

**Summary Report of Planning and Management
for Olam Palm Gabon, Mouila Lot 3
RSPO New Planting Procedures
May 2015**

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RSPO NEW PLANTING PROCEDURES

Summary report of planning and management

1. Executive Summary

In November 2010, Olam International partnered with the Government of Gabon in a 70:30 Joint Venture to develop commercial and smallholder palm oil plantations in line with the Roundtable on Sustainable Palm Oil Standard. The first phase, of a two phase development plan, will focus on developing 50,000 hectares of commercial plantations.

To date, the New Planting Procedure (NPP) was successfully completed for and for Awala (20,030 hectares), Mouila Lot 1 (35,354 hectares) and Mouila Lot 2 (31,800 hectares) plantations. This Summary Report of Planning and Management concerns a new site, Mouila Lot 3, covering 23,780 ha. As per the New Planting Procedure, a High Conservation Value Assessment, which includes calculation of above ground carbon stock, and an Environmental & Social Impact Assessment have been conducted by the qualified assessors, Proforest and Terea, including studies on agronomic suitability. Consultation and engagement with communities based on the impact assessments and social participatory mapping is ongoing and Olam seeks to obtain their free and informed consent prior to commencing plantation development.

As confirmed during the agronomic, environmental and social due diligence process, there are no areas of peat soil in the site or primary forest. All high conservation value areas have been identified and will be demarcated for conservation prior to land clearing. Nearby villages have customary use rights to the area which are being recognized and negotiated in a transparent and participatory manner through the FPIC process.

2. Reference Documents

- *Assessment Reports*
 - 'Environmental and Social Impact Assessment for Oil Palm Plantation Development, Mouila Lot 3,' (May 2015) Terea
 - 'High Conservation Assessment (HCV) Olam Palm Gabon Mouila Lot 3,' (March 2015) Proforest
- *Related Legal and Regulatory Permits*
 - Concession agreement for long-term lease for agricultural development between the Government of Gabon (GoG), represented by the Prime Minister, and Olam Palm Gabon, issued by the Prime Minister, the Minister of Economy and Sustainable Development and the Minister of Agriculture, Livestock, Fishery and Rural Development, and the Minister of Forests, Environment and Natural Resources, 22 April 2015. This agreement summarizes the rights and obligations of Olam Palm Gabon on the acquisition of a concession south of Mouila with a total area of 23,780 ha (period of 50 years, renewable once) to be developed for oil palm.

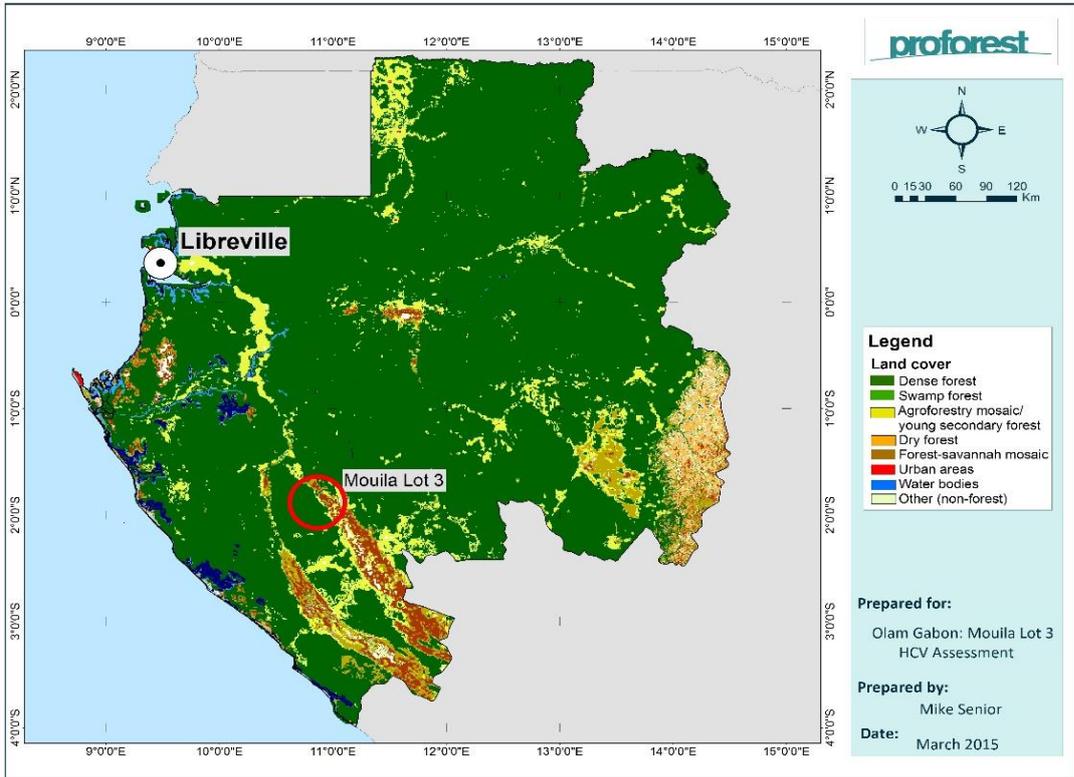


Figure 1: Location map for Mouila Lot 3.

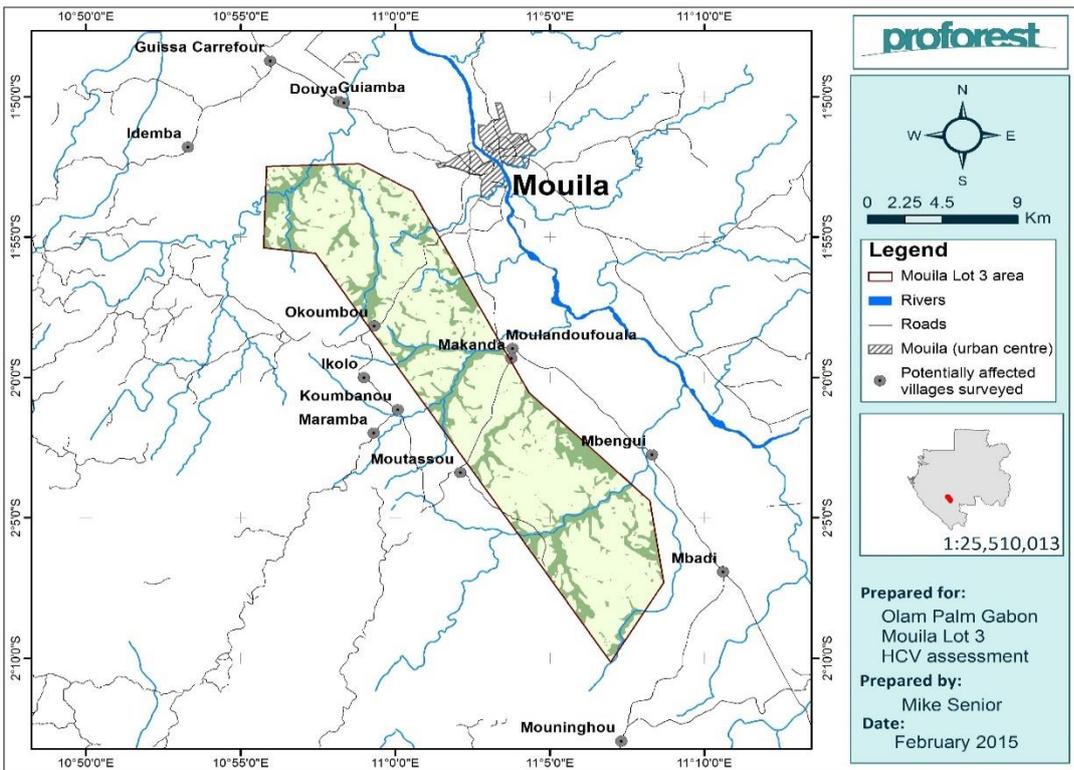


Figure 2: Mouila Lot 3 Map showing location of main village and Mouila town.

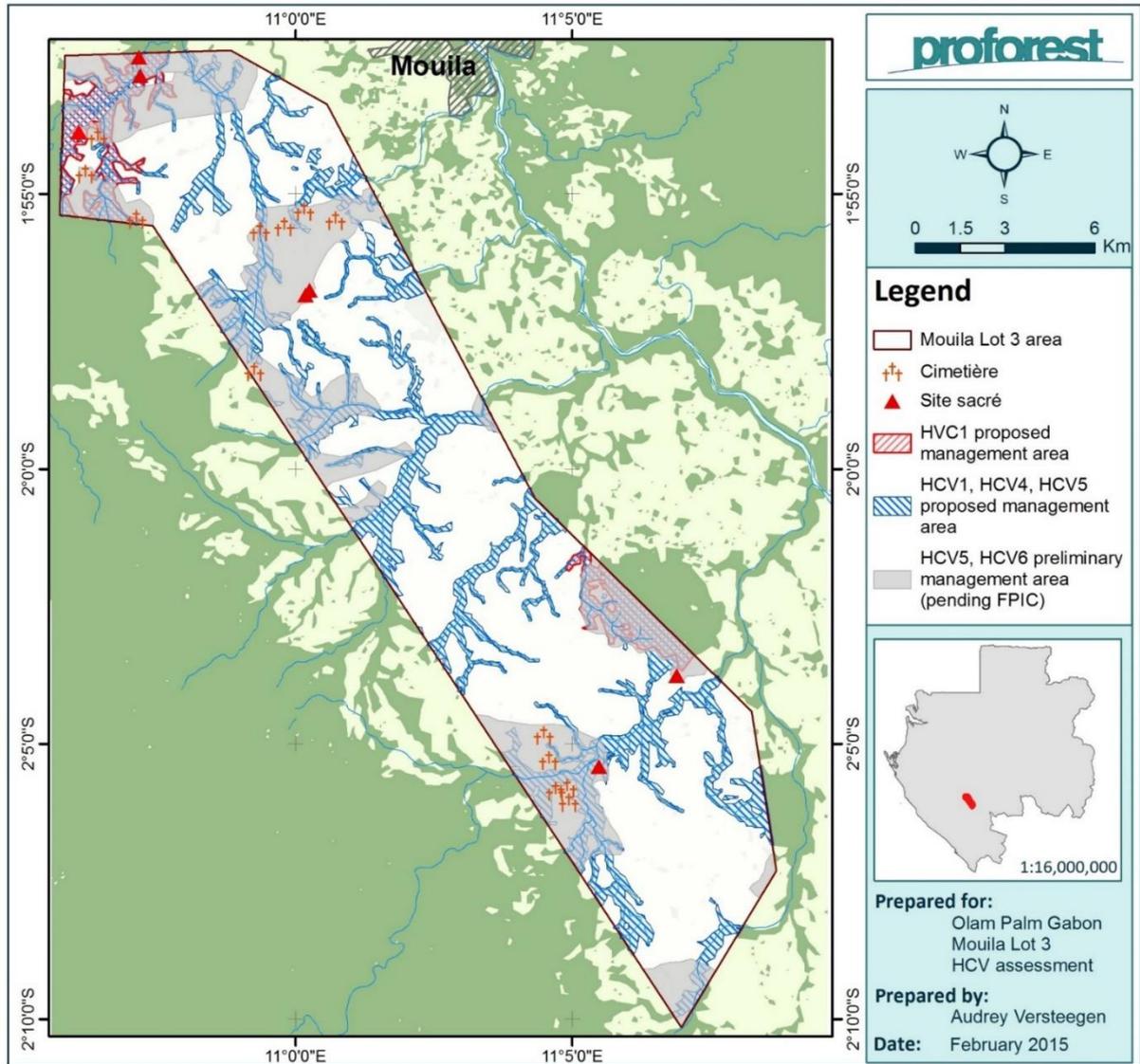


Figure 3: Location of the HCVs and proposed HCV management areas in Mouila Lot 3, pending FPIC agreements.

- Area of new plantings:

Activity	Area (ha)
A) HVC 1-4 management area^a	6,325
B) HCV 5,6 management area (not included in A)^b	3,600
C) Riparian Areas^c	N/A
D) Surface plantable^d	15,255
E) Infrastructures and roads^e	660 TBC
F) Other excisions^f	1,000 TBC
Total	23,780

Notes to area table: All areas are approximate based on assessments, and may change following further surveys and FPIC negotiations. **a.** Mainly forest riparian areas, includes overlap of 2,576 ha of HCV 5 forests¹. **b.** These are largely savannah areas, we make the assumption that none of the estimated 2,576 ha of HCV 5 within forest may be planted, but ca. 85% of the HCV 5 savannah (3,060 ha) will be accessible for planting through FPIC. **c.** Included within HCV 4 area estimate **d.** Includes approximately 85% (3,060 ha) of savannah area currently classed in HCV 5, subject to FPIC. **e.** Depends on final layout **f.** Potential FPIC exclaves and other claims other than HCV5-6 areas, subject to FPIC

¹ Description of forest refers to Summary of HCV and ESIA, section 1.1. Assessment of Forest Area.

3. SEIA and HCV Management & Planning Personnel

- *Organisational information and contact persons*

Contact Persons	Position	Entity
Supramaniam Ramasamy	Global Head of Plantations	Olam International Ltd
Gagan Gupta	Country Head	Olam Gabon
Christopher Stewart	Head, Environment and Sustainable Development	Olam Gabon
Olivier Desmet	Manager, Plantations CRS Function	Olam Palm Gabon
Sasitharan Mathavan	General Manager Mouila Plantations	Olam Palm Gabon
Pascal Mathieu	Manager, CRS Mouila Plantations	Olam Palm Gabon
Audrey Lee	Sustainability Manager	Olam International Ltd.

- *Personnel involved in planning and implementation*

The plantation area management will be structured in units consisting of around 3000 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 agricultural, environmental and social standard operating procedures have been established during development of Awala, Mouila Lot 1 and Mouila Lot 2. The General Manager and assistants will work closely with the Sustainability team to ensure that practices adhere to RSPO Principles and Criteria and the Environment and Social Management Plan.

Role	Responsibility	Entity
General Manager	Operational planning, implementation of best practices in establishing plantations	Olam Palm Gabon
Mouila Plantations CSR Manager	Implement ESMP and Social Contract.	Olam Palm Gabon
Finance Manager	Budgeting, Regular payments and cash flows	Olam Palm Gabon
HR Manager	Hiring and evaluating employees; conducting inquiries and resolving HR issues	Olam Palm Gabon
QEHS Manager	Implementation and monitoring the effectiveness of health and safety procedures	Olam Palm Gabon
Estate managers	Training/guidance of workers to ensure compliance with best practices; overall operation of the unit	Olam Palm Gabon

Organizational Information and Contact Persons

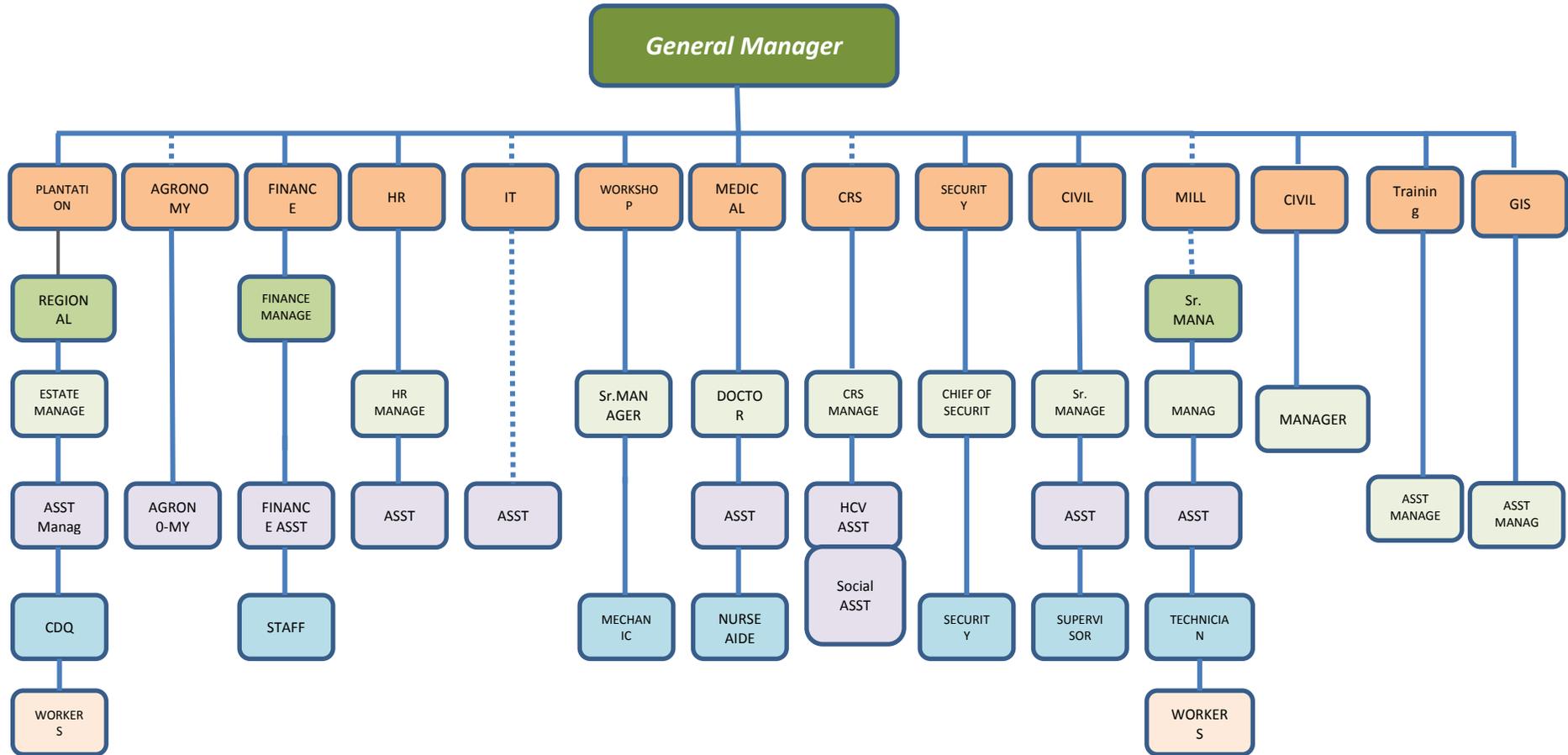
Contact Persons	Position	Entity
Supramaniam Ramasamy	President, Global Head of Plantation	Olam International Ltd
Gagan Gupta	Country Head	Olam Gabon
Christopher Stewart	Head, Environment and Sustainable Development	Olam Gabon
Sasitharan Mathavan	General Manager, Mouila	Olam Palm Gabon
Audrey Lee	Sustainability Manager	Outspan Malaysia Sdn. Bhd.

Personnel involved in planning and implementation

Olam Palm Gabon is led by the President & Global Head of Plantation and monitored by General Managers on site at operational level. The plantations management is structured according to various roles and functions to ensure implementation of best agronomic, environmental and social practices. Each of these divisions/ unit is managed by a manager, and assisted by assistant managers or executives. Olam Palm Gabon Agricultural Policy Manual has been established, General Managers and the Sustainability team will be working closely to implement practices adhere to the RSPO Principles and Criteria and relevant requirements, including SEIA Management Plan.

Position	Responsibility	Entity
President, Global Head of Plantation	Oversee operational planning, budget delivering, BMPs implementation	Olam International Ltd
General Manager, Mouila	Implementing operation according to plan & BMPs	Olam Gabon
Estate Managers	Training/ guiding workers on BMPs, overall operation delivery	Olam Palm Gabon
Finance Manager	Budgeting, regular payments and cash flows	Olam Palm Gabon
HR Manager	Recruiting and evaluating employees; conduct inquiries and resolving HR issues	Olam Palm Gabon
QEHS Manager	Implementing and monitoring effectiveness of health and safety procedures	Olam Palm Gabon
CSR Manager	Monitoring implementation of social commitments and environmental assessments	Olam Palm Gabon

Olam Palm Gabon – Mouila Lot 3 Organizational Chart



Acronyms:
 ASST: Assistant
 CDQ: chefs d'equipe
 CRS: Corporate Responsibility and Sustainability
 HCV: High Conservation Values
 HR: Human Resources
 SR: Senior

- *Stakeholders to be 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
 - 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, Douya-Onoye, Dola and Mougala departments
 - Worldwide Fund for Nature (WWF)
 - Wildlife Conservation Society(WCS)
 - Brainforest (NGO)
 - Institut Gabonais d'Appui au Developpement (IGAD)
 - The communities of 14 villages and 2 quarters of Mouila Town (see ESIA), duly represented by their Monitoring Committees and Steering Group.

4a. 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 village plantations, hunting, fishing or collection and exploitation of timber & non-timber forest products	Inform communities about the value of the land and their rights prior to negotiating conservation and/or compensation for relinquishment of lands	<ul style="list-style-type: none"> • Minutes of meetings with villages available 	Prior to land clearing	Social Manager
	Demarcate areas that will be maintained for continued village use (NTPP, agriculture) and include in GIS database	<ul style="list-style-type: none"> • Social Participatory Maps available • No social conflicts or intrusions onto land 	Prior to land clearing	Social Manager/GIS/ community representatives
	Establishment of village committee for negotiation and long term engagement and monitoring	<ul style="list-style-type: none"> • Minutes of village committee meetings • Reports on progress against social commitments are available • Social Contracts signed by community representatives 	Prior to land clearing	Social Manager
	Provide access to timber cleared from the site for community use and funding from sale of timber for the benefit of community (according to signed Convention between Olam and Ministry of Forestry).	<ul style="list-style-type: none"> • Records of contributions to community fund from sale of timber • Records of dues paid to Government for timber • Record of quantity of timber provided to communities 	From start to completion of land preparation	Plantations CSR Manager
Disruption of Sacred or Cultural Sites	Demarcate and conserve sacred areas with communities (FPIC)	<ul style="list-style-type: none"> • GIS coordinates of sacred sites available • Monitoring plan for sacred sites in place 	Prior to land clearing	Social Manager
	Inform employees and subcontractors on appropriate conduct with regards to respecting sites	<ul style="list-style-type: none"> • Minutes of meetings and attendance available • No intrusions on sacred sites 	Prior to land clearing	Training Manager/Social Manager
Social Conflict caused by potential influx of foreign	Consult with Community Representatives prior to hiring foreign labour for plantation maintenance	<ul style="list-style-type: none"> • Minutes of meetings available • Action plan to prevent social conflict based on recommendations from representatives in place 	Prior to hiring foreign labour	Social Manager

workers	Provide adequate housing and sustenance within the Plantation for foreign workers to reduce intrusion into communities and impact on biodiversity	<ul style="list-style-type: none"> • # houses established proportionate to foreign workers • Sale of food on site for workers • No hunting or theft of crops by foreign workers 	Prior to hiring foreign labour	General Manager
	Inform foreign workers about local customs	<ul style="list-style-type: none"> • Awareness Programme is implemented and attendance is recorded 	Immediately upon joining	Social Manager
Intensification of hunting and fishing	Ban hunting by foreign plantation workers and prohibit any worker from hunting within the concession during working hours	<ul style="list-style-type: none"> • Records of species seized from hunters on site • Interviews with workers demonstrate understanding of ban • Signs citing ban are posted throughout the site 	Continuous	HCV Manager
	Partner with the Ministry of Water and Forest and national NGOs to monitor and enforce compliance with wildlife laws	<ul style="list-style-type: none"> • Partnership agreement Ministry of Water and Forests • Presence of National Parks/Water and Forests field officers 	Continuous	HCV Manager
	Partner with local development agencies to establish a programme to ensure food security.	<ul style="list-style-type: none"> • Partnership agreement with local development agency • Plots for cultivation mapped with interested farmers • Seedlings provided to farmers • Records of revenue from sale of produce 	During first year	Social Manager
	Inform villages on sustainable hunting practices	<ul style="list-style-type: none"> • Awareness Raising Programme implemented and attendance is recorded 	Continuous	HCV Manager
Job Creation	Hiring policy favorable to local communities	<ul style="list-style-type: none"> • Documented policy in place • Advertisement of jobs in local communities 	Continuous	HR Manager
	Multiplier effect from capital injection in local communities through payment of wages and hiring of local contractors	<ul style="list-style-type: none"> • Documented baseline of household incomes in affected communities • Social surveys completed on an annual basis to identify changes 	Prior to land clearing	Social Manager
	Provide healthcare to workers	<ul style="list-style-type: none"> • Records of medical care provided • All national workers are covered by health insurance 	Continuous	HR Manager
	Establishment of dispensaries and consider providing access to basic medical consultations in local communities (subject to FPIC)	<ul style="list-style-type: none"> • Plans for construction and management of dispensaries agreed on with Communities • Dispensaries are established 	Within 3 years of starting development	Plantations CSR Manager
	Rehabilitation of schools and teachers housing (Subject to FPIC)	<ul style="list-style-type: none"> • Plans for rehabilitation and management of schools and teachers housing agreed on with local Government 	Within 3 years of starting development	Plantations CSR 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	Demarcate and set aside areas with slopes above 20 degrees and hill forest area as permanent HCV areas	<ul style="list-style-type: none"> • Areas marked in GIS database and left undeveloped 	Prior to land clearing	Plantations CSR Manager
	Windrow felled vegetation	<ul style="list-style-type: none"> • Stacked vegetation between planting rows 	During land clearing	General Manager
	Terrace slopes between 10-20 degrees, in areas suitable for planting, to prevent erosion and facilitate greater retention of moisture	<ul style="list-style-type: none"> • Terraced slopes 	After land clearing	General Manager
	Establish <i>Pueraria javanica</i> immediately after land clearing to ensure nitrogen fixation and prevent erosion	<ul style="list-style-type: none"> • <i>Pueraria javanica</i> is established and maintained in recently cleared areas 	Immediately after land clearing	General Manager
	Demarcate and maintain or restore riparian buffers according to width of water course to prevent chemical runoff and sedimentation	<ul style="list-style-type: none"> • Riparian buffers are visibly marked • GIS coordinates of buffer boundaries are available 	Prior to land clearing	Plantations CSR Manager
	Establish road construction plan	<ul style="list-style-type: none"> • Plan takes into account topography and hydrological systems 	Prior to land clearing	General Manager
		<ul style="list-style-type: none"> • Awareness programme on civil engineering best practices in place for machine operators 	Prior to land clearing	Training Manager
	Compact roads and use laterite, where possible, to stabilize the surface to reduce erosion until suitable surfacing is established	<ul style="list-style-type: none"> • Roads are compacted and there is no significant erosion visible during rainy season 	During land clearing	General Manager
	Construct adequate drainage systems at regular intervals to drain and limit concentration of runoff (minimum of field drain to 8 rows); Pay particular attention to areas prone to flooding.	<ul style="list-style-type: none"> • Drainage system is in place and is well maintained and clear of blockages • Main drain outlets designed to minimise risk of sedimentation to minor rivers • No flooding 	After land clearing	General Manager
	Establish a system for managing stormwater	<ul style="list-style-type: none"> • Stormwater management system in place 	After land clearing	General Manager
Construct sediment traps at regular intervals where needed	<ul style="list-style-type: none"> • Sediment traps are established and maintained 	After land clearing	General Manager	

Air Pollution	Spray access roads with water regularly to reduce dust emissions	<ul style="list-style-type: none"> • Little dust covering vegetation along roads is visible 	Continuous	QEHS Manager
	Limit speed of vehicles and machinery to 40 km/h to reduce dust emissions	<ul style="list-style-type: none"> • Warning system for drivers breaking the speed limit is in place • No accidents resulting from speeding 	Continuous	QEHS Manager
	Prohibit idling of cars to reduce carbon monoxide emissions	<ul style="list-style-type: none"> • No idling cars 	Continuous	QEHS Manager
Maintenance of Water Bodies	No clearance of forest galleries linked to hydrological network (see HCV 4 map), or wetlands as defined in existing SOPs	<ul style="list-style-type: none"> • Verify limits of riparian galleries and wetlands on a block-by block basis and obtain field GPS points • Demarcate limits of forest galleries and wetlands with paint • Clear access road around main demarkated galleries and wetlands as appropriate. 	Prior to land clearing	HCV manager
	Identify physiochemical parameters for water bodies and establish a water quality monitoring and management plan.	<ul style="list-style-type: none"> • Baseline assessment of parameters is provided • Water Management plan is in place • Water analysis reports are available 	Prior to land clearing	QEHS Manager
	Establish pollution prevention procedure which includes steps for clean-up in case of accidental spills or leaks	<ul style="list-style-type: none"> • Pollution Prevention Procedure is available • Monitoring records and corrective actions taken where spills have occurred are documented 	Prior to land clearing	QEHS 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	<ul style="list-style-type: none"> • Estimation of water debit available • Minimum flow documented 	Continuous	Plantations CSR Manager
	A piezometer will be used for monitoring of the water table level	<ul style="list-style-type: none"> • Record of water table levels 	Continuous	Plantations CSR Manager
	Demarcate and maintain riparian buffer zones around bodies of water and along rivers according to width (Refer existing SOPs).	<ul style="list-style-type: none"> • Demarcation of buffer zones • Rehabilitation procedure for accidental encroachments in place • Riparian Area monitoring records are available 	Prior to land clearing	HCV Manager
	Plan all river crossings in advance according to operational need (no more than 2-3 crossings of each major river, minimum average spacing 2 km)	<ul style="list-style-type: none"> • Road and bridge map is available 	Prior to building crossings	General Manager
	Crossings are bridged with appropriate methods (bridges, culverts) to avoid backing up and flooding in wet season (refer to best practices recognized by the FAO)	<ul style="list-style-type: none"> • Construction teams are trained in river crossing • Bridges and culverts are in place • Banks are stabilised with vegetation or hard materials to prevent erosion 	Prior to road construction and ongoing verification	General Manager

	Train contractors and staff in proper felling techniques to ensure damage to riparian areas are avoided.	<ul style="list-style-type: none"> • Training programme in place and attendance is recorded • No non-conformities arise 	Prior to land clearing	Training Manager
	Avoid long-term diversion of water from its natural course	<ul style="list-style-type: none"> • Corrective actions are taken where water courses have been diverted 	During land clearing	HCV Manager
	Maintain vegetation around wetlands (defined according to existing SOP) to prevent eutrophication	<ul style="list-style-type: none"> • Monitoring records of water quality of water bodies • Boundary of vegetation around water bodies is marked 	Continuous	HCV Manager
	Plan field drains and install sediment traps to ensure drains do not pollute or sediment watercourses	<ul style="list-style-type: none"> • Map of main drains is available • Drain outlets discharge into sediment traps or heavy vegetation. 	During and after land clearing	Plantations CSR Manager and General Manager
	No washing of vehicles in rivers and streams	<ul style="list-style-type: none"> • Workers are given training and sanctions for breaching vehicle washing directives are applied 	Continuous	QEHS Manager
	Vehicle oil and filter changes are carried out in secure areas and away from water	<ul style="list-style-type: none"> • Workers are given training and sanctions for breaching directives are applied • Used oil and filter collection system is in place 	Continuous	QEHS Manager
	Process household waste water before discharging and monitor discharge areas	<ul style="list-style-type: none"> • Records of water quality tests of discharge water 	Continuous	QEHS Manager
	Treat sewage from base camp prior to discharge	<ul style="list-style-type: none"> • Sewage treatment plan is established • Records of tests of discharge water 	Prior to construction of housing	QEHS Manager
	Construct concrete bunds around refueling and chemical storage/handling areas	<ul style="list-style-type: none"> • Bunded areas are maintained 	During infrastructure construction	General Manager
Household waste management	Establish waste management and monitoring plan for household waste which takes into account the collection, sorting and storage of recyclables.	<ul style="list-style-type: none"> • Documented Household Waste Management plan is available 	Prior to development of housing	QEHS Manager
	Provide closed trash receptacles in housing area	<ul style="list-style-type: none"> • Closed trash receptacles are available • No litter around housing area 	During house construction	QEHS Manager
	Establish a leak proof, covered landfill of 25x15x 2 m in accordance to waste storage standards (Decree No. 541/PR/MEFEPEPN regulating waste disposal)	<ul style="list-style-type: none"> • Landfill is established and complies with national regulations • No leaks from landfill detected 	During infrastructure construction	QEHS Manager
	Inform workers and subcontractors about appropriate waste disposal	<ul style="list-style-type: none"> • Interviews with subcontractors and workers reveal understanding of proper waste disposal 	Prior to land clearing/contin	QEHS Manager

		<ul style="list-style-type: none"> No sightings of litter 	uous	
Vegetative Waste	Windrow felled vegetation to ensure nutrients are returned to the soil	<ul style="list-style-type: none"> Vegetation is windrowed as stipulated in Agriculture Policy Manual 	During land clearing	General Manager/Regional manager
Ordinary Industrial Waste	Establish a waste management and monitoring plan for collection, sorting and storage of ordinary industrial waste recyclables; workers will be informed of proper handling and disposal of waste in the appropriate receptacle	<ul style="list-style-type: none"> Documented Industrial Waste Management Plan is available Monitoring records are available Corrective Actions, where taken, are recorded 	Prior to land clearing	QEHS Manager
	Inform workers and subcontractors about appropriate waste disposal	<ul style="list-style-type: none"> Minutes of meetings with workers and subcontractors available Interviews with workers and subcontractors reveal understanding of disposal procedure 	Continuous	QEHS Manager
	Define procedures for control and clean up of any spills or leaks	<ul style="list-style-type: none"> Control and clean Up Procedures are documented Corrective actions taken as per procedures are recorded 	Prior to land clearing	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	<ul style="list-style-type: none"> Documented monitoring plan and schedule for waste disposal are available Waste manifests are available 	Prior to land clearing	QEHS Manager
	Define procedures for control and clean up of any spills or leaks	<ul style="list-style-type: none"> Control and clean Up Procedures are documented Corrective actions taken as per procedures are recorded 	Prior to land clearing	QEHS Manager
	Inform workers and subcontractors about appropriate waste disposal	<ul style="list-style-type: none"> Minutes of meetings with workers and subcontractors available Interviews with workers and subcontractors reveal understanding of disposal procedure 	Prior to land clearing	QEHS Manager
Reduction of GHG emissions	Control and monitor consumption of oil for machinery, vehicles and use of generators	<ul style="list-style-type: none"> Monitoring records are available 	Continuous	Workshop Manager
	Carry out regular maintenance of vehicles and machinery	<ul style="list-style-type: none"> Documented maintenance history is available 	Continuous	Workshop Manager

	Limit land clearing to planned areas, and maintain and monitor buffer zones & other conservation forest areas	<ul style="list-style-type: none"> Map of protected areas and planting areas are available and specific instructions for clearing are documented and available 	Prior to land clearing	HCV Manager
	Whereever possible, low-polluting modes of transport will be used and fuel consumption will be controlled	<ul style="list-style-type: none"> Fuel consumption record is available 	Continuous	Workshop Manager
	Establish emissions reduction plan based on LUC and operations emissions baseline calculated using the Palm GHG calculator.	<ul style="list-style-type: none"> Documented plan is available 	On completion of planting	HCV Manager
Reducing Noise and vibration	Maintain all vehicles and mechanical equipment in good working condition according to manufacturers maintenance schedule	<ul style="list-style-type: none"> Documented maintenance history is available 	Continuous	Workshop Manager
	Equip machinery operators with mufflers for protection against loud noise	<ul style="list-style-type: none"> PPE Issuance Register Proper use of PPE in field by workers 	Prior to land clearing	QEHS Manager
	Train machinery operators in appropriate operating practices and raise awareness on physical stress related to operation of machinery	<ul style="list-style-type: none"> Minutes of meetings with operators and attendance sheet are available Operators are not affected by any physical stress from operation 	Prior to land clearing	QEHS
	Limit construction to daylight hours during the week to reduce noise to prevent excess disturbance of inhabitants of conservation areas and local communities	<ul style="list-style-type: none"> No activity outside of working hours 	Continuous	General Manager
Loss and disturbance of biodiversity	Implement land clearing plan which strictly limits development to areas identified for planting and infrastructure (See HCV Report and maps).	<ul style="list-style-type: none"> Land clearing plan is available Development does not infringe on set aside areas. 	Prior to land clearing	General Manager
	Demarcate HCV areas in the field and record in GIS database	<ul style="list-style-type: none"> HCV areas are demarcated in the field and GIS coordinates are recorded in database 	Prior to land clearing	GIS Expert/HCV Manager
	Monitor and maintain HCV areas, riparian buffer zones, and significant slope areas	<ul style="list-style-type: none"> Monitoring Reports are available Faunal Surveys are available 	Continuous	HCV Manager
	Develop a wildlife management plan which is aligned with Olam's existing partnerships	<ul style="list-style-type: none"> Records of meetings with experts Recommendations are taken into account in a documented management plan 	Within first year of development	HCV Manager
	Partner with the Department of Water and Forests and NGOs to manage HCV areas and enforce wildlife laws	<ul style="list-style-type: none"> Documented partnership agreement 	Prior to land clearing	HCV Manager

	Prohibit hunting by foreign Olam workers at all times and by any worker during operating hours	<ul style="list-style-type: none"> Records of hunted species seized on site 	Continuous	HCV Manager
	Establish security posts along access roads and implement regular security controls	<ul style="list-style-type: none"> Records of species seized Patrol record 	Continuous	Security Manager
	Provide alternative sources of protein for foreign workers and partner with development organizations to develop animal husbandry programme in villages	<ul style="list-style-type: none"> Partnership agreement with local development organization and/or ranchers Roadmap for programme implementation Surveys of current protein consumption in villages completed 	Within first year of development	Social Manager
	Limit width of roads crossing riparian areas to 8 m maximum and establish canopy bridges where feasible on main river crossings	<ul style="list-style-type: none"> Road width conforms to SOPs Canopy bridges are present on main crossings 	During and after road construction	General Manager, Plantations CRS Manager
	Limit operations to daylight hours allowing faunal species to move across the site at night	<ul style="list-style-type: none"> No activities outside of working hours 	Continuous	General Manager
Health and Safety	Implement QEHS Policy and Procedures	<ul style="list-style-type: none"> Documented QEHS plan available Procedures are posted where relevant Respect for work code of conduct in field 	Continuous	QEHS Manager
	Monitor and review effectiveness of QEHS Policy and Procedures	<ul style="list-style-type: none"> Minutes of QEHS Policy and Procedure Review meetings and corrective actions taken based on recommendations 	Continuous	QEHS Manager
	Equip and train workers on the use of appropriate Personal Protection Equipment	<ul style="list-style-type: none"> Minutes of meetings with workers Use of PPE in the field 	Continuous	QEHS Manager
	Train workers in first aid/emergency response	<ul style="list-style-type: none"> Minutes of meetings with workers Interviews with field staff reveal understanding of response procedure 	Prior to land clearing	QEHS Manager
	Provide first aid kits at regular intervals throughout the plantation and in all vehicles.	<ul style="list-style-type: none"> First Aid kits are available and contents inside are within expiry dates 	Prior to land clearing	QEHS Manager
	Report on and maintain records of LTA	<ul style="list-style-type: none"> LTA records are available 	Continuous	Doctor
Storage, handling and application of Phytosanitary products	Train workers on responsible handling and application of phytosanitary products	<ul style="list-style-type: none"> Medical reports for any cases of mishandling of chemicals Records of training and attendance 	Continuous	QEHS Manager
	Prohibit pregnant or nursing women from applying phytosanitary agents and reassign them to maintenance of buildings and/or the creche	<ul style="list-style-type: none"> Procedure in place for relocating affected women Medical certificates are available 	Continuous	QEHS Manager

	Conduct regular blood screening of workers responsible for application of phytosanitary agents	<ul style="list-style-type: none"> Records of screening available Procedure for taking corrective actions for any irregular screenings is available 	Continuous	QEHS Manager
	Inform workers about sicknesses related to the application of and exposure to phytosanitary products	<ul style="list-style-type: none"> Records of training and attendance 	Continuous	QEHS Manager
	Construct an eye wash/shower in the case of direct contact with chemicals	<ul style="list-style-type: none"> Washing stations accessible in storage areas 	When chemical store is established	QEHS Manager
	Label all products with relevant MSDS and post safe-use signage	<ul style="list-style-type: none"> Relevant labeling is clearly displayed All MSDS are posted 	Continuous	QEHS Manager
	Arrange products according to their application (ie. pesticide, herbicide, fungicide, miticide) in chemical store	<ul style="list-style-type: none"> Products are in specified places 	Continuous	QEHS Manager
	Construct an isolated, ventilated room for storage of phytosanitary products and restrict access to appointed personnel	<ul style="list-style-type: none"> Clearly signed, locked storage area No noxious smells 	During infrastructure development	QEHS Manager
	Adhere to the national system for the authorization of pesticides in order to limit the damage inflicted by pesticides on non-target species	<ul style="list-style-type: none"> Absence of contamination 	Continuous	QEHS Manager
	Justify and record fertilizer and pesticide inputs.	<ul style="list-style-type: none"> Records of fertilizer use are available Leaf sample analysis and pest census records are available 	Continuous	Agronomist/ General Manager
	Apply empty fresh fruit bunches as mulch on the plantation	<ul style="list-style-type: none"> Evidence of use of empty FFB 	Continuous	General Manager
Exposure to venomous/disease transmitting species	Reduce and prevent illness from insects by determining illness rates, intensity of contact risk with humans and monitoring populations of insects on the plantation	<ul style="list-style-type: none"> Baseline census of illness rates Insect survey are available Monitoring records are available 	Continuous	HCV & Doctor
	Anti-venom will be kept in the infirmary in the case of a snake-bite incident	<ul style="list-style-type: none"> Stock of anti-venom within expiry date 	Continuous	Doctor
	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	<ul style="list-style-type: none"> Record of training sessions 	Continuous	QEHS Manager

4b. Summary of Management and Mitigation Plans (HCV)

- *Plan for HCV monitoring and regular review of data*

The table below summarises the HCV management and mitigation actions required as per full HCV report, Proforest March 2015. The following section establishes the management and monitoring plans to be implemented by Olam.

HCV	Threats	Management recommendations	Monitoring recommendations
1	<ul style="list-style-type: none"> • Overfishing by the nearby communities of Bevanga, Douya, Giamba and Idemba; • Loss of water quality due to nutrient leaching / fertiliser runoff; • Clearing and hunting in Mbengui Forest block; 	<ul style="list-style-type: none"> • Two of these villages are openly against the project and accepted the participatory mapping exercise only to excise their customary land from the proposed permit. It is likely that such excision would result in some portions of the River Douya being excluded from OPG's permit. The FPIC process should keep the presence of an HCV in the area in mind in negotiating the zone. It is recommended that OPG carries out further sampling at different seasons to ascertain the presence of valuable fish biodiversity and inform the FPIC process. OPG should engage with local communities on the value present and develop a programme to mitigate the threat from overfishing. • The gallery forest around the River Douya should be integrally preserved as a buffer against potential runoff. • In consultation / negotiation with the local community, Mbengui forest block needs to be managed for its mammals and forest cover. A local agreement needs to be reached to restrict hunting pressure in this zone. 	<ul style="list-style-type: none"> • Regular water sampling following BACI approach (upstream, in site and downstream) to preserve water quality: water quality parameters should remain within an acceptable range (similar to baseline values for microbiology and physio-chemistry recorded prior to land development) to preserve the fish habitat. • Further studies and on-going monitoring of fisheries in all the main rivers to ensure that HCV 1 is maintained and enhanced. As well as to verify if further endemic or IUCN listed species are present in the other watercourses. • A regular monitoring system needs to be established to ensure that forest cover is maintained and hunting pressure is kept at a minimal level in Mbengui forest block
4	<ul style="list-style-type: none"> • Low level forest loss due to clearing for subsistence agriculture and small-scale logging/ timber extraction 	<ul style="list-style-type: none"> • Delimit, set-aside and protect riparian forests (these should be identified by following streams and tributaries to their source). Buffer zone width (each side) of 100m for the main rivers and 50 m for the tributaries should be set as a minimum². There are various small 	<ul style="list-style-type: none"> • Establish network of independent water monitoring stations ; • Regular monitoring of forest set-aside zones shows no encroachment by communities and operations;

² As proposed in Gabon's RSPO Draft Principles & criteria (2015)

<ul style="list-style-type: none"> • Large scale forest loss due to land clearance for palm oil plantation (high level threat) • Loss of water quality and quantity due to loss of forest cover and service provision • Loss of potable water supply downstream • Flooding • Water pollution due to fertiliser and pesticide use 	<p>pockets of forest that are not directly riparian areas and can be cleared if less than 20 ha in size and if not connected to the river network.</p> <ul style="list-style-type: none"> • Ensure sufficient alternative land available for farming or compensation if there are no alternatives, and prohibit farming and logging in the forest zones; • Ensure implementation of Olam’s SOPs regarding chemical use (RSPO & Olam Farm code) • HCV sensitisation programme (internal & external) 	<ul style="list-style-type: none"> • Annual monitoring of set-aside zone shows at least no decrease in canopy cover; • Set restoration goal (natural regrowth) for riparian zone with 5 year milestones; • Regular review of implementation of relevant Olam’s SOPs;
<p>5</p> <ul style="list-style-type: none"> • Loss of fertile forest land for farming • Loss of access to traditional hunting, fishing and NTFP grounds • Loss of water quality and quantity due to forest loss • Water pollution due to fertiliser and pesticide use 	<ul style="list-style-type: none"> • Ensure sufficient alternative land available for farming or compensation if there are no alternatives; • Establish a community development programme to provide alternative food sources, with emphasis on availability of suitable protein; Ensure controlled access for fishing; • Strict hunting SOP for all Olam staff and all local communities applicable inside the permit - including zero tolerance to any form of illegal hunting (hunting methods and protected species); • Control all hunting in forest zones coupled with provision of protein sources in the zone (Olam Hunting SOP enforcement patrols); • Ensuring rigorous FPIC process to find mutually agreeable solutions to HCV 5 threats and formalise in social contract (quid pro quo); 	<ul style="list-style-type: none"> • Establish and implement a participatory monitoring system to regularly track provision of basic needs to the community;
<p>6</p> <ul style="list-style-type: none"> • Loss of access • Damage to resource 	<ul style="list-style-type: none"> • Enable all communities to have access to their HCV 6 sites; • Sensitise all communities that have identified any HCV 6 sites that are not on the validated HCV 5 & 6 maps; • Develop robust SOP for the identification, demarcation and enclavement and protection of all HCV 6 sites with the communities; • Ensure community member present when clearing operations 	<ul style="list-style-type: none"> • Develop a simple HCV 6 monitoring system and ensure annual internal reporting against it;

occurring in any HCV 6 sensitive zones;

- *Management and mitigation plans for threats to HCV areas*

Potential Impact	HCV	Action required	Indicators	Timeline	Role Responsible
Loss of habitat	1	Demarcate identified HCV areas and incorporate in GIS database	<ul style="list-style-type: none"> • HCV boundary markings are visible • GIS coordinates are available 	Prior to Land Clearing	HCV Manager
		Implement monitoring and management plan to ensure effective maintenance of HCV areas	<ul style="list-style-type: none"> • Monitoring and Management Plan is available • Monitoring records available • Corrective Actions recorded • System for review in place 	Prior to Land Clearing	HCV Manager
		Prohibit hunting in concession (according to established practice)	<ul style="list-style-type: none"> • SOP is available and local people are sensitised • Records of security screening at Access Points • # of species seized from hunters 	Continuous	HCV Manager
		Establish system for monitoring and measuring operational compliance with SOPs regarding protected areas during land clearance.	<ul style="list-style-type: none"> • Planning based on block-by-block basis and reviewed as clearing proceeds • Monitoring records • Corrective actions • Documented recommendations from Sustainability team 	Prior to land clearing	HCV Manager
		Apply controlled dosage of pesticides, herbicides and fertilizers to prevent excessive environmental loads	<ul style="list-style-type: none"> • Records of phytosanitary chemical application (location and amount) • Records of leaf sampling and pest census and Agronomist recommendation 	Continuous	General Manger/Agronomist
Degradation of hydrological systems	4	Train workers on safe handling and cleaning of spraying equipment and controlled disposal of waste water and safe storage	<ul style="list-style-type: none"> • Train contractors in relevant SOPs 	Continuous	QEHS Manager
		No spraying of agrochemicals in buffer zones	<ul style="list-style-type: none"> • No evidence of chemical application • Buffer zone monitoring records are available 	Continuous	HCV Manager
		Delineate riparian forests as per HCV report maps and block-by –block verification. In case of streams with burned, damaged or felled riparian vegetation,	<ul style="list-style-type: none"> • Demarcate areas in the field and record in a GIS database • Maps of riparian areas are provided to 	Prior to land clearing	HCV Manager

	<p>buffers should be restored based on the maximum extent of flooding as shown in the table below, recorded in GIS database and delimited in the field with non-toxic paint or tape.</p> <table border="1" data-bbox="504 327 1075 766"> <thead> <tr> <th data-bbox="504 327 683 486">Water body</th> <th data-bbox="683 327 806 486">Width of water course (m)</th> <th data-bbox="806 327 1075 486">Minimum width of buffer zone on each side of water course (m)</th> </tr> </thead> <tbody> <tr> <td data-bbox="504 486 683 598">Lake</td> <td data-bbox="683 486 806 598"></td> <td data-bbox="806 486 1075 598">According to current SOP (see also cultural values HCV 6)</td> </tr> <tr> <td data-bbox="504 598 683 678">Seasonal streams</td> <td data-bbox="683 598 806 678">< 5</td> <td data-bbox="806 598 1075 678">15 - 20</td> </tr> <tr> <td data-bbox="504 678 683 726">Tributaries</td> <td data-bbox="683 678 806 726">5 - 20</td> <td data-bbox="806 678 1075 726">50</td> </tr> <tr> <td data-bbox="504 726 683 766">Large rivers</td> <td data-bbox="683 726 806 766">> 20</td> <td data-bbox="806 726 1075 766">100</td> </tr> </tbody> </table>	Water body	Width of water course (m)	Minimum width of buffer zone on each side of water course (m)	Lake		According to current SOP (see also cultural values HCV 6)	Seasonal streams	< 5	15 - 20	Tributaries	5 - 20	50	Large rivers	> 20	100	contractors and operations teams		
Water body	Width of water course (m)	Minimum width of buffer zone on each side of water course (m)																	
Lake		According to current SOP (see also cultural values HCV 6)																	
Seasonal streams	< 5	15 - 20																	
Tributaries	5 - 20	50																	
Large rivers	> 20	100																	
	Implement a water quality management plan which includes monitoring, and corrective/preventive actions	<ul style="list-style-type: none"> • Documented Water Management Plan • Water Quality Analysis results available • Water Quality Parameter Baseline (analysed prior to land clearing) is available 	Continuous	HCV Manager															
	Train subcontractors on the appropriate land clearing methods (felling trees so that they do not fall in protected areas) respecting buffer zones and HCV areas.	<ul style="list-style-type: none"> • Evidence of training and understanding of buffer zones management • No impact on buffer zones 	Prior to land clearing	HCV Manager															
	Plan bridges and river crossings prior to conversion according to best practices recognized by the FAO	<ul style="list-style-type: none"> • Construction plan is available • No erosion around bridges 	Prior to land clearing	General Manager															
	Plan roads prior to commencing development based on topography and soil structure, using appropriate erosion control methods such as compacting and laying laterite.	<ul style="list-style-type: none"> • Roads to be constructed are demarcated beforehand and recorded in GIS database • SOP for road construction is available 	Prior to land clearing	General Manager															
	Construct drains with sediment ponds and road soak ways with sedimentation traps according to	<ul style="list-style-type: none"> • Drains, ponds and soak ways are in place • Maintenance plan is available 	After clearing	General Manager															

		FAO best practices to avoid discharge of sediment into river systems			
		Grade and terrace cleared areas (where applicable) and establish <i>Pueraria Javanica</i> to prevent erosion	<ul style="list-style-type: none"> • Date of cover crop planting • SOP for terracing is available 	After clearing	General Manager
		Prohibit fishing by foreign workers	<ul style="list-style-type: none"> • Records of any infractions by foreign workers 	Continuous	HCV Manager
Loss of customary use rights and threats to natural resources (sources of food and revenue)	5,6	Raise awareness among communities about sustainable fishing methods	<ul style="list-style-type: none"> • Minutes of meetings with local communities 	Continuous	Social Manager
		Partner with a local development organization/commercial rancher to establish a food security programme (agriculture and/or animal husbandry)	<ul style="list-style-type: none"> • Partnership agreement is available • Roadmap for programme implementation • Surveys of current protein consumption in villages completed 	Within first year of development	Social Manager
		Inform communities about project impacts and value of the land, and seek their consent for development through a transparent and documented process (FPIC process)	<ul style="list-style-type: none"> • Minutes of meetings with communities • Documented consent • Information on impacts is available to communities 	Prior to land clearing	Social Manager
		If communities choose to exclude areas from development, delineate areas and record in GIS database	<ul style="list-style-type: none"> • Minutes of meetings with communities • Maps of areas to be excluded from development for continued community use are available 	Prior to land clearing	Social Manager
		For areas identified as HCV, agree access rights and restrictions.	<ul style="list-style-type: none"> • Minutes of meetings with communities • Documented consent where areas are to be demarcated as HCV 	Prior to land clearing	Social & HCV Managers
		Agree on social contracts with measurable benchmarks with communities outlining development commitments and a plan for monitoring progress on a regular basis	<ul style="list-style-type: none"> • Minutes of meetings with communities • Signed social contracts with detailed benchmarks • Agreed monitoring plan is available 	Prior to land clearing	Social Managers
		Plan workers housing in an area on site which reduces risk of hunting and fishing and conduct an immigration and population growth study to guide decisions on managing medium to long term social issues (e.g. health, worker housing, services)	<ul style="list-style-type: none"> • Housing construction plan is available • Records of internal assessment of alternative housing sites and impacts • Documented immigration and population growth study available 	Prior to development of infrastructure	General Manager

		Provide access to food onsite to prevent hunting and theft of produce	<ul style="list-style-type: none"> • Access to adequate food on site 	Continuous	General Manager
		Partner with local NGO to implement a suitable Bush meat Hunting Awareness programme to inform communities about sustainable hunting practices	<ul style="list-style-type: none"> • Documented agreement with local NGO • Records of Awareness Programme meetings 	Prior to land clearing	HCV Manager
		Prohibit hunting or enabling of hunters within the plantation by workers and contractors	<ul style="list-style-type: none"> • Company policy on hunting is available • Records of species seized from hunters 	Continuous	Security and HCV Managers
		Establish clear signage indicating hunting ban	<ul style="list-style-type: none"> • Signs are established at regular intervals throughout the plantation 	During land clearing	HCV Manager
		Restrict access to and search all vehicles entering and leaving the site; seize and destroy bushmeat	<ul style="list-style-type: none"> • Documented Standard Operating Procedure for security • Control records • Monitoring records of access roads • Monitoring records of species sold by the road side • Monitoring of elephant, buffalo and chimpanzee sightings, counts and locations within boundaries • Monitoring of prices of species sold in local shops • Regular species surveys 	NA	HCV and Security Manager

- *Management plans to enhance or maintain conservation values of identified HCV areas.*

Impact	HCV	Action required	Indicators	Timeline	Role Responsible
Improved protection of biodiversity in HCV areas	1	Exclude the HCV areas from development and where necessary restore connections to maintain ecological connectivity to wider forested landscape (e.g. Mbengui forest)	<ul style="list-style-type: none"> • HCV areas are demarcated and GIS coordinates are included in database • Natural corridors are established to reduce isolation of HCV blocks 	Prior to land clearing	HCV Manager
		Prohibit hunting in concession	<ul style="list-style-type: none"> • Increase in faunal populations in HCV 	Continuous	HCV Manager

			areas demonstrated by wildlife surveys		
		Monitor species densities in HCV areas	<ul style="list-style-type: none"> • Faunal baseline surveys are available • Monitoring plan is established 	Continuous	HCV Manager
		Establish system for monitoring and measuring operational compliance with E&S policies, plans and SOPs.	<ul style="list-style-type: none"> • Clearing planned on block-by-block basis and the plan reviewed as clearing proceeds • Minutes of meetings between sustainability team and operations team on review of land clearing progress 	Prior to/during land clearing	General Manager/HCV Manager
		Partner with local NGO and the Ministry of Forestry and Water to build capacity and to enforce wildlife laws	<ul style="list-style-type: none"> • Better records of enforcement action • Signed partnership agreement 	Prior to land clearing	HCV Manager
Protection of cultural heritage sites	5	Exclude or protect ancient villages, cemeteries other HCV 6 areas	<ul style="list-style-type: none"> • HCV 6 areas delineated with village representatives • Continuous monitoring of land clearance and compliance with HCV 5s are documented 	Prior to land clearing	Social Manager
Food Security	6	Collaborate with development organizations and/or commercial partners to establish animal husbandry, fishing and agriculture programme or alternative source of protein policy / cultivation of NTFPs	<ul style="list-style-type: none"> • Signed agreement with development organization • Road map for programme implementation available 	Within first year of development	Social Manager
		Establish a human-elephant conflict plan to reduce impact of elephant crop raiding	<ul style="list-style-type: none"> • Reduction in invasions • Improved productivity 	Continuous	Social Manager

5. Internal responsibility

We 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.

Sasitharan Mathavan , General Manager, Olam Palm Gabon



Christopher Stewart, Head – Environment and Sustainability, Olam Gabon



Olivier Desmet, CRS Manager Plantations/ Directeur CRS plantations



Signed: 11 May 2015