



EQUATORIAL PALM OIL

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SUSTAINABILITY REPORT 2016





FOREWORD

2016 has been an eventful year.

We paused new land development and focused on working with all local communities and key stakeholders in our plantation areas, to ensure free, prior and informed consent.

At the end of 2015 we began formulating a process with various community representatives in and around our Palm Bay Estate, including Chiefs, Women's group leaders, Youth leaders and NGO groups to agree the final boundaries for the next stage of Palm Bay's Phase 1 new planting area. In early 2016, together we walked the boundaries of village lands, identified marker stones and logged all the results with GPS mapping systems.

As a group we have succeeded in this goal and we extend our thanks to all the various stakeholders who worked with us to create a new boundary register for our Phase 1 operational area. Now, with this process concluded we shall proceed with the planned new development at Palm Bay Estate and work to construct a new palm oil mill. Our intention in Liberia is to help revive the palm oil industry and invest in major processing operations that will benefit not only EPO, but also smaller palm oil growers in Liberia. With this in mind, we are particularly excited by the new World Bank Smallholder Tree Crops Revitalization Support Project (STCRSP) initiative with which EPO has become involved. Full details can be found within this review of our community work, but the initiative helps small-scale farms to develop oil palm crops and move beyond subsistence farming.



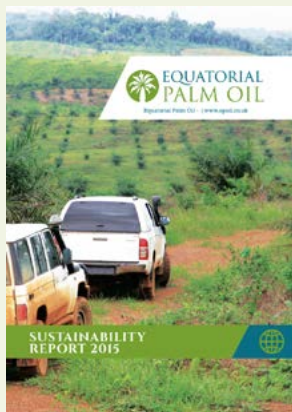
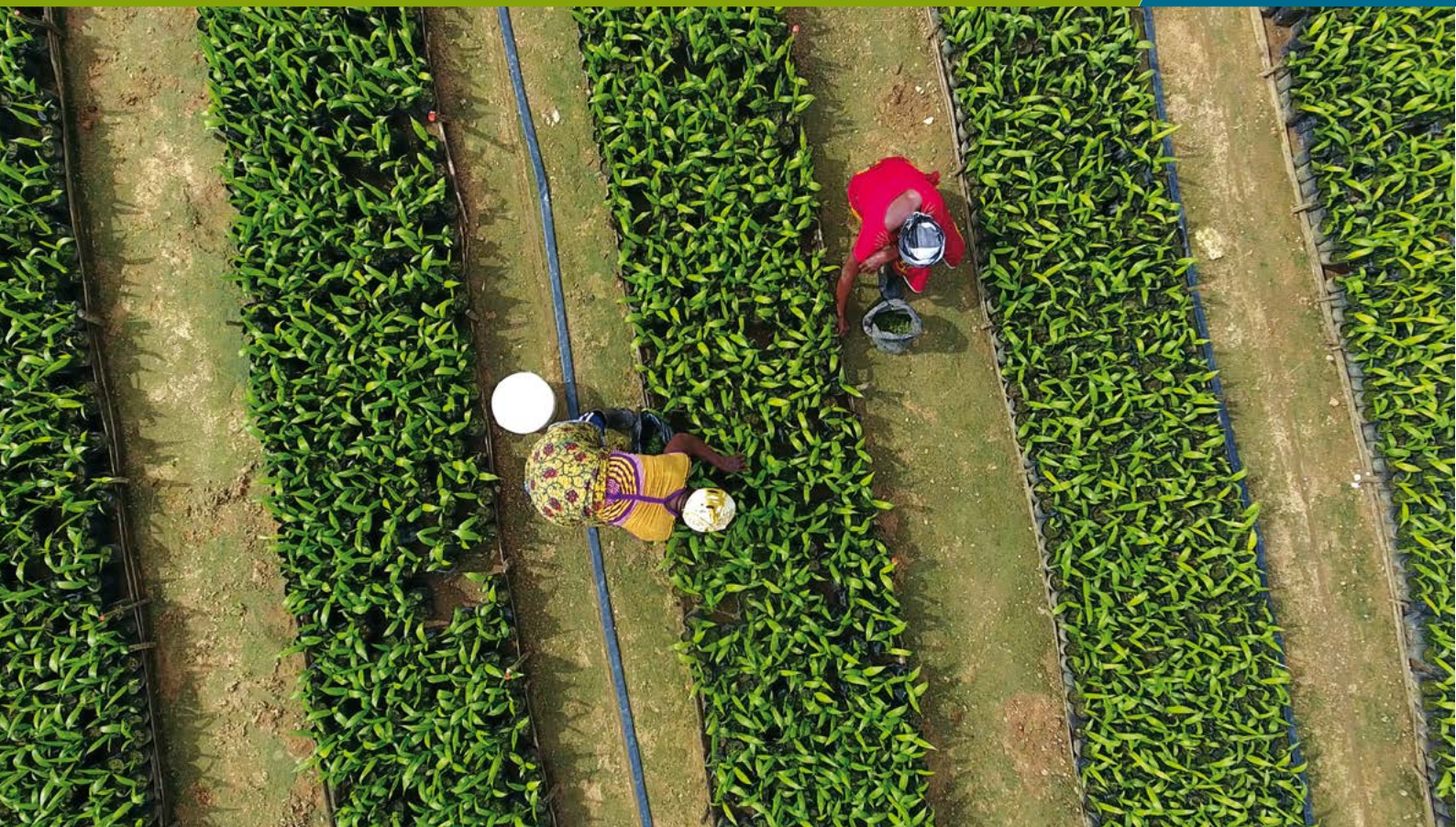
We feel that the EPO contribution to this scheme is extremely important as it allows for the skills and technology put into Liberia by our company to economically benefit the Liberian agricultural sector as a whole.

Following the Ebola crisis of 2014-2015 we have taken advice from the Government and global health actors and have restarted our mobile health outreach programmes. We are particularly proud of the work we have undertaken here as part of our education initiative and the expansion of the existing school at Palm Bay Estate concluded at the end 2015.

Just before this report went to press, we were delighted to be awarded “Concession Company of the Year 2016” by The Inquirer newspaper, as a result of the CSR and sustainability work we achieved with the communities in which we operate.

We look forward to 2017 as a year in which we are able to move forward and help develop a responsible, sustainable palm oil industry to support the Liberian economy and its people.

EPO in Liberia Building a better future



Note to the reader

This document is an interim report intended to provide an update on EPO's Sustainability Report 2015. As such, content in this document addressing EPO's long-term positions on sustainability, the place of sustainable palm oil in Liberia, and related issues overlaps to some extent with the earlier report, wherein it is discussed in greater detail.

EPO's Sustainability Report 2015 can be found at:
[http://www.epoil.co.uk/uploads/sustainabilityreport2015\[0\].pdf](http://www.epoil.co.uk/uploads/sustainabilityreport2015[0].pdf)

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EPO: AN INTRODUCTION



Equatorial Palm Oil plc ('EPO' or 'the Company') is a UK registered company, publicly listed on the AIM market of the London Stock Exchange, focused on developing the palm oil industry that once flourished in West Africa.

EPO has two estates in Liberia, West Africa, and is working towards becoming a fully sustainable producer of Liberian palm oil through the successful development of its oil palm estates and expansion lands, as always using RSPO, HCS and HCV principles and criteria and with consent of and in collaboration with the local communities.

EPO is in a joint venture with KL-Kepong International Limited, a subsidiary of Kuala Lumpur Kepong Berhad (KLK). KLK is one of the main palm oil producers in the world, and EPO benefits greatly from its many years of expertise in oil palm development and cultivation.

Currently, EPO directly employs 670 staff (around 40 per cent of whom are women) and plans to become one of Liberia's largest employers in the

EPO is well aware of the range of international conventions on human, economic, social and cultural rights and understands fully that the communities in which the Company operates have the right to self-determination. This includes the right to participate in decision-making about matters that will concern the rights and development of a community. EPO has always adhered to the principle of free, prior informed consent (FPIC) before undertaking any development and EPO is in the process of commissioning a Human Rights Impact Assessment (HRIA) of its Liberian operations.

The Company has taken the position that we will be active and engage with any constructive comments and will look into issues brought up by any third parties and address them. We like to feel our work in the communities and workforce has yielded real social benefits and, also, we do not ignore constructive comments.

agricultural sector. It has implemented a series of employment and contractor codes of conduct and assessment processes in order to conform to national and global best practice employment standards. Measures include minimum wage compliance, personal skills and training development commitments, safety training and equipment inventory, contractor screening process and on-going monitoring.

EPO has mainstreamed community relations and CSR into its work in Liberia, making significant investment in local communities and infrastructure including but not limited to the construction of roads, water pumps, culverts, and bridges; and building, maintaining and running schools and health clinics. At the start of 2016, much planned land development work had been rightly suspended in order to allow outstanding issues—both environmental and those to do with FPIC (free, prior and informed consent)—to be correctly concluded.

PALM OIL IN LIBERIA

Oil palm cultivation is centrally important to Liberia's development.

Recent years have not been easy, with the national economy particularly affected by a drop off in iron ore and oil prices in Liberia and the ongoing effects of the 2014-15 Ebola pandemic. Against this backdrop, the long term, sustainable economic activity of oil palm and other agricultural projects—working with the land not taking from it—offers stability and a route to infrastructural and economic development unavailable elsewhere.

Palm oil is produced in response to huge worldwide consumer demand that has risen steadily for thirty years and doubled in the last 15, and is the most consumed vegetable oil in the world. It is a healthy long-term industry with a positive forecast for the foreseeable future, with demand by 2050 likely to be 350m tonnes per annum¹.

1 Fatprophets.com - article link: <https://goo.gl/7z5Cl4>



Projected palm oil demand therefore provides a solid basis for long term economic planning and development, without the boom and bust cycles typical of the extractive industries. The potential life of an oil palm plantation is open-ended, with a single production cycle lasting 25 years; a new planting takes 3 1/2 years from first planting in the nursery to first harvest in the field. Therefore the business case for oil palm development demands very large investments and a long term commitment by producers to their host countries and communities.

EPO AND THE ROUNDTABLE ON SUSTAINABLE PALM OIL (RSPO)



Global palm oil producers 2016

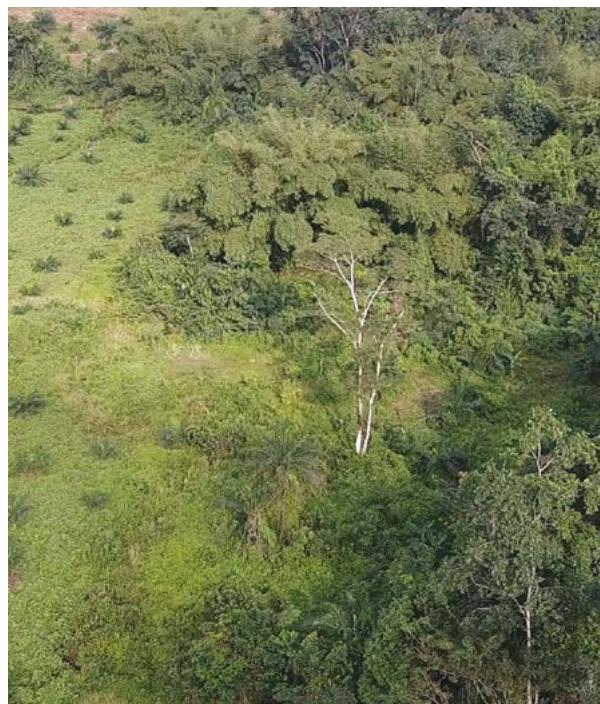
EPO is a member of the international body tasked with promoting sustainable palm oil production: the RSPO.

Oil palm is cultivated commercially in tropical areas of Asia, Africa and South America, and there are environmental, social and economic pressures on its further expansion. EPO adheres to strict sustainability standards for two reasons: to make a positive environmental and social investment that cultivates good relationships with the Company's host communities: and to remain attractive to investors in the global palm oil market and within its supply chain. We agree with the 2016 United Nations Environmental Programme/Great Apes Survival Partnership report Palm Oil Paradox that businesses working within the palm oil industry are probably best placed to help protect and preserve forests in areas yet to be exploited by the industry in Africa, and we aim to play our part in that by adhering to all relevant sustainability standards.

EPO'S COMMITMENT TO "NO DEFORESTATION"

EPO acknowledges the importance of developing a single, coherent high carbon stock (HCS) methodology when implementing its "NO DEFORESTATION" commitment.

An agreement was recently reached on convergence between the two main existing approaches: HCSA (the High Carbon Stock Approach, a methodology pioneered by The Forest Trust (TFT), Greenpeace and Golden Agri Resources) and HCS+ (an industry-led HCS Scientific Study). This convergence provides an important platform for implementing the commitment to "No Deforestation".



The agreement outlines:

- Fundamental elements of the converged methodology that protect HCS forests, high conservation value (HCV) areas and peatlands. These include elements to do with forest stratification and decision-making in "young regenerating forest" within fragmented landscapes; the role of carbon; and robust implementation of FPIC and other social requirements
- The intention to carry out functional and institutional integration of HCS with the HCV Resource Network *
- A roadmap for resolving outstanding issues through a collaborative process

* <https://www.hcvnetwork.org/>

More details on this agreement can be found at:

<http://highcarbonstock.org/agreement-on-unified-approach-to-implementing-no-deforestation-commitments>

2016:

A YEAR OF ASSESSMENT AND DECISIONS

The year since the publication of EPO's Sustainability Report 2015 has been a time of re-assessment and decision-making. A number of key issues and changes had to be addressed in order for plantation development to continue. Operations were suspended as a High Carbon Stock (HCS) assessment was carried out¹; a longstanding process of community engagement around land issues was nearing resolution²; and operations needed to be brought back to normal as the 2014-15 Ebola epidemic ended.³

Looking back, this was a period of qualified success. The Forest Trust ("TFT")⁴ was engaged to assess approximately 1,500 hectares at Palm Bay Estate for new plantings using the HCS Approach methodology. This assessment was completed and on 24 October 2016 EPO announced that land development had recommenced.

This land development has the full consent of EPO's host communities because earlier a

1 EPO Sustainability Report 2015: 'EPO and the HCS study,' page 11

2 Ibid, '2013-15 Land issues: problems and resolutions,' page 30

3 Ibid, '2013-15 West African Ebola outbreak,' page 58

4 <http://www.tft-earth.org/>



formal consultation process involving communities, NGOs and EPO had concluded in the signing of a Memorandum of Understanding (MOU) with community leaders on Palm Bay Estate. This MOU was the definitive step in an engagement process that started over a year before and which sought to set the context for EPO's development to proceed in a manner welcomed by local communities. For more detail, see page 17.

Throughout this period, and despite the suspension of land development and the ongoing effects of the Ebola pandemic, all of EPO's staff were kept in employment. The first replantings, carried out in 2011-12, are now bearing fruit, and in early 2016 EPO announced that it would be progressing with investment for construction of a 60 mt FFB /hr palm oil mill at the Palm Bay Estate, with first processing scheduled for 2018.

The construction of this mill is significant for the communities in which we operate and for the Liberian Government. Given the recent downturn in prices for commodities and oil and gas the Liberian Government has put a greater emphasis on agriculture and is providing all necessary assistance to the Company to ensure all imports for "agro-processing" are free of any import duties.



EPO CSR MICROSITE

In an effort to increase the transparency of its CSR work and discussions with all local communities, the Company has launched a CSR microsite that provides continuous updates on its CSR activity from the field. This can be found at:

<http://www.csr21.org/company/equatorial-palm-oil>

The microsite showcases the Company's CSR work to all stakeholders, increasing transparency around what the Company does, with whom and with what effect, and substantiating its "social licence". It provides a source of feedback that serves to drive the Company's key performance indicators for CSR. The site is linked from the front page of EPO's corporate website and is also featured on the homepage at CSR21.org, a news and comment site focussed on CSR in the land use industries.

The microsite demonstrates EPO's proactivity and consistency in its social engagement, presenting an up-to-date, visible report of its CSR and public/official relationships. It is a line of communication to governments, investors, NGOs, advocacy groups, pressure groups and the public; and an engaging and accessible complement to annual reports and corporate-facing sustainability webpages.

Increasingly, the microsite will use photos and videos uploaded from estate and local community activities to give an up to date representation of CSR and sustainability initiatives.



LAND ISSUES: CONSENSUS ACHIEVED

EPO is naturally dependent and responsible to the people who work for the Company and the communities that live in and around its estates. To achieve its full potential EPO must be welcome in Liberia. As made explicit in our Sustainability Report 2015:

... [EPO] must be welcomed by its closest communities as a provider of opportunities to win jobs, salaried and casual; to feed families; and to build small businesses. Where necessary, and where local communities come together to demonstrate need, EPO must help ensure the health and sustainability of these communities by also providing basic education, employment opportunities, improvements to infrastructure and new development.

...The famous 'social licence' to operate is not something that is applied for and granted, or won over with strategically-timed blue riband CSR projects: rather, it is the product of an ongoing effort to know EPO's host communities and the influencers within them, and respond flexibly and reliably to their needs, for as long as the Company is in Liberia.

Since 2013 EPO has been working to resolve land rights issues on our Palm Bay concession. In 2013 these issues gave rise to an RSPO complaint from local communities - now resolved - and an advocacy campaign against EPO's land development led by Liberian NGO Sustainable Development Initiative (SDI)¹ and supported by Global Witness,² Friends of the Earth,³ FERN,⁴ Save my Future Foundation (SAMFU),⁵ and Social Entrepreneurs for Sustainable Development (SesDev)⁶. As made clear in last year's report and elsewhere, EPO's policy is and always has been that where communities decide that they do not want oil palm development, EPO will not develop its estates near those communities, leaving buffer zones in areas agreed with those communities; and EPO will never resettle any community against its will.

Starting in 2014, the Company increased efforts to engage positively with all such concerns,

1 <http://www.sdiliberia.org/>

2 <https://www.globalwitness.org>

3 <https://www.foe.co.uk/>

4 <http://www.fern.org/>

5 <http://www.samfufoundation.org/>

6 <http://www.forestpeoples.org/partners/social-entrepreneurs-sustainable-development-sesdev>



deciding that the most transparent way to handle the RSPO complaint and surrounding issues in the long term would be to engage more directly with SDI. After a meeting in London at the end of 2014 with representatives of SDI, FERN and the Forest People's Network, discussions were taken forward with a view to resolving communities' concerns and agreeing a way for the Company's development plans to proceed that was agreeable to the households represented by SDI. EPO ceded management of the related mediation process to SDI, and discussions continued.

In 2015, EPO reported that it was

...now seeking to progress... community engagement... to formal talks with key community leaders, as agreed during the engagement period that took place in Q2 2015, with the aim of dispelling key misunderstandings and engaging directly on issues of contention. It is EPO's intention to open these talks to a representative sample of all stakeholders who are concerned by this issue. A list of community representatives has already been provided by SDI; additional representatives and participants will of course be selected by communities and other actors stakeholders themselves, with EPO an equal member of participant in the process¹.

1 EPO Sustainability Report 2015: 'Summary: October 2015,' page 63

In May 2016, this aim was achieved with the signing of the MOU with local communities on Palm Bay Estate.

The MOU was signed by EPO and SDI and by Community Elders, Leaders and Residents of Tarlo Town, Blayah Town, Nuhn Town and Qlakpojelay, and constituted a joint resolution with regards to the planned development of these areas. A wide range of further signatories to the MOU represented a broad cross section of the Palm Bay communities—including those not in favour of development today.

The signing ceremony, which was witnessed by several local and international press organisations, followed a process whereby EPO and Community representatives jointly mapped areas that can and cannot be developed for oil palm. This joint mapping exercise was inclusive of the consenting and non-consenting communities of the Phase 1 development at Palm Bay and was witnessed by the District Commissioner of District #4 of Grand Bassa County. The map on which the MOU is based, local press cuttings, a facsimile of the signed MOU and photographs from the signing ceremony are available on EPO's CSR microsite:

<http://www.csr21.org/company/equatorial-palm-oil/epo-signs-important-mou-local-communities>

The MOU contains the following key information:

- EPO will not develop or plant oil palm on the priority land areas where the Community does not want EPO to develop its oil palm plantation
- A map annexed to the MOU illustrates the priority land area where the Community does not want EPO to develop its oil palm plantation
- EPO will proceed with land development in areas ceded by Consenting communities in the Phase 1 boundary as guided by its Sustainability Policy (see page 36)
- EPO will only develop the remainder of the concession land outside of the Phase 1 boundary with adherence to the principles of FPIC
- The Company is allowed to conduct its FPIC processes within the concession land and will respect the decisions of all communities



EPO AND THE WORLD BANK

SMALLHOLDER TREE CROP REVITALISATION SUPPORT PROJECT

In early 2016, EPO began work on a project supporting 34 independent smallholder farms in and around the Palm Bay Estate who are rehabilitating their oil palm trees.

This effort, run jointly by EPO and the Liberian Ministry of Agriculture, is a pilot study intended to revitalize smallholder oil palm farmers as part of the Smallholder Tree Crops Revitalisation Support Project (STCRSP) devised and funded by the World Bank. The STCRSP will increase access to finance, inputs, technologies and markets for smallholder tree crop farmers in Liberia, as part of a long term development programme for the tree crops sector in six counties including Grand Bassa¹. It is the learning phase of a longer term and larger scale tree crop development programme, and will test different rehabilitation, replanting and new planting models, and associated implementation and financing mechanisms for revitalising the tree crop sector. These models will be implemented in partnerships with concessionaires/large farms (like EPO); specialised input suppliers; NGOs; farmers' organisations; and participating financial institutions. The Palm Bay Estate activities currently ongoing are intended to provide the information needed to revitalise and replant

¹ <http://www.worldbank.org/en/news/press-release/2013/06/24/new-agriculture-project-to-revitalize-tree-crop-sector-in-6-counties-in-liberia-launched>



smallholders' farms and promote a smallholders' programme, supporting those smallholders around Palm Bay who have registered with the programme and are in the recently established Farmers' Cooperative.

EPO is delighted that the World Bank considers it an important partner in delivering economic empowerment. The Company's role in this project is to lend technical and supervisory support to implementation, and to provide office space, vehicles and infrastructural support to the World Bank team running the project from EPO's Palm Bay Estate headquarters. The Ministry of Agriculture is leading the implementation, and carrying out the monitoring and evaluation component.

The work of the STCRSP and the technical assistance from companies like EPO will also help strengthen the technical capacity of the Liberian Ministry of Agriculture and its Cooperative Development Agency, which works to build capacity in farmers' cooperatives; help develop national strategies for farmers'



THE
WORLD
BANK

**SMALLHOLDER TREE CROPS REVITALIZATION
SUPPORT PROJECT (STCRSP)**

**OIL PALM REHABILITATION AND REPLANTING
COMMUNITY: **GIO TOWN****



EQUATORIAL
PALM OIL



organisations' master plans for targeted tree crops; help secure the land use rights of targeted smallholders; and contribute to important adaptive tree crop research and a healthy long term tree crop programme for the country.

As well as smallholder rubber and oil palm, the STCRSP will also focus on cocoa and coffee revitalisation; providing technical and management advice to smallholders and their farmers' organisations; enhancing smallholders' promotion and marketing capacity; aiding access of farmers and their organisations to adapted financial services; and development of small scale processing.



The Honourable Minister Moses Zinnah, Liberia Minister of Agriculture, September 2016

“EPO is working in collaboration with the World Bank on the outgrowers scheme, getting communities to have some ownership, engaging them in their own outgrowers' holdings—two, three, four, five hectares and more, so that they're linked very closely to the companies, so that they don't see the companies as “them against us.” They're working together so that their smallholdings are tied to the big holdings and there's a symbiosis between the companies and the smallholders. Because long term, that's where they are. You don't dislocate them because the company has come. Living in harmony is very important. It reduces conflict between the communities and the company and [communities] can see that they have a future in the company as well.

The former Liberian Minister of Agriculture, the Hon. Florence Chenoweth, said: “this project is based on the promotion of export oriented economic growth, through consolidating the role of the private sector, while also facilitating rural development, increasing rural incomes and reducing poverty... we are pleased that emphasis is being placed on the tree crop sector following years of conflict [and] we are confident that the continued assistance will pave the way for the revitalisation of this sector and accelerating economic growth and development.”

TAX AND ROYALTIES

EPO operates a transparent fiscal policy in relation to local country taxation and royalty regimes. The Company operates fully within the Liberian legislative process and its laws.

Key dates

EPO's tax and royalty regime is framed by the following key dates:

- **Concession agreements date:** August 6, 2008
(when published by the Ministry of Foreign Affairs)
- **Rehabilitation term:** 7 years from August 6, 2008
- **Regular term:** 43 years from August 6, 2015

US\$ Costs spent (Oct 2015 - Sep 2016)				
	Buchanan Office	Palm Bay Estate	Butaw Estate	Grand Total
Capital expenditure	98,732.79	309,887.47	89,691.88	498,312.14
Operational expenditure	-	3,770,987.44	2,318,603.47	6,089,590.91
CSR	-	220,894.20	137,805.32	358,699.52
Initial expenditure (replanting)	-	494,361.50		494,361.50
Immature upkeep	-	4,848,090.37	893,986.85	5,742,077.22
Total:	98,732.79	9,644,220.98	3,440,087.52	\$13,183,041.29

Income tax

- 25% of net taxable income
- Loss carried forward period 5 years from the 1st year of taxable income.

Withholding tax regimes

- 10% on any interest paid to non-resident persons and institutions, multi-lateral financial or development institutions, but not commercial banks
- 10% on any dividends distributed shall be withheld
- 10% of payments to non-resident contractors and 6% to resident contractors.

Oil Palm Development Fund

— For long term development of Liberian Palm Oil industry

- Rehabilitation Term: 0.5% of annual gross sales
- Regular Term: 1% of annual gross sales.

Economic Community of West African States (ECOWAS) levy

- 5% for basic raw materials & capital goods
- 10% for intermediate products
- 20% for final consumer products.

Mandatory community development fund

(when producing revenues)

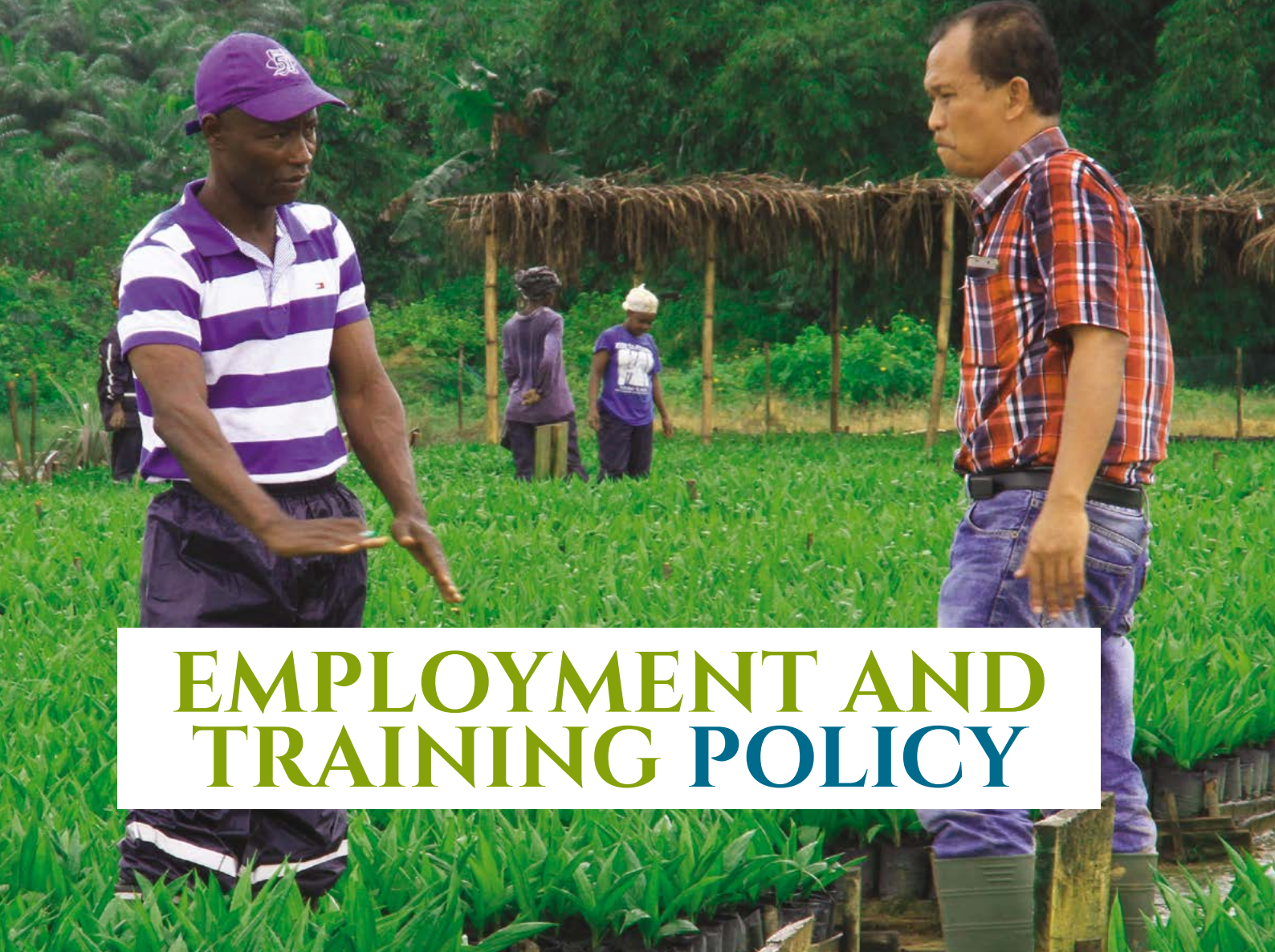
- 1% of annual gross sales

Import duty

EPO is seeking from the government an exemption from import duty until 2020, in order to allow the Company to bring equipment into the country for development.

Anti-corruption measures

EPO operates a zero corruption policy across all levels of its business. Ongoing measures include internal education processes on anti-corruption, structures for passing on anonymous alerts, and regular internal reviews of suppliers, financial lines and inventories.



EMPLOYMENT AND TRAINING POLICY

As stated elsewhere, EPO recognises that success for itself, and the wider palm oil industry being established within Liberia, must come from investment in people. The oil palm is native to Liberia and the country has a long history of palm oil production (indeed, both of EPO's estates are on the sites of plantations that existed before the civil wars), conflict destroyed not only basic infrastructure but also a continuity of skills within the domestic labour force.

Over 98% of EPO employees are Liberian, with the majority of the workforce coming from local communities. EPO has committed to help develop the skills of its employees, working hard to identify and develop its best people.

The Company has established a seed nursery cultivation training group, with experts from Indonesia working on site with a special group to head up its nurseries. The nursery, a crucially important element of operations, is now largely overseen and run by the 'graduates' of EPO's training division, with a large percentage of these staff being women.

Liberian nationals also work in senior positions across all levels of the Company with the exception of the skilled senior planting staff. The inclusion of Liberian employees at this level is one of our core goals.

“Over 98% of EPO employees are Liberian, with the majority of the workforce coming from local communities.”

Employee numbers (including contractors)

Palm Bay Estate



Butaw Estate



Employee benefits

Direct employees

- Guarantee of minimum wage
- Full employment rights
- Housing
- Skills development
- Health & education
- Community benefits

Contract employees

- Guarantee of minimum wage
- Health & safety training
- Health & education
- Community benefits

Contract firms

- Vetted for Ministry of Labor registration number and conformation to all standards
- Must supply employer tax numbers for monitoring and correlation
- Supplier operating standards checks
- Health & safety spot checks

EPO also employs a number of contractors. While EPO does not employ these workers directly, the Company takes measures to ensure their welfare and fair treatment through stipulating that all contractor heads must be accredited by the Liberian Ministry of Labor; must comply with EPO’s Sustainability Policy (see Appendix 1); must be fully compliant with the minimum wage regulations as set out by the Ministry of Labor; and must meet the compulsory requirement to provide tax codes for all employees.

EPO demands that contractor heads supply EPO with their employees’ tax codes as one method of ensuring labour rights are respected.

CSR & INFRASTRUCTURE



Good oil palm cultivation relies on a skilled workforce. Currently, Liberia is suffering from the after-effects of years of war: eroded capacity, a lack of infrastructure, and a largely unskilled workforce. To play its part in rebuilding Liberian society, EPO must support the communities surrounding its estates.

Poor nutrition and lack of health, diseases like Ebola and malaria, water safety, education and infrastructure facilities have been major challenges for EPO since its investment in Liberia began in 2008. The Company's objective is to work further with the Liberian government to help develop basic services to local communities. In this way, synergy can be created between an economically viable series of estates and supportive local communities that benefit from improved living conditions. All EPO's services—infrastructure, clinics and schools—are provided for the whole community, not just for workers or those living on the estates.

To do this EPO focusses on eight key areas:

1. Full effective implementation of the operational and social commitments that RSPO membership entails
2. Practicing the key principle of free, prior and informed consent for all developments
3. No development in primary forest areas, HCV areas and HCS forest areas.*
4. Providing direct employment to as many people in local communities as possible
5. Identifying skills, training employees and providing opportunities for advancement
6. Providing, maintaining and running health clinics and services; schools; adult education programmes; housing; access to clean water; roads; bridges; and other infrastructure
7. As per concession agreements, upon completion of the development of current concessions, expansion areas will be made available for smallholders' schemes. At time of writing the concessions are still being developed, and details of the schemes are being worked out by all stakeholders (progress having been slowed by the suspension, now concluded, of concession development pending assessment of potential HCS areas and resolution of land rights issues). EPO is also already providing technical input for a smallholder tree crop revitalisation programme funded by the World Bank (see page 18)
8. Increased transparency on sustainability and CSR, including through a dedicated, frequently-updated website: www.csr21.org/company/equatorial-palm-oil

*Identified through the HCS Approach methodology

All EPO's community projects are carried out in response to need, as assessed by recording of requests from the community and the work of an EPO full time community liaison team in discussions with senior management.

Appendix 2 contains a complete breakdown of all CSR initiatives in 2015-16, as well as full user figures and user demographics where available.

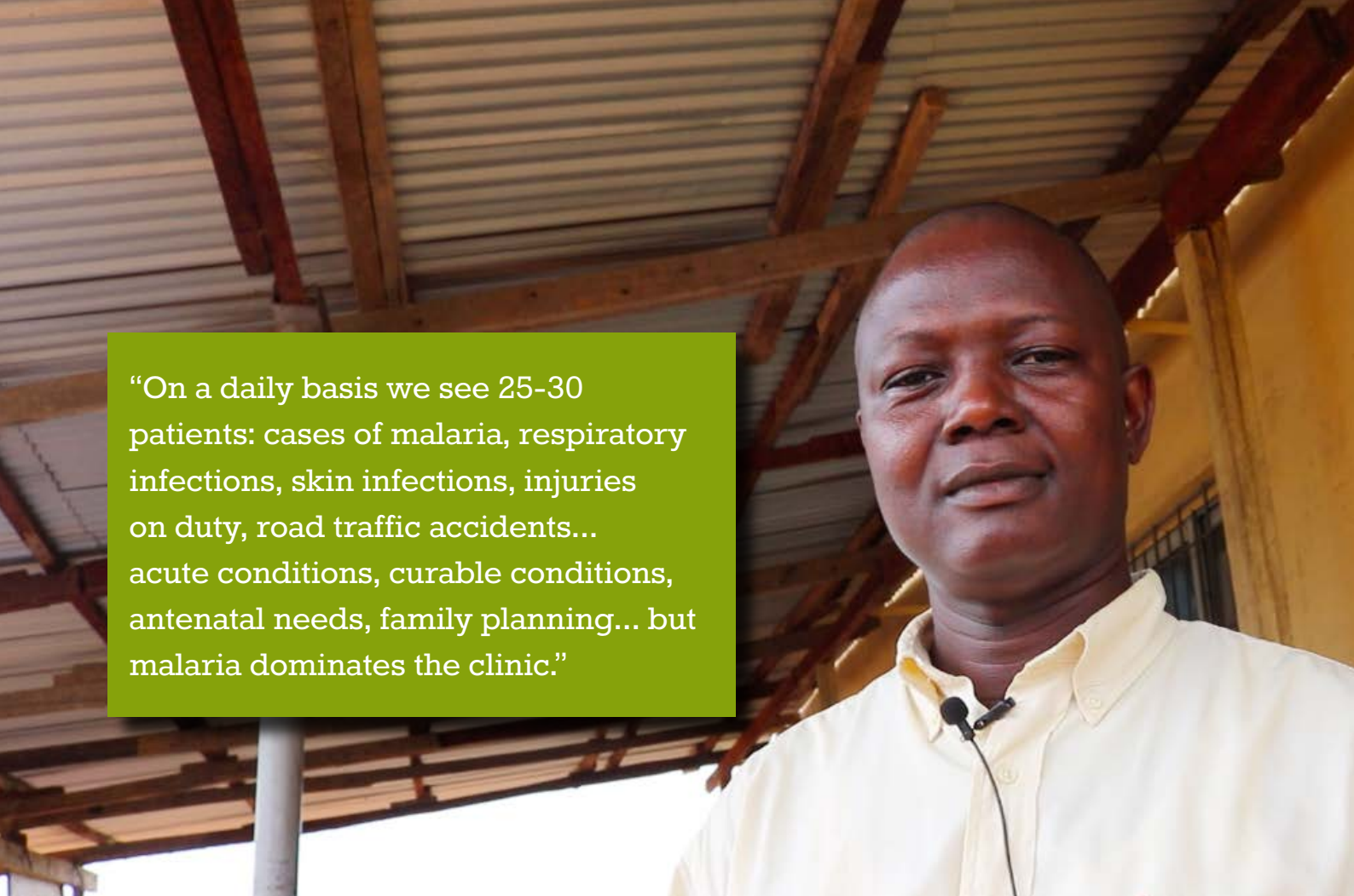


CASE STUDY: EPO CLINICS

The medical clinics on both EPO's estates are open to all local communities—not just EPO employees and their families (usage figures can be found in Appendix 2). They offer vaccination programmes, pre and post-natal facilities, health education and drug dispensation, and are staffed by trained medical professionals. The majority of patients at the medical clinics are not EPO employees, and EPO works to offer transport to the clinics for those community members who need it.

The clinics also offer a mobile clinic outreach programme, which operates two days a week; following advice from the Liberian Ministry of Health, mobile operations had been suspended during the 2014-15 Ebola epidemic, but EPO is delighted to say that since its Sustainability Report 2015 was published, that restriction has been lifted and these operations are now up and running again.

The Company plans to upscale diagnostics capability at both clinics over the next 12 months. In Palm Bay, a diagnostics laboratory has been built, along with an isolation ward (the latter constructed as a direct response to the Ebola threat). The biggest perceived Ebola-related risk in Liberia is now one of complacency, and EPO is continuing to adhere to stringent preventative and precautionary measures at all our sites in accordance with guidelines set by the Government of Liberia in order to prevent both the introduction of the disease and the prevention of infection.



“On a daily basis we see 25-30 patients: cases of malaria, respiratory infections, skin infections, injuries on duty, road traffic accidents... acute conditions, curable conditions, antenatal needs, family planning... but malaria dominates the clinic.”

Interview with Perry Dolo, Officer in charge for the Palm Bay Estate clinic

We’re running services to employees and community members. At the clinic we attend to patients from outside the concessions, employees who are sick, anyone who comes. On a daily basis we see 25-30 patients: cases of malaria, respiratory infections, skin infections, injuries on duty, road traffic accidents... acute conditions, curable conditions, antenatal needs, family planning... but malaria dominates the clinic. It is the only available health service in the concession—there are four within the district. We serve a total catchment population of 6,434.

We also run services for the community on an outreach basis. Outreach services are free. We have two bases: one is in a community called Kampala within the concession area; one is outside the concession, in Bugboh. Community members go there and receive free medical services. We treat children, we give free family planning services, we give vaccines and immunisation, all free. Cases there include malaria, runny noses, skin infections, STDs. Those we treat; more complex cases we refer to our clinic. If a case is above clinic level, we refer to a referral centre at Buchanan City.

I took over in 2013. We started from the grassroots, with health posts, building to clinic level today. According to the health policy of Liberia the clinic is currently Level 1A—almost a designated Health Centre. On 1 October 2016 we’ll be opening a lab where we can do basic tests: checking blood levels, checking for malaria, checking urine infections, checking for sexually transmitted infections. Gradually we’re moving to the level of Health Centre. This is all funded by EPO. They spend no less than 2,500 USD on drugs on a monthly basis.

CASE STUDY: EPO SCHOOL



In 2016 the construction of a new extension at the Palm Bay school was completed, adding an extra four classrooms to the school to help cope with growing demand and increasing numbers of children taking advantage of the free primary education it provides.

The school serves students from kindergarten up to grade six, allowing students to complete their elementary education. It is open to all families, regardless of whether or not parents work for EPO. Two free EPO school buses ferry students to and from the school to their homes around the concession. Reading materials, uniforms, textbooks and a daily meal (the latter in collaboration with the World Health Organization) are provided free to all students.

In addition to the work of the primary school, EPO covers the costs of employees' children who are attending secondary school outside the estates, provided proof of enrolment is given to the Company office.

Interview with Kaikoeh Kandakai, Principal of the Palm Bay School System

We cover from kindergarten to 6th grade, providing basic primary education. The school is built and owned by EPO management: buildings, teachers' payments, instructional materials, everything is provided by the Company. The Company understands that this school is built within a community; that the Company is operating within a community. And because of that, we enroll students here from all through the community, including children whose parents are not working with the Company.

These new classrooms [completed in 2016] came about when there was an influx of students. Every year, when the Company employs people, some people come, get jobs, then send for their children to come—they come from different counties, all over Liberia. When they bring in their children, we have a higher population in the school. So in registration in 2013-14, we found that we had a very large student population: the old building couldn't take care of all the children. So we discussed with management and asked for other rooms for this building. They consented and agreed to build this structure. The effort was made by the workers' union and the administration of the school: we came together, appealed to management, and found that yes, indeed, they saw that the school should be extended. So management put a good bit of money into this building.

This year's enrolment stands at 563. Over the years we've been running two sessions because of overpopulation. So from kindergarten to Grade 2, they come in the morning; grade 3-6 comes in the afternoon.





SUMMARY OCTOBER 2016

EPO remains committed to the development of a long term, sustainable palm oil industry in Liberia, and to operating within the parameters laid down by the RSPO and its own sustainability policy.

In addition to the matters of fundamental outlook EPO stresses the importance of transparency as a critical requirement for business. As stated in the Sustainability Report 2015, this transparency is not just about making EPO's workings apparent to the public, but must also be internal, which requires full awareness of all issues impacting the Company. Such awareness is created by ongoing engagement with all stakeholders, from investors to the Liberian government to fellow companies to local communities; and continuous frank assessment of past and present issues. Based on that assessment, the Company makes action plans to deal with what is important.

In accordance with this philosophy, EPO has in recent years strived to be open and cooperative, and to take a responsible approach to all contact concerning the Company's human, environmental and community impacts.



“2016 was very much a period of consolidation, in which we performed assessments for HCS and completed a two-year consultation process with the communities within which we operate”

2016 was very much a period of re-assessment and consolidation as new parameters for sustainability were established, in which we performed assessments for HCS and completed a two-year consultation process with the communities within which we operate, in order to seek agreement for land development. During this time no new land development took place at all.

EPO has developed its business around its corporate social responsibility, sustainability matters and input from all stakeholders involved in the business. On that basis we have continued to invest significant funds into our Liberia oil palm operations even when no land development was taking place.

EPO is in this business for the long term, and we will continue to support those communities that depend on our operations.

THE INQUIRER NEWSPAPER

EPO - CONCESSION COMPANY OF THE YEAR

As this report was going to press, EPO received a letter from The Inquirer, a leading independent daily National newspaper in Liberia¹. The letter was to inform EPO that the Company had won The Inquirer's 2016 award for Concession Company of the Year, which is the first time this has been awarded.

EPO has been informed by The Inquirer that the award was "based on EPO's crop compensation/ payment to farmers which was based on free, prior and informed consent arrangement" and that "the Editorial Department all took into consideration EPO's community relations and corporate social responsibility in its work in Liberia, ranging from significant investment in local communities and infrastructure, constructing - among other things - water pumps, culverts, roads and bridges, maintaining and running schools and health clinics."

EPO's Liberian team is pleased to learn of this award, and the Company looks forward to continuing and improving the work that attracted The Inquirer's attention, throughout 2017 and beyond.

1 <http://monroviainquirer.com>

Ziankahn as our Man of The Year, President Ellen Johnson-Sirleaf, Achiever of the Year, Cllr. J. Fonati Kofa, Minister of State without Portfolio, Minister of the Year; Senator Edward B. Dagoseh, Lawmaker of the Year; Society for the Conservation of Wide Life (SCNL), is our Environmental group of the year; Equatorial Palm Oil, Concession Company of the Year 2016; CESAF, Construction Company of the Year; Mr. Musa H. Bility, Sports Personality of the Year.

Concession Company of the Year 2016
Equatorial Palm Oil
 Our concession company of the year is the Equatorial Palm Oil, a company operating in Grand Bassa County. During the year, the company was able to fulfill its promises some of which is the compensation payment to farmers of District #4, Grand Bassa County.

One of the reasons for which EPO was recognized as Concession Company of the 2016 by this paper was the palm oil developer has prioritized and continues to prioritize community relations and corporate social responsibility in its work in Liberia ranging from significant investment in local communities and infrastructure in Liberia.

During the year under review, the company proceeded to fulfilling its responsibility and promises to farmers in the district. The company made huge commitments as part of its crop compensation payment

AFL Chief of Staff Ziankahn *Cllr. Kofa: Minister of The Year*

CESAF Boss Diego Pol *Senator Dagoseh: Lawmaker of the Year* *Cllr. Saye Gbalazeh: Manager of the Year*

exercise on October 5, 2016 under a peaceful atmosphere which is based on its Free Prior and Informed Consent land development processes. The committee views this as one of the most peaceful and well organized compensation payment exercise. EPO has succeeded in providing employment opportunity for scores of skilled and unskilled Liberians in the agricultural sector. The group is committed to the promotion of economic empowerment and social development in Liberia, while building a discipline and highly motivated workforce. For several years now, the company has remained an employer complimenting the Government of Liberia's efforts in balancing the labor sector. Many extended families in Liberia and elsewhere depend on employment opportunities offered by EPO. Based on all of its achievements, this paper has decided to name the EPO as our Concession Company of the Year 2016.

NEW ERA PUBLICATIONS, LTD.

(Publisher of The Inquirer Newspaper)

Benson Street. Monrovia. Liberia



December 19, 2016

Mr. Sashi Nambiar
Country Representative
Equatorial Palm Oil (EPO)
Palm Bay Estate
Grand Bassa County, Liberia

Dear Mr. Nambiar,

I extend to you my complements and sincere best wishes hoping that all is well at this time.

The Editorial Department of the Inquirer Newspaper is pleased to have you informed that Equatorial Palm Oil (EPO) has been selected as "CONCESSION COMPANY OF THE YEAR 2016" based on EPO's crop compensation/payment to farmers which was based on free prior, informed and consent arrangement on October 5, 2016.

The Editorial Department all took into consideration EPO's community relations and corporate social responsibility in its work in Liberia ranging from significant investment in local communities and infrastructure, constructing-among other things- water pumps, culverts, roads and bridges, maintaining and running schools and health clinics.

Our "PERSONALITY OF THE YEAR" publication is scheduled for December 31, 2016; follow by the certification program which is a media event. Thanks for your usual cooperation.

Signed: 

Linclon Barcon
Committee Head

APPENDIX 1: EPO SUSTAINABILITY POLICY STATEMENTS

This Policy Statement applies to EPO and all of its subsidiaries.

The company will encourage the application of this Policy amongst our business partners including contractors, suppliers, trading and JV partners.

The company is committed to ensuring that its products are produced in a sustainable manner. This is realised through continuous balanced assessment and development of its operations while simultaneously conserving and improving the natural environment, and uplifting the socio-economic conditions of its employees and local communities. These important aspects are incorporated not only in its daily operations but also in its decision making processes.

The company adopts the Principles & Criteria (“P&C”) set out by the Roundtable on Sustainable Palm Oil (“RSPO”) as the foundation of its sustainability practices, and is further guided by the following policies:-

1. No deforestation

- There will be no development of areas classified as high carbon stock (“HCS”) forests defined by the interpretation of HCS issued by the industry-led working group (“HCS Study”). The HCS Study will, when completed, provide reliable information on greenhouse gas emissions (“GHG”) and socio-economic considerations to guide decisions on land conversion to oil palm plantations.
- In the interim and until the results of the HCS Study are adopted, EPO has halted all development on potential HCS areas¹ effective from September 2014.
- We will fully adopt the RSPO Criterion 7.8 to minimise GHG emissions from new developments. The emission of GHG will be progressively reduced on existing plantations and operations. We will adhere to RSPO or equivalent certification standards and all relevant national legislation.
- The company pledges to conserve biodiversity by identifying, protecting and maintaining high conservation value areas.
- A strict Zero Burning policy is practised in relation to all new planting, re-planting or other development.

2. Protection of peat areas

- There will be no new development on peat areas, regardless of depth.
- We are committed to applying Best Management Practices on existing peat lands in our plantations.
- In areas that are found to be unsuitable for replanting, we will work with experts to explore options including environmentally friendly alternative uses or peat restoration.

3. Drive positive socio-economic impact for people and communities

- The company respects, supports and upholds fundamental human rights, and does not engage in discrimination based on race, religion or gender. Reproductive rights in line with the country's laws shall also be respected.
- We place great importance on the individual cultures, customs and languages in the countries/regions where we operate.

3.1 Respect and support the Universal Declaration of Human Rights

The company recognises the inherent dignity of the individual and supports the Universal Declaration of Human Rights by the United Nations.

3.2 Respect and recognise the rights of all employees

The company is committed to ensuring that the rights of all employees, including contract, temporary and migrant workers, are respected according to local, national and ratified international laws and that international best practices are adopted where legal frameworks are not yet in place. It is our priority to comply with relevant legislative objectives and moral obligations to create, build and promote a harmonious, safe and healthy work environment and culture.

The following principles are core elements that will guide EPO Group's operations.

(i) No forced or bonded labour

The Group and its suppliers/contractors shall not knowingly employ or support the use of forced or bonded labour or human trafficking and shall take appropriate measures to prevent the use of such labour in connection with the Group's operations. There will also not be any restrictions on the workers' freedom of movement during their free time. The Group shall not deduct any part of an employee's wages unless provided for by law, nor withhold any property, identification cards, passports or other travel documents without their prior consent.

(ii) No child labour

The Group and its suppliers/contractors shall not knowingly employ or support the use of child labour. Remedial actions with appropriate follow up actions shall be employed if any child labour case is uncovered to protect the welfare of the child.

(iii) Occupational safety and health

The Group and its suppliers/contractors shall strive to provide a safe and healthy workplace environment and take effective steps to protect employees from exposure to potential occupational safety and health hazards that are likely to pose an immediate risk of permanent injury, illness or death.

(iv) Employment contracts

The Group and its suppliers/contractors shall ensure that employees are given in writing, in a language that they understand, a description of their duties, rate of pay, working hours, leave, and any other benefits of employment.

(v) Freedom of association and right to collective bargaining

The Group and its suppliers/contractors shall recognise and respect the right of employees to form and join trade unions of their choice subject to the provisions of relevant national legislation.

(vi) Minimum income standard

The Group and its suppliers/contractors shall ensure all workers are paid a wage equal to or exceeding the legal minimum wage and are covered for work-related illness and injuries.

(vii) Working hours

The Group and its suppliers/contractors shall ensure that working hours comply with national legislation including overtime hours (which are on a voluntary basis), and that workers have at least one rest day each week.

(viii) Record keeping

The Group and its suppliers/contractors shall maintain records of working hours and wages for all workers.

(ix) Equal employment opportunities

The Group and its suppliers/contractors shall ensure equal opportunities in the work place. All decisions relating to hiring, remuneration, access to training, promotion, termination or retirement will be made based on business needs, job requirements and individual qualifications and without regard to race, religion or gender.

(x) Access to education

The company is committed to ensuring that children of employees who are living in its plantations are provided access to education.

(xi) Harassment and violence

The Group and its suppliers/contractors shall not tolerate any type of harassment or violence.

(xii) Whistle-blowing

The Group shall provide a confidential means for all personnel to report illicit (i.e. unethical or illegal) activities. The Group shall refrain from disciplining, dismissing, or discriminating against any personnel for providing information on such activities.

(xiii) Business integrity

The Group shall conduct business in an honest and ethical manner, and comply with applicable laws and regulations.

(xiv) Grievance redress procedure

The Group shall provide a means for all personnel to air their grievances regarding their employment conditions, responsibilities, co-worker issues, promotion opportunities and other issues related to the work environment.

3.3 Facilitate the inclusion of smallholders into the supply chain

The company will strive to conduct continuous consultations with smallholders, and together with other stakeholders, provide technical assistance and support to smallholders to help them achieve compliance with this policy.

3.4 Respect land tenure rights

The company will respect legal land tenure rights, and recognise duties and responsibilities associated with tenure rights, such as respect for the long-term protection and sustainable use of land and national resources. This is done in compliance with the national obligations, constitutions, local laws and regulations of the countries where we are operating.

3.5 Respect the rights of indigenous and local communities

The company respects, upholds and recognises the rights of indigenous and local communities, to give or withhold their free, prior and informed consent (“FPIC”) to operations on lands to which they hold legal, communal or customary rights.

The company is committed to ensuring compliance by way of FPIC prior to commencing any new operations. The company will engage relevant stakeholders when undertaking such FPIC processes to ensure that such processes are properly implemented.

3.6 Resolve verifiable complaints and conflicts through an open, transparent and consultative process

The company is committed to actively and constructively engage with all stakeholders, including communities, governments, suppliers and civil society. In this respect the company has developed processes for the responsible handling of all complaints therefrom in consultation with such stakeholders.

TRACEABILITY

The company will endeavour to put in place a traceable palm oil supply chain. All the palm products produced by own plantations are traceable up to our respective palm oil mills, refineries and kernel crushing plants.

While it remains a challenge to fully trace the sources of FFB supplied by all traders/dealers, the company will continue to engage with all third party traders/dealers to further improve and enhance our traceability mechanism.

IMPLEMENTATION TIMELINE

The company will, together with the relevant stakeholders, develop a time-bound action plan to implement the commitments in this Policy. The company expects its suppliers and contractors to fully comply with the commitments herein by 31 December 2016.

REPORTING

The company will provide a half-yearly update on the time-bound plans and the progress of the implementation of the Policy commitments.

CONTINUOUS STAKEHOLDER ENGAGEMENT

The company acknowledges that the implementation of this Policy and its effectiveness would require the support and co-operation of its supply chain partners. We will work and engage with our partners and all relevant stakeholders to meet the objectives of the listed commitments. We value constructive inputs and suggestions to further enhance the implementation of the commitments.

COMPLIANCE WITH POLICY

The company takes the commitments in this Policy seriously and will continuously engage with its suppliers, contractors or trading partners to ensure compliance. In cases of chronic non-compliance or serious violations, the company will take appropriate action including their removal from the Group's supply chain.

This sustainability policy has been adopted from KLK

APPENDIX 2: BREAKDOWN OF EPO CSR INITIATIVES, 2015-2016

What follows is a breakdown of expenditure on labour, education and clinic costs, and CSR projects completed for both Palm Bay and Butaw Estates between October 2015 and September 2016.

LABOUR FIGURES

Employee numbers (including contractors)

Palm Bay Estate



Male: 481 Female: 355

Butaw Estate



Male: 300 Female: 98

Local wages detail (Palm Bay, Oct 2015 – Sept 2016)

	Weeding	Slashing	Manuring	Ablation	P&D	Supplying	Total
2011 fields	80,916	119,116	29,952	50,221	9,054	6,496	295,757
2012 fields	42,561	87,911	16,538	16,865	2,147	13,437	179,461
2013 fields	56,736	107,698	20,984	22,368	1,203	3,880	212,871
2014 fields	147,564	190,192	53,269	11,992	2,202	11,325	432,607
2015 fields	58,227	10,776	23,903	85	1,268	11,325	105,605
Nursery							102,609
Workshop							53,165
Security							107,317
Genset							15,801
Office staff							108,288
Drivers							65,981
Others							51,321

G. Total (\$) 1,730,789

ONLY labour cost. Exclusive of CSR, Clinic, School & Materials

Local wages detail (Butaw, Oct 2015 – Sept 2016)

	Weeding	Slashing	Manuring	Ablation	P&D	Supplying	Total
2012 fields	23,307	6,833	1,435	15,969	815	4,373	52,734
2013 fields	39,183	15,740	5,220	961	143	2,623	63,873
2014 fields	19,984	6,561	6,498	5,043	2,260	31,749	72,096
2015 fields	68,819	9,695	1,695	5,366	525,11	-	86,101
Nursery							48,179
Workshop							92,259
Security							71,058
Genset							5,247
Office staff							82,815
Drivers							83,956
Others							34,679

G. Total (\$) 693,000

ONLY labour cost. Exclusive of CSR, Clinic, School & Materials



SCHOOLS



Palm Bay Estate

Palm Bay Student detail			
	Male	Female	Total
K-A	49	54	103
K-1	44	47	91
K-2	36	42	78
Grade 1	36	30	66
Grade 2	36	35	30
Grade 3	22	21	43
Grade 4	30	24	54
Grade 5	21	9	30
Grade 6	18	9	27
Total:	292	271	563

Butaw Student detail			
	Male	Female	Total
K-A	28	17	45
K-1	51	52	103
K-2	38	30	68
Grade 1	25	27	52
Grade 2	24	45	69
Grade 3	22	21	43
Grade 4	24	20	44
Grade 5	14	14	28
Grade 6	12	9	21
Total:	238	235	473



Butaw Estate

School personnel details

Palm Bay Estate	
	No. of individuals
Principal	1
Vice principal	1
Registrar	1
Teachers	9
Support staff	7
Adult literacy facilitators	0
Total:	19

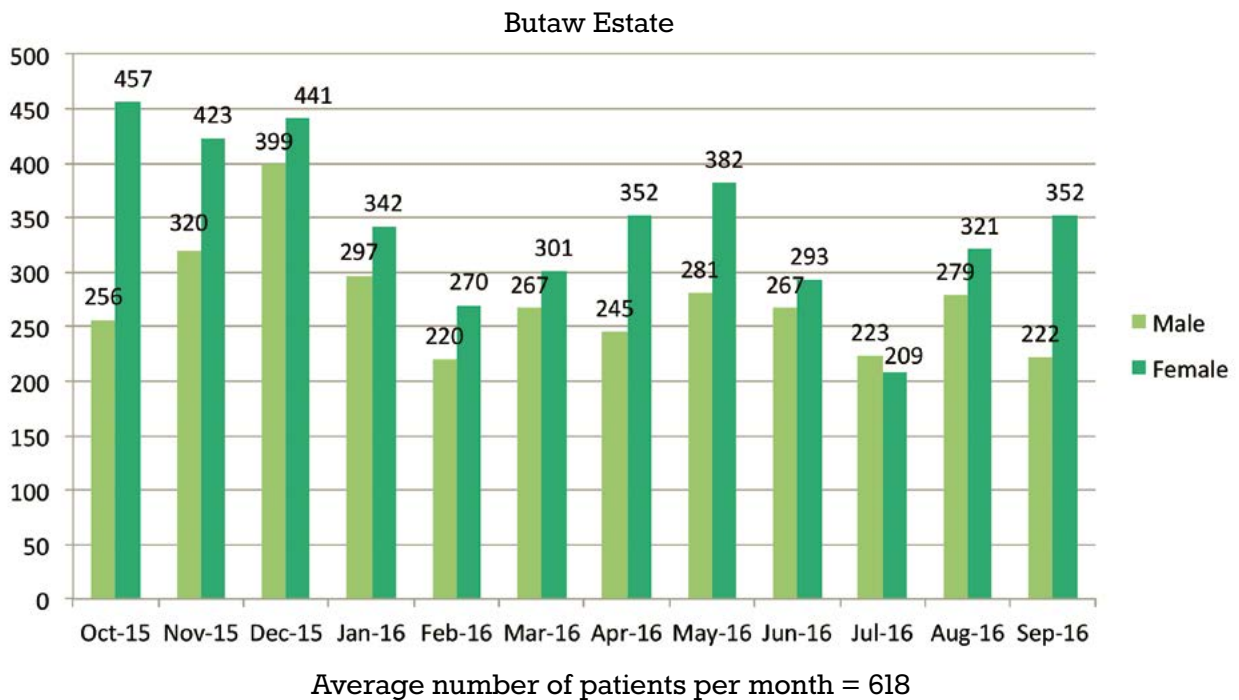
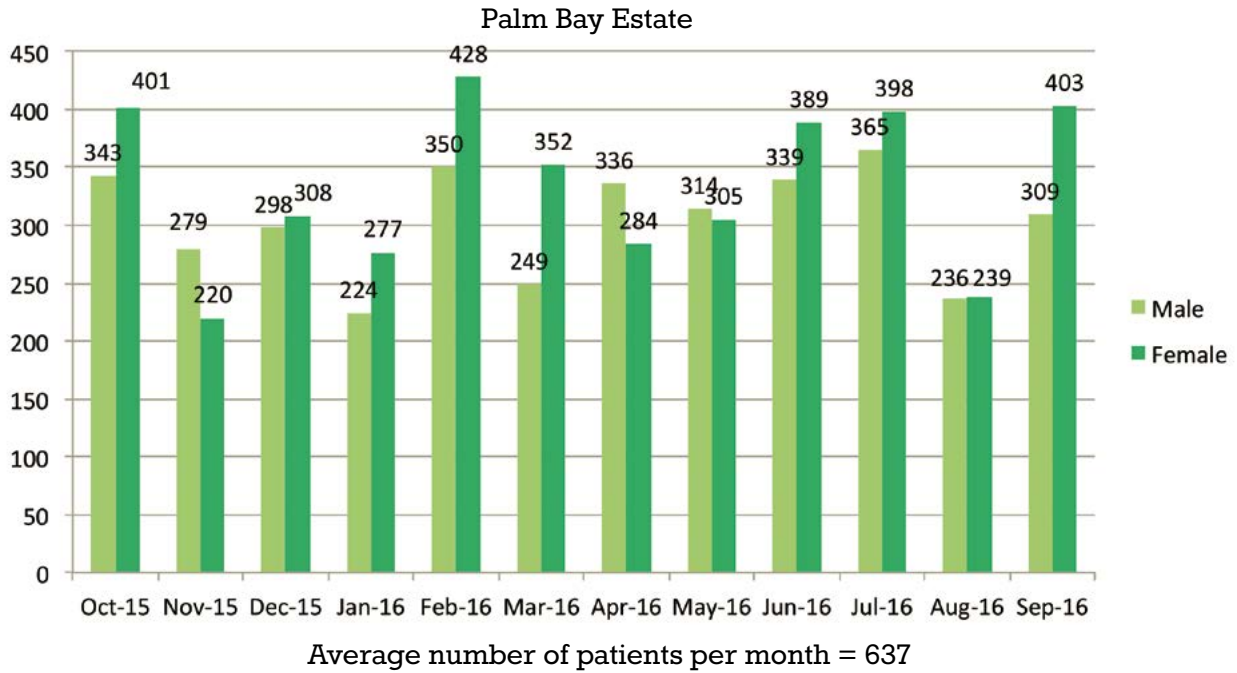
Butaw Estate	
	No. of individuals
Principal	1
Vice principal	0
Registrar	1
Teachers	9
Support staff	3
Adult literacy facilitators	0
Total:	14

School expenditure details

Palm Bay Expenditure (Oct 2015 - Sept 2016)	
	Amount
Staff salaries	77,741
Vehicle running	10,096
Others	13,125
Total:	\$100,963

Butaw Expenditure (Oct 2015 - Sept 2016)	
	Amount
Staff salaries	63,359
Vehicle running	8,228
Others	10,697
Total:	\$82,285

CLINICS





Treatment for Non employees/villagers

Palm Bay Estate		
Month	Total	% Treated
Oct-15	365	51%
Nov-15	313	42%
Dec-15	402	48%
Jan-16	318	50%
Feb-16	254	52%
Mar-16	285	50%
Apr-16	327	55%
May-16	344	52%
Jun-16	311	55%
Jul-16	230	53%
Aug-16	205	34%
Sep-16	188	33%
Total:	3,542	48%

Butaw Estate		
Month	Total	% Treated
Oct-15	256	34%
Nov-15	168	34%
Dec-15	249	41%
Jan-16	190	38%
Feb-16	343	44%
Mar-16	288	48%
Apr-16	292	45%
May-16	253	40%
Jun-16	326	44%
Jul-16	362	47%
Aug-16	162	34%
Sep-16	437	61%
Total:	3,326	43%

Clinic personnel details

Palm Bay Estate	
	No. of individuals
Officer in Charge	1
Midwives	2
Traditional midwives	1
Registrar	1
Dispenser	1
Nurses	2
Nurse aid	3
Dressers	2
Vaccinator	1
Cleaner	1
Total:	15

Butaw Estate	
	No. of individuals
Officer in Charge	1
Midwives	1
Traditional midwives	1
Registrar	1
Dispenser	1
Nurses	1
Nurse aid	1
Dressers	0
Vaccinator	1
Cleaner	1
Total:	9

Clinic expenditure details

Palm Bay Expenditure (Oct 2015 - Sept 2016)	
	Amount
Staff salaries	85,737
Transport/vehicle	51,133
Medicines	29,949
Sick pay	22,374
Total:	\$195,195

Butaw Expenditure (Oct 2015 - Sept 2016)	
	Amount
Staff salaries	46,544
Transport/vehicle	15,494
Medicines	12,802
Sick pay	15,146
Total:	\$89,988



CSR PROJECTS COMPLETED

OCT 2015 — SEPT 2016

Palm Bay Estate

Month	Description	Details
Oct 2015	i. Roof replacement programme ii. Mobile clinic service for communities	Neyor Camp housing for workforce Resumed since suspension due to EBOLA
Nov 2015	i. Road grading/repair works ii. Roof replacement	5.0 km Buchanan-Rivercess road Palava hut used by workforce and community
Dec 2015	i. Cooperative workshop for smallholders ii. New hand pump iii. 2 Hand pump repairs iv. Christmas contribution	Organized by MOA and STCRSP Sammy Town Yeaway Camp & Robert Town Cash and rice contribution for community
Jan 2016	i. Roof grading works ii. Xmas and new year celebration	15 km heading to Compound 4 For children within LIBINCO
Feb 2016	i. Fire prevention campaign ii. Culverts replacement & road maintenance iii. HIV awareness campaign	Awareness campaign to local communities 0.5 km road maintenance and culverts In collaboration with UNMIL
Mar 2016	i. Smallholders planning meeting ii. Fire prevention campaign iii. Neglected tropical diseases training iv. Polio & measles vaccination, vitamin A and deworming exercise for community children v. Clinic extension vi. Community clinic contribution	Organized by MOA and STCRSP In continuation with the EPA and communities In collaboration with Ministry of Health In collaboration with Ministry of Health To accommodate additional rooms Materials donated to help construction of a community clinic in the district.
Apr 2016	i. Neglected tropical diseases vaccination ii. Donation from Ministry of Health iii. UNICEF donation to LIBINCO school Friendly match of football and kickball with LAC plantation Workers Union anniversary celebrations	4037 individuals vaccinated from 53 villages/communities Various clinic materials Various schooling materials for students Cultivates togetherness among the residence of the two agriculture concessions in the county.
May 2016	i. 1 new hand pump ii. STCRSP meeting with World Bank & MOA	Nuhn Town Finalized plans to commence oil palm smallholder rehab project
Jun 2016	i. Smallholders rehab project initiated ii. Funeral assistance for Paramount Chief iii. Rain gear contribution to the Buchanan Police Department	In collaboration with MOA and World Bank Cash & rice contribution for the wake Rain coats for local police
Jul 2016	i. Smallholder rehab project tools distribution ii. 1 new hand pump iii. Roof replacement programme iv. Independence Day celebration contributions	In collaboration with World bank & MOA Moarse Town Yeaway Camp Cash and rice contribution to communities
Aug 2016	i. Road repair works ii. Pit latrines in Neor Camp	1.5 km on G.Bassa-Rivercess main road 2 units with 6 cubicles each
Sep 2016	i. Community hall rehabilitation works	Yeaway Camp

Butaw Estate

Month	Description	Details
Oct 2015	i. Wooden desk contribution ii. Independence Day celebration	25 desks contributed to the LFPI school Within LFPI workforce
Nov 2015	i. School sporting activities	Kickball (girls), football (boys)
Dec 2015	i. Road maintenance works ii. Christmas celebrations iii. Football tournament	8.0 km towards Baffu Camp For approx. 300 children and employees Fostering harmonious atmosphere
Jan 2016	i. Desk & stationery donation to Community School ii. Retirement ceremony	25 desks and various stationery contributed to the community school in Komanah Town For 5 employees with certificate awarded
Feb 2016	i. Wooden bridge rehab works ii. Vacation students training	Main roads to Baffu Bay 1 student trained on oil palm cultivation
Mar 2016	i. UNICEF donation to LFPI school ii. Deworming workshop iii. Renovation of staff housing	Various schooling materials for students by UNICEF In collaboration with Ministry of Health Staff now are based in the planation rather than travelling daily from Greenville
Apr 2016	i. 2 new hand pumps ii. Retirement ceremony	LFPI school and staff housing For 5 employees with certificate awarded
May 2016	i. Contribution to LFPI school ii. LFPI school renovation works	Cooking materials for the feeding of students For the comfort and safety of students
Jun 2016	i. Rain gear contribution to the District Police & Immigration Department ii. LFPI School Graduation & semester break ceremony	Rain coats & rain boots
Jul 2016	i. Community school semester break closing programme ii. Bridge rehabilitation works	Road from Karpu Town
Aug 2016	i. Vacation students practical training ii. Bridge rehabilitation works	10 students from the county Road from Signboard to Baffu Camp
Sep 2016	i. County Health Team training ii. Football tournament	Training and awareness on polio LFPI team represented in the county football tournament

