

**RSPO PRINCIPLE AND CRITERIA
Initial Assessment
Public Summary Report**

Olam International Limited
Head Office: 9 Temasek Boulevard #11-02 Suntec Tower Two Singapore
Certification Unit: Olam Palm Gabon – Bilala Palm Oil Mill & Supply Base Galerie Tsika, En Face de city Sport, Mbolo BP: 1024, Libreville Gabon, Africa

TABLE of CONTENTS

Page No

Section 1: Scope of the Certification Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Location(s) of Mill & Supply Bases	3
4. Description of Supply Base	4
5. Plantings & Cycle	4
6. Certified Tonnage of FFB (Own Certified Scope)	4
7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable	5
8. Certified Tonnage	5
Section 2: Assessment Process	6
1. Assessment Program	6
Section 3: Assessment Findings	9
3.1 Details of audit results	9
3.2 Progress against Time Bound Plan.....	9
3.3 Details of findings	12
3.3.1 Status of Nonconformities Previously Identified and Observations	17
3.3.2 Summary of the Nonconformities and Status.....	17
Assessment Conclusion and Recommendation:	18
Acknowledgement of Assessment Findings	18
Appendix A: Summary of Findings	19
Appendix B: Approved Time Bound Plan.....	62
Appendix C: Certification Unit RSPO Certificate Details.....	64
Appendix D: Assessment Plan.....	65
Appendix E: Stakeholders Contacted	67
Appendix F: CPO Mill Supply Chain Assessment Report (Module E : Mass Balance).....	68
Appendix G: GHG Reporting Executive Summary.....	71
Appendix H: Location Map of Bilala Certification Unit and Supply bases.....	74
Appendix I: Mouila Lot 1 Estate Field Map	74
Appendix J: List of Abbreviations Used	76

Section 1: Scope of the Certification Assessment

1. Company Details			
RSPO Membership Number	1-0114-12-000-00	Date	Member since: 10 February 2011
Company Name	Olam Palm Gabon SA		
Address	Head office : 9 Temasek Boulevard, #11-02 Suntec Tower Two, Singapore Certification Unit : Olam Palm Gabon – Bilala Palm Oil Mill, Galerie Tsika, En face de city Sport, Mbolo, BP: 1024, Libreville, Gabon, Africa		
Subsidiary of (if applicable)	Olam International Limited		
Contact Name	Ms Audrey Lee Mei Fong (Sustainability Manager)		
Website	http://olamgroup.com/	E-mail	audrey.lee@olamnet.com
Telephone	+603 64416771	Facsimile	+603 64416772

2. Certification Information			
Certificate Number	RSPO 671034	Certificate Issued Date	28/12/2017
		Expiry Date	27/12/2022
Scope of Certification	Palm Oil and Palm Kernel Production from Bilala Palm Oil Mill and Supply Base: (Estate 1, Estate 2, Estate 3, Estate 4, Estate 5 & Estate 6)		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
N/A			

3. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base)	Location [Map Reference #]	GPS	
		Longitude	Latitude
Bilala Palm Oil Mill	Mouila, Gabon, Central Africa	10° 51' 16.30" E	1° 39' 7.76" S
Estate 1	Mouila, Gabon, Central Africa	10°57' 43.80" E	1° 46' 37.30" S
Estate 2	Mouila, Gabon, Central Africa	10° 51' 20.20" E	1° 41' 25.70" S
Estate 3	Mouila, Gabon, Central Africa	10° 51' 16.30" E	1° 39' 7.76" S
Estate 4	Mouila, Gabon, Central Africa	10° 49' 53.50" E	1° 39' 29.80" S
Estate 5	Mouila, Gabon, Central Africa	10° 47' 24.10" E	1° 38' 13.20" S
Estate 6	Mouila, Gabon, Central Africa	10° 51' 29.00" E	1° 37' 55.30" S

**RSPO Public Summary Report
Revision 4 (November /2016)**

4. Description of Supply Base							
Estate	Immature (ha)	Mature (ha)	Total Planted (ha)	HCV (ha)	Infras & Other (ha)	Total Hectarage	% of Planted
Estate 1	0	2,882.91	2,882.91	2,574.06	217.56	5,674.52	50.8
Estate 2	501.56	2,172.40	2,673.96	3,022.3	315.96	6,012.22	44.48
Estate 3	25.55	2,368.66	2,394.21	1,257.32	124.7	3,776.23	63.4
Estate 4	398.16	2,086.81	2,484.97	1,673.76	551.51	4,710.24	52.76
Estate 5	1,497.54	1,337.96	2,835.5	4,604	222.45	7,661.95	37.01
Estate 6	2,265.50	347.78	2,613.28	4,703	203.22	7,519.5	34.75
Total	4,688.31	11,196.52	15,884.83	17,834.44	1,635.39	35,354.66	44.93

Note: Infras = infrastructure

5. Plantings & Cycle								
Estate	Age (Years)					Tonnage / Year		
	0 - 3*	4 - 10*	11 - 20	21 - 25	26 - 30	Estimated (Initial) (Nov 16 – Oct 17)	Actual (Initial) (Nov 16 – Oct 17)	Forecast (ASA1) (Nov 17 – Oct 18)
Estate 1	0	2,882.91	-	-	-	27,893	9,524	27,195
Estate 2	501.56	2,172.40	-	-	-	18,509	5,611	17,733
Estate 3	25.55	2,368.66	-	-	-	13,437	4,483	14,818
Estate 4	398.16	2,086.81	-	-	-	14,928	7,386	17,343
Estate 5	1,497.54	1,337.96	-	-	-	7,290	5,149	12,958
Estate 6	2,265.50	347.78	-	-	-	920	581	4,732
Total	4,688.31	11,196.52	-	-	-	82,978	32,734	94,778

*The reporting period has been revised from Jan-Dec to July-June to ease the comparison follow the audit schedule.

6. Certified Tonnage of FFB (Own Certified Scope)			
Estate	Tonnage / year		
	Estimated (Initial) (Nov 16 – Oct 17)	Actual (Initial) (Nov 16 – Oct 17)	Forecast (ASA1) (Nov 17 – Oct 18)
Estate 1	27,893	9,524	27,195
Estate 2	18,509	5,611	17,733
Estate 3	13,437	4,483	14,818
Estate 4	14,928	7,386	17,343
Estate 5	7,290	5,149	12,958
Estate 6	920	581	4,732
Total	82,978	32,734	94,778

**RSPO Public Summary Report
Revision 4 (November /2016)**

7. Non-Certified Tonnage of FFB (outside supplier – excluded from certificate) if applicable			
Independent FFB Supplier (i.e Mouila Lot 2)	Tonnage / year		
	Estimated (Initial) (Nov 16 – Oct 17)	Actual (Initial) (Nov 16 – Oct 17)	Forecast (ASA1) (Nov 17 – Oct 18)
Estate 7	420	339	5,330

8. Certified Tonnage									
Mill	Estimated (Initial) (Nov 16 – Oct 17)			Actual (Initial) (Nov 16 – Oct 17)			Forecast (ASA1) (Nov 17 – Oct 18)		
	FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
Bilala Lot 1 Palm Oil Mill	82,978	17,782	3,203	29,411	5,638	944	94,778	21,230	3,857

**Estimated OER 21.43%; KER 3.86% (as per Nov 2016 – Oct 2017 period)*

Actual OER 19.17%; KER 3.21% (as per Nov 2016 – Oct 2017 period)

Forecast OER 22.4%; KER 4.07% (as per Nov 2017 – Oct 2018 period)

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
(ASI Accreditation Number: RSPO-ACC-19)
Unit 3, Level 10, Tower A
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BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (RSPO-ACC-19) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia. BSI is accredited for RSPO Supply Chain Certification Systems (SCCS) and Principles & Criteria for Sustainable Palm Oil Production (P&C, Single Site & Group) certification Worldwide.

Assessment Methodology, Programme, Site Visits

This on-site initial assessment was conducted from 21 – 24 November 2017. The audit programme is included as Appendix D. The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. Mill was audited together with the sample estate (Estate 1 & Estate 2). A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Gabon RSPO Principles and Criteria National Interpretation endorsed by the RSPO Board of Governors meeting on 6th March 2017 and RSPO Supply Chain Certification Standard 2014 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The approach to the audit was to treat the mill and its supply base as an RSPO Certification Unit. The mill was audited together with the estates (or smallholders) of its supply base. The estates sample were determined based on formula $N = 0.8\sqrt{y}$ where y is the number of estates while when applicable, the smallholders sample were determined following the RSPO Certification Requirement for Group Certification Standard 2016. The sampling of smallholders were based on the formula $(0.8\sqrt{y}) \times (z)$; where y is total number of independent group member and where z is the multiplier defined by the risk assessment. However for Bilala Certification Unit, there is no smallholder.

Stakeholder notification was made on 5th October 2017 on the RSPO website prior to the Initial Assessment. Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

**RSPO Public Summary Report
Revision 4 (November /2016)**

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix E.

The assessment findings for the Main Assessment are detailed in Section 3.3.

This report is structured to provide a summary of assessment finding as attached in the Appendix A. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

This report was internally reviewed by RSPO approved Certification Reviewer prior to certification decision by BSI.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

1. Assessment Program					
Name (Mill / Supply Base)	Year 1 (Initial Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA4)
Bilala Palm Oil Mill	√	√	√	√	√
Estate 1	√			√	
Estate 2	√			√	
Estate 3		√			√
Estate 4		√			√
Estate 5			√		
Estate 6			√		

[Click here to enter a date.](#)

Tentative Date of Next Visit: September 3, 2018 – September 5, 2018

Total No. of Mandays: 9 mandays

BSI Assessment Team:

Mohd Hafiz Bin Mat Hussain – Lead Auditor

He holds Bachelor Degree in Plantation Technology and Management, graduated from University Technology Mara (UiTM) on 2009. He has 4 years working experience in oil palm plantation industry. He also has the experiences as an auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO in his previous certification body. He completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course and OHSAS 18001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2014 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since May 2013 in more than various companies in Malaysia. During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, safety and health, environmental and workers and stakeholders consultation.

**RSPO Public Summary Report
Revision 4 (November /2016)****Valence Shem – Team member**

He holds Bachelor Degree in Industrial Technology, graduated from University of Science Malaysia in 1998 and has 9 years working experience in oil palm plantation industry. He has been in the management system auditing line since 2009 for various standards such as ISO 140001, RSPO P&C, RSPO SCCS and SMETA. He completed the ISO 14001 Lead Auditor Course in 2008, ISO 9001 Lead Auditor Course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2011, Endorsed RSPO SCCS Lead Assessor Course in 2012 and MSPO Awareness Training in 2014. He had been involved in RSPO auditing since 2009 in various companies in Malaysia. During this assessment, he assessed on the aspects of legal, environmental and HCV.

Hu Ning Shing – Team Member

She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of social. She is fluent in Bahasa Malaysia and English languages.

Accompanying Persons:**Gauthier Perciano Iboinga Kombila (Translator)**

He working as a translator for an agency providing a translation and interpretation service to clients where needed. His main function during the assessment (conversation and documentation) was for the translation of French to English and vice-versa.

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following RSPO normative requirements. The assessment details are provided in Appendix A.

- Olam International Limited Time Bound Plan
- Gabon RSPO Principles and Criteria National Interpretation endorsed by the RSPO Board of Governors meeting on 6th March 2017
- RSPO Supply Chain Certification Checklist November 2014

3.2 Progress against Time Bound Plan

Time Bound Plan		
Requirement	Remarks	Compliance
Summary of the Time Bound Plan		
Does the plan include all subsidiaries, estates and mills?	<p>The time bound plan includes all operating units in Gabon, Africa.</p> <p>The certification plan is revised and approved in August 2016 to include new acquisition.</p> <p>To date, certification was achieved according to the time bound plan.</p> <p>On 2017 onwards, the plan is to certify Mouila Lot 1, Mouila Lot 3, Mouila Lot 2 and the smallholders' agricultural program, GRAINE (Gabon des Réalisations Agricoles et des Initiatives des Nationaux Engagés) which is managed by OPG but is owned by SOTRADER.</p>	Comply
<p>Is the time bound plan challenging?</p> <ul style="list-style-type: none"> • Age of plantations. • Location. • POM development • Infrastructure. • Compliance with applicable law. 	<p>Based on the age of plantations, location, mill developments, infrastructure and compliance with applicable law, the time bound plan was deemed to be challenging since Olam has developed the plantation at very early stage which involved the New Planting Procedure (NPP) where the land development and initial planting was only started in 2010 in Gabon.</p> <p>Except for Awala Palm Oil Mill commissioned in Aug 2015 and Mouila Lot 1 mill commissioned in Dec 2016, all other mills are still under development while infrastructure development was still in-progress except for basic office and housing facilities.</p>	Comply
Have there been any changes since the last audit? Are they justified?	See above. The certification plan is revised and approved in August 2016 to include new acquisition. See annex.	Comply

**RSPO Public Summary Report
Revision 4 (November /2016)**

If there have been changes, what circumstances have occurred?	New acquisition.	Comply
Have there been any stakeholder comments?	As of the date of the report being produced, there is no any comment by stakeholder that could be taken action by Olam. Olam continues to engage all affected parties through regular discussions and progress reporting is being made to the RSPO Secretariat.	Comply
Have there been any newly acquired subsidiaries?	Yes. New acquisition of existing plantation from SIAT Gabon was finalized in July 2016.	Comply
Have there been any isolated lapses in implementation of the plan?	No lapse and in full compliance.	Comply
Un-Certified Units or Holdings		Un-Certified Units or Holdings
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	Prior to the certification audit, a gap assessment has been conducted for Awala and Mouila Lot 1 by Olam in 2013 and 2016 respectively. Internal assessment against the standard has also been completed for most of the operating units including Mouila Lot 1 and action plan is implemented. A positive assurance statement has been produced through the internal gap assessment audit report.	Comply
No replacement after dates defined in NIs Criterion 7.3: <ul style="list-style-type: none"> • Primary forest. • Any area identified as containing High Conservation Values (HCVs). • Any area required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. 	HCV assessment has been conducted by Proforest prior to all developments and according to the NPP 2010. Public summary report is available on the Olam’s website.	Comply
Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	All uncertified areas including Mouila Lot 1, 2, 3, Lot 3 extension have completed NPP and approved after the RSPO 30-days public consultation.	Comply
Any Land conflicts are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	Mouila Lot 2 in March 2017, 242 ha of community set aside (HCV6) identified through FPIC process claimed by Bemboudie Village is mistakenly classified as development area under Boungounga Village who share some families and territories with Bemboudie. Mutual agreement and resolutions was reached through direct engagement and third party facilitation. Grievance is closed for monitoring. See public record .	Comply

**RSPO Public Summary Report
Revision 4 (November /2016)**

	Meeting record, agreement and official reply from the Bemboudie village are available.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	No dispute, however, collective agreement was revised and agreed by the self-elected workers representatives in all sites (including uncertified units) in Mar 2017.	Comply
Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p><i>-As above-</i></p> <p>As of the date of the internal audit report being produced.</p> <p>Further details please refer to the RSPO Complaints Website:</p> <p>http://www.rspo.org/members/status-of-complaints?keywords=olam&country=&category</p>	Comply
Any Legal non-compliance is being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.	No legal non-compliance. A separate external legal audit was conducted in 2017.	Comply

**RSPO Public Summary Report
Revision 4 (November /2016)**

3.3 Details of findings

The nonconformity is listed below. The summary report of the assessment by criteria is listed in Appendix A.

During the Initial Assessment there was 1 (one) Minor nonconformity raised. The Bilala Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment.

Non-Conformity		
NCR #	Description	Category (Major / Minor)
1562544-201709-N1	Requirements Indicator 5.1.3 This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures.	Minor
	Evidence of Nonconformity Bilala POM is monitoring its dark smoke emission from its boiler's chimney by using smoke density meter. The limit of darkness set by the mill is 70% opacity. However, it was not clear that why 70% was selected. There was no clear reference to support the selection.	
	Statement of Nonconformity Effectiveness of mitigation measure for dark smoke emission at the mill's chimney was not clearly determined.	
	Correction 1. Specify black smoke emission limit in the mill SOP. 2. Select respective sensor for smoke density meter. 3. Continuous monitoring on the opacity level.	
	Corrective Actions 1. Specify black smoke emission limit in the mill SOP. The requirement is stated as below: <i>"Not more than Ringlemann Chart Shade No.2, for not more than five minutes per hour or not exceeding 15 minutes in any period of 24 hours. (Shade No.2 - < 40% Obscuration [Smoke Density Meter Reading])"</i> 2. Select respective sensor for smoke density meter. 3. Continuous monitoring on the opacity level.	
	Assessment Conclusion Accepted on 29/11/2017, however the effectiveness of the corrective action will be verified during the next assessment.	

Observation	
OBS #	Description
	Nil

RSPO Public Summary Report
Revision 4 (November /2016)

Positive Findings	
PF #	Description
1.	Positive feedback from stakeholders interviewed.
2.	Understanding on RSPO was evidence during interview with workers
3.	Good PPE implementation
4.	Good Housekeeping at linesite
5.	Good effort to segregate the waste
6.	Recycle waste were placed at designated area

Issues raised by Stakeholders	
<p>Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Bilala Palm Oil Mill Certification Unit's environmental and social performance, legal and any known dispute issues.</p> <p>Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. These have been incorporated into the assessment findings.</p> <p>Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix E.</p>	
IS #	Description
1	<p>Issues: Sprayer at Estate 2: There is no special allowance given for spraying activity.</p> <p>Management Responses: The management gave 500 CFA per day for the sprayer.</p> <p>Audit Team Findings: Verified the pay slip and found that the management had given the additional incentive for sprayer.</p>
2	<p>Issues: Wildlife Conservation Society: Complaint by villagers regarding river pollution.</p> <p>Management Responses: A complaint was raised by impacted communities of Ndende (Nanga and Ferra villages) which is not in the Mouila Lot 1 Plantation. However, the water sampling analysis was conducted on 18 Oct 2017 and water sampling was sent to SEENEX SOL-EAU-ENVIRONNEMENT EXPERTS for chemical analysis as per NQE-CMA. The result concluded that the river and lake are in good state. Rembo: The analysis found traces of l'acide amino méthyphosphonique (AMPA) which is degraded component from Glyphosate. It is not a listed dangerous chemical substance and the concentration is insignificant. The water quality of Rembo river is in good state. Report no 2017/0178 , dated 16/10/17. Dola: There is a no chemical traces detected in the water analysis. The water quality of Dola river is in good state. Report no 2017/0177, dated 16/10/17. Banfumbu lake: There is a no chemical traces detected in the water analysis. The water quality of Banfumbu Lake is in good state. Report no 2017/0176, dated 16/10/17. Full analysis report is available for verification.</p> <p>Audit Team Findings:</p>

	The complaint is not for Mouila Lot 1 Plantation. No other issue.
3	<p>Issues: ANPN- Construction of trenches to control elephant at Mouila Plantation was impact on limited genetic exchange for the fauna and change the direction of waterways flow. Any best method?</p> <p>Management Responses: Trenches are constructed along the conservation area and the conservation area is designed to connect with the wider landscape that allows movement of elephants or wildlife. It could be confirmed through the HCV/conservation map.</p> <p>With regards to alternative method, OPG has also implemented sensor node that developed jointly with CSIRO, a research institution from Australia. Sensor node is using noise and light to deter elephants. Lot 1 has established 200 units of sensor nodes.</p> <p>Besides elephants, OPG is also following up with recommendations from Panthera (NGO) to track location of all trenches and permits Panthera to fix camera traps in the HCV zone of Lot 1 and Lot 2 to study genetic exchange of wildlife across two national parks i.e Waka and Moukala badoudou.</p> <p>Audit Team Findings: No other issue.</p>
4	<p>Issues: Préfet:</p> <ol style="list-style-type: none"> i. He has explained his role with regards to Mouila Lot 1, Olam Palm Gabon as a watchman to make sure the company is complied with the regulations, respected the social contract signed with the local populations and given technical support to the other relevant government’s department. ii. He has been invited to attend meeting to discuss and update on the status of the social contract together with the Olam’s representatives and representatives from the local populations. iii. There was no complaint received from the local populations and workers related to social contract, workers’ welfare and environmental issues. iv. In conclusion, they have good relationship and good collaboration with Olam Palm Gabon. <p>Management Responses: The management will continue to comply with the regulations and respect the social contract.</p> <p>Audit Team Findings: No further issue.</p>
5	<p>Issues: Minister of Forestry:</p> <ol style="list-style-type: none"> i. He explained the role of the department and has signed on an agreement with Olam Palm Gabon to ensure the company is respected the regulations in the HCV zone. ii. He informed that there was no illegal deforestation and overplanted was carried out by Olam Palm Gabon. iii. He has been invited to attend the Management Committee Meeting. iv. No complaint received from NGO or other relevant stakeholders regardless to Olam Palm Gabon. v. In general, they have good relationship with Olam Palm Gabon and they have complied with the regulatory requirements. <p>Management Responses: The management will ensure that no illegal deforestation and overplanted issue happened and will continue to maintain good relationship with the authority.</p> <p>Audit Team Findings: No other issue.</p>

<p>6</p>	<p>Issues:</p> <p>Villagers from St. Martin:</p> <ul style="list-style-type: none"> i. They have requested the management to provide boat to send those villagers to work in Mouila Lot 1. ii. No medication available in the dispensary. iii. There was no monetary given by the company as they promised prior their concession of the land as compensation. iv. The hydraulic pump was not functioning. v. Solar panels in the village were not functioning. <p>Management Responses:</p> <ul style="list-style-type: none"> i. There was a boat contributed by the politician to the village as a transport for them to work. Besides, the company has taken the responsibility to maintain and repair the boat as well as provided gasoline whenever requested. ii. The management has no obligations to supply all medications in the dispensary as it was not stated in the Social Contract. It was the obligation of the government to supply. iii. The company has signed a partnership agreement with the Forestry Department regarding the logs from the plantations. The income from the wood sales is partly going to the administration (40%) and partly put in a Social fund (60%) for projects chosen by the communities. The Fund exists and projects have been submitted. The management committee of the Social Fund (where all stakeholders are represented) needs to validate the projects to be funded. There will be no compensation in cash. iv. company has a partnership with the Forestry Department where the compensation money will be used as Social fund for all the projects stated in the Social Contract. v. The company has plan to repair the pump and has appointed new contractor from Cameroon to carry out the repair work. vi. The technician was in other plantations currently to carry out repair work. He will repair the solar panels once he get back to town. <p>Audit Team Findings:</p> <ul style="list-style-type: none"> i. Seen the purchase order of pump accessories dated 27/10/2017 and waiting for the goods to be arrived. This will be verified during next audit. ii. Site visit to the dispensary found that there were medications in the dispensary. iii. Verified the agreement made between Olam Palm Gabon and Ministry of Water & Forest dated 28/10/2013 where all the compensation funds will be used as Social Fund as clearly stated. iv. This will be verified during next audit. v. This will be verified during next audit.
<p>7</p>	<p>Issues:</p> <p>Villagers from Moutambe Sane Fumu:</p> <ul style="list-style-type: none"> i. The villagers reported that some of the villagers were not receiving the permit to access to the forest which the company has promised to issue before their concession of land. ii. The villagers also informed that they have requested the company to give them the woods after clearing of the forest. However, it was not been given since the early clearing stage until now. iii. There was no rest room for the medical assistant that worked in the dispensary and no equipment such as chairs provided in the dispensary and bungalow for meeting. iv. One hydraulic pump was not functioning well and the other one was broken. <p>Management Responses:</p> <ul style="list-style-type: none"> i. The company has issued the permits to those who are in the name list which validated by the Chief of Village. ii. The company has an agreement with the Department of Water and Forest where they couldn't give the woods to anyone for other purpose. All the funds will be put into their Social Fund and

RSPO Public Summary Report
Revision 4 (November /2016)

	<p>utilized for all the projects.</p> <ul style="list-style-type: none"> iii. The medical assistant was staying in Mouila town with the family. She will travelling on daily basis to the dispensary. Therefore, it is not required to build a rest room for the medical assistant. Besides, the company has no obligation to equip the meeting room with chairs as this was not included in their social contract. iv. The company has plan to repair the pump and has appointed new contractor from Cameroon to carry out the repair work. <p>Audit Team Findings:</p> <ul style="list-style-type: none"> i. Seen the Authorization of Access record book and the permits where the company has recorded whoever received the permit according to the validation by the Chief of Village. ii. Verified the agreement made between Olam Palm Gabon and Ministry of Water & Forest on 28/10/2013 where all the woods could not give to anyone and compensation funds will be used as Social Fund. iii. No further issue. iv. This will be verified during next audit.
<p>8</p>	<p>Issues:</p> <p>Workers' Representatives from Delegates Committee, Gender Committee and CSST Committee:</p> <ul style="list-style-type: none"> i. They have good knowledge on the RSPO certification. ii. They are aware of the complaint procedure and the minimum wage in the country. iii. They informed that the rate of work on rest day is less than normal day for piece rated workers. For eg: Manuring gang was paid 1060 CFA francs per bag on normal working day and 1000 CFA francs per bag on work on rest day. iv. The workers informed that there were some improvement on the transportation issues raised during last GAP assessment where currently, they waited the truck at 5.30am instead of 4.30am. v. They reported that the truck driver was picked up the people as he liked which caused them late to work even there was vacant seat for them to get into the truck. <p>Management Responses:</p> <ul style="list-style-type: none"> i. The company will ensure they are well aware all the time on the RSPO certification. ii. The management will comply with the regulations in the country, iii. The management informed that the workers were paid advance in cash to the workers who work on rest day on the spot and the rest of the payment will be paid on the monthly payment. iv. The management will ensure there are sufficient number of trucks to be prepared to send the workers to and back from work. v. The management informed that they had assigned the Supervisor for each gang to follow the truck driver to pick up their own gang of workers. They have designated truck to pick up the respective workers. <p>Audit Team Findings:</p> <ul style="list-style-type: none"> i. No other issue. ii. Document reviewed on the payslip found that they are paid according to Minimum Wage. iii. Interviewed with the Human Resource Manager and seen the Collective Agreement made between the management and delegates found that they will be paid 25% more than normal rate if they worked on rest day. Verified the payslip found that this has been practice. iv. No further issue.
<p>9</p>	<p>Issues:</p> <p>Indonesia Workers:</p> <ul style="list-style-type: none"> i. They are well understood their rights and pay when working in Olam's plantations. ii. They were treated equally and no discrimination has occurred between national workers and expatriates. iii. They surrendered their passport voluntarily for safe keeping and they are allowed to take back

	<p>the passport anytime. iv. They are provided with free medical assistance and housing facilities.</p>
	<p>Management Responses: The management will continue their practice as now and will not discriminate based on gender, national and race.</p>
	<p>Audit Team Findings: Document reviewed on the payslip for Indonesian workers and found that they were paid above the Minimum Wage regulations.</p>

3.3.1 Status of Nonconformities Previously Identified and Observations

Not applicable.

Observation	
OBS #	Description
Not applicable.	

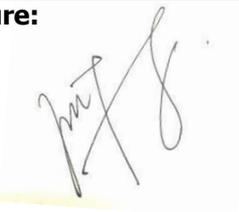
3.3.2 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1562544-201709-N1	Minor	24/11/2017	"open"

**RSPO Public Summary Report
Revision 4 (November /2016)**

Assessment Conclusion and Recommendation:

Based on the findings during the assessment Bilala Palm Oil Mill Certification Unit and supply base complies with the RSPO P&C Gabon-NI March 2017, and the RSPO Supply Chain Certification Standard (Nov 2014) for CPO Mill. It is recommended that the certification of Bilala Palm Oil Mill Certification Unit is approved.

Acknowledgement of Assessment Findings	Report Prepared by
Name: Ms Audrey Lee Mei Fong	Name: Mr Mohd Hafiz Mat Hussain
Company name: Olam International Limited	Company name: BSI Services Malaysia Sdn Bhd
Title: General Manager, Sustainability	Title: Lead Auditor
Signature:  Date: 15th December 2017	Signature:  Date: 13rd December 2017

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Commitment to Transparency			
Criterion 1.1 Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow the effective participation in decision making			
1.1.1	There shall be evidence that growers and millers provide adequate information on (environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making -Major compliance-	Adequate information covering on environmental, social and legal issues which are relevant to RSPO Criteria and relevant to stakeholders is shared for effective participation and decision making. Adequate information on New Planting provided to stakeholders during the development of Mouila Lot 1 through RSPO New Planting Procedure by posting the intention of the new planting on the RSPO website.	Complied
1.1.2	Records of the requests for information and responses shall be maintained -Major compliance-	Olam Palm Gabon Mouila Lot 1 has implemented Registry of Demands, Complaints and Claims logbook where all the requests and responses were recorded into the logbook. Most of the requests were from the local populations such as seek for assistance from the company to repair cassava thresher due to break down and etc. The actions have been taken accordingly and the requester has acknowledged on the logbook after received the repaired goods. There were total 4 requests have been made for Y 2017. Besides, the individual villager also wrote letter to the management to request for assistance such as donation for the agricultural projects and open a sundry shop in village. The company has contributed money to the requesters. Seen the cash vouchers and the requesters have acknowledged on the letter upon received the money from the company.	Complied
Criterion 1.2 Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.			
1.2.1	Publicly available documents shall include, but are not necessarily limited to: <ul style="list-style-type: none">• Land titles/user rights (Criterion 2.2);• Occupational health and safety plans (Criterion 4.7);	Sustainability (Malaysia & Singapore) and Corporate Responsibility & Sustainability (Gabon) Department will ensure that the following documents are available if requested and they do not impinge on confidentiality and will not cause detrimental sustainability or social outcomes. Among the documents that were made available for viewing are:	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
<ul style="list-style-type: none"> • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). <p>-Major compliance-</p>	<ul style="list-style-type: none"> • Land title (held as hard copy by the land department) • Health and safety plan • Plans and impact assessment- environmental & social • Pollution prevention plans • Details of complaints and grievances • Negotiation procedures • Continuous improvement plan • Social improvement plan <p>Publicly available documents are as per RSPO requirement. RSPO Policies were also published in company's website as per following address: http://olamgroup.com/sustainability/codes-policies-2/palm-policy-2/</p> <p>In addition to the website, the policies were also displayed at various locations at the operating units including the main notice boards of the estates, mill offices and muster ground notice boards for employees and visitors to view. Records such as information request, complaint and grievances are well documented.</p>		
<p>Criterion 1.3</p> <p>Growers and millers commit to ethical conduct in all business operations and transactions</p>			
<p>1.3.1</p>	<p>There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations</p> <p>-Minor compliance-</p>	<p>Olam International Ltd. has established and formalized The Olam Code of Conduct book where the company put integrity and fair play at the heart of all relationships, comply with all the law, rules & regulations, condemn any form of bribery and corruption even if it is considered to be local practice and etc. Besides, integrity and business ethics was clearly stated in the Human Rights Policy. The policy and code of conduct book was briefed to all the workers during the arrival to the plantations performed by the Human Resource Manager. Each of the workers will received the handbook of Code of Conduct as well. Seen the adhesion of Code of Conduct letter that acknowledged by each of the workers upon received the Code of Conduct book.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
Principle 2: Compliance with Applicable Laws And Regulations		
Criterion 2.1 There is compliance with all applicable local, national and ratified international laws and regulations.		
2.1.1 Evidence of compliance with relevant legal requirements shall be available -Major compliance-	<p>Two certificates of compliance and one Authorization of exploiting have been delivered by DGEPN (the main state environmental administration putting in place and assessing the national environmental politic) are enough to attest the respect of legal requirements:</p> <ol style="list-style-type: none"> 1. Certificate of Compliance ref. no. 2013/MPERNFM/SG/DGEPN established on 3 December 2015 addressing the environmental and social impact of Olam Palm Mouila Lot 1. (Bilala POM) 2. Certificate of Compliance ref. no. 1370/MEEDD/SG/DGEPN established on 9 July 2012 addressing the environmental and social impact of Olam Palm Mouila Lot 1. (Mouila Lot 1 Plantation) <p>Besides, a prescription by Department of General Direction of Environment and Protection (DGEPN) listed all the monitoring, reporting and analysis requirements for the activities in the mill and plantation. A summary report which cover monitoring of surface water, air, soil, health & security and employment which need to submit to DGEPN. The latest submission dated 24th April 2017 was sighted during onsite visit.</p> <p>For Mouila Lot 1 Plantation, similar report which cover extra criteria for local communities, biodiversity and waste submitted on 24th April 2017.</p>	Complied
2.1.2 A documented system, which includes written information on legal requirements, shall be maintained. -Minor compliance-	<p>Bilala POM and its supply base had documented the Legal requirements & Conventions covering all the necessary regulatory requirements.</p> <p>List was updated in May 2017 and it was aligned with the latest Gabon NI which incorporated the key international laws and conventions including Law no. 002/2014: Sustainable Development (Ministry of Sustainable Economy Prospective Investment Promoting) and Law no. 007/2014: Protection of the Environment.</p> <p>The updating and document management of the required regulations are done by the Legal Department of the Olam Palm Gabon based at Libreville office.</p>	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
2.1.3	A mechanism for ensuring compliance shall be implemented. -Minor compliance-	The latest internal audit for Bilala Palm Oil Mill, Estate 1 and Estate 2 was conducted in October 2017 by AIC Audit Body. The 2017 internal audit plan was reviewed to ensure that the mechanism is in place.	Complied
2.1.4	A system for tracking any changes in the law shall be implemented -Minor compliance-	Documented procedure has been established and implemented; refer to Procedure for Legal and Compliance Requirements updated on May 2017. The objective of the procedure is to identify the relevant laws, legal requirements and conventions which applicable to the plantation and mill operation. The process is carry out by the legal department which based in Libreville office of Gabon.	Complied
Criterion 2.2:			
The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights			
2.2.1	Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. -Major compliance-	Land title for Lot 1 concession was available to show legal ownership. Among the important information of the document is: <ul style="list-style-type: none"> Total area = 35,354 Ha [occupied by the mill is 17 Ha] Title no. = Portant Concession De Baux Emphyteotiques [Convention 0006] Owner's name = OLAM Palm Gabon (a company registered in Gabon) Lease period = 50 years (13/11/2012 until 12/11/2062) Approved by the President, Ministry Economy and Sustainable Development and Ministry of Agriculture and Husbandry 	Complied
2.2.2	Legal boundaries shall be clearly demarcated and visibly maintained. -Minor compliance-	Legal boundaries were clearly demarcated by putting concrete pegs painted with red colour at the critical points of the land concession. Verification through site visit of two of the pegs showed that the GPS coordinates of the pegs were consistent with those stated on the land title map. Bilala POM is located within the area of Estate 3.	Complied
2.2.3	Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC).	There is no land dispute in the certification unit and supply base at the time of audit. The land belongs to Olam Palm Gabon and land ownership documents verified. There were only cases related to destruction of agriculture crops during the land clearing process and the company has made compensation accordingly. Seen the records of the compensation made. Refer to Criteria 6.4.3.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
	-Major compliance-		
2.2.4	There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. -Major compliance-	There was no land conflict was noted in the Mouila Lot 1 certification unit. Interviewed with the villagers in Moutambe Sane Fumu and St. Martin confirmed that no issue of land dispute and encroachment by the company.	Complied
2.2.5	For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). -Minor compliance-	There is no land dispute in the certification unit and supply base at the time of audit.	Complied
2.2.6	To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. -Major compliance-	There is no land dispute in the certification unit and supply base at the time of audit.	Complied
Criterion 2.3:			
Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free prior and Informed consent.			
2.3.1	Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities) -Major compliance-	Boundary stones were available to demarcate the boundary between the plantations and the villages. Boundary maps for individual village are sighted and the company has given part of the savannah and forest area of 550ha to Mboukou village and 400ha to Moutambe Sane Fumu village.	Complied
2.3.2	Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2.,7.5 and 7.6) shall	Social contract was signed between the company and the 8 affected villages on 30/7/2012. The contract was established through the consultation with the local authorities, village's representatives and the company. The progress and status of the social contract will be	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
	<p>be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected groups in the communities, and that information has been provided to all affected groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land.</p> <p>-Major compliance-</p>	<p>updated once every 3 months during the meeting with the village's representatives and government authorities. Seen the last meeting minute on 7/11/2017.</p>	
2.3.3	<p>All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>-Minor compliance-</p>	<p>The social contract was signed in French and understood by the local communities. It has been reviewed and accepted by the local communities. Interviewed with the local communities in Moutambe Sane Fumu village and St. Martin village confirmed that the company has completed the projects as stated in the social contract.</p>	Complied
2.3.4	<p>Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.</p> <p>-Major compliance-</p>	<p>The social contract dated 30/7/2012 was available in the local language (French) and every Chief of the Village will has one copied of the contract. The contract has been acknowledged by the local communities' representatives, Vice President of Mouila Olam and government authorities such as Préfet and Department of Council.</p>	Complied
Principle 3: Commitment to Long-Term Economic and Financial Viability			
Criterion 3.1			
There is an implemented management plan that aims to achieve long-term economic and financial viability			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
3.1.1	<p>A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.</p> <p>-Major compliance-</p>	<p>Annual budget and 3 years projection available and includes:</p> <ul style="list-style-type: none"> • Attention to quality of planting materials; • Crop projection = Fresh Fruit Bunches (FFB) yield trends; • Mill extraction rates = Oil Extraction Rate (OER) trends; • Cost of Production = cost per tonne of Crude Palm Oil (CPO) trends; • Forecast prices; • Financial indicators; • CAPEX and OPEX <p>FFB Budget for Estate 1: 31,439 mt FFB Budget for Estate 2: 21,738 mt</p> <p>Including mechanization cost (mini tractor grabber, fertilizer sprader etc), palm chain & palm sonic cutter.</p> <p>2017: (mill commissioning) FFB: 100,853 mt CPO: 21,553 mt (OER: 21.37%) PK: 3,877mt (KER: 3.85%) Budget includes allocation for RSPO cost and CIP.</p>	Complied
3.1.2	<p>An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available.</p> <p>-Minor compliance-</p>	<p>There is no replanting at Mouila Lot 1, the last planting was done in 2015 for Estate 5 and Estate 6. The 1st planting for Mouila Lot 1 was done in 2013 at Estate 1.</p>	Complied
<p>Principle 4: Use of Appropriate Best Practices by Growers and Millers</p>			
<p>Criterion 4.1: Operating procedures are appropriately documented, consistently implemented and monitored.</p>			
4.1.1	<p>Standard Operating Procedures (SOPs) for estates and mills shall be documented.</p> <p>-Major compliance-</p>	<p>The SOPs for the mill are documented in "Olam Palm Gabon-Standard Operating Procedure for Palm Oil Mill, dated 24th April 2015", which consist of 14 SOPs covering all operations including boiler station, power generation station, laboratory, water treatment plant, ETP operation, workshop and maintenance. Additionally, Olam has documented the Integrated Management System Manual (Issue 1, March 2016) that combines all related components of the Olam Quality, Environment, Health and Safety Management Systems, eg: Fire Safety Management, Materials handling and storage, working at height, confined space entry, safety event investigation,</p>	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>hot work permit, control of contractors, emergency preparedness, waste management, air emissions management, waste reduction, water quality, wastewater management and etc.</p> <p>The SOPs for the estate are documented in "Olam Palm Gabon-Agriculture Policy Manual Volume 1 and Volume 2", which consist of 20 SOPs covering all operations from land clearing, nursery through to mature palms, harvesting, FFB evacuation, Innovative mechanization practices and etc. In addition, estates have prepared pictorial work instructions for each of the tasks so that the foreign workers understand the work procedures. The estates display SOPs on the notice board at the Muster areas. Sampled Standard operating Procedure:</p> <ol style="list-style-type: none"> 1. Oil Palm Replanting, Version 01:2016 2. Oil Palm Fruit Grading, Version 01:2016 3. Oil Palm Harvesting Oil Palm, Version 01:2016 4. Oil Palm Manuring, Version 01:2016 5. Oil Palm Spraying, Version 01:2016 	
4.1.2	<p>A mechanism to check consistent implementation of procedures shall be in place.</p> <p>-Minor compliance-</p>	<p>Internal audit conducted by sustainability team for Mouila Lot 1 including Bilala POM on 14 – 18/9/2017. The internal audit report and RSPO P&C action plan dated 31/10/2017 was sighted.</p>	Complied
4.1.3	<p>Records of monitoring and any actions taken shall be maintained and available, as appropriate.</p> <p>-Minor compliance-</p>	<p>All record was found available at mill and both estates visited.</p>	Complied
4.1.4	<p>The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB).</p> <p>-Major compliance-</p>	<p>Bilala POM is able to record its FFB received through the implementation of its SAP system. The FFB hit from the estates has the information about the location (field no. and name of estate) of the FFBs were originated, number of bunches, vehicle registration number. All the data will be recorded in the SAP system and is able to be retrieved anytime.</p>	Complied
<p>Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
4.2.1	<p>There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.</p> <p>-Major compliance-</p>	<p>in "Olam Palm Gabon-Agriculture Policy Manual Volume 1 and Volume 2", which consist of 20 SOPs covering all operations from land clearing, nursery through to mature palms, harvesting, FFB evacuation, Innovative mechanization practices and etc.</p> <p>The related SOP was established, refer to the Olam Palm Gabon, Agriculture Policy Manual Volume 1 and Volume 2, Chapter 19: Leaf and Soil Sampling Procedure.</p> <p>All estates operate in accordance with the Agriculture</p>	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
	<p>Manual and standard operating procedures. The practices consistently monitored by estate operation management and estate inspectorate. The recommendations for improvements are given to maintain the sustainable practices.</p>	
<p>4.2.2 Records of fertiliser inputs shall be maintained. -Minor compliance-</p>	<p>Fertilizers are applied as per agronomist recommendation. The latest agronomist visit was done accordingly on 8 – 27/2/2017 (Estate 1 and Estate 2) by Agronomy and Research Department.</p> <p>Record shows application date, filed number, dosage applied per palm, type of fertilizer and number of applicators.</p> <p><u>Estate 1</u> Fertilizer recommendation was sighted : 1. Borax 48 2. NPK 11/7/35/3+B 3. SOA/RP</p> <p>The latest application was carried out at Z79 for NPK 11/7/35/0.5 (2kg/palm).</p> <p><u>Estate 2</u> Fertilizer recommendation was sighted : 1. NPK 15/13/26 2. SOA 3. Borax 48 4. Rockphosphate 5. NPK 11/7/35/3+B</p> <p>The latest application was carried out at P52 for NPK 11/7/35/0.5 (2kg/palm).</p> <p>The calibration of cup used for fertilizer application was prepared by Sr Agronomy Manager and approved by Deputy Site Head, Mouila Plantation on June 2016.</p>	<p>Complied</p>
<p>4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. -Major compliance-</p>	<p>Internal Agronomist from Agronomy and Research Department visited estates to carry out foliar sampling prior to the fertilizer recommendation for 2017. Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms.</p> <p>The frequency for leaf sampling must be conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals (Refer to Olam Palm Gabon, Agriculture Policy Manual Volume 1 and Volume 2, Chapter 19:Leaf and Soil Sampling Procedure).</p> <p>Foliar analysis report 8 – 27/2/2017 (Estate 1 and Estate 2) by Agronomy and Research Department was sighted.</p> <p>Last soil sample was done in September 2014 by Param</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance												
		Agriculture Soil Surveys (M) Sdn Bhd. The soil of Mouila Lot 1 Plantation report was sighted. 25 soil series were identified. Soil series consist of soils developed over sedimentary rocks, pediments and sub-recent alluvium.													
4.2.4	A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting. -Minor compliance-	EFB was applied as per Olam Palm Gabon, Agriculture Policy Manual Volume 1 and Volume 2, Chapter 9- Immature Maintenance and Ablation (EFB application at rate 25mt/ha). <table border="1"> <thead> <tr> <th>Month</th> <th>Amount</th> <th>Type</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Oct 17</td> <td>142.98 mt</td> <td>EFB</td> <td>Estate 1</td> </tr> <tr> <td>Oct 17</td> <td>75 mt</td> <td>EFB</td> <td>Estate 2</td> </tr> </tbody> </table>	Month	Amount	Type	Remark	Oct 17	142.98 mt	EFB	Estate 1	Oct 17	75 mt	EFB	Estate 2	Complied
Month	Amount	Type	Remark												
Oct 17	142.98 mt	EFB	Estate 1												
Oct 17	75 mt	EFB	Estate 2												
Criterion 4.3															
Practices minimize and control erosion and degradation of soils.															
4.3.1	Maps of any fragile soils shall be available. -Major compliance-	Last soil sample was done in September 2014 by Param Agriculture Soil Surveys (M) Sdn Bhd. 25 soil series were identified. Soil series consist of soils developed over sedimentary rocks, pediments and sub-recent alluvium. Semi-detailed soil map of the plantation at scale of 1:25,000 has been produced as a result of the soil sampling and survey. Summary of the soil types is given in the Table 3.1 of the Soil Survey Report dated September 2014. Sighted some of the major soil type at Estate 1 and estate 2, Mouila Lot 1: <table border="1"> <thead> <tr> <th>No.</th> <th>Type of Soil</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gajah Mati</td> </tr> <tr> <td>2</td> <td>Pedu</td> </tr> <tr> <td>3</td> <td>Tebok</td> </tr> <tr> <td>4</td> <td>Terap</td> </tr> </tbody> </table>	No.	Type of Soil	1	Gajah Mati	2	Pedu	3	Tebok	4	Terap	Complied		
No.	Type of Soil														
1	Gajah Mati														
2	Pedu														
3	Tebok														
4	Terap														
4.3.2	A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). -Minor compliance-	The management strategy was describe in the Agricultural Manual, chapter 6: Soil and Water Conservation Methods. Very steep slope: slope exceeding 20 degree, planting is not recommended. Planted with LCC or remained untouched. Terrace construction is also not allowed. However, most of the area at mouila Lot 1 (Estate 1 and Estate 2) were flat area. No hilly or steep area at both estate visited. The slope classes for Mouila Lot 1 was identified in the Soils of Mouila Lot 1 Plantation report by Param Agricultural Soil Surveys (M) Sdn Bhd. The slope classes are: 0-2° = (Level) 1,215.5ha (6.5%) 2-6° = (Undulating) 15,136.0ha (80.5%) 6-12° = (Rolling) 2,287.2ha (12.1%) Nursery = 171.3ha (0.9%)	Complied												

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
4.3.3	A road maintenance programme shall be in place. -Minor compliance-	Mouila have its own road maintenance program is available. Upkeep of roads is carried out continuously with chambering and road side drains. Roads are maintained with own machineries. Field visit confirm that Mouila Plantation maintains the main and field roads well with hazard and warning signs at designated places. Sighted work program road maintenance records for Oct 2017: Collection road and Main road (lateriting and grading): i) Estate 1: 16.731 km ii) Estate 2: 18.252 km	Complied
4.3.4	Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. -Major compliance-	There is no peat soil or soil categorised as problematic or fragile soil at both estates.	Complied
4.3.5	Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary drainage for oil palm growing. -Minor compliance-	There is no peat soil or soil categorised as problematic or fragile soil at both estates.	Complied
4.3.6	A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). -Minor compliance-	There is no peat soil or soil categorised as problematic or fragile soil at both estates.	Complied
Criterion 4.4 Practices maintain the quality and availability of surface and ground water			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.1</p> <p>An implemented water management plan shall be in place.</p> <p>-Major compliance-</p>	<p>Water Management Plan for Lot 1 – adapted from Awala (plantation under OPG) water management plan established in 2014.</p> <p><u>Objectives:</u></p> <ul style="list-style-type: none"> - to protect the natural water resource - to reduce the water consumption - to provide potable water to employees - to ensure the quality of the surface water is conserved <p><u>Methods:</u></p> <ul style="list-style-type: none"> - establish and maintain buffer zone of all rivers - establish retention pond (sourced from river) to stabilise the water before treatment - to make proper crossing for vehicles at the rivers such as culverts and bridges - sedimentation traps at hilly terrain - cover crop such as pueraria javanica - cloud seedlings <p><u>Indicators results:</u></p> <ul style="list-style-type: none"> - water consumptions records - quality of drinking water is monitored from monthly to quarterly [ref.: Table 2, page 38]. Last result for drinking water for microbiological dated 8/11/2017. The parameters analysed were pH, temperature, total Coliforms, Fecal Streptocoques, fecal Coliforms, Clostridium sulfito, Staphylococcus aureus. Results obtained was off-spec on temperature (28.3 vs. 25 deg C) and total coliform (18 vs. 0/100 ml). Action taken was to increase chlorine dosage. This can be seen in “the book monitoring treatment water, 2017” where 2 kg of Cl was added on 8/11 and 2 more kg on 14/11 due to increase of dosing pump frequency (10 pumps/min to 40 pumps/min). Under normal condition, 2 kg of Cl is added at frequency of 10 pumps/min. - quality of surface water:– e.g. Doubou River sampling analysis was conducted together with Ministry of Petrol and Hydrocarbon. The frequency is once/6 months. Latest sampling was done on 29/9/2017 where the parameters tested were pH, T, turbidity, Phosphates, Cl, COD, BOD, total hydrocarbon (O&G). 	<p>Complied</p>
<p>4.4.2</p> <p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated</p> <p>-Major compliance-</p>	<p>Among surface water protected are rivers and ponds. Width of the buffer zones is guided by “Plan de gestion des eaux de la plantation de Mouila Lot 1 Olam Palm Gabon”, Section 3.1 Zones Tampon, which reads:</p> <ul style="list-style-type: none"> - river <20m – 30m buffer - river >20m – min 300m to 500m buffer - lake >1,000 m² – 30m buffer <p>Based on site visit of the buffer zones, the widths were consistent with the guideline.</p>	<p>Complied</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance												
4.4.3	Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). -Major compliance-	Construction of furrow system (Estate 3, Block L29, 30 & 31) for POME land application is still progress and expected to be completed in August 2018 [ref.: JCC minutes of meeting]. The mill commenced its operation on 30/12/2016 and due to low production [actual ~40mt/hr vs. design 90 mt/hr], it has yet to have any discharge of POME. The POME is still filling the lagoon system. There is no regulated limit of BOD for land application in Gabon. At this point of time, the establishment of BOD limit is still in discussion with the government of Gabon stage. Nevertheless, OLAM is committed to comply with Indonesian or Malaysian limit i.e. 5,000 ppm [ref.: Standard Operating Procedure, Station 13: ETP Operation, page 8].	Complied												
4.4.4	Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. -Minor compliance-	The water usage by the mill is monitored on daily basis since May 2017. As at 20/11/2017 the water consumption is 0.85 mt water/mt FFB [ref.: Monthly Water to FFB record] vs. 1.05 mt/mt FFB [ref.: annual budget].	Complied												
<p>Criterion 4.5</p> <p>Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques. (IPM).</p>															
4.5.1	Implementation of Integrated Pest Management (IPM) plans shall be monitored. -Major compliance-	<p>OLAM PALM GABON – Agriculture Policy Manual Volume 1 and Volume 2 dated since April 2013 was established to describe on Controls includes physical, cultural control (hand picking, light trapping, trechees), Biological control through bacteria (<i>Bacillus thuringiensis</i> – BT). Threshold level is defined in the Agriculture Policy Manual. Last option of control is through agrochemical use. The component of IPM includes early warning system, immediate control, and census prior and after control as part of evaluation. At the moment only elephant and ryncophorus are exist at Mouila Plantation.</p> <p>Records of pheromone trap establishment for control of rhynchophorus phoenicis and establishment of sensor nodes for control of elephant were available.</p> <p>Pheromone trap</p> <table border="1"> <thead> <tr> <th>Last Census</th> <th>Estate</th> <th>Total Trap</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>7/11/17</td> <td>Estate 1</td> <td>9 traps</td> <td>37 rhynchophorus</td> </tr> <tr> <td>20/11/17</td> <td>Estate 2</td> <td>20 traps</td> <td>52 rhynchophorus</td> </tr> </tbody> </table> <p>Sensor Nodes (Sensor Tracking Map as at Nov 17)</p>	Last Census	Estate	Total Trap	Remark	7/11/17	Estate 1	9 traps	37 rhynchophorus	20/11/17	Estate 2	20 traps	52 rhynchophorus	Complied
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**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings			Compliance																			
		<table border="1"> <tr> <td>Estate</td> <td>Sensor Nodes</td> <td colspan="2">Remark</td> </tr> <tr> <td>Estate 2</td> <td>11</td> <td colspan="2">ok</td> </tr> </table> <p>Establishment of beneficial plant:</p> <table border="1"> <tr> <td>Estate</td> <td>Distance</td> <td colspan="2">Remark</td> </tr> <tr> <td>Estate 1</td> <td>1,289 meters</td> <td colspan="2">5 Ha = 2 plots, 1 plot=4 meters</td> </tr> <tr> <td>Estate 2</td> <td>1,876 meters</td> <td colspan="2"></td> </tr> </table>	Estate	Sensor Nodes	Remark		Estate 2	11	ok		Estate	Distance	Remark		Estate 1	1,289 meters	5 Ha = 2 plots, 1 plot=4 meters		Estate 2	1,876 meters				
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4.5.2	<p>Training of those involved in IPM implementation shall be demonstrated.</p> <p>-Major compliance-</p>	<p>Training for those involve with IPM implementation was conducted accordingly. Training records for staff and workers on IPM implementation were available and verified to be satisfactory during on-site assessment.</p> <p># cross refer with indicator 4.8.2</p>			Complied																			
<p>Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment</p>																								
4.6.1	<p>Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.</p> <p>-Major compliance-</p>	<p>Justification of all pesticides used is available under Olam Palm Gabon, Agriculture Policy Manual Volume 1 and Volume 2 dated since April 2013. The use of pesticide is specific to the target pest, weed and disease. Justification takes consideration to minimize effect on non-target species.</p>			Complied																			
4.6.2	<p>Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.</p> <p>-Major compliance-</p>	<p>Records of pesticides and their active ingredients used, LD50, area treated, amount of a.i. applied per ha, and number of applications for 2017 was maintained.</p> <table border="1"> <tr> <td></td> <td>Herbicides</td> <td>Insecticides</td> <td>Rodenticides</td> </tr> <tr> <td>Mouila Lot 1 Plantation</td> <td>0.2100 a.i/ha</td> <td>0.00041 a.i/ha</td> <td>0.0000124 a.i/ha</td> </tr> </table>				Herbicides	Insecticides	Rodenticides	Mouila Lot 1 Plantation	0.2100 a.i/ha	0.00041 a.i/ha	0.0000124 a.i/ha	Complied											
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4.6.3	<p>Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.</p> <p>-Major compliance-</p>	<p>The management committed to minimise pesticide usage as per IPM plan. Other than chemical, manual slashing is carried out to control broadleaf woodies. The implementation is monitored by Agronomist through Agronomist Field Audit. The annual agronomist report 2016 for Mouila, dated November 2016 was sighted. There is no prophylactic use of pesticides.</p>			Complied																			

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
4.6.4	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.</p> <p>-Major compliance-</p>	<p>Based on the chemical inventory, there was no class 1A & 1B used in Mouila Lot 1 Plantation. Paraquat is totally banned by Olam.</p>	Complied
4.6.5	<p>Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>-Major compliance-</p>	<p>Pesticide operators given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators, eg: coverall, goggle, mask with single cartridges, rubber boots, rubber gloves etc. All precautions attached to the products explained to operators accordingly.</p>	Complied
4.6.6	<p>Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).</p> <p>-Major compliance-</p>	<p>Storage of all pesticides and agrochemicals are well managed with locking system and good ventilation.</p> <p>All pesticide containers are properly disposed and not used for other purposes.</p>	Complied
4.6.7	<p>Application of pesticides shall be by proven methods that minimise risk and impacts.</p> <p>-Minor compliance-</p>	<p>Standard Operating Procedures (SOPs) namely OLAM PALM GABON – Agriculture Policy Manual Volume 1 and Volume 2 (French & English) dated since April 2013 was established to include the application of pesticides using the methods that minimise risk and impacts.</p>	Complied
4.6.8	<p>Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable</p>	<p>No aerial spray at Mouila Lot 1 Plantation</p>	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance																								
	time prior to application. -Major compliance-																										
4.6.9	Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated, including provision of appropriate information materials (see Criterion 4.8). -Minor compliance-	The employees interviewed (Store assistant, field supervisor) have knowledge and skills on pesticide handling. There is no associated smallholder within Mouila Lot 1 Plantation.	Complied																								
4.6.10	Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). -Minor compliance-	Proper disposal of waste material are carried out as per the company procedures. The procedures are fully understood by workers and managers. Workers interview reveal that they are aware of the zero burning policy including domestic waste are not allowed to be burned. Management of waste material disposal such as empty chemical container as in accordance with scheduled waste and domestic waste regulations and guidelines.	Complied																								
4.6.11	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. -Major compliance-	<p>Annual medical surveillance for sprayers and pesticide operators were demonstrated (biological – once a year and clinical – twice a year)</p> <p>Medical examination programme established for sprayers which conducted by Estate Doctor for biological (limit of cholinesterase, max 12.20 Ui/L)</p> <table border="1"> <thead> <tr> <th>ID No</th> <th>Date of Medical check up report</th> <th>Result</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>031186 (m)</td> <td rowspan="4">13/7/17</td> <td>4.5</td> <td rowspan="4">Estate 1</td> </tr> <tr> <td>025063 (m)</td> <td>4.9</td> </tr> <tr> <td>030174 (f)</td> <td>4.5</td> </tr> <tr> <td>000986 (f)</td> <td>4.5</td> </tr> <tr> <td>041720 (m)</td> <td rowspan="4">13/7/17</td> <td>7.0</td> <td rowspan="4">Estate 2</td> </tr> <tr> <td>016411 (m)</td> <td>5.7</td> </tr> <tr> <td>005633 (m)</td> <td>5.5</td> </tr> <tr> <td>007166 (m)</td> <td>4.0</td> </tr> </tbody> </table> <p>*Remark: m- male sprayer f-female sprayer</p>	ID No	Date of Medical check up report	Result	Estate	031186 (m)	13/7/17	4.5	Estate 1	025063 (m)	4.9	030174 (f)	4.5	000986 (f)	4.5	041720 (m)	13/7/17	7.0	Estate 2	016411 (m)	5.7	005633 (m)	5.5	007166 (m)	4.0	Complied
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4.6.12	No work with pesticides shall be undertaken by pregnant or breastfeeding women -Major compliance-	No pregnant or breast feeding women undertaking the work with pesticide. It was confirmed during interview the female workers and they well aware related regulation. During interview with female workers also confirmed knowledge of the policy of transfer to alternative duties if they wished to continue working	Complied																								

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
		when pregnancy was confirmed or breast-feeding. At Estate 2, there is no female sprayer.	
Criterion 4.7			
An occupational health and safety plan is documented effectively communicated and implemented.			
4.7.1	<p>The health and safety plan shall cover the following:</p> <p>A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p> <p>-Major compliance-</p>	<p>New health and safety policy, issue 2_WD5, document P-04 dated 1/4/16 signed by group MD and CEO of Olam International Limited. Environmental Sustainability Policy, issue2_WD5, document P-02 dated 1/4/16 Quality and food Safety Policy, issue 2_WD5,document P-01 dated 1/4/16 ESH Manual, document ref: OPG-KNG-QSHEMAN01,rev: 01 approved on 3/3/14.</p> <p>The ESH Improvement plan 2017 was established. The progress of programme was monitored on daily basis by SHO. Sampled:</p> <ol style="list-style-type: none"> 1. Trial verbal of Test Hydraulic for Steriliser was calibrated by Bureau Veritas on 9/5/2017. The report dated 26/5/2015 (IVS1021 86 14 /B1) was sighted. 2. Hydro Test for Boiler was conducted by Bureau Veritas on 9/5/2017. The report dated 26/5/2017 (1021 86 14/A) was sighted. 	Complied
4.7.2	<p>All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p> <p>-Major compliance-</p>	<p>The risk assessment was established as per Safety Risk management (S-101.1, Issue 4, Date:1/4/2016). The management was identified and registered the risk and summarized it in the Mouila Palm Oil Mill Risk Assessment and Mouila Plantation Risk Assessment. The risk assessment was last reviewed on 29/6/2017 by SHO (Bilala POM) and 13/10/2017 by Safety Manger (Mouila Lot 1 Plantation). Eg: FFB reception, Loading ramp, Pressing Station, Sterilisation Station, Laboratory, Store, Oil room, Nut plant, Boiler, Power House, Workshop, Cleaning, despatching of CPO and PK, preparation of terrain, operation of HCV, construction of roads, operations of nursery, plantation, agronomic activities, store, transport of material, spraying and pre-mix, irrigation, diesel station, workshop, construction activity, transport of workers, harvester, landfill activity etc.</p>	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
<p>4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p> <p>-Major compliance-</p>	<p>Observed at engine room, oil room, boiler station, spraying activity, manuring activity and harvesting activity, adequate and appropriate protective equipment was provided to the operators and workers. The PPE distribution for Mouila Lot 1 Plantation was sighted. The last PPE distribute to sprayers on 1/10/17 (boot), overall (1/9/17).</p> <p>The training for PPE was conducted accordingly on 3/5/2017 at BPOM.</p> <p>#Cross refer with indicator 4.8.2</p>	<p>Complied</p>
<p>4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p> <p>-Major compliance-</p>	<p>The responsible persons are the SHO. QHSE meeting members consist of employer & employee representatives. Records of regular meetings between the responsible person and workers were maintained. There was no major issue. Refer OHS meeting minutes :</p> <p>1. OHS meeting at Mouila Plantation – #1: dated 29/6/2017, #2: 3/11/2017. All the agenda was discussed accordingly during OHS meeting, eg: Health and Safety issues- first aid, training. Safety issue-MSDS, PPE, reflector jacket etc. Environment issue and other issue- accident review, complaints etc, has been discussed and action to be taken.</p>	<p>Complied</p>
<p>4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>-Minor compliance-</p>	<p>Accident and emergency procedures have been communicated to employees, contractors and visitors. Fire drill and Fire evacuation drill was last conducted on 14/4/17 to test the state of readiness during emergency situation. Workers trained in First Aider were present in the mill and field operations. This fire drill and first aid training was conducted by Gabonese Fire Department. Fire extinguisher was monitored and still in good condition, expiry on 9/11/17.</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance																												
<p>4.7.6</p> <p>All workers shall be provided with medical care, and covered by accident insurance.</p> <p>-Minor compliance-</p>	<p>All workers provided with medical care, and covered by accident insurance. Local workers were covered by CNSS while for Indonesian workers, they were covered by Great Eastern Insurance. Sample insurance policies checked:</p> <table border="1" data-bbox="635 613 1235 1460"> <thead> <tr> <th>Insurance</th> <th>Period</th> <th>Mill/ Estate</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Caisse Nationale De Securite Sociale (CNSS)</td> <td>June 17</td> <td>BPOM</td> <td>009835, 001096, 034623</td> </tr> <tr> <td>Caisse Nationale De Securite Sociale (CNSS)</td> <td>October 17</td> <td>Estate 1</td> <td>031186, 025063, 030174</td> </tr> <tr> <td>Caisse Nationale De Securite Sociale (CNSS)</td> <td>October 17</td> <td>Estate 2</td> <td>042398, 042374</td> </tr> <tr> <td>Great Eastern (Policy No: G0003698)</td> <td>1/1/17-31/12/17</td> <td>BPOM</td> <td>50025651, 50025652, M0001258, 50025770</td> </tr> <tr> <td>Great Eastern (Policy No: G0003698)</td> <td>1/1/17-31/12/17</td> <td>Estate 1</td> <td>M0003270, M0001845</td> </tr> <tr> <td>Great Eastern (Policy No: G0003698)</td> <td>1/1/17-31/12/17</td> <td>Estate 2</td> <td>M0001372, M0000372</td> </tr> </tbody> </table>	Insurance	Period	Mill/ Estate	Remark	Caisse Nationale De Securite Sociale (CNSS)	June 17	BPOM	009835, 001096, 034623	Caisse Nationale De Securite Sociale (CNSS)	October 17	Estate 1	031186, 025063, 030174	Caisse Nationale De Securite Sociale (CNSS)	October 17	Estate 2	042398, 042374	Great Eastern (Policy No: G0003698)	1/1/17-31/12/17	BPOM	50025651, 50025652, M0001258, 50025770	Great Eastern (Policy No: G0003698)	1/1/17-31/12/17	Estate 1	M0003270, M0001845	Great Eastern (Policy No: G0003698)	1/1/17-31/12/17	Estate 2	M0001372, M0000372	<p>Complied</p>
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<p>4.7.7</p> <p>Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics</p> <p>-Minor compliance-</p>	<p>Records of incident and accident were available, using internal reporting system. Records on Lost Time Accident (LTA) metrics had been verified to be satisfactory.</p> <p>Sample of accident statistic as shown below :</p> <table border="1" data-bbox="635 1664 1235 1783"> <thead> <tr> <th>Year</th> <th>BPOM</th> <th>Mouila Plantation (including Estate 1 and Estate 2)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>3</td> <td>1,792</td> </tr> </tbody> </table> <p>*LTA is equivalent to lost man days</p>	Year	BPOM	Mouila Plantation (including Estate 1 and Estate 2)	2017	3	1,792	<p>Complied</p>																						
Year	BPOM	Mouila Plantation (including Estate 1 and Estate 2)																												
2017	3	1,792																												
<p>Criterion 4.8</p> <p>All staff, workers, smallholders and contract workers are appropriately trained.</p>																														

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance																															
4.8.1	A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme. -Major compliance-	The records of training were available at mill and estate office. Sample training checked: <table border="1"> <thead> <tr> <th>Date</th> <th>Training</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>18/10/17</td> <td>Unsafe Act/Unsafe condition</td> <td rowspan="11">BPOM</td> </tr> <tr> <td>3/11/17</td> <td>First aid</td> </tr> <tr> <td>20/9/17</td> <td>Workshop</td> </tr> <tr> <td>22/9/17</td> <td>LOTO</td> </tr> <tr> <td>3/11/17</td> <td>Safety Signages</td> </tr> <tr> <td>7/11/17</td> <td>IPM</td> <td rowspan="6">Mouila Lot 1 (Estate 1 and Estate 2)</td> </tr> <tr> <td>21/11/17</td> <td>Spraying</td> </tr> <tr> <td>6/9/17</td> <td>Fire drill</td> </tr> <tr> <td>5/1/17</td> <td>Harvester</td> </tr> <tr> <td>6/1/17</td> <td>Workshop</td> </tr> <tr> <td>2/11/17</td> <td>First aid</td> </tr> <tr> <td>6/1/17</td> <td>Driver</td> </tr> <tr> <td>6/4/17</td> <td>Manuring</td> </tr> </tbody> </table>	Date	Training	Remark	18/10/17	Unsafe Act/Unsafe condition	BPOM	3/11/17	First aid	20/9/17	Workshop	22/9/17	LOTO	3/11/17	Safety Signages	7/11/17	IPM	Mouila Lot 1 (Estate 1 and Estate 2)	21/11/17	Spraying	6/9/17	Fire drill	5/1/17	Harvester	6/1/17	Workshop	2/11/17	First aid	6/1/17	Driver	6/4/17	Manuring	Complied
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2/11/17	First aid																																	
6/1/17	Driver																																	
6/4/17	Manuring																																	
4.8.2	Records of training for each employee shall be maintained. -Minor compliance-	Records of training for each employee were maintain accordingly at mill and estate office.	Complied																															
Principle 5: ENVIRONMENTAL RESPONSIBILITY AND CONSERVATION OF NATURAL RESOURCES AND BIODIVERSITY																																		
Criterion 5.1 Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.																																		
5.1.1	An environmental impact assessment (EIA) shall be documented. -Major compliance-	Based on General Direction of Environment and Natural Protection. Documented EIA seen: <ul style="list-style-type: none"> Environmental Impact Assessment (EIA) for Mouila Plantation Lot 1. By ECOSPHERE SARL, Libreville (Environmental Consultant). Dated May 2012. Environmental & Social Impact Assessment on Palm Oil Mill Mouila Lot 1 dated September 2015. By Terre Environmental Aménagement (TEREA). Specific Env. & Social Impact Assessment for Palm Oil Mill by TEREA dated September 2015 Environmental & Social Management Plan September <p>Made by Ecosphere on May 2012 and have been certified by DGEPN: Compliance Certificate (article 67</p>	Complied																															

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
		and 71 of law 16/93 regarding protection and improvement of environment, n°1370/MEEDD/SG/DGEPN the 09/07/2012. It addresses institutional and legal frames, project detailed description, preliminary studies to define environmental sensibilities, all project needs, initial state description according to the Palm oil requirements, impacts assessments on each social and environmental project components, the monitoring system and many annexes such as all analysis results (soil, water, IHO norms for drinkable water, DGEPN recommendations, all public consultation reporting, carbon balance, etc.	
5.1.2	Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a comprehensive management plan. The management plan shall identify the responsible person/persons. -Minor compliance-	Timetable for mitigating negative impacts is developed in the Environmental and Social Management Plan (ESMP), established by Terea. Environmental analysis to identify environmental aspect and impact 1) Leakage from machinery – to construct concrete foundation in the mill, spillage kit, construct concrete bund walls at the diesel skid tank 2) Maintain the vehicles and generator sets (2 units) and training awareness to the people in-charge of the machines 3) Regular maintenance of boiler 4) Spent chemicals are disposed through ETP	Complied
5.1.3	This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts. -Minor compliance-	Timetable for mitigating negative impacts is developed in the Environmental and social Management Plan which was also developed by Ecosphere. It contains the administrative frame for implementing the all solutions provided by the ESIA, the waste water management, the global and specific domestic waste management (dangerous and toxic waste such as chemical, agro-chemicals, maintenance waste or biomedical waste), the safety health and property conditions, description of monitoring activities to assess and the means to assess mitigation and the cost of all this mitigation actions. In Annex there is the World Bank guidelines on parameters. It has been specified by each mitigation activity for change that should be addressed to DGEPN approval and then it could assess the implementation of the measure and assess the change on the field. The responsible of all activities is clearly identified. Nevertheless, a lapse found at the mill dark smoke emission from boiler operation. The dark smoke emission is recorded on daily basis using the smoke density meter. The limit of opacity established internally by the mill is 70%. However, it was not clearly evident why 70% was chosen as the limit. Therefore an NCR was assigned.	Minor nonconformance
Criterion 5.2			
The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and			

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
operations managed to best ensure that they are maintained and/or enhanced.		
<p>5.2.1</p> <p>Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).</p> <p>-Major compliance-</p>	<p>Olam has conducted HCV assessment for Lot 1 of its concession area before the development for plantation. It was conducted by Proforest with an initial scoping assessment beginning February 2012. The final report entitled "HCV Assessment Olam Palm, Gabon, 35,354 ha Concession North of Mouila" [ver. 4.0 May 2012]. The assessment was conducted by HCV assessment team consisted of 13 specialists and 11 technicians. The Global HCV toolkit and the draft HCV National Interpretation Document for Gabon were used. It was identified HCV 1.2, 1.3, 3, 4.1, 5 and 6 within the concession area.</p> <p>Management and monitoring plans were developed based on the HCV consultants' recommendations and these were inspected during the field visit and document review.</p>	<p>Complied</p>
<p>5.2.2</p> <p>Where rare, threatened or endangered (RTE) species, HCVs, or legally protected species or areas are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.</p> <p>-Major compliance-</p>	<p>Potential presence of RTE fauna such as Gorilla (Gorilla Gorilla), chimpanzee (Pan troglodytes), Elephant (Loxodonta Africana cyclotis) and Forest Buffalo (Syncerus caffer nanus) were identified in Lot 1- Mouila. Whereas RTE flora identified was Ebenacea (Diospyros crassiflora).</p> <p>Among the appropriate measures established by the plantation are:</p> <ul style="list-style-type: none"> - Mammal survey of the northern half of the concession during dry season - delineate conservation areas in the central and northern parts of the concession - delineate habitat corridor between "central bowl" swampy areas and Igegi/Ngounie floodplain and Dakar/Ngounie floodplain to enable animal movement - define an ape management strategy - define elephant management strategy <p>Among the actions taken for elephant management, are construction of trenches at strategic areas to limit the movement of elephant and subsequently minimise the human conflict.</p> <p>As for other fauna such as chimpanzee, the management has organised routine patrolling in order to detect illegal hunting. The frequency was 10 days/month. Latest 2 patrolling reports verified: 25-29/10/2017 and 4-8/10/2017. The patrols were carried out in collaboration with Ministry of Forest, Sea and Environment and ANPN. The data was sent to WWF as input to SMART system, where latest publish available [ref.: Olam_000001] was for August 2017 which data obtained from July 2017 patrolling.</p> <p>Signage's are erected and placed at the field to create awareness and individuals/employees are notified of the</p>	<p>Complied</p>

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
	HCV area to ensure that no illegal hunting is carried out within the Mouila Concession.	
<p>5.2.3</p> <p>There shall be a programme to regularly educate the workforce about the status of these RTE, HCV or protected species and habitats, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.</p> <p>-Minor compliance-</p>	<p>A plan entitled "Plan Pratique de Protection de la Faune" with a main objective to protect the fauna including ape. Among the action plans defined</p> <ul style="list-style-type: none"> i. Routine patrolling – to check if there is any indication of illegal hunting of the protected species. ii. Giving awareness to local communities of what, when and how to hunt – conducted on 30/11/2016 by the Ministry of FSE to 8 villages in Lot 1, such as Guiamba, Moutambe Sane Fournou, Doubou, Mboukou, Rembo, Guidouma, St Martin, Migabe iii. to educate the employees to seek alternative for bush meat such as chicken, beef, etc. 	<p>Complied</p>
<p>5.2.4</p> <p>Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV, RTE and protected species and areas that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan. <p>-Minor compliance-</p>	<p>This is monitored through patrolling in order to monitor presence and absence of the RTE species. Among the method used was by placing cameras at strategic places to capture the presence of animals. The outcome was documented in "Weekly Activity Report [Rapport D'Activite Hebdomadaire]. Latest report was 12-17/11/2017 and video footage dated 12/11/2017 placed at Block L19, Estate 6 was also maintained. Damage Analysis Record is updated weekly. Latest record was on 16/11/2017. It has the record of the number of oil palm destroyed by the elephants. Latest number for November alone is 12,778 damages. The company is also giving support to Panthera (American NGO) in conducting study of monitoring the wildlife corridor. The method used at the moment was camera trap. Olam is investigating their trenches network to ensure no obstruction of the corridor between Waka and Moukalaba Doudou National Parks.</p>	<p>Complied</p>
<p>5.2.5</p> <p>Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.</p> <p>-Minor compliance-</p>	<p>There are HCV set-aside for the local communities and the agreement between Olam and the communities can be seen in Social Contract signed on 30/7/2012 between Olam Palm Gabon and Population of Lot 1, in presence of President of Departmental Council, department of Douya Onoye, Dept of Tsamba Magotsi, Govenor of Province of Ngounie.</p>	<p>Complied</p>
<p>Criterion 5.3: Waste is reduced, recycled, re-used and disposed in an environmentally and socially responsible manner.</p>		

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
5.3.1	All waste products and sources of pollution shall be identified and documented. -Major compliance-	Wastes products and source of pollution is documented in "Waste Register in the Plantation" [OPG-MLA-QESH-PLN-01, dated 1/2/2016, ver. 1] which has the information source of wastes, types of waste, classification (organic, plastic, metallic, toxic wastes), location of storage, method of transportation, person in-charged, method of disposal, PIC for disposal.	Complied
5.3.2	All chemicals and their containers shall be disposed of responsibly. -Major compliance-	At the mill, empty chemical containers (from isopropanyl, n-hexane, etc.) were kept in designated store and it is in plan to be shredded which is expected to be materialised December 2017. For the estates, empty chemical containers are stored in the waste yard where they were punctured and kept in a locked store. Monitoring of movements is recorded in "Chemical Details" log book which has the information about month, name of chemicals, quantity (uom: Lt or kg), no of bottles, date of receipt, location (e.g. Est 1, 2, 3, etc.), person who return the containers, signature of the person who return the containers. Spent oil from mill and estates sent to workshop (Estate 4) to be accumulated, then will be collected by licensed contractor to be disposed through incineration process.	Complied
5.3.3	A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented. -Minor compliance-	Established as part of IMS Manual as Environment Standard - Waste Management Doc. No. E-101; Issue 4; Dated 1/4/2016. The plan to avoid or reduce or prevent plan consist of method of waste treatment and disposal as following: <ul style="list-style-type: none"> • Recycle or reuse • Thermal treatment-not include open burning • Wastewater treatment, chemical treatment, encapsulation, hydrolysis, extraction and steam stripping • Secure landfill • Sanitary landfill and land farming As per Environment Standard of Release Prevention and Response Doc. no. E101; Issue 4; Dated 1/4/2016; Minimum Engineering and Administrative Control Requirements: - <ul style="list-style-type: none"> • Implement the engineering and administrative controls for release prevention a minimum as per Appendix 1. Comply with local codes and regulations if they are more stringent • Set objects to remove underground storage tanks • Monitor progress, including testing, removal/replacement objectives and appropriate corrective as necessary 	Complied
Criterion 5.4:			

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator	Assessment Findings	Compliance
Efficiency of fossil fuel use and the use of renewable energy is optimized.		
<p>5.4.1</p> <p>A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p> <p>-Minor compliance-</p>	<p><u>Mill</u> Shell and fibre were used as combustion fuel for boiler. The quantity used was recorded in "Fossil fuel vs. CPO production". Latest records showed that 3,707 mt fibre and 1,684 mt, which was calculated through mass balance estimation.</p> <p>Diesel/mt CPO used = 20.4 lt/mt CPO</p> <p><u>Mouila Lot 1 (Including Estate 1 and Estate 2)</u> Data for the whole 6 estates in Lot 1: 2016 – 322.20 lt/mt FFB 2017 – 85.20 lt/mt FFB as at October - reduction was mainly because of the increase of FFB from 0.45 mt/Ha to 1.82 mt/Ha. The efficiency monitoring is based on budgeted consumption – should there be any over consumption of diesel, investigation will be done.</p>	<p>Complied</p>
<p>Criterion 5.5:</p> <p>Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.</p>		
<p>5.5.1</p> <p>There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p> <p>-Major compliance-</p>	<p>No burning method is practiced in the visited estates.</p>	<p>Complied</p>
<p>5.5.2</p> <p>Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions</p> <p>-Minor compliance-</p>	<p>NA – no used of fire for land preparation.</p>	<p>Complied</p>
<p>Criterion 5.6:</p> <p>Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>		
<p>5.6.1</p> <p>An assessment of all polluting</p>	<p>The assessment of all polluting activities was conducted through various approach as mentioned in 5.1.1. This</p>	

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
	activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4) -Major compliance-	includes the GHG emission, smoke emission and effluent discharge.	Complied
5.6.2	Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. -Major compliance-	GHG calculation was done by using the RSPO GHG calculator. The latest record was for 2016 performance where the mill is not in operation yet. The next calculation will be done in early next year for the 2017 performance. Plan to reduce the emission will be considered thereafter.	Complied
5.6.3	A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. -Minor compliance-	A monitoring system is in place, with regular reporting on progress for significant pollutants and emissions from plantation activities. For examples, records of dark smoke emission using smoke density meter and mill effluent analysis by reputable laboratory.	Complied
<p>Principle 6: RESPONSIBLE CONSIDERATION OF EMPLOYEES AND OF INDIVIDUALS AND COMMUNITIES AFFECTED BY GROWERS AND MILLERS</p>			
<p>Criterion 6.1: Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</p>			
6.1.1	A social impact assessment (SIA) including records of meetings shall be documented. -Major compliance-	The Social Impact Assessment was carried out by Ecosphere with the participation of local authorities such as Environment Department, local communities chief and representatives and etc from October 2011 – February 2012 (23/10/2011 specifically for socioeconomic studies). Public consultations were made with the local authorities and local communities. The first consultation was made on 14/1/2012 and the second consultation was made on 9/3/2012 in order to receive any other impacts raised by the stakeholders. Seen the attendance lists of all the stakeholders that involved in the public consultations.	Complied
6.1.2	There shall be evidence that the assessment has been done with the participation of affected parties. -Major compliance-	The assessment was involved the participation of different stakeholders such as government authorities and local communities. The stakeholders were consulted on the impacts raised and it was recorded in the assessment report.	Complied
6.1.3	Plans for avoidance or mitigation of negative impacts and promotion of the positive	The management plan has been developed on 8/5/2012 by Ecosphere. The plan has covered the impacts on soil, air's issues, ground water of surface and run-off,	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
	ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. -Major compliance-	biodiversity, landscape, local communities, historical and heritage archaeology, hygiene and security of workers and etc. For eg: Impacts on clearing of vegetation with the conversion of landscape forest into agriculture plantations. The counter measures were such as carried out mapping of the land use by the villagers, identified the villagers and carried out consultation and etc. The plan has incorporated the person in charges, cost estimated and the frequency of the actions to be taken.	
6.1.4	The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. -Minor compliance-	As this is the initial assessment, it is not required to review the plan. This will be verified during the surveillance assessment.	Complied
6.1.5	Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). -Minor compliance-	Not applicable as the Mouila Lot 1 certification unit does not involve any smallholders.	Not applicable
Criterion 6.2			
There are open and transparent methods for communication and consultation between growers and/or millers, local Communities and other affected or interested parties.			
6.2.1	Consultation and communication procedures shall be documented -Major compliance-	Olam Palm Gabon has developed a procedure on Consultation and Communication with the Local Communities with Ref. No. 01, Version 01 dated 2/7/2012. The purpose of the procedure is to describe the methods to consult and communicate with the riparian communities. The procedure is developed as part of the implementation of FPIC process.	Complied
6.2.2	A management official responsible for these issues shall be nominated. -Minor compliance-	Nina KOUBAHANGOUE has been appointed as Social Manager who will be responsible on the social issue. Seen the appointment letter dated 19/12/2016 issued by HR Department in Libreville.	Complied
6.2.3	A list of stakeholders, records of all communication, including confirmation of receipt and that efforts are made to ensure understanding by	Mouila Lot 1 has developed a stakeholder list that included local authorities, local communities, contractors and NGOs such as ANPN, Wildlife Conservation Society, Brainforest and etc into the list. A Steering Committee meeting for Mouila Lot 1 was held	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
	<p>affected parties, and records of actions taken in response to input from stakeholders, shall be maintained</p> <p>-Minor compliance-</p>	<p>on 18/3/2017 with the participation of stakeholders such as government authorities and representatives from villages. Seen the meeting minutes and the status of Social Fund for each villages were discussed in the meeting.</p> <p>Olam Palm Gabon has made a Social Contract with the local populations in Lot 1/ Mouila. The contract was made on 30/7/2012, Version 01. Total 8 villages were signed on the Social Contract. Meeting with the villagers and authorities to discuss the progress of the Social Contract once every 3 months. The last meeting was conducted on 7/11/2017 and seen the meeting minutes. Site tour for the villagers to the plantations were organized on the same day and seen the photo evident. Sampled of projects raised by the villagers as below:</p> <ul style="list-style-type: none"> i. Village St. Martin – installation of 2 hydraulic pumps. Seen the report of drilling of 2 wells in the village. The construction of the wells were carried out on 26/1/2015 – 27/2/2015. Besides, sighted the OPG Mouila CRS board Committee Update Social Contract which will be updated on monthly basis. ii. Village Moutambe Sane Foumou – construction of a bungalow with 2 rooms for meeting purpose. Seen the contract agreement from the OPG with the contractor to construct the bungalow which signed on 6/1/2014. Total 5 bungalows to be constructed and one of it was in the Moutambe Sane Foumou. It was completed on April 2014 and site visited to the village confirmed that the construction of the bungalow was completed as per the records seen. <p>During site visit to the both villages above, it was sighted that the respective projects raised were completed such as seen the installation of hydraulic pumps in both villages as well as the construction of bungalows for the both villages.</p>	
<p>Criterion 6.3</p> <p>There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			
6.3.1	<p>The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and</p>	<p>Olam Palm Gabon has established Procedure on Settlement Disputes, Litigation, Complaints and Claims with Ref. No. MLA 1-PRO 2 – CR&S, Version 02 dated June 2015. The recipients for internal issues are Human Resource POG Mouila Lot 1 and CR&S Department whereas the recipients for external are the prefect, head</p>	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
	whistleblowers, where requested. -Major compliance-	of villages and etc. The procedure has explained the grievance process as below: <ul style="list-style-type: none"> i. Communicate the grievance procedure ii. Send and receive complaint iii. Registration of grievances iv. Analysis, investigation/ consultation and development of resolution v. Response and agreement on the next steps vi. Follow up with the resolution vii. Review, feedback and report. <p>Grievance forms were utilized when there was grievances or complaints reported by the stakeholders. A maximum 30 days that the company to take action to rectify the complaints.</p> <p>Besides, a Procedure Management of Complaints was still in progress of finalizing and approved.</p>	
6.3.2	Documentation of both the process by which a dispute was resolved and the outcome shall be available. -Major compliance-	Olam Palm Gabon has implemented a software system, SocProg to register and monitor if there is any complaints from the local communities and external parties. Objective evidences will be uploaded into the system and once complaint resolved, it shown "Closed" in the system. There were total 2 complaints received for Y2017 and the 2 complaints were closed. For eg: The villager from St. Martin complaint that Olam has cut his bamboo plants on his land on 25/10/2017. Seen the records of investigation and evidence such as letter from subcontractor dated 13/11/2017 confirmed that it was not Olam to cut but the subcontractor. In the letter issued by the subcontractor, he said that he has informed the brother of the complainant on this matter and got approval to act so. After the investigation, the complainant accepted the actions taken and acknowledged on the complaint form in order to close the complaint. The complaint was closed on 15/11/2017.	Complied
<p>Criterion 6.4</p> <p>Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
6.4.1	A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place. -Major compliance-	Olam Palm Group has established a Procedure of Identification of People Entitled to a Compensation with Ref. No. MLA 1 –PRO-004-CR&S, version 02 dated June 2015. The procedure is to describe the methods and processes to identify the people who are entitled to compensation. Mapping social participatory will be carried out by Olam to locate qualitatively and quantitatively human activities in the area before concession. Meeting with the Head of Department of Agriculture will be held to discuss the results of	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
		evaluation and carried out compensation accordingly.	
6.4.2	<p>A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p> <p>-Minor compliance-</p>	Procedure as per criteria 6.4.1.	Complied
6.4.3	<p>The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available</p> <p>-Major compliance-</p>	<p>There was no compensation made on the land encroachment.</p> <p>However, the company has made compensation to the local villagers on the destruction of their agricultural crops. Sampled the compensation's details with the report no. N°004/MAEPDR/SG/DG/DRSSO/PANG where the villages involved were Moutambe Sane Fumu PK 19 and MBoukou PK 45. Evaluation of the destructions were carried out and compensated in accordance to Decree n°1016/PR/MAEDR. Seen the acknowledgement letters signed by the affected villagers on received the compensations by Olam Palm Gabon.</p>	Complied
<p>Criterion 6.5</p> <p>Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>			
6.5.1	<p>Documentation of pay and conditions shall be available.</p> <p>-Major compliance-</p>	<p>The mill and estates consist of local workers and foreign workers. The management has included basic pay, net pay, gross pay, deduction of salary, lodgement allowance, holiday pay and etc on the pay slip. Sampled of payslip based on the summary of crop production for Month June 2017 (lowest crop), August 2017 (medium crop) and October 2017 (highest crop) as below:</p> <ul style="list-style-type: none"> a. Employee ID: 034623 (Bilala POM) b. Employee ID: 001096 (Bilala POM) c. Employee ID: 034621 (Bilala POM) d. Employee ID: 034961 (Bilala POM) e. Employee ID: 047334 (Bilala POM) 	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> f. Passport No.: B3481699 (Estate 1) g. Passport No.: A7859403 (Estate 1) h. Passport No.: B4609192 (Estate 1) i. Employee ID: 000661 (Estate 1) j. Employee ID: 000693 (Estate 1) k. Employee ID: 008662 (Estate 1) l. Passport No.: B3402401 (Estate 2) m. Passport No.: B4299579 (Estate 2) n. Passport No.: B2025767 (Estate 2) o. Employee ID: 000741 (Estate 2) p. Employee ID: 024940 (Estate 2) q. Employee ID: 042672 (Estate 2) <p>All the sampled workers were achieved minimum wage of 150,000 CFA francs per month. Besides, according to the government regulations, the company has paid total 15,000 CFA francs per month and increase for those with higher position.</p>	
6.5.2	<p>Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>-Major compliance-</p>	<p>Employment contract are available in language (French and Bahasa Indonesian) that understood by workers. The contract has detailing the salary, contract period, medical examination and etc. There are two types of workers which is permanent and contract's workers. The contract was signed by the employees and sampled contracts as below:</p> <ul style="list-style-type: none"> a. Employee ID: 043685 (Bilala POM) b. Employee ID: 047334 (Bilala POM) c. Employee ID: 043687 (Bilala POM) d. Employee ID: 001096 (Bilala POM) e. Employee ID: 034621 (Bilala POM) f. Passport ID: B4609192 (Estate 1) g. Passport ID: B0667136 (Estate 1) h. Passport ID: B2284253 (Estate 1) i. Passport ID: B1716986 (Estate 1) j. Employee ID: 000630 (Estate 1) k. Employee ID: 000735 (Estate 1) l. Employee ID: 024296 (Estate 1) m. Employee ID: 037136 (Estate 1) n. Employee ID: 038109 (Estate 1) o. Passport ID: B3402401 (Estate 2) p. Passport ID: B2025767 (Estate 2) q. Passport ID: B4299579 (Estate 2) r. Passport ID: B4182525 (Estate 2) s. Employee ID: 009562 (Estate 2) t. Employee ID: 006741 (Estate 2) u. Employee ID: 024940 (Estate 2) v. Employee ID: 032659 (Estate 2) w. Employee ID: 042672 (Estate 2) <p>The workers were given a copied of their employment contract verified through interviewed with workers.</p>	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
6.5.3	<p>Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.</p> <p>-Minor compliance-</p>	<p>The management has constructed housing inside the plantations stage by stage to cater all the workers. Those who staying inside the plantation are equipped with free electricity and water supply. Medical assistance was provided to all the workers. The company has the plan to construct a primary school inside the plantation. Amenities such as Volleyball field, badminton field and football field are available. Free transportations are available to send the workers who are staying outside the plantations without any charge. Interviewed with the workers and delegates found that there was an improvement since last GAP Assessment regarding the lorry/ truck always overloaded and full. Currently, the transportations are sufficient.</p>	Complied
6.5.4	<p>Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.</p> <p>-Minor compliance-</p>	<p>The plantations are nearby to the Mouila town which is accessible by road. The workers will purchased their daily goods from town during off day. Besides, there is a sundry shop available in the PK 19 (and Mboukou). Pricing was displayed on the goods and monitoring of pricing was carried out by the CSR and HR team.</p>	Complied
<p>Criterion 6.6</p> <p>The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.6.1	<p>A published statement in local languages recognising freedom of association shall be available.</p> <p>-Major compliance-</p>	<p>Olam Palm Gabon has established a Human Rights Policy dated 1/8/2015 signed by Country Head, Mr. Gagan Gupta. The company does not interfere with the rights of employee to form or join unions or other associations of their own choosing and to bargain collectively.</p>	Complied
6.6.2	<p>Minutes of meetings with main trade unions or workers' representatives shall be documented.</p> <p>-Minor compliance-</p>	<p>Union Committee has been established and formed by the workers. Delegates meeting was held on monthly basis and the last meeting was carried out on 6/11/2017. During the meeting, issues were raised and the management has responded to the issues. Seen the meeting minutes and attendance list of the participants.</p>	Complied
<p>Criterion 6.7</p> <p>Children are not employed or exploited.</p>			
6.7.1	<p>There shall be documentary evidence that minimum age requirements are met.</p> <p>-Major compliance-</p>	<p>Olam does not engaged in, or benefit from, the use of child labour as defined by ILO standards and national laws. The Human Rights Policy was established and communicated to the workers. In addition, the Olam Code of Conduct handbook has clearly stated that the company will not recruit any employees that under age of 18 years old. Seen the employees' master listing</p>	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
		confirmed that the minimum age of employees recruited are above 18 years old. Interviewed with the workers found that no children are working in the plantations.	
Criterion 6.8			
6.8.1	A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment shall be documented. -Major compliance-	Olam Palm Gabon has developed The Olam Code of Conduct where the company provides equal opportunity of employment to all the people without regard to the employee's race, colour, religion, sex, age, national origin, sexual orientation, disability, citizenship status, marital status and etc.	Complied
6.8.2	Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated against. -Major compliance-	Interviewed with the national and foreign workers with different genders found that they are treated equally without any discrimination. They are providing equal opportunity to work according to their fitness. They are allowed to change the job station if they found that they are not suitable for the job offered.	Complied
6.8.3	It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. -Minor compliance-	Olam Palm Group has established a Procedure on Internal Recruitment for Foreign Workers with Ref. No. 001/03/2016/RH/GT, version 1 dated March 2016. The procedure describe the main step on recruitment and regularization of foreign workers in accordance to Gabon's regulations. The company is made reference to the regulations such as Decree n°00277/PR-MT dated 31/5/1968 Regulating the Employment of Foreign Workers in Gabon, Article 104 to 109 of the Labour Code in Gabonese Republic and etc. The procedure has detailed out in flowchart on the process of recruitment.	Complied
Criterion 6.9			
There is no harassment or abuse in the work place, and reproductive rights are protected.			
6.9.1	A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. -Major compliance-	Olam Palm Gabon has developed Human Rights Policy dated 1/8/2015 signed by Country Head, Mr. Gagan Gupta. The company will ensure to provide an environment that free from discrimination and harassment or abused in workplace and the reproductive rights are protected. Olam also ensure that there is no reprisal or retaliation of any kind as a result of reporting and participation in any investigation. Besides, the company has developed Introductory Notes, Policies and Procedures for Sexual Harassment at Workplace dated 7/9/2009. The procedure has stated the process of dealing with any cases and the management has followed to the process for the recent case.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
6.9.2	A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. -Major compliance-	Policy as above Criteria 6.9.1.	Complied
6.9.3	A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce -Minor compliance-	Gender Committee was established to monitor the case of sexual harassment and violence happened in the establishment on September 2017. The committee was formed by the Lot 1 which covered for mill and Estate 1-Estate 6. The meeting minutes was sighted where the first meeting was conducted on 12/10/2017. During the meeting, the HR Manager has explained the types of sexual harassment and function of the committee to the employees. There was one sexual harassment case reported on 9/10/2017 and seen the investigation records and the management has taken action to rectify the issue and issue was resolved on 2/11/2017. Interviewed with the victim and she was satisfied with the results of investigation and action taken by the management. The investigation process was involved the committee members and Human Resource Manager. There were 2 meetings held to discuss the case on 26/10/2017 and 2/11/2017.	Complied
Criterion 6.10			
Growers and millers deal fairly and transparently with smallholders and other local businesses.			
6.10.1	Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available. -Minor compliance-	Not applicable as the certification unit was received crops from own certified and uncertified plantations.	Complied
6.10.2	Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation). -Major compliance-	Not applicable as the certification unit was received crops from own certified and uncertified plantations.	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
6.10.3	Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. -Minor compliance-	Seen the contract agreements signed between the company and the contractors prior the commencement of work as below: <ul style="list-style-type: none"> i. Contract No.: OPGM/MIR/10/17/001 LOT 1 for transporting of FFB which valid from 1/10/2017 – 31/12/2017. ii. Contract No.: OPGM/MIR/11/17/L005 for transporting of palms from nursery to field which valid from 15/10/2017 – 31/1/2018. iii. Contract No.: OPGM/MIR/07/17/030 LOT 1 for transport of workers which valid from 1/7/2017 – 31/12/2017. 	Complied
6.10.4	Agreed payments shall be made in a timely manner. -Minor compliance-	The payment terms was clearly stated in the agreement by not later than 3 rd week of the month followed by the last payment. The contractors will issued an invoice on the following month and the company will made payment accordingly. Seen the records of payment for September to November 2017 as below: <ul style="list-style-type: none"> i. Invoice No. N°008 LOT (3) issued on 3/9/2017 by the contractor and the payment was made on 8/9/2017 by verified with the bank voucher no. 1500001798. ii. Invoice No. N°008 dated 2/10/2017 by the contractor and payment was made on 5/10/2017 with the bank voucher no. 1500002084. iii. Invoice No. N°014 LOT (2) issued on 4/11/2017 by contractor and payment was made on 10/11/2017 with the bank voucher no. 1500002506. 	Complied
Criterion 6.11			
Growers and millers contribute to local sustainable development where appropriate.			
6.11.1	Contributions to local development that are based on the results of consultation with local communities shall be demonstrated. -Minor compliance-	The company has fulfilled the Social Contract signed between the company and the villagers such as installation of hydraulic pumps, construction of bungalows and dispensaries, provided medical visit to the villagers and etc. Site visit to St. Martin and Moutambe Sane Foumou village found that all the requests by the villagers that recorded in the social contract were fulfilled. Besides, the company also constructed a new house for the school teacher in Migabé Village on 7/12/2016. In additional, the company has constructed football field in Guiamba village and Guidouma Village on 2014.	Complied
6.11.2	Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.	Not applicable as there was no scheme smallholders involved in Mouila Lot 1 certification unit.	Not applicable

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
	-Minor compliance-		
Criterion 6.12			
No forms of forced or trafficked labour are used.			
6.12.1	There shall be evidence that no forms of forced or trafficked labour are used. -Major compliance-	<p>Olam Palm Gabon has developed a Human Rights Policy dated 1/8/2015 where the company does not participate in or benefit from any form of forced labour or human trafficking. The employees have freedom of movement during the course of their employment. The passports were kept by the management and the workers will signed on the Passport Movement logbook whenever they wanted to take back their passport. Interviewed with the foreign workers confirmed that they are allowed to move freely without any restrictions. Besides, the foreign workers possessed of the Resident Card which allowed them to travel freely.</p> <p>The workers recruited by the company were with the legal identification for national workers and with valid passport and working permit for the foreign workers. Sampled of the working permit for the foreign workers as below:</p> <ul style="list-style-type: none"> i. Permit No.: N°003245 which valid for 2 years from 7/8/2017 ii. Permit No.: N°000469 which valid for 2 years from 1/2/2017 iii. Permit No.: N°010244 which valid for 2 years from 28/12/2015 iv. Permit No.: N°003879 which valid for 2 years from 24/8/2016 v. Permit No.: N°004031 which valid for 2 years from 24/8/2016 vi. Permit No.: N°000174 which valid for 2 years from 21/9/2016 vii. Permit No.: N°010244 which valid for 2 years from 28/12/2015 viii. Permit No.: N°000489 which valid for 2 years from 24/2/2016 ix. Permit No.: N°000845 which valid for 2 years from 18/3/2016 x. Permit No.: N°001336 which valid for 2 years from 18/4/2016 	Complied
6.12.2	Where applicable, it shall be demonstrated that no contract substitution has occurred. -Minor compliance-	Interviewed with the foreign workers confirmed that no contract substitution has occurred. The position offered and salary promised in their home country by the agent are identical with the contract they signed in Olam Palm Gabon.	Complied
6.12.3	Where temporary or migrant	The company has developed the Human Rights Policy	

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
	workers are employed, a special labour policy and procedures shall be established and implemented. -Major compliance-	where it has clearly stated that the company will provide legal minimum standard concerning wages and benefits. Working condition include the safe housing condition, access to portable drinking water, adequate, sufficient and affordable food and etc will be provided. Besides, all the workers will be provided with a written, understandable and legally binding labour contract. Temporary workers received the conditions equivalent to the permanent workers too. In addition, the Olam Code of Conduct handbook will be distributed to each of the workers and briefed them on all the safety and working condition prior to work.	Complied
Criterion 6.13 Growers and millers respect human rights.			
6.13.1	A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1). -Major compliance-	Olam Palm Gabon has developed a Human Rights Policy dated 1/8/2015 which signed by the Country Head, Mr. Gagan Gupta. The company is committed to respect and protect the workplace rights and human rights which guided by United Nations Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and other related international covenants.	Complied
Principle 7: Responsible development of new plantings			
Criterion 7.1 A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations			
7.1.1	An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented. -Major compliance-	Before the land concession was developed, an independent social and environmental impact assessment (SEIA) has been undertaken by Ecosphere SARL (a Gabonese environmental consultancy), to respectively conduct an SEIA and HCV assessment of a 35,354 ha concession north of Mouila between September 2011 and March 2012, through a participatory methodology including the relevant affected stakeholders and documented Final Report dated May 2012.	Complied
7.1.2	Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts. -Minor compliance-	Appropriate management planning and operational procedures developed and implemented to avoid and mitigate identified potential negative impacts.	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
7.1.3	Where the development includes an outgrower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention. -Minor compliance-	No outgrower scheme was involved.	Not applicable
Criterion 7.2			
Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.2.1	Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations. -Major compliance-	Soil suitability maps developed through soil surveys adequate to establish the long-term suitability of land for oil palm cultivation available and taken into account in plans and operations. soil sample was done in September 2014 by Param Agriculture Soil Surveys (M) Sdn Bhd. 25 soil series were identified.	Complied
7.2.2	Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations. -Minor compliance-	Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure available and taken into account in plans and operations. Most of the area at Mouila Lot 1 (Estate 1 and Estate 2) were flat area. No hilly or steep area at both estate visited. The slope classes for Mouila Lot 1 was identified in the Soils of Mouila Lot 1 Plantation report by Param Agricultural Soil Surveys (M) Sdn Bhd. The slope classes are: 0-2° = (Level) 1,215.5ha (6.5%) 2-6° = (Undulating) 15,136.0ha (80.5%) 6-12° = (Rolling) 2,287.2ha (12.1%) Nursery = 171.3ha (0.9%)	Complied
Criterion 7.3			
New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.			
7.3.1	There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion	There was no primary forest reported in the SEIA and HCV assessment report for NPP. Nonetheless, during the development the followings were adhered: 1) Land preparation teams are trained to respect river buffer zone and HCV3 flooded forest marking 2) Land preparation teams are provided maps of areas to protect 3) Land preparation teams are trained to convert forest away from river/HCV3 buffer zone to avoid having it damaged by falling trees 4) HCV field team to control respect of HCV3	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance
	5.2). -Major compliance-	conservation spatial plan and river buffer zones on a block by block basis. If buffer zone is not respected, corrective actions must be taken immediately 5) Bridges and river crossing must be pre-planned 6) Bridges and river must be done according to recognised best practices	
7.3.2	A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status. -Major compliance-	Comprehensive HCV assessment conducted between September 2011 – March 2012 by Proforest (HCV National Toolkit for Gabon was the main HCV reference document for this study), covering 35,354ha including stakeholder consultation, conducted prior new planting. Prior to the time of the new planting, land use change analysis was not a requirement under RSPO P&C. However the company took consideration to analyse the changes to the landscape to determine changes to the vegetation since new planning.	Complied
7.3.3	Dates of land preparation and commencement shall be recorded. -Minor compliance-	Dates of land preparation and commencement of planting was recorded and progress of planting is reported on a weekly basis. Land clearing was done on July 2012 after the completion of 30days NPP Notification at the end of the month of July 2012. Plant was started in early May 2013.	Complied
7.3.4	An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower's relevant operational procedures (see Criterion 5.2). -Major compliance-	Action plan developed describes operational actions consequent to the findings of the HCV assessment, and references the grower's relevant operational procedures included in the management and planning document.	Complied
7.3.5	Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and	Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations identified in consultation with the communities and incorporated into HCV assessments and management plans. This area is set aside and marked in the map as HCV5.	Complied

RSPO Public Summary Report
Revision 4 (November /2016)

Criterion / Indicator		Assessment Findings	Compliance										
	management plans (see Criterion 5.2). -Major compliance-												
Criterion 7.4													
Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.													
7.4.1	Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided -Major compliance-	Soil sample was done in September 2014 by Param Agriculture Soil Surveys (M) Sdn Bhd. 25 soil series were identified. Soil series consist of soils developed over sedimentary rocks, pediments and sub-recent alluvium. Semi-detailed soil map of the plantation at scale of 1:25,000 has been produced as a result of the soil sampling and survey. Summary of the soil types is given in the Table 3.1 of the Soil Survey Report dated September 2014. Sighted some of the major soil type at Estate 1 and estate 2, Mouila Lot 1: <table border="1" data-bbox="635 1010 1158 1160"> <thead> <tr> <th>No.</th> <th>Type of Soil</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gajah Mati</td> </tr> <tr> <td>2</td> <td>Pedu</td> </tr> <tr> <td>3</td> <td>Tebok</td> </tr> <tr> <td>4</td> <td>Terap</td> </tr> </tbody> </table>	No.	Type of Soil	1	Gajah Mati	2	Pedu	3	Tebok	4	Terap	Complied
No.	Type of Soil												
1	Gajah Mati												
2	Pedu												
3	Tebok												
4	Terap												
7.4.2	Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts. -Major compliance-	No fragile and marginal soil identified in Soil Survey Report by Param Agriculture Soil Surveys (M) Sdn Bhd dated September 2014.	Complied										
Criterion 7.5													
No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.													
7.5.1	Evidence shall be available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the grower/miller is signed and	No customary land right or land owned by local communities within the Mouila Lot 1 Plantations. All the local communities knew their rights for the access and development of their lands.	Complied										

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator		Assessment Findings	Compliance
	ratified by these local peoples. -Major compliance-		
Criterion 7.6			
Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.			
7.6.1	Documented identification and assessment of demonstrable legal, customary and user rights shall be available. -Major compliance-	During SEIA, FPIC process was used to identify the demonstrable legal, customary and user rights.	Complied
7.6.2	A system for identifying people entitled to compensation shall be in place -Major compliance-	During SEIA, FPIC process was used to identify the demonstrable legal, customary and user rights.	Complied
7.6.3	A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place. -Major compliance-	There was no compensation of the encroachment of land by the company. There were compensation made to the local communities due to the destruction of their agricultural crops during the land clearing process. Refer to Criteria 6.4.3.	Complied
7.6.4	Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development. -Minor compliance-	There were no issues related to loss of access rights.	Complied
7.6.5	The process and outcome of any compensation claims shall be documented and made publicly available. -Minor compliance-	The process and outcome of the compensation claims for the destruction of agricultural crops for the local communities were made publicly available and it was acknowledged by the affected parties.	Complied
7.6.6	Evidence shall be available that the affected communities and rights holders have access to information and advices that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. -Minor compliance-	The community have been briefed on the FPIC process and they aware that they are allowed to access to information through consultation.	Complied

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance	
<p>Criterion 7.7 No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>			
<p>7.7.1</p>	<p>There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. -Major compliance-</p>	<p>The zero burning policy has been implemented. The field visit revealed that there are no burning activities during land clearing. Interview with stakeholders further confirm the zero burning technique was used for land clearing.</p>	<p>Complied</p>
<p>7.7.2</p>	<p>In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. -Minor compliance-</p>	<p>NA – fire was not used for preparing land for planting.</p>	<p>Complied</p>
<p>Criterion 7.8 New plantation developments are designed to minimize net greenhouse gas emissions.</p>			
<p>7.8.1</p>	<p>The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated. -Major compliance-</p>	<p>The plantation was developed based on the previous RSPO P&C and NPP requirement in 2012. However, the company took initiative to submit relevant information to HCS study Group to evaluate the carbon stock as per the latest RSPO P&C 2013 requirement. The result came out in December 2015.</p>	<p>Complied</p>
<p>7.8.2</p>	<p>There shall be a plan to minimize net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options. -Minor compliance-</p>	<p>GHG calculation was done by using the RSPO GHG calculator. The latest record was for 2016 performance where the mill is not in operation yet. The next calculation will be done in early next year for the 2017 performance. Plan to reduce the emission will be considered thereafter.</p>	<p>Complied</p>
<p>Principle 8: Commitment to continuous improvement in key areas of activity</p>			

**RSPO Public Summary Report
Revision 4 (November /2016)**

Criterion / Indicator	Assessment Findings	Compliance
<p>Criterion 8.1 Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in their key operations.</p>		
<p>8.1.1</p>	<p>The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria.</p> <p>-Major compliance-</p>	<p>Complied</p>

Appendix B: Approved Time Bound Plan



RSPO Certification Time Bound Plan (revised August 2016)

		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
OLAM	Olam joined RSPO as Processor and Trader	Feb 11										
	Olam Sustainable Palm Policy v1	June 11										
	Olam renewed membership as Grower		Feb 12									
	Olam Sustainable Palm Policy v2					June 15						
AWALA	NPP notification	Feb 11										
	RSPO independent gap assessment			Apr 13								
	Mill commissioned					Sept 15						
	RSPO initial certification						June 16					
Mouila LOT 1	RSPO surveillance audit							May 17	Apr 18	Mac 19	Feb 20	
	NPP notification		June 12									
	RSPO independent gap assessment						June 16					
	Mill commissioned							Jan 17				
Mouila LOT 3	RSPO initial certification							Dec 17				
	RSPO surveillance audit											
	NPP notification					May 15						
	RSPO independent gap assessment							May 17				
OPG Makouke	Mill commissioned									Jan 19		
	RSPO initial certification									Dec 19		
	RSPO surveillance audit											
	Inclusion under Olam RSPO membership						Aug 16					
Mouila LOT 2	RSPO independent gap assessment								Jan 18			
	Mill activation								Dec 18			
	RSPO initial certification									July 19		
	RSPO surveillance audit											
Mouila LOT 2	NPP notification			Dec 13								
	RSPO independent gap assessment									Dec 19		
	Mill commissioned											Jan 21
	RSPO initial certification											Dec 21
Mouila LOT 2	RSPO surveillance audit											



GRAINE ¹	SOTRADER joined RSPO					July 15						
	NPP notification						June 16					
	RSPO initial certification								Apr 18			
	100% certification of GRAINE Palm SH											

¹ Refer to SOTRADER's certification time bound plan for schemed smallholders

Appendix C: Certification Unit RSPO Certificate Details

Olam International Limited
 Olam Palm Gabon – Bilala Palm Oil Mill
 Galerie Tsika, En face de city Sport, Mbolo
 BP: 1024, Libreville
 Gabon, Africa
 RSPO membership number: 1-0114-12-000-00

BSI RSPO Certificate No. : RSPO 671034
 Date of Initial Certificate Issued:28/12/2017
 Date of Expiry: 27/12/2022
 Applicable Standards: RSPO P&C Gabon-NI-2016; RSPO Supply Chain Certification Standard November 2014
 Module E – CPO Mills: Mass Balance)

Bilala Palm Oil Mill and Supply Base					
Location Address	Mouila, Gabon, Africa				
GPS Location	10° 51' 16.30" E ; 1° 39' 7.76" S				
CPO Tonnage Total	21,230 mt				
PK Tonnage Total	3,857 mt				
CPO Claimed for Certification*	21,230 mt				
PK Claimed for Certification *	3,857 mt				
Own estates FFB Tonnage	94,778 mt				
Scheme Smallholder FFB Tonnage	-				
Estates	Production Area		Other use (ha)	Certified Area / Total land lease (ha)	Annual FFB Production (mt)
	Mature (ha)	Immature (ha)			
Estate 1	2,882.91	0	2,791.62	5,674.52	27,195
Estate 2	2,172.40	501.56	3,338.26	6,012.22	17,733
Estate 3	2,368.66	25.55	1,382.02	3,776.23	14,818
Estate 4	2,086.81	398.16	2,225.27	4,710.24	17,343
Estate 5	1,337.96	1,497.54	4,826.45	7,661.95	12,958
Estate 6	347.78	2,265.50	4,906.22	7,519.50	4,732
Total	11,196.52	4,688.31	19,469.84	35,354.66	94,778

Appendix D: Assessment Plan

Date	Time	Subjects	MH	HNS	VS	GP
Sunday 19/11/17	23:25 – 06:35+ 1	Travel to Gabon <u>ETHIOPIAN AIRLINES</u> Kuala Lumpur – Addis Ababa Bole	√	√	√	
Monday 20/11/17	08:45 – 11:30	<u>ETHIOPIAN AIRLINES</u> Addis Ababa Bole – Libreville	√	√	√	
	15:00	Check In Park Inn Hotel	√	√	√	
Tuesday 21/11/17	08:00 – 05:00	Meet up translator & local expert. Travel to Mouila estate’s guest house Meeting & interviews with stakeholders at LBV (Wildlife Conservation Society-WCS, Gabon National Park Government Agency-ANPN)	√	√	√	√
Wednesday, 22/11/17	08:30 – 09:00	Opening Meeting (Bilala Palm Oil Mill) • Presentation by Bilala POM and Estates Team • Presentation by BSI Lead Auditor -introduction of team member and assessment agenda • Confirmation of assessment scope and finalizing audit scope	√	√		
	09:00 – 12:30	Bilala Palm Oil Mill Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc.	√	√		√
	09:00 – 12:30	RSPO Supply Chain for CPO mill, weighbridge and storage area.			√	
	11:00 – 12:30	Meeting with stakeholders (village rep,smallholders, Union Leader, contractor etc.)		√		√
	12:30 – 13:30	Lunch / Break	√	√	√	√
	13:30 – 16:30	Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√	√
	16:30 – 17:00	Interim closing meeting	√	√	√	√
Thursday, 23/11/17	07:30 – 08:30	Travel to Estate 1	√	√	√	√
	08:30- 11:00	Estate 1 Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, , etc.	√	√	√	√
	11:00 – 12:30	Meeting with stakeholders (village rep, smallholders, Union Leader, contractor etc.)		√		√
	12:30 – 13:30	Lunch / Break	√	√	√	√
	13:30 – 16:30	Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with	√	√	√	√

**RSPO Public Summary Report
Revision 4 (November /2016)**

Date	Time	Subjects	MH	HNS	VS	GP
		stakeholder/workers representatives, new planting, CIP and implementation etc).				
	16:30 – 17:00	Interim closing meeting	√	√	√	√
Friday, 24/11/17	07:30 – 08:30	Travel to Estate 2	√	√	√	√
	08:30- 11:00	Estate 2 Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, , etc.	√	√	√	√
	11:00 – 12:30	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)		√		√
	12:30 – 13:30	Lunch / Break	√	√	√	√
	13:30 – 15:30	Document review P1 – P8: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc).	√	√	√	√
	15:30 – 16:30	Preparation for closing meeting	√	√	√	√
	16:30 – 17:30	Closing meeting	√	√	√	√
Saturday, 25/11/17	07:30	Travel to Libreville				√

Appendix E: Stakeholders Contacted

Internal Stakeholders

Managers and assistants Male mill staff/workers Female mill staff/workers Foreign workers Male and female estate worker Hospital assistant Female assistant at clinic Gender committee CSST Committee Indonesia Workers	Contractors
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External Stakeholders

Villagers from St. Martin Villagers from Moutambe Sane Fumu	Minister of Forestry Préfet Wildlife Conservation Societ (WCS) Gabon National Park Government Agency (ANPN)
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Appendix F: CPO Mill Supply Chain Assessment Report (Module E : Mas Balance)

Requirements	Compliance
E.1 Definition	
<p>E.1.1 Certification for CPO mills is necessary to verify the volumes of certified and uncertified FFB entering the mill and volume sales of RSPO certified producers. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own certified land base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Bilala Palm Oil Mill receives and process both certified and non-certified FFB. Therefore, it uses the Mass Balance supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified and non-certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified Products.</p>
E.2 Explanation	
<p>E.2.1 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill must be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified palm oil product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced should then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>
<p>E.2.2 The mill must also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>	<p>The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform or book and claim).</p>
E.3 Documented procedures	
<p>E.3.1 The site shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements in these requirements; b) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the site procedures for the implementation of this standard. 	<p>Bilala POM has established procedure entitled RSPO Supply Chain & Traceability (Mass Balance Model) [POM-SC/MB/001, rev. 0, 1/7/2017] for the incoming FFB, processing and outgoing Crude Palm Oil and Palm Kernel for the traceability with Mass Balance model covering certified and non-certified FFB received.</p> <p>The mill manager and assistant manager have awareness of the supply chain system. The manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements.</p>
<p>E.3.2 The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>	<p>Bilala Palm Oil Mill has documented procedures- clause 1.6 for the incoming FFB, processing and outgoing palm products (CPO and PK). System available to distinguish on the receiving documents to differentiate the certified and noncertified FFB received.</p>

RSPO Public Summary Report
Revision 4 (November /2016)

<p>E.4 Purchasing and goods in</p>	
<p>E.4.1 The site shall verify and document the volumes of certified and non-certified FFBs received.</p>	<ul style="list-style-type: none"> - All new suppliers to be authorized by Mill Manager and to be registered within SAP system before accepting any outside crops/palm products. There are 16 Olam’s estates registered in Bilala SAP system and no third party (non-OPG) is in the list so far. Nonetheless, a dummy estate is created in case any unforeseen crop to be accepted including non-OPG. - when FFB trucks arrived at the mill, the weighbridge operator will verify the Dispatch Chit – has info about block no., total bunch, LF weight, gross/tare/net weight (from weighbridge readings) and truck registration no. -
<p>E.4.2 The site shall inform the CB immediately if there is a projected overproduction.</p>	<p>Not applicable at the moment, Nonetheless, the management is aware of the requirement and has addressed it in the supply chain procedure.</p>
<p>E.5 Record keeping</p>	
<p>E.5.1 a) The site shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a three-monthly basis.</p> <p>(b) All volumes of palm oil and palm kernel oil that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The site can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three months. However, a site is allowed to sell short.(ie product can be sold before it is in stock.)</p>	<p>Incoming and outgoing material and products is recorded on real time basis format [ref.: Section 1.9 of the supply chain procedure entitled “Palm Products (CPO & PK) Mass Balance Calculation Records”. Based on simulation, the format was found to be capable to record the incoming material and outgoing products at the correct amount through mass balance accounting.</p>
<p>E.5.2 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that the crush is covered through a signed and enforceable agreement</p>	<p>NA – there’s no outsource activity.</p>

**RSPO Public Summary Report
Revision 4 (November /2016)**

Actual Palm Production 01 November 2016 – 31 Oct 2017 (Initial Assessment)

Mill	Processing Capacity	CPO	PK
Bilala Palm Oil Mill	90 mt/hr	17,782 mt	3,203

Actual Tonnage Sales of Certified Palm Products -01 November 2016 – 31 Oct 2017 (Initial Assessment)

Mill	Certified CPO Sales	Certified PK Sales	Remarks
Bilala Palm Oil Mill	n/a	n/a	n/a

Month	Certified Supply Base (from own certificate scope) (mt)						Total FFB/Month (mt)
	Estate 1	Estate 2	Estate 3	Estate 4	Estate 5	Estate 6	
Nov 2016	713	464	236	268	124	0	1,806
Dec 2016	715	490	299	410	175	0	2,088
Jan 2017	785	319	287	427	277	0	2,095
Feb 2017	657	283	208	365	235	11	1,758
Mar 2017	900	467	323	538	376	28	2,632
Apr 2017	821	510	388	687	498	44	2,948
May 2017	493	447	343	650	419	52	2,404
June 2017	275	252	223	370	302	35	1,457
July 2017	406	275	239	411	294	60	1,685
Aug 2017	850	515	431	821	569	111	3,296
Sept 2017	1,117	786	662	1,055	856	111	4,587
Oct 2017	1,792	804	844	1,383	1,025	129	5,977
Total	9,524	5,611	4,483	7,386	5,149	581	32,734

Appendix G: GHG Reporting Executive Summary

The GHG emissions that were produced in 2017 (for period of Jan to Dec 2016) for Bilala Palm Oil Mill and supply base was calculated using the GHGpalm Calculator version 3.0. The assessment team had verified the data input in the GHGpalm Calculator against operations records. Palm GHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed – not applicable during this reporting period, mill was commissioned during end of Dec 2016.
- iv. Fertilizer consumed data for both estates, including other estates i.e. Mouila Lot 2 and Lot 3 from OPG group.

The summary of the Net GHG emitted in 2016 for Bilala Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	Not calculated for this reporting period Jan – Dec 2016, Bilala mill only commissioned in Dec 2016, no oil output.
PKO	

Extraction (FFB sent to Awala POM)	%
OER	19.17
KER	3.21

Production	t/yr
FFB Process	Mainly immature field <ul style="list-style-type: none"> • 3,894 MT from estate 1-6, Lot 1 (Nov-Dec 2016) • 339 MT from estate 7, Lot 2 (Nov-Dec 2016)
CPO Produced	Not applicable in 2016 FFB sent to Awala POM
PKO Produced	

Land Use	Ha
OP Planted Area (Lot 1-3)	31803.85
OP Planted on peat	0
Conservation (forested) (Lot 1-3)	47085
Conservation (non-forested)	Nil
Total	78888.85¹

Summary of Field Emission and Sink

	Own Crop* (Mouila Lot 1)		Group (Mouila Lot 2)		Group (Mouila Lot 3)		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e	tCO ₂ e / ha	tCO ₂ e	tCO ₂ e / ha
	Emission									
Land Conversion	108443.8	6.83	102408.61	19.81	7883.11	0.73	0	0	218735.5	27.37
CO ₂ Emission	863.58	0.05	241.49	0.05	1173.13	0.11	0	0	2278.2	0.21

¹ Planting activities still on-going in Lot 2 and Lot 3, total planted area to be reported in 2018 report (Jan-Dec 2017)

**RSPO Public Summary Report
Revision 4 (November /2016)**

from fertilizer										
NO ₂ Emmision	1100.91	0.07	69.7	0.01	881.78	0.08	0	0	2052.39	0.16
Fuel Consumption	7200.76	0.45	14957.56	2.89	5146.2	0.48	0	0	27304.52	3.82
Peat Oxidation	0	0	0	0	0	0	0	0	0	0
	Sink									
Crop Sequestration	-148697.37	-9.36	-48405.97	-9.36	-100635.82	-9.36	0	0	-297739.16	-28.08
Conservation Sequestration	-161984.16	-10.2	-177409.96	-34.31	-76598.6	-7.13	0	0	-415992.72	-51.64
Total	-193072.49	-12.16	-108138.64	-20.91	-162149.78	-15.09	0	0	463,361.37	-48.16

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

Bilala POM commisioned during end of Dec 2016, mill emission not covered in this reporting period (Jan-Dec 2016)

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0	0
Fuel Consumption	0	0
Grid Electricity Utilisation	0	0
Credit		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	0	0

Summary of Kernel Crusher Emission and Credit (if applicable)

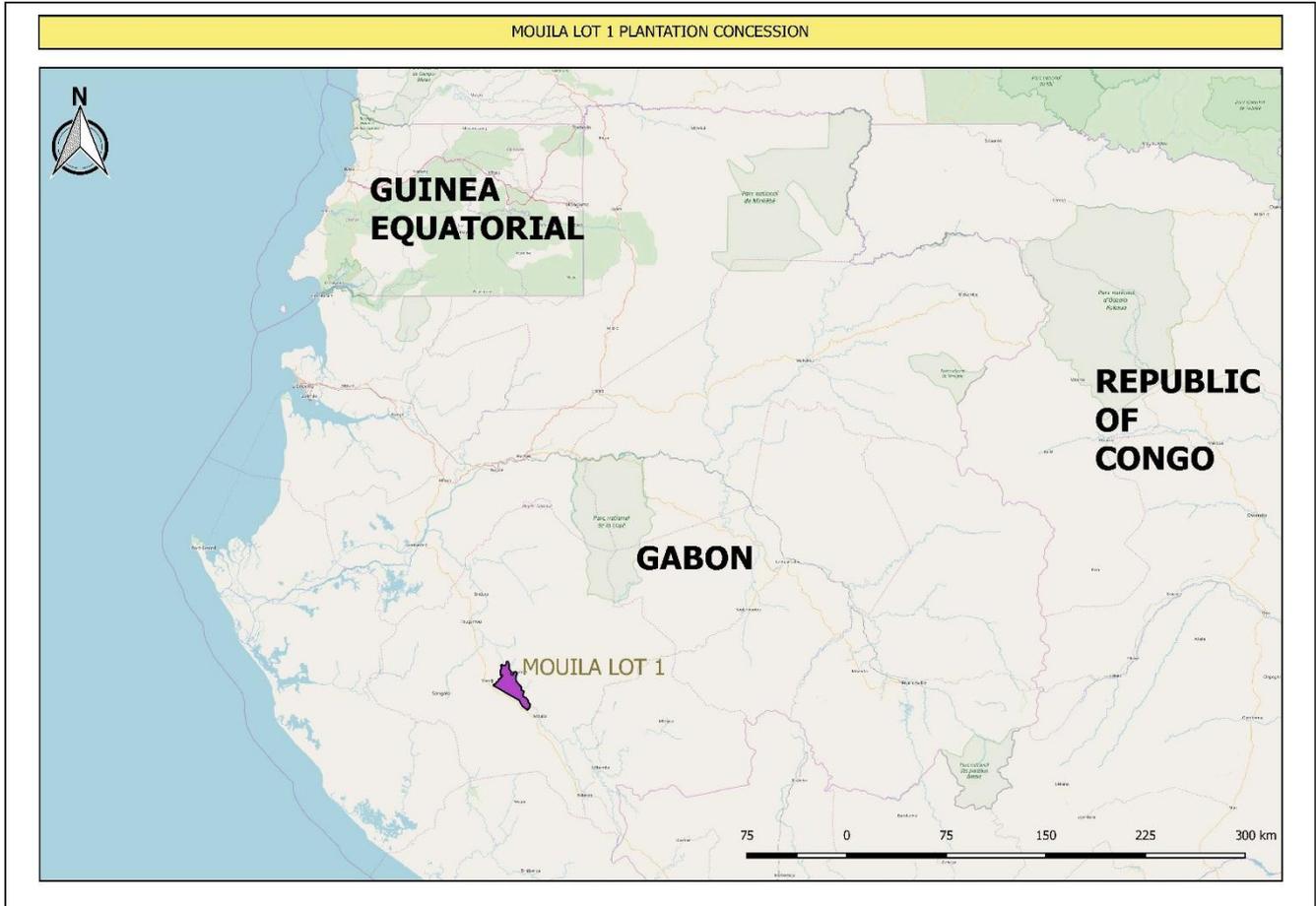
This mill has no kernel crusher operation.

Emissions	tCO₂e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

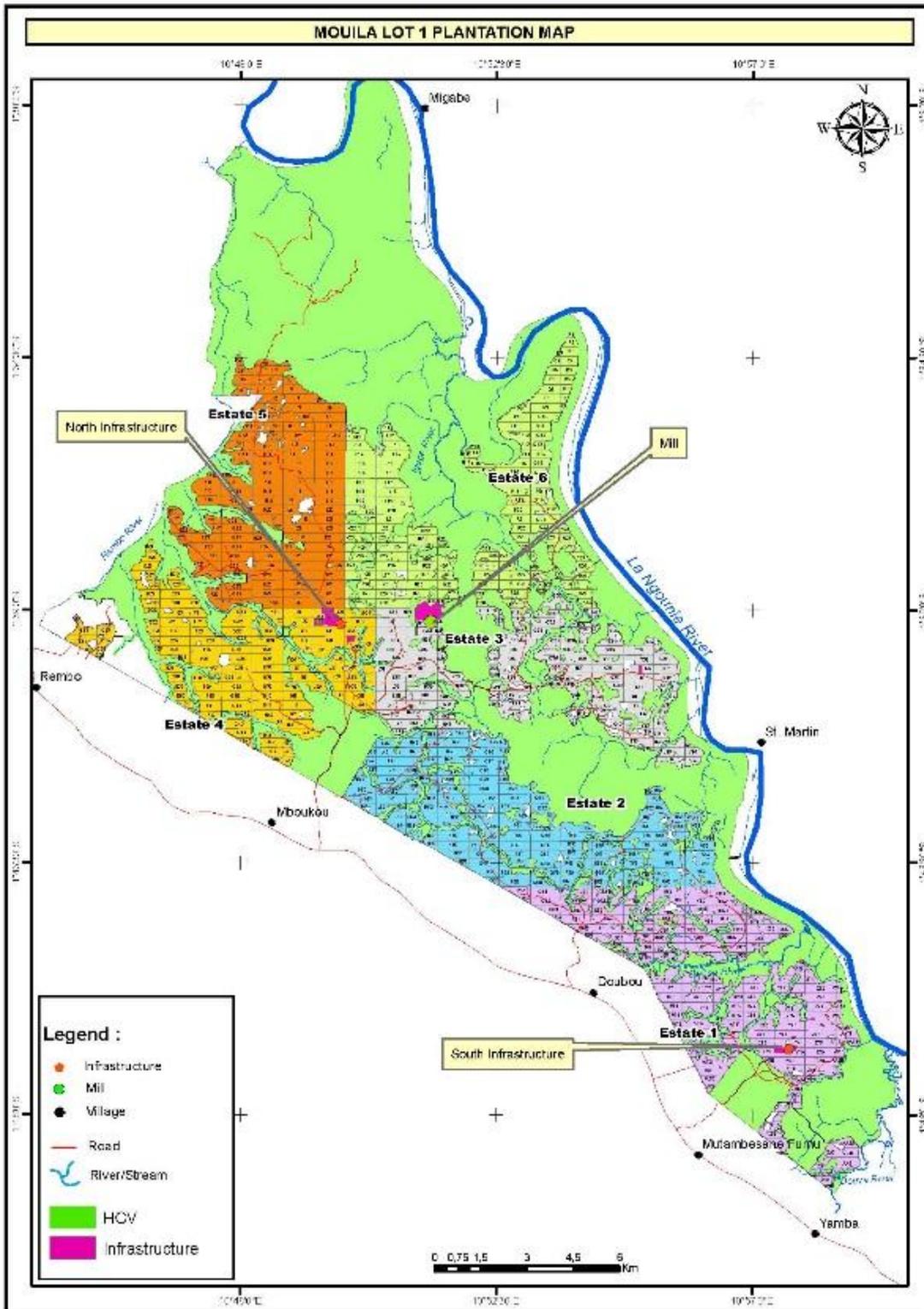
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	0

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	0
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix H: Location Map of Bilala Certification Unit and Supply bases



Appendix I: Mouila Lot 1 Estate Field Map



Appendix J: List of Abbreviations Used

AN	Ammoniacal Nitrogen
ANPN	National Park Agency Gabon
ASA	Annual Surveillance Assessment
BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CDQ	Chef D'Equipes/supervisor
CIP	Continual Improvement Plan
CPO	Crude Palm Oil
CRS	Corporate Responsibility and Sustainability
DGEPN	Environmental Protection Agency Gabon
DOE	Department of Environment
DOSH	Department of Occupational Safety & Health
EFB	Empty Fruit Bunch
EIA	Environmental Impact Assessment
EMS	Environmental Management System
ERP	Emergency Response Plan
FFB	Fresh Fruit Bunch
GRAINE	Gabon des Realisations Agricoles et des Initiatives de Nationaux Engages
HCV	High Conservation Value
HIRARC	Hazard Identification, Risk Assessment and Risk Control
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
KER	Kernel Extraction Rate
MSDS	Material Safety Data Sheet
NGO	Non Governmental Organisation
OER	Oil Extraction Rate
OSH	Occupational Safety & Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RED	Renewable Energy Directive
RSPO	P&C Roundtable on Sustainable Palm Oil Principle & Criteria
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SHO	Safety and Health Officer
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
SS	Suspended solids
TN	Total Nitrogen
TS	Total Solids
TBP	Time Bound Plan
WTP	Water Treatment Plant