permitted.

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<p>the management area is prohibited.</p>		
<p>1.7 Water accountability: The quality and quantity of water is maintained with responsible water management adopted including minimization and disclosure of water use, pollution elimination, equity with other users, and consideration of catchment level impacts of irrigation.</p>	<p>4.4.1 An implemented water management plan shall be in place.</p> <p>Specific Guidance for 4.4.1: The water management plan will:</p> <ul style="list-style-type: none"> • Take account of the efficiency of use and renewability of sources; • Ensure that the use and management of water by the operation does not result in adverse impacts on other users within the catchment area, including local communities and customary water users; • Aim to ensure local communities, workers and their families have access to adequate, clean water for drinking, cooking, bathing and cleaning purposes; • Avoid contamination of surface and ground water through run-off of soil, nutrients or chemicals, or as a result of inadequate disposal of waste including Palm Oil Mill Effluent (POME). <p>4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated.</p> <p>4.4.3 Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6).</p>	<ul style="list-style-type: none"> • Water consumption across plantation operations shall be monitored. • The water management plan shall include measures to minimise and/or reduce water consumption by plantations and mills. • For plantations that use irrigation, the water management plan shall demonstrate that the application of water is not excessive or wasteful, by taking into account water availability and the impacts of consumption. • Water consumption by plantations and mills shall be included in public reporting. • The water management plan shall include measures designed to minimise and/or reduce pollution from both plantations and mills. • The measures in the water management plan shall be designed to ensure that the needs of other users are identified and accommodated.

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	<p>4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.</p> <p>7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.</p> <p>7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.</p> <p>8.1.1 The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 	
<p>1.8 Protect and conserve wildlife: Following comprehensive biodiversity surveys to identify HCV 1-3, in addition to ensuring the protection and survival of all rare,</p>	<p>5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).</p> <p>5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill</p>	<ul style="list-style-type: none"> • Where HCV 1-3 have been identified, management plans shall include measures designed to contribute to the protection and survival of all rare, threatened or endangered species in the landscape beyond the management area. • Positive contribution to the survival of all rare, threatened or endangered species in the wild shall

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<p>threatened or endangered species within their concession land, concession holders also make a positive contribution to their survival in the wild in areas beyond the concession.</p>	<p>operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.</p> <p>5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.</p> <p>5.2.4 Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.</p> <p>7.3.1 There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).</p>	<p>extend beyond the concession and/or geographical presence.</p> <ul style="list-style-type: none"> • Management plans include measures to protect native plants and animals, especially endangered species, and prevent the poaching of endangered species in all operation areas.

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	<p>7.3.2 A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.</p> <p>7.3.3 Dates of land preparation and commencement shall be recorded.</p> <p>7.3.4 An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower’s relevant operational procedures (see Criterion 5.2).</p> <p>7.3.5 Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2).</p>	
<p>2. Partnerships with Communities</p>		
<p>2.1 Free, Prior and Informed Consent (FPIC) of indigenous peoples and local communities: Comprehensive FPIC is obtained for all oil palm development including in particular: full respect for</p>	<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.</p> <p>2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained.</p> <p>2.2.3 Where there are or have been disputes, additional</p>	<p>As part of the process for identifying legal, customary or user rights and impacts on rights holders for new and existing operations, resourced access to independent expert advice shall be offered at each stage of an FPIC or conflict resolution process to affected communities.</p> <ul style="list-style-type: none"> Processes of consultation and negotiation shall not be constrained by local legal frameworks.

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<p>their legal and customary rights to their territories, lands and resources via local communities own representative institutions, with all the relevant information and documents made available, with resourced access to independent advice, through a documented process, through a long-term two-way process of consultation and negotiation where the communities are informed and understand that saying no to development is an option, and not constrained by local legal frameworks. Newly acquired already planted plantation areas shall redress any lack of proper FPIC when the plantations were established. Lands will not be acquired through expropriations in the national interest ('eminent domain').</p>	<p>proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC).</p> <p>2.2.4 There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.</p> <p>2.2.5 For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>2.2.6 To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations.</p> <p>2.3.1 Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that</p>	<ul style="list-style-type: none"> • The acquisition or replanting of existing plantations shall include measures to ensure redress for any issues arising from inadequate FPIC processes when those plantations were established. Participatory surveys will identify HCV's 4, 5 and/or 6 that existed before areas were converted to oil palm. • Land shall not be acquired through expropriations in the national interest (eminent domain).

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	<p>information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making;</p> <p>b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken;</p> <p>c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land.</p> <p>2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.</p> <p>6.4.1 A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p> <p>6.4.2 A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-</p>	

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	<p>established communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p> <p>6.4.3 The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p> <p>7.5.1 Evidence shall be 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 grower/miller is signed and ratified by these local peoples.</p> <p>7.6.1 Documented identification and assessment of demonstrable legal, customary and user rights shall be available.</p> <p>7.6.2 A system for identifying people entitled to compensation shall be in place.</p> <p>7.6.3 A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place.</p> <p>7.6.4 Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development.</p> <p>7.6.5 The process and outcome of any compensation claims shall be documented and made publicly available.</p>	

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
	<p>7.6.6 Evidence shall be available that the affected communities and rights holders have 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>	
<p>2.2 Food Security: As part of the Free Prior Informed Consent process, participatory Social Impact Assessments and participatory land use planning with indigenous and local communities, food security is maintained or strengthened in order to maintain their land use choice and future food security options. This will include not undermining local control of and diversity of food production systems. There is transparency of the land allocation process.</p>	<p>6.1.1 A social impact assessment (SIA) including records of meetings shall be documented.</p> <p>6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties.</p> <p>6.1.3 Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.</p> <p>6.1.4 The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.</p> <p>6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).</p> <p>7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.</p>	<ul style="list-style-type: none"> • SIA and/or HCV assessments and participatory land use planning shall include analysis of food security issues for indigenous and local communities affected by the plantation operations. The scope of the food security assessment shall include additional impacts that oil palm production operations may have on relevant requirements including land, water, labour and infrastructure as well as substitutability between income generation for food purchase and subsistence food production. • Plans for avoidance or mitigation of negative impacts and promotion of positive impacts shall include measures to maintain or strengthen food security, including not undermining local control of and diversity of food production systems. • Measures designed to maintain or enhance local food security shall be included in participatory planning, including transparency in any land allocation process. • Evidence that measures identified in assessments and planning are being implemented and are effective.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
	<p>7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.</p> <p>7.1.3 Where the development includes an outgrower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention.</p> <p>7.3.5 Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans.</p>	
<p>2.3 Effective Conflict resolution: A balanced, accountable, mutually agreed and documented conflict resolution system is established that is accessible to smallholders, indigenous peoples, rural communities and other affected parties in order to deal with complaints, grievances and resolve conflicts to the mutual satisfaction of the party's. The system will include the option of access</p>	<p>2.2.4 There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.</p> <p>2.2.5 For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistle-blowers, where requested.</p> <p>6.3.2 Documentation of both the process by which a</p>	<ul style="list-style-type: none"> • The mutually agreed and documented system for dealing with complaints and grievances shall be accessible to all affected parties. • The system shall be designed to resolve disputes to the mutual satisfaction of the affected parties. • The system shall include the options of: <ul style="list-style-type: none"> ○ access to independent legal and technical advice ○ support from representatives of local communities' own choosing, and ○ third party mediation. • Evidence that where conflicts have arisen the conflict resolution mechanism is being used and is considered mutually satisfactory including by affected parties.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
<p>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>dispute was resolved and the outcome shall be available.</p>	
<p>2.4 Social Conditions: A comprehensive social programme with regular monitoring is in operation to ensure palm oil production does not result in human rights violations, trigger social conflicts, or produce 'land grabbing', and addresses key social equity issues including housing, healthcare, education and empowerment of women.</p>	<p>6.1.1 A social impact assessment (SIA) including records of meetings shall be documented.</p> <p>6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties.</p> <p>6.1.3 Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.</p> <p>6.1.4 The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties.</p> <p>6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).</p> <p>6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the</p>	<ul style="list-style-type: none"> • Social impact assessments and plans for the avoidance or mitigation of impacts shall incorporate the issues of potential human rights violations, social conflicts and land grabbing. • Social impact assessments and plans for the avoidance or mitigation of impacts shall address key equity issues, including housing, healthcare, education, and empowerment of women.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
	<p>workforce and operations (see Criteria 1.2 and 2.1).</p> <p>8.1.1 The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides(Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 	
<p>2.5 Workers Rights: Palm Oil Producers shall respect worker’s rights including the ILO requirements for ‘decent work’ and core conventions on child labour, forced or compulsory labour, freedom of association, and elimination of discrimination.</p>	<p>2.1.1 Evidence of compliance with relevant legal requirements shall be available.</p> <p>2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>2.1.3 A mechanism for ensuring compliance shall be implemented.</p> <p>2.1.4 A system for tracking any changes in the law shall be implemented.</p> <p>6.5.1 Documentation of pay and conditions shall be available.</p> <p>6.5.2 Labour laws, union agreements or direct contracts of</p>	<ul style="list-style-type: none"> • A decent living wage shall be provided to workers, i.e. one that is sufficient to cover all of their basic needs. • A comprehensive audit using the criteria in the SA8000 standard and involving worker representatives shall be conducted to assess and demonstrate compliance with international human rights norms and national labour laws on child labour, forced and compulsory labour, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices, working hours, and remuneration. • A public action plan shall be developed that describes operational policies and actions

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
	<p>employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>6.5.3 Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.</p> <p>6.6.1 A published statement in local languages recognising freedom of association shall be available.</p> <p>6.6.2 Minutes of meetings with main trade unions or workers representatives shall be documented.</p> <p>6.7.1 There shall be documentary evidence that minimum age requirements are met.</p> <p>6.8.1 A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented.</p> <p>6.8.2 Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against.</p>	<p>consequent to the findings of the SA8000, and that references the grower's relevant operational procedures</p> <ul style="list-style-type: none"> • There shall be no charging of recruitment fees to job-seekers by the company or by private recruitment or employment agents or brokers • Per 6.12.3, where temporary or migrant labourers are employed, the special labour policy and procedures shall include: <ul style="list-style-type: none"> - Specific mechanisms to ensure the implementation of all ILO core convention requirements - A system for humane repatriation and an option to return upon giving birth for female migrant workers prohibited from giving birth in the receiving country - Due protection for any foreign worker found without legal documents • A mechanism shall be in place to identify, prevent, mitigate and address any violations to the human rights of workers. <p>Growers and millers conduct a risk assessment of its FFB supply chain to identify and manage forced labour, trafficking, slavery, and child labour risks.</p>

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
	<p>6.8.3 It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available.</p> <p>6.9.1 A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce.</p> <p>6.9.2 A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.</p> <p>6.9.3 A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.</p> <p>6.12.1 There shall be evidence that no forms of forced or trafficked labour are used.</p> <p>6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred.</p> <p>6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented.</p> <p>6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1).</p>	

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
<p>2.6 Support Palm Oil Smallholders: Contracts with smallholders are based on a fair, transparent and accountable partnership. Small holders are supported to improve economic, social and environmental outcomes including: increase productivity to a comparable benchmark of productivity for the region and a target of having the same productivity as the company nucleus plantation. The productivity gains shall be achieved without expansion that threatens local community food security or additional environmental impact, and support should include financial management and budgeting, logistics and FFB processing, and improved market access such as through group certification. Companies shall report on the support they have provided to smallholders.</p>	<p>6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> <p>6.10.2 Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation).</p> <p>6.10.3 Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> <p>6.10.4 Agreed payments shall be made in a timely manner.</p> <p>6.11.1 Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p> <p>6.11.2 Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.</p>	<ul style="list-style-type: none"> • A smallholder support programme shall be documented and monitored, which includes: <ul style="list-style-type: none"> ○ Measures to increase the productivity of smallholders to a comparable benchmark of productivity for the region, and a target of reaching the same productivity level as company estates. ○ Support relating to financial management and budgeting. ○ Support relating to logistics, FFB processing and improved market access. • Progress in implementation of the smallholder support programme shall be included in public reporting.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
3. Corporate and Product Integrity		
<p>3.1 Transparency and Corruption: Producer companies shall publicize a commitment to prohibit any form of corruption including during the concession acquisition process and within their operations, and support efforts to establish and comply with anti-corruption legislation where this exists. In the absence of anti-corruption law, the producer company shall implement other anti-corruption measures proportionate to scale and intensity of management activities and the risk of corruption.</p>	<p>1.1.1 There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> <p>1.1.2 Records of requests for information and responses shall be maintained.</p> <p>1.2.1 Publicly available documents 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); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>1.3.1 There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.</p>	<ul style="list-style-type: none"> • The ethical policy prohibiting all forms of corruption shall be publicly available. • The ethical policy shall include: <ul style="list-style-type: none"> ○ A respect for fair conduct of business; ○ A prohibition of all forms of corruption, bribery and fraudulent use of funds and resources; ○ A proper disclosure of information in accordance with applicable regulations and accepted industry practices. • The ethical policy shall include a commitment to support efforts to establish anti-corruption legislation, and to comply with existing anti-corruption legislation. • Implementation of anti-corruption measures shall be demonstrated in order to ensure compliance with the ethical policy, proportionate to the scale and intensity of management activities and the risk of corruption.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
	<p>2.1.1 Evidence of compliance with relevant legal requirements shall be available.</p> <p>2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>2.1.3 A mechanism for ensuring compliance shall be implemented.</p> <p>2.1.4 A system for tracking any changes in the law shall be implemented.</p>	
<p>3.2 Traceability: Within 12 months of commitment to the Charter, all supply is fully traceable from company plantation and other suppliers' fields to their mills. Each party shall take responsibility for traceability in the components of the supply chain under their control and transparency with their supply chain partners.</p>		<ul style="list-style-type: none"> • Within 12 months, all FFB shall be fully traceable to origin either from company estates or third party suppliers. Records shall include: <ul style="list-style-type: none"> ○ Name of supplier directly supplying to mill ○ Location and coordinates of origin(s) • Measures designed to ensure that FFB is not sourced from any illegally occupied land or from any legally protected areas shall be defined and implemented, based on known levels of risk.
<p>3.3 Report on Social, Labour and Environmental Performance: Disclose on the company social, labour and environmental performance including the elements of</p>	<p>1.2.1 Publicly available documents 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); 	<ul style="list-style-type: none"> • A publicly available sustainability report shall be prepared at a minimum every two years, covering as a minimum all issues relevant to compliance with this Charter. This includes relevant RSPO indicators and the additional POIG indicators. • The public sustainability report shall include details

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
<p>this charter, and how the organization demonstrates good governance of its sustainability system using the guidance of the Global Reporting Initiative or equivalent approach.</p>	<ul style="list-style-type: none"> • 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); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). 	<p>relating to the company’s governance of its sustainability systems, consistent with the GRI Sustainability Reporting Guidelines (or equivalent approach).</p>
<p>3.4 RSPO Certification and Company Operations: Producers shall meet a minimum of 50% of their plantations being RSPO certified upon commitment to the Charter, and a commitment to achieve 100% by within 2 years. This shall cover all palm oil operations, subsidiaries, acquisitions of existing plantation and fresh fruit bunch purchases from third parties, with possible alternatives to full RSPO certification for small independent producers.</p>		<ul style="list-style-type: none"> • A minimum of 50% of the company’s plantations shall be RSPO certified upon commitment to this Charter. • A documented commitment shall be made, and progress monitored, to achieve 100% RSPO certification of the company’s plantations within 2 years. • A documented commitment shall be made, and progress monitored, to purchase 100% RSPO certified FFB within 2 years. Acceptable alternatives may be defined for independent smallholders. • Where there are new acquisitions of uncertified plantations, these shall be RSPO certified within 2 years of acquisition.
<p>3.5 Responsible Supply Chains: Producers shall independently verify and report on compliance with</p>	<p>1.2.1 Publicly available documents 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 	<ul style="list-style-type: none"> • Compliance with the requirements of this Charter, including relevant RSPO indicators and the additional POIG indicators, shall be independently verified within 12 months of commitment, and then on an annual basis.

POIG requirement	Related current RSPO indicators	Proposed additional POIG indicators
<p>this charter within 12 months of commitment to the Charter, across their operations, subsidiaries and acquisitions of existing plantation including FFB from 3rd party suppliers.</p>	<p>and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8);</p> <ul style="list-style-type: none"> • 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); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). 	<ul style="list-style-type: none"> • The results of the independent verification shall be publicly reported within 12 months of commitment, and then on an annual basis.

Glossary and resources

This glossary provides external guidance to key concepts contained in the POIG indicators. It is not a definitive list, but a work in progress and will be expanded and enhanced in the course of the POIG process. In particular, it is envisioned that new members with particular areas of expertise will contribute to stronger definition and guidance.

Company plantations definition: The POIG Charter defines company plantations as all operations regardless of size of shareholding or location

Ethical Policy resources: Detailed anti-corruption guides have been developed by Transparency International to facilitate the development and implementation of ethical policies

- Business principles for countering bribery and corruption:
http://www.transparency.org/whatwedo/pub/business_principles_for_countering_bribery
- Guidance for NGOs and charities: <http://www.transparency.org.uk/our-work/publications/10-publications/128-anti-bribery-principles-and-guidance-for-ngos>
- Guidance on 'adequate procedures' in the UK bribery act for organisations with links to the UK <http://www.transparency.org.uk/our-work/bribery-act/adequate-procedures>

High Carbon Stock (HCS) - A High Carbon Stock forest are the vegetation classes above the level between degraded lands (former forest now scrub and grassland) and regenerating secondary natural forest. It is identified through a combination of vegetation stratification based on interpretation of remote sensing images and field checks, and a biome or regional specific carbon threshold or range. POIG members are currently undertaking work to develop detailed assessment approaches.

High Conservation Values - The concept of High Conservation Value Forests (HCVF) was first developed by the Forest Stewardship Council (FSC) in 1999 as their 9th principle. The FSC defined HCVF as forests of outstanding and critical importance due to their environmental, socio-economic, cultural, biodiversity and landscape value.

Humane repatriation definition: Humane repatriation means that employers will cover all costs and assumes payment of all penalties or fines when imposed.

Integrated Pest Management (IPM) definition - IPM is a pest control strategy that uses an array of complementary methods: mechanical devices, physical devices, genetic, biological, legal, cultural management, and chemical management. These methods are done in three stages: prevention, observation, and intervention. It is an ecological approach with a main goal of significantly reducing or eliminating the use of pesticides.

Peat definition: Peat is often also defined as a soil that contains at least 65% organic material, is at least 50 cm in depth, covers an area of at least 1 ha and is acidic in nature (Driessen, 1978; Wösten & Ritzema, 2001). This is a key area where POIG will engage in further work on definitions.

Food security guidance: The parameters of food security that need to be taken into account in assessments are generally (from FAO):

1. Availability and stability:
 - a. Stability of food price and supply
 - b. Household food production (total and gendered – it looks at food availability)
 - c. Food crop diversity
2. Access:
 - a. Sufficiency of household food consumption
 - b. Number of meals taken in a day
 - c. Household dietary diversity
3. Utilisation
 - a. Degree of access to utilities and services (water, energy, health, sanitation)

Plans may need to include measures such as setting aside land for food growing, increasing yields, providing opportunities for workers to carry out household-level food production, sponsoring agricultural support programs and activities, and/or making value-added food by products available to the local market.

Pesticides and chemical use resources:

- *World Health Organisation Class 1A or 1B* – Defines pesticides considered hazardous to human health. The list can be reviewed here: <http://www.ilo.org/oshenc/part-ix/minerals-and-agricultural-chemicals/item/318-the-who-guidelines-to-classification-of-pesticides-by-hazard-part-1>
- *Stockholm Convention* – defines Persistent Organic Pollutants. More information is available at <http://chm.pops.int/TheConvention/ThePOPs/tabid/673/Default.aspx>

- *Rotterdam Convention* – promotes and supports transparency and information exchange on hazardous chemicals, particularly with regards to Annex III chemicals. The list is available here: <http://www.pic.int/TheConvention/Chemicals/AnnexIIIChemicals/tabid/1132/language/en-US/Default.aspx>
- *FSC 'Highly Hazardous' list* - <http://www.fsc.org/download.fsc-pesticides-policy-guidance.374.htm>
- *SAN prohibited pesticide list* - <http://sanstandards.org/userfiles/file/SAN%20Prohibited%20Pesticide%20List%20November%202011.pdf>

Report guidance and resources: The Global Reporting Initiative (GRI) is the leading global multi-stakeholder guide for sustainability reporting. The latest version of the guide is available here: <https://www.globalreporting.org/reporting/g4/Pages/default.aspx>. Members which choose not to apply the full guide, they must disclose at a minimum GRI indicators G4-1 to G4-16 which outlines the organisational structure and governance.

SA8000: One of the world's first auditable social certification standards for decent workplaces, across all industrial sectors. It is based on conventions of the ILO, UN and national law, and spans industry and corporate codes to create a common language to measure social compliance. It takes a management systems approach by setting out the structures and procedures that companies must adopt in order to ensure that compliance with the standard is continuously reviewed. The standard can be downloaded here: <http://www.sa-intl.org/index.cfm?fuseaction=Page.ViewPage&PageID=937>