

	Engagement towards RSPO certification	<i>Creation date:</i> 13/11/2019
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GOLDTREE SIERRA LEONE LIMITED		

As a major actor in the oil palm industry in Sierra Leone, Goldtree (S.L) is aware of the impact of its activities on the people and on the environment. Goldtree (S.L) has understood the importance of guiding all its activities towards a sustainable approach, respecting environmental and social values. Therefore Goldtree has committed to fulfil the RSPO Principles and Criteria. With regards to Goldtree's engagement toward RSPO certification, the following list of documents are available upon request to the following contact address: enquires@goldtreeholdings.com

Main company's policies:

- Code of Conduct policy
- Whistle blower policy
- Equal opportunities and non-discrimination policy
- Human rights policy
- Child labour policy
- Forced and trafficked labour policy
- Sexual harassment, harassment and workplace related violence policy

Assessments:

- Impact assessments EIA (EER)
- Social impact assessment
- High Conservation Value documentation
- Summary of certification assessment report

Legality:

- Official land leases and land owner agreements (LOA)
- Occupational health and safety plans
- HSE plan and pollution & prevention reduction plan

Communication:

- External communication procedure
- Grievance and complains management procedure
- Conflict management procedure
- Compensation procedure

Written By	Reviewed By	Approved By
Name: John Collie Function: Chief Operating Officer Signature: 	Name: Marie Rosine Njomgang Function: RSPO/Sustainability Manager Signature: 	Name: Pieter Van Dessel Function: General Manager Signature: 
<i>For any changes in the content or in the form of this document, please contact the Internal Control department which will ensure that changes are embedded in the Change Management Process</i>		