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## Corporate Social Responsibility Policy

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Planting Naturals BV is a Dutch organization, dedicated to the collection, processing and trading of organic and sustainable palm oil. The group works with a social and inclusive business model, in which thousands of small farm holders are trained in organic agriculture practices and benefit from agronomic advisory, environmental education, social and cultural events, and support in the compliance with national laws.

Planting Naturals and its subsidiaries commit to the responsible production of palm oil and its associated products. For Planting Naturals, organic and sustainable production are not and will not be limited to the compliance with international standards, we are aligning all our operations to work and innovate beyond the standards. This policy applies to our existing and any future projects, in our own plantation areas and the smallholders we work with in West Africa.

### **Objective and Scope**

This Corporate Social Responsibility (CSR) Policy outlines Planting Naturals' philosophy towards responsible business management and lays down the guidelines for undertaking socially and environmentally beneficial programs for the welfare and sustainable development of the communities where the company operates.

The scope of the Policy covers the social and environmental projects that are initiated by the company in the countries of its operations. The Policy shall apply to all projects undertaken by the company in Africa. The key beneficiaries of the activities described by this Policy are the farmers, their families, communities around the plantations, and employees.

### **Approach to CSR**

Planting Naturals works in developing countries, where various social and environmental issues are still present. In order to identify those issues, the group conducts an Environmental Social Impact Assessment (ESIA) study in each operational site. The study helps to define the baseline of the local conditions and identify potential positive and negative impacts of the company's operations. Based on the results of the assessments and public consultations organised in the area, Planting Naturals determines key focus areas for its corporate social responsibility programs.



### **Key Focus Areas**

*Farmers and workers' empowerment:* The company is committed to ensure our farmers and workers are able to increase their wellbeing and security, as well as their self-confidence, through our organic training programs and field support.

*Social and economic development:* we strive to support the farmers and communities within our operational areas in various ways, this includes support to education, agriculture and infrastructure in the region.

*Environment stewardship:* we are continuously training the smallholders on organic production practices that protect the environment and enhance biodiversity.

### **Corporate Social Responsibility Policy**

It is Planting Naturals' policy to:

- Direct the projects towards achieving one or more of the following impacts - smallholders and workers' empowerment; generation of the employment and increase of income for the local inhabitants, sustainable economic development of the region; education and training of the farmers; improvement of the farm production and productivity of oil palm plantations; protection of the biodiversity and enhancement of environmental and natural capital.
- Develop the capacity and self-reliance of beneficiaries.
- Implement CSR projects primarily in areas that fall within the operational scope of Planting Naturals, to enable close supervision and ensure maximum development impact.
- Provide equal opportunities to the beneficiaries of the company's CSR projects.
- Promote sustainability in partnership with industry associations.
- Ensure long-term commitment.

### **Implementation and Governance**

Every year, the sustainability department will place for the management's approval a CSR Plan, delineating the CSR projects to be carried out during the year and the specified budgets thereof. The management will consider and approve the CSR Plan, with any modifications that are deemed necessary.

Further, the Sustainability Coordinator CSR will assign the task of implementation of the CSR Plan within specified budgets and timeframes to the executive personnel in the operational areas. Once every six months, the country Sustainability Manager will provide a status update to the Sustainability Coordinator on the progress of implementation of the approved CSR projects.

At the end of every financial year, the sustainability department will provide the final report to the management team.

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