

Date: 14/10/2021

Public Notification: RSPO Initial Certification Audit of Dola CPO Mill, Olam Palm Gabon SA, Olam International Limited (RSPO Membership: 1-0114-12-000-00)

Dear Stakeholders,

This is to inform that Dola CPO Mill under the Parent company Olam International Limited with RSPO membership number (1-0114-12-000-00) had appointed BSI Services Malaysia Sdn Bhd ("BSI Malaysia") to conduct the Initial Certification Audit located at Mouila, Gabon. The audit will be conducted from 29/11 to 03/12/2021 against the requirements of Gabon National Interpretation 2020 of the RSPO P&C 2018.

RSPO PO ID number of the Dola CPO Mill is: RSPO_PO1000013228

Olam International is a leading food and agri-business, supplying food, ingredients, feed, and fibre to over 22,000 customers worldwide. Olam value chain spans over 60 countries and includes farming, processing, and distribution operations, as well as a sourcing network of 4.7 million farmers. Olam purpose is to re-imagine global agriculture and food systems. Olam aims to address the many challenges involved in meeting the needs of a growing global population, while achieving a positive impact for farming communities, the planet, and all Olam's stakeholders. Headquartered and listed in Singapore, Olam currently ranks among the top 30 largest primary listed companies in terms of market capitalisation on SGX-ST.

1. The information of the production data to be assessed are as follows:

Dola CPO Mill and Supply Base		
Mill Name		Dola CPO Mill
Mill Capacity (tons/hour)		90 MT/hr
Address / Location		Moutassou, National Road N1, Mouila, Gabon
GPS Reference <small>(in degree, minute & second)</small>	Latitude	02° 09' 59.052" S
	Longitude	11° 10' 46.120" E
Forecast Annual Output (MT)	CPO	14,562.00 mt
	PK	2,730.00 mt
	FFB	185,700.17 mt

2. The Supply Base / Estates details are as follows:

No.	Estate / Member	Location	GPS Reference		Area Summary (Ha)		Annual FFB Forecast (MT)	Liability Status (L/NL)	Date join (for ISH)
			Latitude	Longitude	Total Area to be Certified	Planted Area			
1.	Lot 3 Estate 10	Moutassou town	1° 54' 01.85" S	10° 58' 47.96" E	3,960.32	2,543.00	12,625.42	NL	N/A
2.	Lot 3 Estate 11	Moutassou town	1° 57' 00.94" S	11° 00' 37.13" E	4,931.39	2,545.00	15,885.04	NL	N/A
3.	Lot 3 Estate 12	Moutassou town	2° 00' 18.42" S	11° 02' 50.07" E	6,587.80	3,282.00	38,683.89	NL	N/A
4.	Lot 3 Estate 13	Moutassou town	2° 04' 28.60" S	11° 07' 08.88" E	5,199.45	3,500.00	37,190.88	NL	N/A
5.	Lot 3 Estate 14	Moutassou town	2° 08' 39.26" S	11° 07' 48.17" E	4,222.92	3,413.00	21,842.94	NL	N/A
6.	Lot 3 Estate 15	Moutassou town	2° 10' 01.76" S	11° 10' 38.13" E	13,461.63	2,989.00	9,965.00	NL	N/A
7.	Ndende Estate 16	Ndende town	2° 16' 19.646" S	11° 12' 47.506" E	16,837.71	2,537.00	18,520.00	NL	N/A

No.	Estate / Member	Location	GPS Reference		Area Summary (Ha)		Annual FFB Forecast (MT)	Liability Status (L/NL)	Date join (for ISH)
			Latitude	Longitude	Total Area to be Certified	Planted Area			
8.	Ndende Estate 17	Ndende town	2° 18' 59.228" S	11° 15' 19.130" E	8,843.40	2,536.00	16,737.00	NL	N/A
9.	Ndende Estate 18	Ndende town	2° 20' 48.276" S	11° 13' 20.612" E	25,187.81	2,457.00	14,250.00	NL	N/A
TOTAL					89,232.43	25,802.00	185,700.17		

Note: L – with Liability; NL – No Liability

The Supply Base to this certification does not involve new development. Consequently, there is no NPP process.

BSI Services Malaysia Sdn. Bhd. is accredited to provide independent, third-party RSPO P&C and RSPO SCCS certification services. BSI Malaysia is a subsidiary of BSI Group, a Royal Charter Company. BSI is the world's Trusted brand in providing business improvement solutions with more than 86,000 clients in over 193 countries. BSI's mission is to share knowledge, innovation and best practice to help people and organizations make excellence a habit. BSI is the U.K.'s National Standards Body. BSI Services Malaysia Sdn. Bhd. has RSPO affiliate offices in Indonesia, Australia, China and India.

The audit team for this audit will consists the following:

Audit Team	Role/Area of Requirement	Qualification and Experience
Dennis Yaw Acquah	Team Leader Occupational health and safety, operation procedure, organization commitments, legal compliance, long term economy plan, time bound plan, supply chain for mill	<ul style="list-style-type: none"> - Holds a BSc. in Natural Resource management with specialization in Forestry from Kwame Nkrumah University of Science and technology, Kumasi, Ghana; MSc in logistic and Supply Chain Management from Kwame Nkrumah University of Science and technology, Kumasi, Ghana. - Currently work as a Project Coordinator (Forest and Biodiversity). Also experienced in implementing forest governance project, building relations, and sustaining communications with forest communities, acting as resource person for awareness and training activities and engaging government towards policy reforms. He has 14 years of experience as an Operation Managers having worked with two of the leading timber processing industries in Ghana. - Successfully completed the RSPO P&C 2018 Lead Auditor Course; RSPO SCCS Lead Auditor Course, FSC Forest management/CoC Lead Auditor Course, Rain Alliance Sustainable Agriculture Standard (RA SAS) Farm/CoC Lead Auditor Course. Have has also participated in ESIA and SEA trainings.
John Manyitabot TAKANG	Team Member Best Management Practice for Mill and Estate, environment aspect, GHG & HCV, continuous improvement, supply chain for mill	<ul style="list-style-type: none"> - Holds a Bsc. in Environmental and Resource Management and MSc. in Environmental Sciences from the University of Cologne, specializing in environmental law and governance. - He was a Resident Scholar at the United Nations University's International Human Dimensions Programme on Global Environmental Change (UNU-IHDP) in Bonn-Germany. John has also served at the International Forest Policy Unit, in the Department of Natural Resources Governance and Climate Change of the German Technical Cooperation (GIZ). He was the Academic Officer of the International Master of Environmental Sciences (IMES) Programme at the University of Cologne, where he equally taught classes in international environmental law. Additionally, he has taught classes

		<p>in international environmental law in the Technology and Resources Management master study programme offered at the Institute for Technology and Resources Management in the Tropics and Subtropics of Cologne University of Applied Sciences. John is involved in a number of governance initiatives. Among others, he is a Fellow of the African Good Governance Network (AGGN). Since 2011, he is founding Executive Director of the Environmental Governance Institute (EGI), where he is engaging in the conception and implementation of a wide range of projects including, policy, development, renewable energies, sustainable agriculture among other.</p> <ul style="list-style-type: none"> - Successfully completed the RSPO P&C 2018 Lead Auditor Course, ISO 14001:2015 Lead Auditor Course (attended), RSPO Smallholder Academy (Partner to the Academy) and training in HCV/HCS.
Aimé Fulgence	<p>Team Member</p> <p>Social aspect and workers welfare, worker consultation, stakeholder consultation, impact assessments, policies, supply chain for mill</p>	<ul style="list-style-type: none"> - He obtained qualification in Vocational Bachelor in Quality Control and Environment Management, ESTC, Abidjan (2018), Vocational training Certificate in cooperation, specialised in Cooperative management, Ecole Régionale d'Agriculture du Sud (ERA Sud Bingerville), Abidjan (2010), Marketing-Communication and Advertising Design Engineer, Institut des Technologies d'Abidjan (2009), Marketing-Communication and Advertising Techniques Engineer, Institut des Technologies d'Abidjan (2008), Bachelor of Arts in literature, specialised in English, Université de Cocody, Abidjan (2005), HND in Human Resources Management and Corporate Communication, ESSECT Henri Poincaré, Abidjan (2005), and Baccalauréat in Literature, Lycée Moderne d'Aboisso, Aboisso (2002). - Experience in social audit, sustainable agriculture, and certification of agricultural production systems. - Successfully completed the ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Child Labor Centered Due Diligence Process / Abidjan, and Gender workshop for Associated trainers / Abidjan.
Gueye Sarah MASSOLOU	Translator/ Technical Expert	<ul style="list-style-type: none"> - Holds a Master's degree in business law and taxation at Omar Bongo University. - Currently, Sarah self-employed with a few companies and some public entities, as a legal consultant. Previously at Axe consulting, she drafts of service provision contracts, equipment rental contracts, confidentiality clauses and procedures. At SGRA/LOURMEL (France), the company's status and of contracts between companies and insurance and reinsurance companies. At ANUTTC (National Agency for Town Planning, Topographical works and Cadastre), she worked on the project of taxation of land titles and final titles. - Trainings attended: Budget management, Contract negotiation, and Legal document assessment.

In preparation for the assessment, related stakeholders are invited to provide written input regarding this assessment by commenting on related aspects to the certification unit. Topics that you may wish to comment on are as follows but not limited to:

- Environmental Protection & conservation
- Human rights & workers welfare
- Opportunity for employment
- Company approach to community development
- Your relationship with the company
- Participation in decision making
- Free, prior and informed consent
- Suggestion for improvement

Comments that are received within 30 days from the date of this letter will be considered in the Assessment. Please include the following details in case we may need to contact you for clarification or follow-up on any issue raised by you.

Name: Email:
Position: Phone Number:

If you wish your comments to be treated confidentially or to remain anonymous, please mark your reply "CONFIDENTIAL". You may direct your comments to:

Scheme Manager:

Mr. Nicholas Cheong
BSI Services Malaysia Sdn. Bhd.
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Tower, Mid Valley City Lingkar Syed Putra
59200 Kuala Lumpur
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AND / OR

Auditee:

Mr. Mohamed Dao
Responsible of Compliance & Certification (OPG/ORG)
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We thank you and appreciate for your comments.

Yours sincerely,



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Nicholas Cheong
Global Food Scheme Manager (Agriculture)