



Goodhope Sustainability Policy Implementation Plan

5th May 2017

Goodhope is committed to meet the target of full implementation of the Sustainability Policy on or before 4th May 2019. However a more detailed and a specific action plan will be developed with the assessments by our consultants are completed and results are made available. The following are our current implementation plans to meet these commitments:

A. Integrating the Sustainability Policy into all Goodhope's operations

1. To communicate and to disseminate the Sustainability Policy to employees in all concessions as well as to third party suppliers. This will be implemented with immediate effect.
2. To organize training on Sustainability Policy implementation for relevant employees. This process will commence with immediate effect.
3. To make necessary adjustments and revisions of the Standards Operating Procedures, in order to align them with the Sustainability Policy. To be completed by September 2017
4. To strengthen the sustainability organization team to facilitate Sustainability Policy implementation. This process will commence with immediate effect.
5. To publish company business engagement procedure by November 2017 to ensure that Goodhope is not involved in deforestation directly or indirectly.

B. Assessment

1. To invite independent and credible experts to peer-review our previous HCV/SIA assessments and, if necessary, to carry out a re-assessment in all concessions.
2. To appoint consultants to carry out HCS assessments in all development concessions by 31st May 2017.
3. To carry out soil survey in Papua project with immediate effect. Assessment to be completed before 30th June 2017.
4. To develop an integrated conservation and land use plan in all concession areas in a participative manner by involving all relevant stakeholders.
5. Goodhope shall not engage in any land clearing activities until these HCS assessments are completed.

C. Transparency

1. To develop an online monitoring system by upgrading the current website and this will be regularly updated.
2. To develop an online and offline grievance system that can be accessed publicly.

D. Monitoring and Evaluation

1. To setup a system to monitor and manage conservation areas.
2. To establish a grievance panel and procedure consisting of corporate's representative that has authority to settle disputes, engage and address concerns raised by NGOs, local communities, government and RSPO to be completed by October 2017.