

Summary Report of Planning and Management for Oil Palm Plantation Municipality of Mouila, Gabon

1. Executive Summary

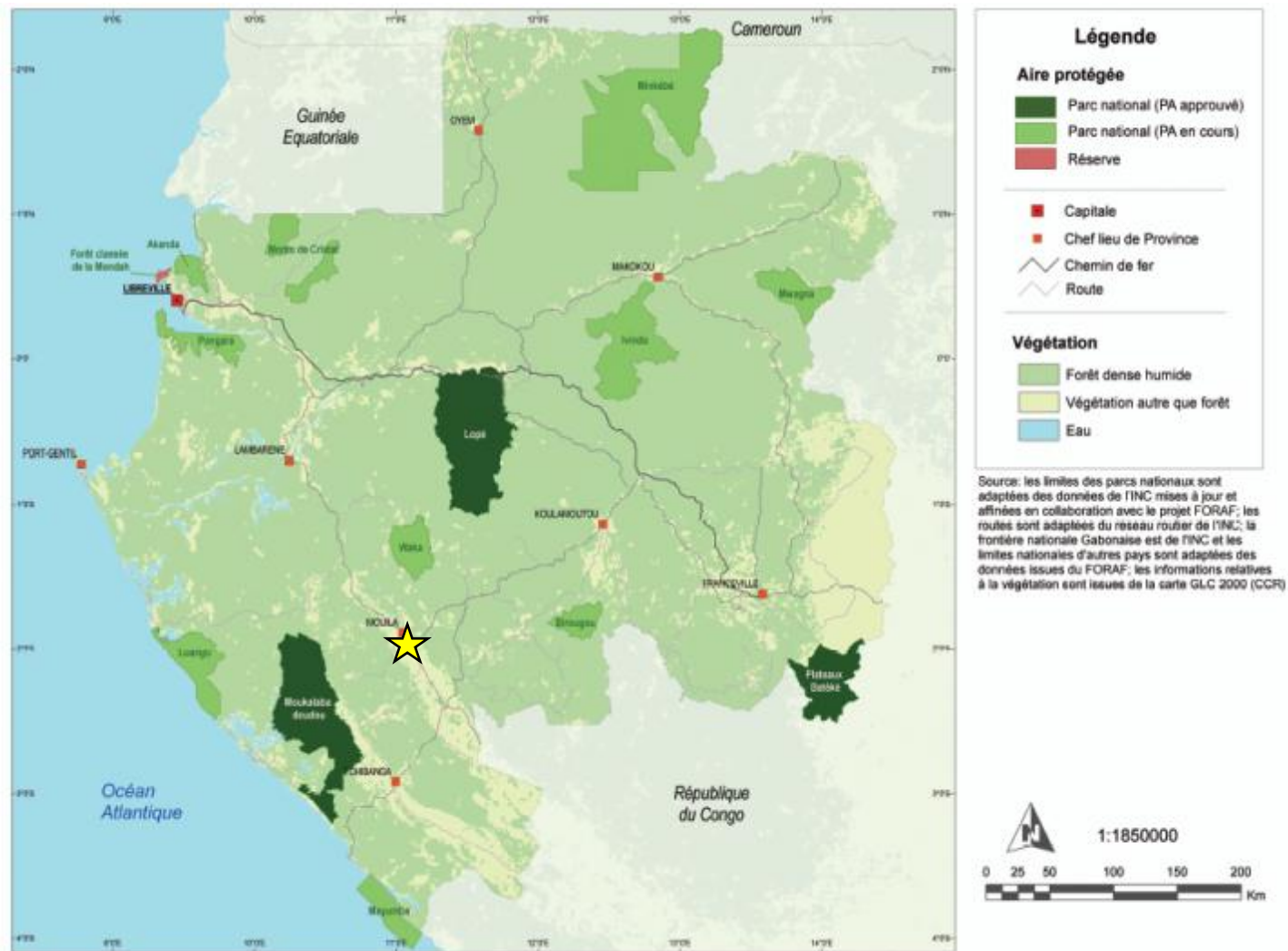
Olam International Limited is committed to the sustainable production of palm oil on the grounds that compliance to the Roundtable on Sustainable Palm Oil is both a qualifying and winning condition. To that end, the Company is herein submitting a Summary Report of Planning and Management for a concession of 35,354 hectares identified for development of a palm oil plantation in the municipality of Mouila, Gabon. This document has given due consideration to the management guidelines resulting from an independent social & environmental impact assessment (SEIA) and high conservation value (HCV) assessment which Olam respectively commissioned Ecosphere, a local Gabonese consultant, and Proforest, an RSPO accredited HCV assessor, to complete.

A separate, complimentary New Planting Procedure notification for a 25 hectare nursery within the above concession was submitted in January 2012. Upon successful completion of the public consultation, and receiving clearance from relevant villages as a part of the FPIC process, the development of the nursery commenced. This separate notice was submitted due to climatic conditions requiring the pre-nursery to be developed during a limited window. This management plan accounts for recommendations pertaining to all stages of development based on the assessment of the entire concession.

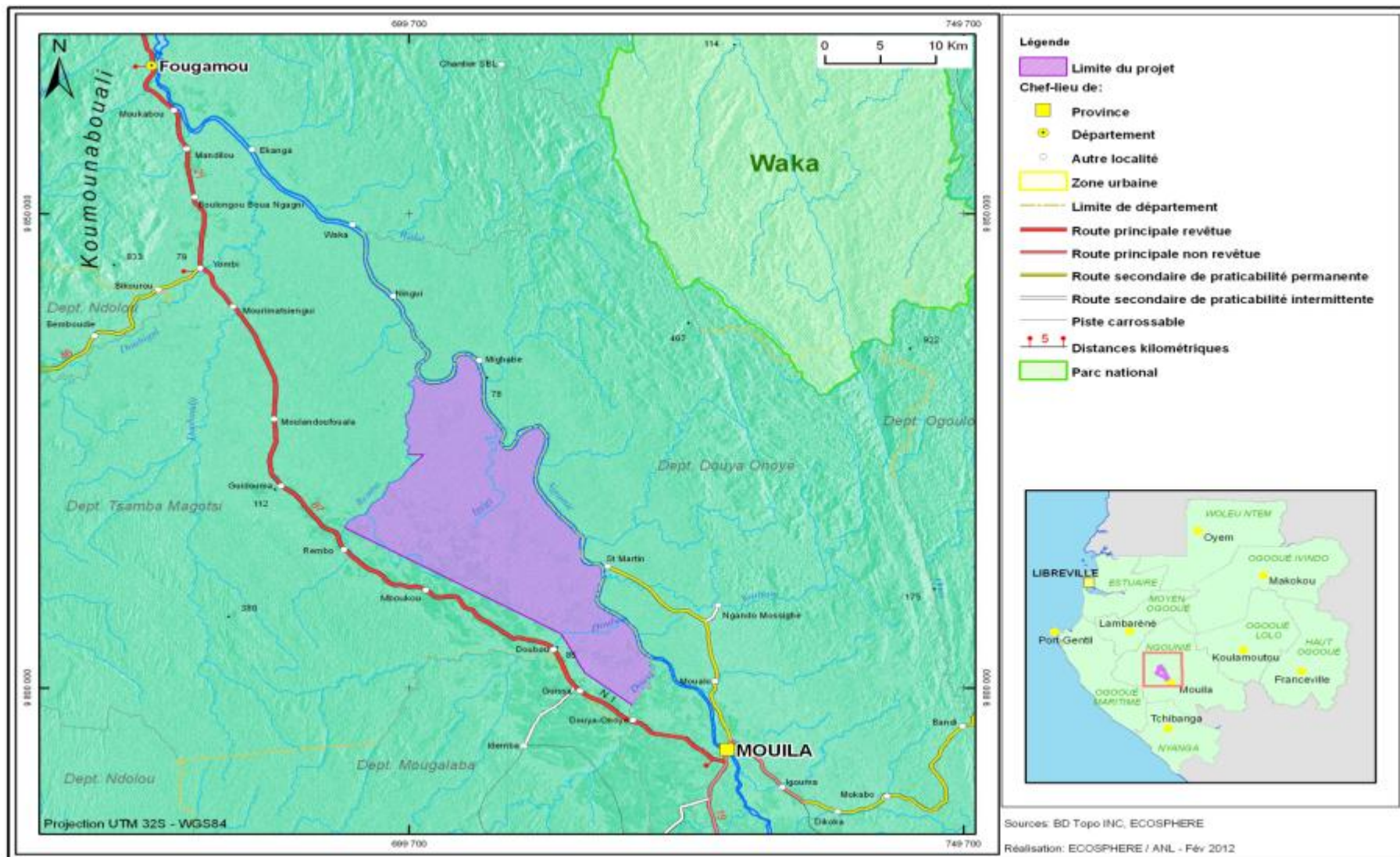
This concession is part of a 70:30 Joint Venture Agreement between Olam International and the government of the Republic of Gabon concerning the development of 50,000 hectares of industrial oil palm plantations in Phase 1. In Phase 2, smallholder plantations will be developed. The total investment in plantations, palm oil mills and related assets, including but not limited to infrastructure, housing, schools and clinics, is estimated at US\$300 million.

2. Reference Documents

- Assessment Reports
 - 'Social & Environmental Impact Assessment on the creation of a pre-nursery for the proposed development of a palm plantation in the area of Mouila', (January 2012) Ecosphere
 - 'High Conservation Assessment for an oil palm nursery site in Mouila, Gabon,' (January 2012) Proforest
 - 'Social & Environmental Impact Assessment for the Development of an Oil Palm Plantation in the Zone of Mouila', (May 2012) Ecosphere
 - 'HCV Assessment for a 35,354 ha Concession North of Mouila, Olam Palm, Gabon,' (May 2012) Proforest
- Related Legal and Regulatory permits
 - *Provisional Authorization to establish a Nursery,* issued by the Director General of Environment and the Protection of Nature, Ministry of Housing, Urban Development, Ecology and Sustainable Development.
 - Decision No. 141/11 of 18 October 2011: Authorization issued to Olam Palm Gabon by the Ministry of Water and Forestry for conducting surveys in forest concessions covering an area of 35,354 ha, up to one year, to determine the feasibility of agro-industrial plantations.
 - Concession agreement for long-term lease between the Government of Gabon (GoG), represented by the Prime Minister, and Olam Palm Gabon: This agreement summarizes the rights and obligations of Olam Palm Gabon on the acquisition of a concession north of Mouila with a total area of 35,354 ha (period of 50 years, renewable once) to be developed for oil palm. Issued by the Director General of Taxation, Ministry of Economy, Commerce, Industry and Tourism



Landscape map of the 35,354 hectare concession



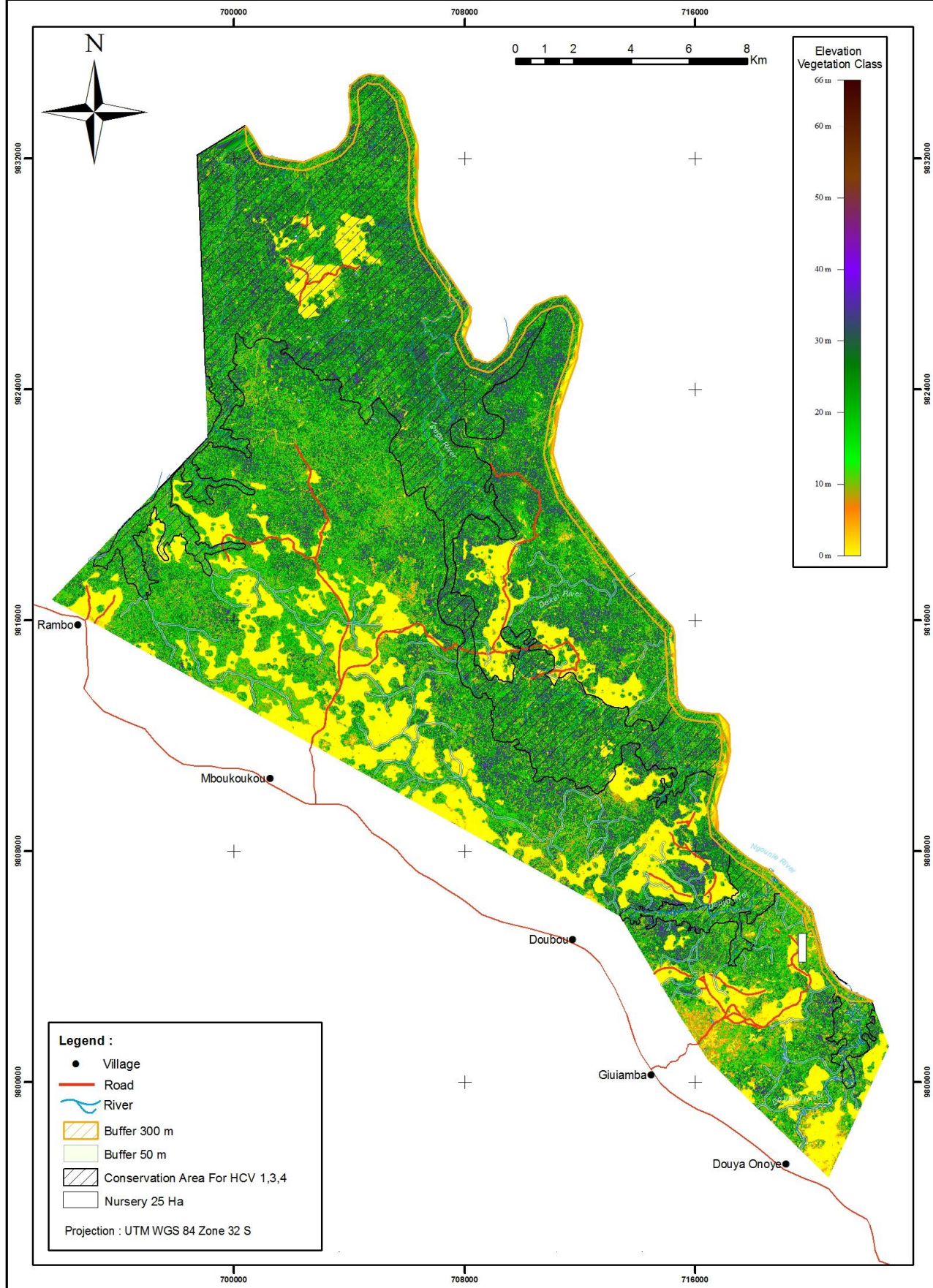
Area of Plantation and and time plan for new plantings

The concession is 40 km north of the regional capital, Mouila, in Ngounié province, Gabon and it is included in the agreement with the Government of the Republic of Gabon entitled *Convention portant concession de baux emphytéotiques entre la République Gabonaise et Olam Palm Gabon*, and further delineated in the Exploration Permit entitled *Decision portant autorisation d'exploration d'une concession forestière d'une superficie de 35,354 hectares*. Suitable areas for the establishment of palm oil within the concession have been identified following the completion of agronomic, environmental & social impact (ESIA) and high conservation value (HCV) assessments, and social participatory mapping. As a part of the FPIC process Olam Palm is presently incorporating opinions of villages potentially affected by the development in the Company's land-use plan for the concession. The concession is characterized by a savanna-forest mosaic landscape with some seasonally flooded areas along the Ngounie River and other rivers. The forests are composed of a mixture of degraded, pioneer dominated or older secondary forests some of which are classified as mature. The latter forest type dominates areas adjacent to rivers. There are no areas of peat. There is no primary forest and areas of mature forest have been set aside as HCV conservation areas and riparian buffer zones. Below is a breakdown of plantable and non-plantable areas (subject to changes after the completion of further hydrological modeling and validation by an independent expert. The plantable area may also be reduced if areas are excised to take into consideration HCV 5 and 6 but this is subject to final agreements with communities as a part of the FPIC process).

Designation	Area (ha)
Conservation Area for HCV 1,3,4	10,817
Buffer 50m	1,360
Buffer 300 m	1,509
Net Non Plantable Area	13,686
Infrastructure and Roads	+/- 1,470 (7% of plantable area)
Nursery	340
Plantable Area	21,668

As mentioned above, Olam has commenced development of a 25 hectare nursery in the concession area. Five potential 25 hectare pre-nursery plots were investigated and one site was chosen after completing SEIA and HCV assessments (see New Planting Procedure notification and associated documents at www.rspo.org). The selected pre-nursery site was the most suitable given agronomic, social and environmental considerations. The site is near water, on savanna (limited vegetation), has good soil quality and quantity, and is accessible by an existing road but is the farthest from identified village activity zones. More importantly the site has the least environmental impact and there are no HCVs within or adjacent to the plot. The development is strictly limited to this 25 hectares and rehabilitating the existing access road until the New Planting Procedure has been completed for the remainder of the site covered under this management plan.

SPATIAL CONSERVATION PLAN FOR HCV 1,3 AND 4, MOUILA LOT 1



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Land preparation activities will begin upon completion of the NPP Public Consultaion period and clearance is given by the RSPO secretariat.

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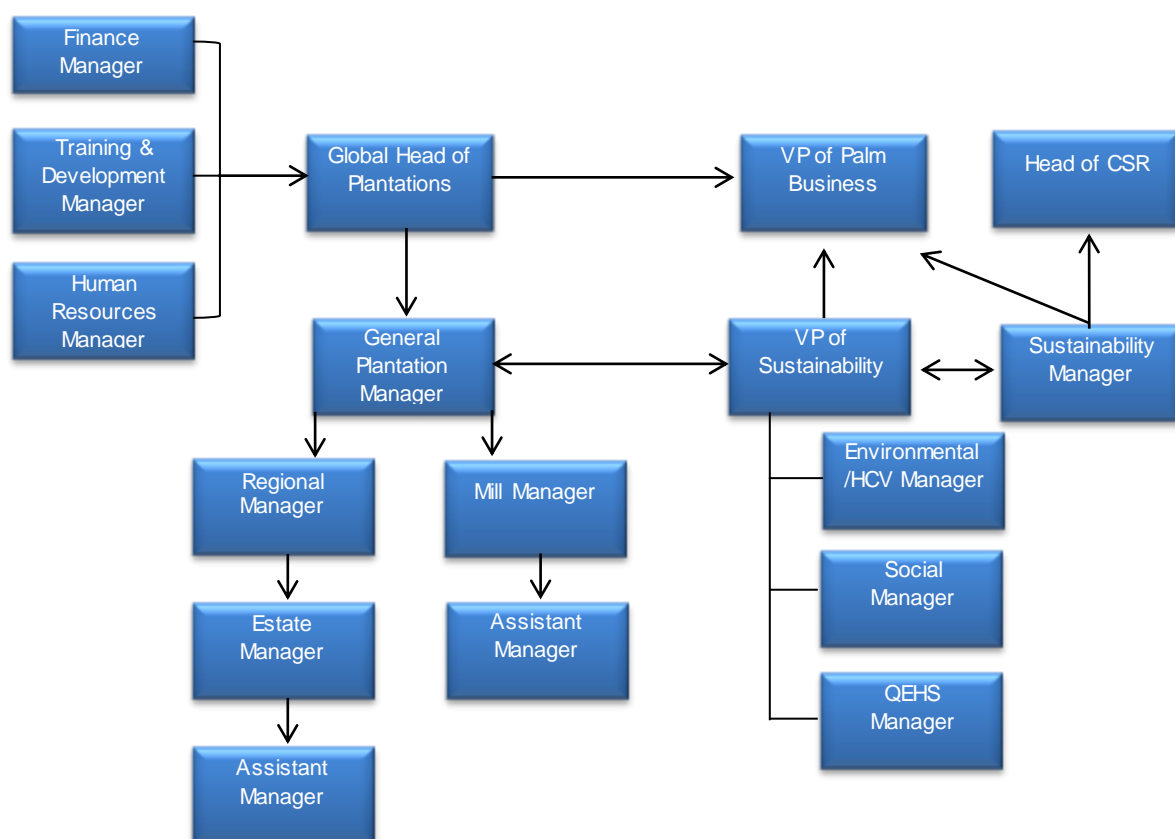
3. SEIA and HCV Management & Planning Personnel

- Organizational information and contact persons

Contact Persons	Position	Entity
Gagan Gupta	Project Director	Olam Gabon
Supramaniam Ramasamy	Global Head of Plantations	Olam International Ltd.
Sasitharan Mathavan	General Manager Plantations	Olam Palm Gabon
Helmud Dehen	Regional Manager	Olam Palm Gabon
Arun Venkataraman	Vice President-Sustainability	Olam Palm Gabon
Alexandra Booth	Sustainability Manager	Olam International Ltd.
Nina Koubahangue	Social Manager	Olam Palm Gabon
Jean Michel Pierre	Certification Programme Manager, Social Services	Olam International Ltd

- Personnel involved in planning and implementation

The plantation area management will be structured in units consisting of around 3,000 ha each to ensure implementation of best practices and facilitate training of workers, who are presently unfamiliar with plantation work and techniques, to ensure that they comply with the best practices of operations and sustainability. Each of these divisions will be managed by an Assistant Manager. Suitable standard operating procedures have been established for all operations. The General Manager and assistants will work closely with the Vice President of Sustainability, and the HCV and Social managers to ensure that practices adhere to RSPO Principles and Criteria and the SEIA Environmental Plan.



Role	Responsibility	Entity
Plantation head	Operational planning, implementation of best practices in establishing plantations	Olam Palm Gabon
Finance Manager	Budgeting, Regular payments and cash flows	Olam Palm Gabon
Sustainability Manager	Management of RSPO compliance and sustainability oversight	Olam International Ltd.
HR Manager	Hiring and evaluating employees; conducting inquiries and resolving HR issues	Olam Palm Gabon
Vice President of Sustainability	Monitor HCV management, implement Health & Safety standards, and handle local community relations.	Olam Palm Gabon
RSPO Training and Guidance	Implementation training/ guidance for Estate managers and assistants	Olam International Ltd
Estate managers	Training/guidance of workers to ensure compliance with best practices; overall operation of the unit	Olam Palm Gabon
Assistant Manager	Support of estate manager in implementing best practices	Olam Palm Gabon

- **Stakeholders involved**

- Ministry of Housing, Urban Development, Environment and Sustainable Development, Director General of Environment and Protection of Nature
- Ministry of Water and Forests, Director General of Water and Forests
- Ministry of Agriculture, Livestock, Fisheries and Rural Development
- Directorate of Artisanal Fisheries
- Ministry of Mines, Petroleum, and Hydrocarbons
- Ministry of Labor, Employment and Social Welfare
- The provincial administration of Ngounie Province which includes the administration of Tsamba Magotsi and Douya-Onoue departments.
- Worldwide Fund for Nature (WWF)
- Wildlife Conservation Society (WCS)
- The communities of Douya, Guiamba, Mutame Sane Fumu, Doubou, Mboukou, Ditounga, Rembo, Guidouma, Mouladoufouala, Moudouma, Ningui, Saint Martin-Apindji, Migabé

4. Summary of Management and Mitigation Plans (SEIA)

Mitigation & management plans to minimize negative socio-economic impacts/enhance social contributions

Potential Impact	Action Plan	Adherence Indicators	Timing	Person Responsible
Reduction or loss of areas for hunting, fishing or collection and exploitation of timber & non-timber forest products	Areas used by villages for the collection of firewood & construction materials, fishing camps, collection of non-timber forest products, and subsistence farming have been identified through social participatory mapping and will be either excised from the zone or, indemnified	Benchmarking of actions taken towards meeting demands raised during the FPIC process Number of grievances	Before development /Frequent Monitoring	Social Manager/ Prefects/ Village Representatives
	Indemnification will be provided based on laws & regulations as well as the manner agreed on with communities during the Free, Prior and Informed Consent Process	Number of grievances		
	An Olam social team responsible for continued engagement with communities and a monitoring committee with representatives from each village group will be established in collaboration with local authorities.	Periodic and minuted meetings with clear resolutions on issues raised		
	Establish record of grievances/ comments from villages	Grievance procedure in place		

Loss of Sacred or Cultural Sites	Sites of sacred or cultural relevance to nearby communities have been identified and will either be set aside, excised or indemnified based on the agreement with local communities. In the case that they are set aside within the site as an HCV management area, a monitoring plan will be established to ensure respect of the sites.	Monitoring Plan in Place Sites are delineated in GIS database	Before development begins/ Frequent Monitoring	Social Manager/Village Representatives/Prefects
Conflicts caused by foreign worker populations; disrespect for local culture	Foreign workers will undergo an induction programme upon starting which will include cultural sensitization A suitable buffer zone will be maintained between villages and the plantation boundary. Foreign workers will be provided with housing/ canteens/cooperatives/ onsite to reduce the pressure on land/communities	Records of training & materials Records of conflicts between local communities and foreign workers	Before/during development	Social Manager/Olam Palm Operations/DGE PN
Intensification of hunting	Hunting by non-community workers will be strictly prohibited and those activities carried out elsewhere within the concession by communities will be controlled. Communities will be engaged through a Bushmeat Awareness Programme to avoid impact on RTEs or other protected species. A surveillance plan will be established to monitor species populations in HCV areas and buffer zones	Map of operating areas showing limits of exploitation Monitoring reports reflecting relative abundance of RTEs and endemics	During development	RSPO Compliance Manager/Social Manager/HCVF Manager

Job Creation	Preference will be given to willing and capable individuals from local populations during the hiring process	# of jobs created for local population; # fit/unfit workers	Continual basis	Human Resources/Social Manager
Establishment of infrastructure	Water pumps will be installed or rehabilitated where they already exist, electricity will be provided to main areas of villages by way of solar lamps; access to the infirmary will be provided to inhabitants of villages surrounding concession with priority given to plantation workers and their families	Progress of establishment of infrastructure projects	During development	Social Manager/RSPO Manager

Mitigation plans for negative environmental effects & Management plans to promote positive environmental effects

Potential Impact	Action Plan	Adherence Indicators	Timing	Person Responsible
Erosion Prevention/loss of fertility	<i>Pueraria javanica</i> and <i>Calopogonium mucunoides</i> will be planted immediately after land clearing to ensure nitrogen fixation and prevent erosion	<i>Pueraria javanica</i> and <i>Calopogonium mucunoides</i> is being maintained in areas of development	Immediately after land clearing	General Manager/Regional Manager
	Areas with slopes above 20 degrees will be marked and set aside	Areas marked in GIS database and left undeveloped	Before development	General Manager/Regional Manager
	Felled vegetation will be windrowed	Stacked vegetation between planting rows	During land clearing	General Manager/Regional Manager

	Roads will be compacted to stabilize surface and reduce erosion until suitable surfacing is established	Roads are compacted and there is no erosion visible during rains	During land clearing	General Manager/Regional Manager
	Adequate drainage systems will be established at regular intervals to drain and limit concentration of runoff; particular attention will be paid to areas prone to flooding. Drainage will be centered around main outlet drains by initially constructing field drains at 1:8 rows (to prevent over drainage) and if additional drainage is required drainage will be enhanced to 1:4	Drainage system is sufficient and are well maintained and clear of blockages	During plantation establishment	General Manager/Regional Manager/RSPO Compliance Manager
	A system for managing stormwater will be developed.	Stormwater management system in place	After land clearing	General Manager/Regional Manager/
	Sediment traps will be established at regular intervals where applicable	Sediment traps are established and maintained	After land clearing	General Manager/ Regional Manager/RSPO Compliance Manager
	A control and monitoring plan for erosion and sediment control will be established and implemented	Documented Plan	Before land clearing	General Manager/Regional Manager/RSPO Compliance Manager

Pollution of surface/ground water	Riparian buffer zones will be delineated and maintained around bodies of water and along rivers according to width. Contractors will be trained in proper felling techniques to ensure damage to the areas are avoided. Any accidental encroachments on these areas will be recorded and the area will be replanted.	Demarcation of buffer zones Record of any encroachments	Before land clearing	RSPO Compliance Manager/HCVF Manager
	Household waste water will be processed before discharging and discharge areas will be monitored	Records of water quality tests of discharge water	Continuous	RSPO Compliance Manager/ QEHS Manager
	A water quality monitoring and management plan will be established for testing of surface water. Buffer zones will be maintained to ensure that there is no runoff of chemicals into surface water.	Water analysis report;	Every 6 months	RSPO Compliance Manager/HCVF Manager
	A pollution prevention and clean-up procedure will be established to address chemical spills or leaks.	Procedure on Record	NA	Regional Manager/RSPO Compliance Manager/QEHS Manager
	All waste will be properly disposed of in enclosed areas and a waste management plan will be established	Record of quantities and types of waste products	During development/ continuous	RSPO Compliance Manager/yQEHS Manager

	Refueling and chemical transfer will only occur in banded areas with concrete bases.	Banded areas are maintained	During development	RSPO Compliance Manager/QEHS Manager
GHG emissions	Consumption of oil and use of generators will be controlled and monitored	Monitoring sheet	Continuous	RSPO Compliance Manager/QEHS Manager
	Land clearing activities will be strictly limited to planned areas and buffer zones & set aside forest areas will be maintained and monitored	Map of limits of land clearing	Before development of each phase`	General Manager/RSPO Compliance Manager
Reducing Noise and vibration	All vehicles and mechanical equipment will be provided with mufflers and maintained in good working condition according to manufacturers maintenance schedule	Maintenance record	Continuous	Regional Manager/QEHS Manager
	Workers will be equipped with PPE for protecting against ill-effects of noise and vibration	PPE Awareness factsheet Issuance Register	Continuous	Regional Manager/QEHS Manager
	Construction will be limited to daylight hours during the week to reduce noise	No activity outside of working hours	Continuous	Regional Manager/QEHS Manager

Change in Landscape	A plan for land clearing has been established and conversion will be strictly limited to areas identified for planting and infrastructure development.	Development does not infringe on set aside areas.	Before development	General Manager/Regional Manager
	The mill site will be carefully integrated in the site taking into account environmental and social considerations (sight, sound, proximity to set aside areas)	Incorporation in GIS map	Prior to development of the mill	General Manager/RSPO Compliance Manager
	HCV areas, riparian buffer zones, and highly sloped areas will be maintained	Incorporation in GIS maps and boundaries delimited.	Continuous	RSPO Compliance Manager/HCV Manager
Loss and disturbance of biodiversity	Clearing will be limited to areas identified as suitable for planting and for the establishment of infrastructure	Incorporation in GIS map and adherence to clearing plan	Land clearing	General Manager/Regional Manager
	HCV areas will be delineated in GIS database and boundaries will be demarcated on the ground	HCV Maps and boundaries delimited	Prior to land clearing	GIS Expert/HCV Manager
	A monitoring plan of riparian buffer zones and HCV areas will be established	Monitoring Report (frequency of observation of indicators of faunal presence)	Once a year	HCV Manager
	Hunting by Olam workers will be strictly prohibited; Villagers will be permitted to continue to use fishing grounds but hunting may be limited	Agreement on hunting areas during FPIC process	Continuous	RSPO Compliance Manager/HCV Manager

	Noise from development will be limited to working hours to allow for the movement across the site of faunal species at night and to prevent excess disturbance of inhabitants of conservation areas	No activities outside of working hours	Continuous	RSPO Compliance Manager/HCV Manager
Risk of Accidents and disturbance of workers during plantation development (exposure to sharp tools and heavy equipment)	A QEHS policy and roll-out plan has been established and will be reviewed on a regular basis	Documented QEHS plan	Before/During Development	QEHS Manager
	Workers will be provided with and trained in the use of the appropriate Personal Protection Equipment	Health and safety report	Continuous	QEHS Manager
Storage & Use of Phytosanitary products	Workers will be provided with and trained in the use of appropriate Personal Protection Equipment (protective coveralls, dust mask, goggles, gloves and boots) and responsible application of phytosanitary products	Health and Safety Report (Record of Accidents) Record of Training	Continuous	QEHS Manager
	After 3 months, pregnant or nursing women will be prohibited from applying phytosanitary agents and be reassigned to maintenance of buildings and/or the creche	Medical certificates	Continuous	QEHS Manager
	Workers responsible for application of phytosanitary agents will undergo regular blood screening	Medical certificates/Records of screening	Continuous	QEHS Manager

	An eye wash/shower will be provided in the case of direct contact with chemicals	Washing stations in storage areas	When chemical storage is established	QEHS Manager
	All products will be labeled with relevant MSDS and clear safe-use signage	Labeling is clearly displayed	Continuous	QEHS Manager
	An isolated, ventilated room will be established for storage of phytosanitary products and access will be limited to appointed personnel; clear hazard signage will be established at each entrance	Clearly signed, locked storage area No noxious smells	During development	QEHS Manager
	Products will be clearly labeled and arranged according to their application (ie. pesticide, herbicide, fungicide, miticide)	Products are in specified places Relevant labels are in place	Continuous	QEHS Manager
	Staff will be trained in management of stock and safe application of productions; workers will be informed about sickness related to the application of and exposure to phytosanitary products	Records of stock	Continuous	QEHS Manager

	A QEHS plan will be documented and implemented; workers will be trained in safe working practices including the proper use of PPE, what to do in the case of an accident, and the use of first aid kits which will be provided at regular intervals throughout the plantation.	Records of implementation of Health and Safety Plan through training events, monitoring of accident and incidents and response time to accidents.	Continuous	QEHS Manager
Exposure to venomous animals	Anti-venom will be kept in the infirmary in the case of a snake-bite incident	Stock of anti-venom within expiry date	Continuous	QEHS Manager
	Workers who have been identified as suitable peer educators will be trained to identify venomous snakes in the area and how to care for snake bite victims	Record of training sessions	Continuous	QEHS Manager
Modification of hydrology, reduction in source	Fertilizer and pesticide inputs will be recorded and justified. Inputs may be adjusted and distributed over time where possible.	Records of fertilizer use	Continuous	Assistant Managers/ QEHS Manager
	Empty fresh fruit bunches will be returned to the plantation to be used as mulch which will be spread in the inter-rows or around the base of the palms or some of the empty fruit bunches will be used as boiler fuel	Evidence of use of empty FFB	Continuous	Assistant Managers/ RSPO Compliance Manager

	Water debit from courses will be calculated as well as the minimum flow in the stream selected for supplying water for the nursery and prenursery	Records of debit	Continuous	RSPO Compliance Manager/HCV Manager
	A piezometer will be used for monitoring of the water table level	Record of water table levels	Continuous	RSPO Compliance Manager/HCV Manager
Biodiversity—contamination of terrestrial and aquatic flora and fauna/emergence of invasive species	The national system for the authorization of pesticides will be adhered to in order to limit the damage inflicted by pesticides on non-target species	Absence of contamination	Continuous	General Manager/RSPO Compliance Manager/QEHS Manager
Reduce GHG Emissions	Whereever possible, low-polluting modes of transport will be used and fuel consumption will be controlled;	Fuel consumption sheet	Continuous	Regional Manager
Household waste management	A management plan for household waste will be developed taking into account the collection, sorting and storage of recyclables as well.	Documented management plan	Prior to development of housing	QEHS Manager
	Closed trash receptacles will be provided in housing area	No litter	Prior to development of housing	QEHS Manager
	A leak proof, covered landfill center of 25x15x 2 m will be established and monitored under the waste management plan	Monitoring sheet	During development	QEHS Manager

Vegetative Waste	Felled vegetation will be windrowed to ensure nutrients are returned to the soil	Windrows	During land clearing	General Manager/Regional manager
Ordinary Industrial Waste	A waste management plan for collection, sorting and storage of ordinary industrial waste recyclables will be established; workers will be informed of proper handling and disposal of waste in the appropriate receptacle	Employee Information Sheets Absence of pollution	Continuous	QEHS Manager
Hazardous Industrial Waste	A waste management plan for the collection, treatment, storage and disposal of hazardous industrial waste will be established according to best practices	Documented monitoring plan schedule for waste disposal Absence of pollution	Continuous	QEHS Manager

5. Summary of Management and Mitigation Plans (HCV)

Plan for HCV monitoring and regular review of data

Olam Palm Gabon will fully enforce the recommendations provided in the Environmental and Social Management and High Conservation Value area management plans developed by Ecosphere and Proforest respectively to ensure that there is minimum social and environmental impact in the surrounding landscape. As per Gabonese regulations, there will be an annual review of the Company's implementation of Environmental & Social Management plan by the Direction General of Environment to ensure compliance. Our Vice President of Sustainability and the RSPO Compliance Manager will oversee an environmental management team that will be responsible for placing the appropriate signage and markers to demarcate conservation areas and monitor the areas on a regular basis. Workers and contractors will be advised on our regulations regarding prohibition on hunting and respecting riparian buffer zones. Guard stations will also be established at all entries to monitor the entry and exit of individuals to ensure there is no trafficking of timber or animals. The HCV team is also working with local partners to develop a Bushmeat Awareness program, and will also seek partnership from local institutions to develop Ape Management and Elephant Conflict Management Plans.

Management and mitigation plans for threats to HCV areas

HCV	Description	Present	Potentially present	Absent
HCV1.1	Protected areas			
HCV 1.2	Concentrations of rare, threatened or endangered species			
HCV 1.3	Concentration of endemic species			
HCV 1.4	Seasonal concentrations of species			
HCV 2	Large landscape level forests			
HCV 3	Rare, threatened or endangered ecosystems			
HCV 4.1	Forest areas critical to water catchments			
HCV 4.2	Forest areas critical to erosion control			
HCV 4.3	Forest areas providing natural barriers to destructive fire			
HCV 5	Forest areas fundamental to meeting basic needs of local communities			
HCV 6	Forest areas critical to local communities traditional cultural identity			

Objective	HCV	Action required	Timeline	Monitoring measures/proofs	Frequency of Monitoring	Person Responsible												
Protection of rivers and flooded forest	3,4.1	Based on detailed hydrological modeling, remote sensing data, and systematic forest inventory, delineate terra firma forest adjacent to the Ngounie according to clearance plans in the first three years, providing a suitable ecological network within the developable zone	Prior to Phase 2 land clearing	Area included/excluded from GIS database as HCV 3 and 4.1	NA	GIS Expert/VP Sustainability/RSPO Compliance Manager												
		Delineate corridors, where necessary, to connect flooded forests	Prior to Phase 1/Phase 2 land clearing	Demarcate these HCV 3 and wildlife management areas in a GIS database	NA	GIS Expert/VP Sustainability/RSPO Compliance Manager												
	4.1	HCV Field Team will delineate buffer zones according width of rivers and streams: <table><tr><th>Type</th><th>Width</th><th>Buffer Zone (m)</th></tr><tr><td>Small streams</td><td><5 m</td><td>10</td></tr><tr><td>Rivers</td><td>>5 m <20m</td><td>50</td></tr><tr><td>Big rivers</td><td>>20m</td><td>100</td></tr></table>	Type	Width	Buffer Zone (m)	Small streams	<5 m	10	Rivers	>5 m <20m	50	Big rivers	>20m	100	Prior to land clearing	Measure river width/buffer zone width Buffer zones included in GIS database	NA	RSPO Compliance Manager/HCVF Manager
		Type	Width	Buffer Zone (m)														
		Small streams	<5 m	10														
Rivers	>5 m <20m	50																
Big rivers	>20m	100																
The HCV Field Team will delineate seasonal flooded lakes in savanna areas and maintain buffer zones of at least 25 m from the high water mark	Prior to land clearing	Area delineated and included in GIS	NA	RSPO Compliance Manager/HCVF Manager														
	4.1	Subcontractors will be trained on the appropriate land clearing methods (felling trees so that they do not fall in protected areas) respecting buffer zones and HCV areas. These areas will be clearly marked by either tape or non-toxic paint.	Prior to land clearing	Evidence of training and understanding of buffer zones management and monitoring recommendations No impact on buffer zones	NA	Regional Manager/RSPO Compliance Manager/HCVF Manager												

		Bridges and river crossings will be planned prior to conversion and developed according to best practices recognized by the FAO		Check erosion around bridges	NA	Regional Manager/RSPO Compliance Manager
		Any areas identified with slopes above 20 degrees will be excluded from conservation and those that are between 5 and 20 degrees will be delineated by category in the GIS database, and roads/infrastructure will be planned accordingly to avoid slopes/fragile soils and the appropriate erosion control methods (such as adequate gutters and road soak ways with sedimentation traps and planting of fast growing species such as bamboo in erosion prone areas) will be applied. Contractors responsible for conversion and infrastructure development will be trained in the erosion control best practices. Cleared vegetation will be stacked to avoid erosion and return nutrients to the soil. Where required, gutters and road soak ways will be implemented according to FAO best practices; sedimentation traps will be constructed to avoid discharge of sediment into river systems		<ul style="list-style-type: none"> • Area delineated on the ground and recorded in GIS database • Area delineated on the ground and recorded in GIS database • GIS database – Slopes map • Proof of training • Road map – Contour map • SOP • Windrowed in the field • Frequency/slope 	Weekly during road construction & land clearing	Regional Manager/RSPO Compliance Manager
Erosion control	4.1	<i>Pueraria Javanica</i> and <i>Calopogonium Muconoides</i> (previously cleared by relevant ministries) will be planted after landclearing to avoid erosion and to ensure nitrogen fixation	After clearing	Date of planting/Olam to justify the choice of leguminous crop	After clearing	Regional Manager/RSPO Compliance Manager

Monitoring of water quality	1.2, 1.4, 4.1	During the FPIC process, a fish sampling protocol and monitoring plan will be devised in consultation with local fishermen	During community engagement	Meeting minutes and SOPs; monitoring plan (including results of evaluation and actions if any taken)	Once a year	RSPO Compliance Manager/HCVF Manager
		A water quality management plan which outlines monitoring, and corrective/preventive actions will be implemented ; annual water tests will be completed 200 m upstream of the 1) Douya, 2) Doubou 3) Rembo 4) Igegi 5) Dakar	Baseline established before land clearing	Documented SOP; test results	Once a year	RSPO Compliance Manager/HCVF Manager
Implementing FPIC Monitoring results	5, 6 1.2	The FPIC process and associated procedures (representation, negotiation, and conflict resolution) will be discussed and agreed on through a proscribed method with communities in a transparent and participatory manner; HCV areas will be delineated with communities during the FPIC process Management of HCV 5,6 will be negotiated with communities with their FPIC; approach to hunting in the concession will also be addressed in discussions with communities	FPIC Process	Community representative list SOP Area included in GIS data base Signed agreement with community/concerned people	NA	Social Manager/RSPO Compliance Manager
		Community demands as noted during the Social Impact Assessment and FPIC process will be benchmarked on a regular basis (2x year for the first year, with the first occurring 6 months after development begins, & then annually); the social team will also hold weekly meetings through a channel agreed on with communities after the FPIC	Ongoing	Meeting minutes Survey Report	2x a year in the first year and then annually	Social Manager

		steering committee is dissolved				
Biodiversity management	1.2 1.2, 1.3, 5	Conservation set aside areas identified through the HCV assessment will be defined on the ground and delineated; GIS points will be taken intermittently along the boundaries	Before clearing	Incorporation in the GIS database and marked on the ground.	NA	VP Sustainability/RSPO Compliance Manager/HCVF Manager
		Mammal survey of the northern half of the concession will be completed during the dry season	Prior to commencement of any operations in the area	Survey Report	NA	VP Sustainability/RSPO Compliance Manager/HCVF Manager
		An HCV area connectivity corridor (linking non-plantable areas such as the swampy areas and the Ngounie Floodplain) will be developed to facilitate the movement of species	Prior to land clearing	Incorporation in the GIS database and delineation on the ground	NA	VP Sustainability/RSPO Compliance Manager/HCVF Manager
		Further surveys will be completed by the internal HCV team to determine actual ape populations and whereabouts to facilitate the development of a suitable Ape Management program	Prior to commencement of any operations in the area	Ape Management Plan	NA	VP Sustainability/RSPO Compliance Manager/HCVF Manager
		Through partnering with relevant ministries/NGOs an appropriate elephant-human conflict management plan will be developed.	Underway	Elephant human conflict Management Plan	NA	VP Sustainability/RSPO Compliance Manager/HCVF Manager
		Access rights, legal permits and checkpoints for hunting will be discussed and agreed on with villages; wherever possible villages will be indemnified for forfeiting rights to hunting on the site	During FPIC Process-underway	Documented agreement	NA	Social Manager
		Community fishing access permits or a suitable equivalent will be discussed and agreed on with adjacent villages	During FPIC process-underway	Access will be monitored by HCVF team and entry guards	Continuous	Social Manager

	1.2, 1.3, 5	Plan workers campsite/housing in existing city/villages to reduce the impact of external worker hunting on wildlife	Prior to development of infrastructure	Campsite plan – GIS database	NA	Regional Manager/RSPO Compliance Manager
		Olam will partner with local research institutions and/or NGOs to design and implement a suitable Bushmeat Hunting Awareness programme to inform communities about sustainable hunting practices, the HCV concept and RTEs; due-consideration will be given to extending the partnership to include a development of an appropriate monitoring plan to ensure HCV areas are respected by hunters	By 2013	Records of educational programme Records of community educations conducted.	NA	VP Sustainability/RSPO Compliance Manager/HCVF Manager
		Hunting or enabling of hunters within the plantation by workers and contractors will be strictly prohibited	NA	Company policy	Continuous	Regional Manager/VP Sustainability/RSPO Compliance Manager
		Olam will endeavor to prevent hunting on the concession by external parties through frequent monitoring and clear signage stating the laws restricting hunting as well as picture protected or restricted species	NA	Company policy	Continuous	Regional Manager/RSPO Compliance Manager/HCVF Manager
		Access to the site will be restricted for hunting and all vehicles entering and leaving the site will be searched; any game found will be seized & destroyed and the particulars will be taken of those involved and provided to the DGEF	NA	Documented Standard Operating Procedures Control records	Continuous	Regional Manager/RSPO Compliance Manager/HCVF Manager

6. Internal Responsibility

I hereby sign off on the above Summary Report of Planning and Management. The above may be amended and clarified for improvement during the development of the plantation but it will remain in accordance with RSPO Standards and Principles.

Signed on May 25, 2012:

A handwritten signature in black ink, reading "Alexandra N Booth". The signature is written in a cursive style with a large, stylized 'A' and a long horizontal stroke at the end.

Alexandra N Booth
Sustainability Manager, Olam International