



GVL GOLDEN
VEROLEUM
LIBERIA



Memorandum of Understanding
Incorporating Social Agreement
Between

Du, Wolee and Nyennue Communities
and Golden Veroleum (Liberia), Inc.

June 11, 2016



MEMORANDUM OF UNDERSTANDING AND CONTRACT
INCORPORATING SOCIAL AGREEMENT (THE MOU) BETWEEN DU,
WOLKE AND NYENNUE COMMUNITIES IN DU-WOLKE TOWNSHIP,
KPAYAN COUNTY DISTRICT, SINOE COUNTY AND GOLDEN
VEROLEUM LIBERIA (SVL) ON THIS 11TH DAY OF JUNE, A.D. 2016.

"LET THIS BE REGISTERED"

Amma September 6, 2016

JUDGE OF THE MONTHLY AND PROBATE COURT

Sinoe

COUNTY

Probated this

8th

Day of

September

A.D.

2016

Amma
CLERK OF THE MONTHLY AND PROBATE COURT



REGISTERED ACCORDING TO LAW

VOL.

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REGISTRAR

SINOE

COUNTY

OFFERED FOR PROBATION BY

Atty. Regina T. Elliott

ATTY./COUNSELLOR-AT-LAW, REPUBLIC OF LIBERIA

THIS DOCUMENT HAS BEEN LEGALLY REGISTERED AND
FILED AT THE NATIONAL ARCHIVES IN THE REGION
Sept 2016 AT 12:59 14





NOTARY CERTIFICATE

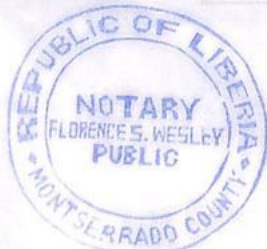
Personally Appeared Before Me, in My Office, within the City of Monrovia, Montserrado County, Republic of Liberia this 11th day of JUNE, A. D. 2016, a duly qualified Notary Public for and in the County of Montserrado and in the Republic Aforesaid the Party/Parties to the attached document(s):-

MEMORANDUM OF UNDERSTANDING AND CONTRACT INCORPORATING SOCIAL AGREEMENT (THE MOU) BETWEEN DU, WOLEE AND NYENNUE COMMUNITIES IN DU-WOLEE TOWNSHIP, KPANYAN COUNTY DISTRICT, SINOE COUNTY AND GOLDEN VEROLEUM LIBERIA (GVL) ON THIS 11TH DAY OF JUNE, A.D. 2016.

and did in my presence and in the presence of each other execute and signed his/her/their genuine signature(s) on the said Instrument(s) as the person(s) he/she/they represent and that the same was made in my presence and declared by each of them to be his/her/their voluntary act(s) and in his/her/their own hand writing(s).

Therefore, I Florence Stemn Wesley, Notary Public aforesaid, have attached my Official Signature and Notary Seal to avail when and where Necessary.

I, the undersigned have affixed my genuine Signature attesting to this transaction by the power vested in me this 11th day of JUNE, A. D. 2016



Florence Stemn Wesley
FLORENCE STEMN WESLEY

NOTARY PUBLIC, MONTSERRADO COUNTY, R.L.
\$2.50 REVENUE STAMPS AFFIXED ON THE ORIGINAL

PROCESSED BY: SHERMAN & SHERMAN LAW FIRM



GVL GOLDEN
VEROLEUM
LIBERIA

**Memorandum of Understanding
And Contract Incorporating Social Agreement (The MOU)**

Between

Du, Wolee and Nyennue Communities in Du-Wolee Township,
Kpanyan County District, Sinoe County
and Golden Veroleum Liberia (GVL)

on

11th June A.D. 2016



T.G.A

Memorandum of Understanding and Contract Incorporating Social Agreement

THIS Memorandum of Understanding and Contract incorporating (hereinafter referred to as "MOU") is made and entered into this 11th June A.D. 2016, between Golden Veroleum (Liberia)- (GVL) Inc., Republic of Liberia, a Liberian Domestic Corporation, ("GVL") represented by its Authorized Signatories, named below, and the Du, Wolee and Nyennue Communities, Du Wolee Township, Kpanyan County District of Sinoe County, Republic of Liberia, (hereinafter interchangeably referred to as "Du, Wolee and Nyennue Community" or "DWN Communities", having the same meaning whether singular or plural) represented by their self-chosen Authorized Representatives, named below.

This MOU further incorporates the Contract Social Agreement between GVL and the Du, Wolee and Nyennue Communities, Du-Wolee Township, Kpanyan County District, Sinoe County.

RECITALS:

WHEREAS, on 2nd September 2010, GVL was granted rights by the Republic of Liberia under the provisions of a 65-year agricultural Concession Agreement to engage in the development of land for oil palm and the production and sale of palm oil products, and the Concession Agreement is referenced accordingly herein;

WHEREAS, GVL's investment in the business of oil palm production in Liberia is long term. Stable engagement with communities brings considerable benefits in terms of jobs, careers, capacity building, infrastructure, and other social and economic benefits, which, by their nature, provide opportunities for communities to achieve desired changes in their economic and social development.

WHEREAS, the Du, Wolee and Nyennue Communities have invited and hereby confirm GVL to develop their community land in specific areas herein further specified (whether held under customary, traditional, communal, tribal, private usage or forest management or other rights, permits, certificates or titles) which are not contested by other communities, for GVL's planting and facilities. This MOU also incorporates provisions for establishing a Community Oil Palm program to be owned by the community's members.

WHEREAS, the Du, Wolee and Nyennue Community have collaborated with consultants for the purpose of learning and considering through an Environmental and Social Impact Assessment ("ESIA") about potential impacts of oil palm development, and have collaborated with assessors for the purpose of also learning about and considering High Conservation Values ("HCV") on the Du, Wolee and Nyennue Community's lands.

WHEREAS, GVL and Du, Wolee and and Nyennue Communities have collaborated through participatory mapping to identify 1,449 ha (corresponding to approximately 3,579.03 acres, being that one hectare equates to approximately 2.47 acres for the purposes of this illustration, or 14,200.2 Liberian Lots, being that one hectare equates to approximately 9.8 Liberian Lots for the purposes of this illustration) of land for the development of oil palm by GVL and 289.8 ha additional hectares (approximately 715.81 acres as per the above conversion, or 2,840.04 Liberian Lots similarly) of land as may be required for the use of the Community (with support from GVL) to establish a Community Oil Palm program.

WHEREAS, the Du, Wolee and Nyennue Communities has determined to their satisfaction that such land they have identified and offered for oil palm development purposes, both for GVL farms and for Community Oil Palm (also called the Outgrower Program), retains sufficient community land for the community to use for future development, farm land and other purposes the community has determined it will want to pursue. This agreement does not preclude the Du, Wolee and

Nyennue Communities from deciding at some later date that it may want to offer land outside this agreement area for oil palm development or for any other purposes.

WHEREAS, Phase I, consisting of 629 hectares, comprises a nursery of 86 hectares, facilities of 60 hectares and 483 hectares of planting area. It is recognized by the Du, Wolee and Nyennue communities that there is an ongoing land claim between Du, Wolee and Nyennue communities and Numopoh District from the River Wyanee down to Albert Fear Old Town region which land claim includes the land in Phase 1 described above.

Phase II comprising 1,449 hectares south of the contested area as indicated on the attached map agreed by the communities, Du Wolle Township such development being agreed by Numopoh District citizens as not contested area and to be developed by GVL upon further study and decision by GVL.

Phase III, comprising approximately 289.80 hectares of land is planned for the use of the Communities (with support from GVL) to establish a Community Oil Palm program in conjunction with the 1,449 ha of GVL estate. The location of such land shall be decided between the parties to this MOU and other stakeholders as necessary.

Phase IV, furthermore, for the sake of clarity, the parties shall consider in the future additional hectares base on the availability and suitability of land as identified by the Du, Wolee and Nyennue Communities in Du-Wolee Township . Such additional areas will be subject to a separate agreement, which may be an addendum to this current MOU if parties so agree at that time. Such further area would also contribute to additional land area for Community Oil Palm.

WHEREAS, there is an area marked grey on the map which, at the time of signing this MOU, was the subject of other land claims by Worteh Township. In accordance with GVL's policy not to develop land that is known to be contested, the Communities and GVL hereby agreed that this land will not be developed pending resolution of the ownership of this land. Should ownership of the whole or the part of this area be found to rest with the Du, Wolee and Nyennue communities, there may be a further agreement between the Communities and GVL for development of part or the entire developable portion of this land for oil palm. Such agreement, if reached, may be by addendum to this MOU or subject to separate agreement, as may be determined between the parties.

WHEREAS, this MOU outlines the process of engagement for future assignment of land for oil palm development, social, employment and other economic benefits offered by GVL to Du, Wolee and Nyennue Communities, and the Communities' and GVL's approach to resolving grievances should they arise.

WHEREAS, this MOU shall be registered through the Liberian Legal system and become binding upon the parties hereto, their respective representatives, members, agents, counsellors, heirs, successors in office, administrators and assignees, whether past, current or future, as though they were specifically named herein;

NOW, THEREFORE, in consideration of the foregoing, Du, Wolee and Nyennue Communities and GVL have agreed as follows:

A) Priority for jobs and training to be provided by GVL to Citizens of the Community

GVL shall prioritize suitably qualified and experienced, where necessary, Du, Wolee and Nyennue Communities adult citizens for jobs and employment, training, promotion, and access to college and university scholarships and business opportunities in accordance with **Appendix A**. For the avoidance of doubt, where there is more than one suitably qualified and experienced candidate for a particular position, preference will be given to citizens of Du, Wolee and Nyennue Communities in Du Wolle Township Where there are insufficient suitably qualified, skilled or experienced citizens

from within Du, Wolee and Nyennue Communities for available positions, the community accepts and recognizes that GVL may and shall, as necessary, recruit people from Du Wolee Township. The parties agreed that the communities shall inform GVL if suitably, qualified and experienced candidate is not available in the communities for the position through a written communication in the line with the timeline put forth by GVL, while GVL is to also inform the communities through writing if citizens recommended for posts are found not qualified for the recommended positions before sourcing from elsewhere. The communities recognizes that such decisions may be necessary business decisions as part of GVL's commitments under this MOU and will not seek to disrupt operations as a result of such decisions being made.

B) Benefits to be provided by GVL to Citizens of the Community who are Employees of GVL

GVL shall provide, in accordance with applicable law, the Concession Agreement and any other agreement made with Du, Wolee and Nyennue Communities or otherwise relevant to this MOU and its provisions, timely wages, salaries and other benefits specified in **Appendix B**.

C) Benefits to be provided to Communities even if not employed by GVL

In accordance with the provisions for Community Development Contributions specified in the Concession Agreement, GVL shall pay to the Du, Wolee and Nyennue Communities' Community Development Fund (CDF) US\$5.00 per hectare annually for every hectare of developed (meaning land planted with palms) land.¹ This will be governed with Du, Wolee and Nyennue Communities through a Committee appointed in accordance with the Concession Agreement for development projects that deliver services and community infrastructure improvements for Du, Wolee and Nyennue Communities. In addition, GVL may construct and rehabilitate roads and bridges within GVL concession areas and other areas that may be agreed on Du, Wolee and Nyennue Communities land, which GVL and Du, Wolee and Nyennue Communities agree may be used by the communities. Where such additional roads and bridges outside GVL concession areas may be considered and agreed by GVL and Du, Wolee and Nyennue Communities, such roads and bridges, and their conditions for use will be recorded and appended to the MOU. GVL shall provide Du, Wolee and Nyennue Communities citizens' access to GVL schools that are provided from time to time and where places are available, university and college scholarships in accordance with conditions specified in this MOU and elsewhere and healthcare facilities that may be provided from time to time and where capacity exists. Where there are known and suitably qualified, experienced and resourced entrepreneurs and business people in Du, Wolee and Nyennue Communities, GVL shall invite them to bid for projects or business opportunities that may be available from time to time in relation to GVL's oil palm development activities.

D) Community Oil Palm Program supported by GVL

GVL shall support Du- Wolee Nyennue Community in the development of a Community Outgrower Program for oil palm, which will be owned by the Community and/or its members under an arrangement to be separately agreed. GVL shall work with Du, - Wolee and Nyennue Communities and the Government of Liberia in accordance with the Concession Agreement to help the Du, Wolee and Nyennue Communities to be able to develop a proportionate share of the total land it offers for Community Oil Palm purposes. The implementation of the Outgrower Program is subject to the Government sourcing appropriate funding as specified in the Concession Agreement. In general, as may be agreed with Du- Wolee Nyennue Communities and subject to the Communities making the land available for such purposes, GVL shall seek to help the Du, Wolee and Nyennue Communities develop about 1ha approximately of land for Community Oil Palm purposes for every 5ha Du,- Wolee and Nyennue Communities allows GVL to develop for oil palm. The program will be offered in

¹ It should be noted that the CDF mentioned above is distinct and separate from any payments that GVL is obliged under the Concession Agreement to pay to the Government of Liberia for developed land within Developed Areas.

accordance with **Appendix D** and subject to terms, considerations, rules and regulations to be agreed with the Du, Wolee and Nyennue Communities and program participants.

E) Development Timetable

The timing of investment and development is based on the partnership and agreements established between Du, Wolee and Nyennue Communities and GVL and broader macro-economic factors. GVL shall undertake the specified investments and developments listed in **Appendix E**. The precise timing will be subject to the rate of land development as indicated in Appendix E, as well as: uncertainties arising from logistical constraints; any land boundary disputes or community land claims challenges that may arise subsequently that limit the ability to develop land; adverse weather; issues concerning infrastructure and roads; training progress; and other external influences outside the control of GVL that may arise from time to time.

F) GVL Commitment to Communities regarding Potential Impacts

GVL shall not pursue resettlement of the Du, Wolee and Nyennue Communities people from their villages or towns. This has always been GVL policy. GVL has never resettled any community, village or town and has not required anyone to do so on GVL's behalf. GVL adheres to all relevant laws and regulations of Liberia, the requirements arising from being a member of the Roundtable on Sustainable Palm Oil (RSPO), other good practice which it accepts is applicable and to partnership with the Communities, in accordance with **Appendix F**.

G) Community Commitment to GVL

The Community similarly commits to adhere to all the relevant laws and regulations of Liberia, appropriate good practice, and to partnership with GVL, in accordance with **Appendix G**.

H) Issue and Grievance Resolution process

Given the long-term nature of the partnership, it is possible that disagreements or differences may arise between Du, Wolee and Nyennue Communities or its citizens and GVL. The company and communities recognized the importance of addressing and resolving any such differences in a friendly and timely way and as such have agreed to the attached Grievance Resolution Process included in **Appendix H**.

I) Joint Safeguarding Plan for environment, people and properties

The Du, Wolee Nyennue and Communities and GVL recognized the need to safeguard forests close to communities (including community forests). They also recognized the need to preserve and protect other important lands and heritage, close to or within the defined areas of land which the communities have invited GVL to develop or assist in developing as GVL farms and as a part of the Community Oil Palm Out-grower Program. In addition to the forest and culturally important areas, the communities and GVL recognized the need to protect specific species of animals and plants, specific ecosystems of significant biodiversity importance and indeed the abundance of any animals and plants beneficial to nature and to the long term wellbeing, safety and security of the Communities, its citizens and GVL's employees and operations. In pursuing the desire for appropriate development, both the Communities and GVL recognize that the preservation of such areas is in addition, essential for the long term benefit of the whole area, to protect the soil, maintain a robust ecosystem, preserve the local climate as far as is possible, maintain local resources for sustainable use and maintain healthy air, water and soil conditions. The details of these commitments and how they may be implemented are set out in **Appendix I**.

J) Statement of Acknowledgement

This MOU has been drafted and agreed following a full process of Free, Prior and Informed Consent (FPIC) in accordance with the requirements set out in the FPIC Guidelines and RSPO Principles and Criteria in effect from time to time. In this regard, it is noted that –

1. Du,Wolee and Nyennue Communities first approached GVL by way of a letter of invitation dated 26th August 2012 offering communities land for oil palm development;
2. Du,Wolee and Nyennue Communities and GVL began the FPIC process on 16th September 2013; and
3. This MOU was finalized on 10st June 2016 and agreed for signature by legitimate communities representatives as identified and agreed by Du, Wolee and Nyennue Communities.

As an official endorsement of the agreed lands for development and confirming the detailed participatory mapping and FPIC engagement process undertaken by the communities and GVL, the communities formally attests to and signs the development map, being current as at 31st February 2016. The communities acknowledges and affirms that it may wish to enter into future negotiations for transfer of additional lands, and that amended or updated maps may accordingly be appended to and become part of this MOU. The formal endorsement is contained in **Appendix J** and is an integral part of this MOU.

K) Documents of Reference

GVL and the Communities hereby acknowledge incorporation into this MOU of the reference documents listed in **Appendix K**.

This MOU shall remain in force for the life of the Concession Agreement, unless otherwise mutually agreed by the Parties hereto.

L) Review of the MOU and the Social Agreement

The Du,Wolee and Nyennue Communities and GVL shall undertake an annual review of progress on implementation of the provisions of this MOU. Not later than five years from the date of signing the MOU, the Du,Wolee and Nyennue Communities and GVL shall jointly consider whether the social aspects MOU need to be updated to reflect changes in the way that the company and the communities work together in fulfilment of the MOU, without undermining its fundamental intent or purpose. Where a need is identified to update this MOU, Du, Wolee and Nyennue Communities and GVL agreed that a full consultative process in accordance with FPIC guidelines in effect from time to time will be undertaken. Suitable addendums will be agreed, signed off by Du, Wolee and Nyennue Communities and GVL and added to this MOU to record any such changes so agreed. The Communities and GVL commit to fulfil the basic provisions of this MOU through its lifetime in accordance with its terms and consistent with the Concession Agreement. The existing MOU as it is in force from time to time will remain in effect unless and until any mutually agreed changes are signed off and appended to this MOU.

Signatories²

The Du- Wolee Nyennue Community hereby affirms that the signatories to this agreement on behalf of the Community are freely self-chosen by the Du,Wolee and Nyennue Communities as their duly authorized representatives and as such are authorized to sign such binding agreement, and that such parties that are endorsing or witnessing the signing are doing so on the invitation of Du,Wolee




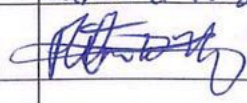



² It is assumed for the purposes of this MOU template that the signatories to this agreement on behalf of the Community are likely to incorporate typical community leadership groups. It is the community's right to determine its own representatives and the signatories in the signed MOU may differ from this template.

Provision is also made for other parties to attest and endorse. It should be noted that these are optional and subsidiary to community signatories. This MOU should be clearly between representatives of residents of the community and GVL. [This footnote is a reminder for the MOU template only. It should be removed from the draft MOU once it is clear that, in accordance with FPIC guidelines, the community has indicated that it clearly understands its right to nominate its representatives and to decide on its own decision-making processes.]

and Nyennue Communities and are accordingly authorized to endorse or witness. GVL hereby affirms that the signatories attached hereto are authorized by GVL to sign such binding agreement.

For GVL: Mano Pillai 11/6/2016
Mr. Mano Pillai

Community Representatives Committee	
	Eka Chea
Aloee	Alathan Clarke
	Wilson Saywe
Wolee	Augustina Terboe
Chair	Daddy S. Wyeah
Lpc chair	Caesar Brown

REPRESENTATIVE ATTESTATION AND ENDORSEMENT (Traditional Leaders including Paramount Chiefs and Chief)	
	Gisson saywe 
	Tacob Hobe
	Matthews Doe
	Amos T. Nagbal
	Ray Peter S. Nixers 
	Frederick Wleh
Broad Based Leaders including Women, and Youth leaders, Elders, Religious Development leader, etc.	
Women Leader	Alocia Toe 
Youth Leader	Samuel Wiah S. Wiah
Elder Rep	
Religious Rep	Beaman J Togba B.F.
Development Leader	
	Bozey Bot 
	Stephens Brown 
	Doris Saywe
	Sargbed Myerker 

- clan chief
- Paramount
- clan chief
- clan chief

Government Advisory and Civil Society Attestations and Endorsements

The signatories below witness that this MOU has been freely entered into and signed by legitimate community representatives as identified and agreed by Du, Wolee and Nyennue Communities and by nominated representatives of GVL. Signatories attest that they have read and understand the contents of this MOU and the binding nature of it.

Government Authorized Representation at District, County, and/or National level as agreed by Du, Wolee and Nyennue Communities, Du Wolee Township and GVL

Prosper K. Browne Prosper 09/27/16
County Superintendent

Moses C. Tuwleh Moses
Development Superintendent

County Agriculture Coordinator

Alphason S. Lejeh Alphason
Kpanyan Statutory District Superintendent

Moses C. Broh M Broh
Kpanyan District Commissioner

Hon. Ramsay B. Sush Ramsay
Du-Wolee Township
Commissioner

Witnesses

Civil society as decided by Du, Wolee and Nyennue Communities

Advisors, Du Wolee Township

Richard S. N. Nwani Richard
Abimbola T. Saka Abimbola
Isaac K. Miller Isaac

Legal Advisor:

Atty. Tolbert Nyenswah
Atty. At-Law
Pierre Tuoh Associate
Law firm.

Priority for Jobs and Training to be provided by GVL to Citizens of the Community

GVL commits to recruiting suitably qualified and experienced citizens from within Du, Wolee and Nyennue Communities where such people are available. Employment overall will be in proportion to the hectare area of land that is being developed in accordance with industry standards. Employment levels will follow the typical employment levels appropriate for each of the oil palm development stages as indicated below.

On average, on a mature farm, the GVL standard for employment will be approximately one full time job for every 6 hectares planted. During the Land Preparation and Planting Phases: GVL or its contractors will progressively employ or contract a workforce to carry out land surveys, demarcation, underbrush clearing, transportation, tree felling, construction, security, seedlings movement and planting, and other tasks. The amount of this work is variable over time and depends on how quickly GVL can progress.

It will be possible for citizens from Du,- Wolee and Nyennue Communities to work in other GVL operational areas, where suitably qualified and experienced citizens from those areas are not available. On a corresponding basis, where there are no or insufficient suitably qualified, skilled and experienced citizens from within Du,Wolee and Nyennue Communities for available positions, the community accepts and recognizes that GVL shall, as necessary, in its sole discretion, recruit people from outside Du,Wolee and Nyennue Communities.

Du, Wolee and Nyennue Communities and GVL recognize that non-skilled jobs should, as a matter of priority, be offered initially to citizens of the community in the areas where land has been offered for oil palm development. Where there are permanent skilled field jobs in the MOU area, GVL shall seek to undertake on the job training and other locally-provided training for suitable citizens of Du,- Wolee and Nyennue Communities to take on these jobs in due course in accordance with the Employment Guide in effect from time to time.

Where there are known and suitably qualified, experienced and resourced entrepreneurs and business people in Du, Wolee and Nyennue Communities, GVL shall invite them to bid for or develop business opportunities that may be available from time to time in relation to GVL's oil palm development activities. All things being equal, GVL shall endeavour to give preference to tenders or business propositions from entrepreneurs and business people who are resident in Du,- Wolee and Nyennue Communities.

GVL shall support adult literacy and numeracy education programmes established for citizens in the community, in accordance with the policies of the Government of Liberia, to train citizens for jobs which require literacy and/or numeracy skills. In particular, during the development phase, the community will be entitled, in proportion to the total land under development which has been offered by the community as well as the population in the community, to a share of the provision of up to US\$25,000 GVL provides annually across its farms for such purposes. The community will (and GVL shall support if requested) organise numeracy and literacy programmes using local teachers or other resources. GVL shall make payments to support the smooth progress of the programme based on the results of monthly tests of participating adults.

GVL shall provide on the job technical training for citizens who become employees and who demonstrate an appropriate aptitude for advancement into skilled jobs and management, which require particular qualifications and experience, based both within the Du, Wolee and Nyennue Communities area and elsewhere in GVL.

GVL shall prioritise suitably qualified students who are put forward by Du, Wolee and Nyennue Communities for consideration for college and university scholarships. These students will be eligible

for support on a proportionate or otherwise pre-determined basis from the scholarship funds GVL makes available on an annual basis to the Government.

GVL shall prioritise suitably qualified employees for trainee Cadetships towards management jobs.

Nothing in this MOU affects the already-established rights of existing employees, trainees, students, cadets or vendors. In particular, their existing rights to employment or to business arrangements will not be affected by the provisions of this MOU.

T.G.N

Benefits GVL shall provide to Community Citizens Who Are or Who Become Employees

A) Employment and wages and other

Wages and salaries in GVL meet Liberian Laws and Regulations and Minimum Wage rulings, as well as Terms and Conditions of the Collective Bargaining Agreement agreed with the workers' union GOVAWUL.

Currently, GVL provides –

1. 50kg of rice per employee per month providing the worker completes a specified number of days of work that month;
2. Annual paid vacation leave;
3. Maternity leave;
4. Bereavement payment; and
5. National Social Security and Welfare Corp (NASSCORP) contributions.

Qualified staff in designated jobs can receive a subsidized motorcycle without the need to make a down payment. The specifications of the plan will be determined over time.

B) Training and advancement:

Where GVL determines, it will provide skills training to employees of the company.

This includes -

1. On-the-job training;
2. Head gang and supervisor training;
3. Cadet/management development for qualified candidates;
4. International secondment for qualified candidates (e.g., learning modern mill engineering methods); and
5. Vocational training (for instance, heavy equipment operator certified training, and skills in mechanic and construction trades.)

Employees with good skills, plus a willingness and ability to advance and manage parts of the business, will be encouraged to do so. GVL wishes to create and build management and technical support capabilities from within the communities where it has signed MOUs.

C) Education of employees' children

GVL, **where agreed with the community**, will build or invest in schools, **in line with Ministry of Education criteria**, for the children of GVL employees in suitable areas within the MOU area, starting at kindergarten and primary school and up to high school. As is the practice in this industry, these infrastructure facilities will likely only be built or invested in after the operational area has been established, infrastructure design is clear and permanent structures are being built. When these facilities are not built or invested in at the outset of the MOU, it will be made clear when and under what conditions such facilities will be built.

Schooling will be free for the dependent children of employees who are resident in the Du, Wolee and Nyennue Communities.

T. G. N.

In line with appropriate Ministry of Education criteria, GVL shall work with the Ministry of Education as appropriate, to confirm locations for schools, build schools it has agreed to provide, recruit and pay for teachers, maintain schools and provide study items in schools which it builds or agrees to support. Such support will be for a fixed term and may be renewable.

Currently, GVL donates US\$100,000 per annum to the Government for scholarships for agriculture students and for students seeking to undertake other courses which support core oil palm activities, where suitably qualified Liberians who are able to work at GVL farms are not readily available. Suitably qualified students from Du, Wolee and Nyennue Communities will be eligible to participate in these scholarships. These students will be eligible for support on a proportionate or otherwise pre-determined basis from the scholarship funds.

D) Healthcare and clinics

GVL shall provide employees and dependents health care and medical treatment free-of-charge.

Health clinics will be constructed, equipped and staffed by health care personnel and nurses in accordance with the provisions in the Concession Agreement. If these facilities are not built or invested in at the outset of the MOU, it will be made clear when and under what conditions such facilities will be built.

GVL shall pay the health care staff in clinics which it provides.

E) Housing and facilities

GVL shall offer modern style free-of-charge family and bachelor housing within the developed area for full-time employees and their dependents that wish to live there, in accordance with the requirements and specifications set out in the Concession Agreement.

Housing will have –

1. Free electric power;
2. Running piped water;
3. Toilet, sink and shower enclosure; and
4. Kitchen.

The housing ^{will} may be built in temporary form starting in year 2, and permanent houses will typically be built starting in year 4 of new GVL farm areas.

GVL farm townships will have –

1. Market place;
2. Community center (providing space for meetings, worship and prayer and community events); and
3. Sports field.

Normally these community buildings will be built within 1-2 years of the first housing units being developed in a new GVL farm area.

T.G.N

Benefits GVL shall provide to Communities and to Citizens Who Are Not Employees or Dependents of Employees

A) Employment priority at GVL

As specified in Appendix A, priority for jobs will be given to suitably qualified and experienced citizens from within Du- Wolee Nyennue Community.

B) Community Development Fund payments and usage

The Community Development Fund (CDF) shall be used to pay for additional facilities, in addition to what is mentioned herein, over the whole life of the GVL concession. These additional facilities will be proposed by the Community.

In accordance with the provisions for Community Development Contributions specified in the Concession Agreement, GVL shall pay to the Du, Wolee and Nyennue Communities' CDF US\$5 per hectare annually for the duration of the agreement, for every hectare of developed (meaning planted) land.

The CDF shall be used for development projects for the direct delivery of services and community infrastructure improvements for Du, Wolee and Nyennue Communities. GVL shall participate in a needs and planning survey with the Community when the CDF is established. This will be repeated from time to time to guide planning for the use of CDF funds.

The fund will be governed by representatives from both the community and company in accordance with the provisions of the Concession Agreement.

GVL and the community will work to establish the CDF by the end of the first year in which there is developed land in the MOU area.

C) Healthcare and clinics access

GVL shall provide access to GVL health care and medical facilities to citizens of Du, Wolee and Nyennue Communities who are not employees or dependents of employees, subject to availability and at minimal cost. Priority will be given to employees and dependents of employees.

D) Roads and bridges

GVL may construct and rehabilitate roads and bridges within GVL concession areas for operational purposes, and other areas that may be agreed at the community's request, on Du, Wolee and Nyennue Communities land, generally to meet local community needs.

In general, such roads and bridges within concession areas may be used by citizens of Du, Wolee and Nyennue Communities for community purposes. These purposes may include, for example, the transportation of goods and materials in support of community and individual building on areas identified by the community for town and village development, and for business purposes within the community.

Where road traffic is excessive or interferes with the effective operation of the GVL farm, GVL may, after consultation with the community, restrict the movement of non-GVL traffic on roads in GVL concession areas by means of access controls and/or tolls or other measures. GVL undertakes to exercise all reasonable measures before consulting with the community on restricting traffic.

E) Wells and pumps

GVL shall build wells equipped with hand pump for communities with population ranging from 25-150 where water supplies are affected as a result of oil palm development activities to ensure clean and safe drinking water in housing provided by GVL in developed areas. Hand pump construction shall also be in line with national WATSAN policy.

T.G.N

F) Local Business

GVL shall endeavour to provide opportunities for local business people and entrepreneurs who provide goods and services which may be wholly or largely provided from within the community. GVL shall endeavour to ensure they have access to bid for or develop business opportunities that may be available from time to time in relation to GVL's oil palm development activities. In addition, GVL shall offer market areas in GVL farms so communities can sell to employees. Such market areas will be provided in accordance with a separate agreement which specifies which trades and businesses are permitted and which are not allowed. Such opportunities may include -

1. Construction work;
2. Lumber and carpentry works;
3. Brick making;
4. Furniture making;
5. Garment making;
6. Poultry farming; and
7. Other types of service and trade activities that provide opportunities for alternate livelihoods.

Disallowed trades will include drugs, sex, illegal trade in animals and plants, and others that will be specified in the agreement, including illegal pit sawing or logging.

All things being equal, GVL shall give preference to tenders or business propositions from entrepreneurs and business people who are resident in Du, Wolee and Nyennue Communities.

T.G.N

Community Oil Palm Outgrower Program

GVL is committed to, and under the Concession Agreement required to support, the establishment of oil palm with community farmers under a Community Oil Palm Outgrower Program (the "Outgrower Program"). The Concession Agreement specifies that the Government of Liberia will have an instrumental role in developing the framework for implementing the Outgrower Program, including identifying sources of funding and being responsible for raising funding. The Community Oil Palm scheme that GVL will implement shall comply with the applicable terms and conditions of any Outgrower Program that will be established.

GVL shall consult, advise and support the Du, Wolee and Nyennue Communities over time to meet the qualifications and requirements that may be needed for participation in the Outgrower Program. GVL therefore encourages the communities which offer it land for oil palm development to identify additional land that may be suitable for the Community Oil Palm Outgrower Program. GVL supports this work and, under this MOU, GVL shall work with Du, Wolee and Nyennue Communities as requested to identify suitable areas for Community Oil Palm.

In general, to achieve a fair distribution of Community Oil Palm among communities that sign an MOU with GVL, GVL shall work with Du, Wolee and Nyennue Communities to develop about one additional hectare approximately of land for a Community Oil Palm Outgrower Program for every five hectares of land of GVL company oil palm. If Du, Wolee and Nyennue Communities wishes to develop a greater proportion than this of the total land it offers for oil palm development, GVL shall work with the community to do so as far as is practicable.

GVL shall supply training, technical advice, seedlings, tools and fertilizers at cost and free of import duties subject to what has been stated in the Concession Agreement and in other applicable Liberian legislation.

The Communities shall contact GVL to buy the oil palm fruits that the Du, Wolee and Nyennue communities produces through the Community Oil Palm Outgrower Program which GVL supports. GVL shall guarantee to purchase the fruits at regulated and transparent prices for processing at established mills.

The Community Oil Palm Outgrower Program will ideally start in year 3 of development, subject to the Outgrower Program referenced in the Concession Agreement above being implemented, as at that time the communities will have gained experience from participation in GVL oil palm development.

The details of the Community Oil Palm Outgrower Program will be set out in a separate document which, when agreed between the communities and GVL and signed accordingly, will be attached to this MOU as an integral part of the agreements in place between the communities and GVL.

Oil Palm Development Fund

In accordance with the Concession Agreement, each year GVL shall pay 1/2% of annual sales of oil palm products into a national Oil Palm Development Fund. While this payment is not made directly to the Community, the proceeds are to be used by the Government of Liberia to support and promote community and smallholder oil palm development which will be in addition to the Community Oil Palm Outgrower Program. GVL shall support the Du, Wolee and Nyennue Communities to apply for disbursements from this Fund.

T. G. N.

Approximate Timetable for Initial Development

Item	Stage of operational development	Estimated Beginning Timing ^a	Estimated Duration	Estimated Completion Timing	
Projects to be funded by GVL					
1	Site facilities construction (1 Division Office)	The proposed date depends on the successful clearance of the area so that the location of the office may be confirmed in a timely manner	2018	1 year	2019
2	Maintenance of X wooden bridges on roads leading from Blue Barrack – Nyennue Community & Panama- Johnny Community as marked up on supplementary maps appended to this MOU. Such maintenance to be undertaken until such time as proper road maintenance of public roads is taken up by the proper authorities.	In line with GVL operational needs for Estate roads. As agreed with the community for community roads.	2016	Ongoing	Ongoing
4	Land preparation	In accordance with development schedule; as soon as possible after MOU is signed with target completion within 2 years if progress is smooth	2016	Ongoing	Ongoing
5	Planting in the field	In accordance with development schedule; as soon as possible after MOU is signed with target completion within 2 years of commencing work if progress is smooth	2016	Ongoing	Ongoing
7	Install and maintain hand pumps for communities whose water source is affected by company operations	Water quality monitoring to start as soon as possible after MOU signature. First hand pumps in November 2016 when dry season starts	2016	Ongoing	Ongoing
	GVL housing construction	When whole area agreed under this MOU is planted in 2 years	Oct. 2018	Ongoing	Ongoing
	Payment to Community Development Fund (CDF)	The first payment to the CDF account will be made in the first calendar year following the year in which land is first planted, providing that the community and GVL have completed arrangements to set up the CDF committee and bank account	2017	Every year for duration of agreement	
	Organizing COPP	In accordance with the provisions of Appendix D of this MOU.	2018	Ongoing	Ongoing
	Begin works for COPP	In accordance with the provisions of Appendix D of this MOU.	2020	Ongoing	Ongoing
	Planting COP	In accordance with the provisions of Appendix D of this MOU.	2020	Ongoing	Ongoing
	First harvesting of COP	In accordance with the provisions of Appendix D of this MOU.	2023	Ongoing	Ongoing
	GVL support for school.	After 1,000ha land clearance has taken place	2017		

T-GN

<p>If the nature of the support is not agreed before the date of signing of the MOU, it will be defined by an addendum to this annex. The support may take the form of rehabilitating a suitable existing school. Other support may include the funding on a temporary basis of teachers' salaries and the provision of furniture and stationery.</p>	<p>and when 500ha planted. Concession Agreement states are within reasonable distance of employee housing units</p>			
<p>Projects to be funded by CDF</p>				
<p>Construction of Township Administrative Building</p>		<p>2018</p>	<p>2 years</p>	<p>2020</p>
<p>Construction of Township Health Centre</p>		<p>2021</p>	<p>2 years</p>	<p>2022</p>
<p>Construction of Township Guest House</p>		<p>2022</p>	<p>2 years</p>	<p>2024</p>

^a such as hectares made available under this MOU

APPENDIX F

GVL Commitment to Communities and Citizens Regarding Potential Impacts

A) Land Negotiations and No Resettlement

GVL has never resettled and will never resettle any community. This has always been and will remain GVL policy.

GVL is a member of the RSPO and is a responsible, long-term investor in Liberia. GVL shall always conduct environmental and social impact assessments and undertake a comprehensive social engagement programme in accordance with the RSPO's P&C and FPIC guidelines. These must be observed and complied with as part of the process of agreeing the use of any community land for oil palm development. This is essential to ensure that the community offers land for oil palm development freely, having received all the information it needs in a timely manner to make an informed decision. As part of this process, the Du,- Wolee and Nyennue Communities has indicated from the outset via a letter of invitation to GVL duly signed or endorsed by legitimately appointed community representatives that it would like to offer community land to GVL for oil palm development. The community has been asked at several stages throughout the FPIC process to reaffirm its willingness to offer land. This MOU is a culmination of a major phase of the on-going FPIC process, as it is a formal, legally recognised and binding statement of agreement between the community and GVL as to the terms on which the community has offered land to GVL for oil palm development.

This FPIC engagement process is an on-going process for the duration of the MOU. If the community decides subsequently that it wishes to offer further land to GVL for oil palm development, beyond what has already been agreed under this MOU, this additional land will be the subject of a separate process that complies with RSPO P&C and FPIC guidelines in effect from time to time.

B) Adherence to all Liberian Laws and Regulations

GVL agrees to adhere to and observe applicable Liberian laws and regulations.

GVL shall adhere to the Environmental Protection and Management Law of Liberia, the New Forestry Reform Law of 2006 and any other law or regulation of Liberia, including applicable regulations made by the Environmental Protection Agency (EPA) and the Forestry Development Authority (FDA).

C) Respect for Community culture and sacred values

GVL asserts that it has made and will continue to make every effort to identify, with appropriate community participation to a standard that, at the minimum, complies with the RSPO P&C and FPIC guidelines as well as applicable Liberian law, lands that will not be developed for oil palm. Such land will be clearly enclaved and/or arrangements put in place to avoid damage during the land preparation process. Such lands will include -

1. Community protected areas, including cemeteries, shrines, sacred forests, special forest collection areas (e.g., for special medicines) and other areas identified as culturally significant and important to the community;
2. Old towns the community wishes to preserve; and
3. Other agreed cultural or economic areas and items that are identified by the community as important to its well-being.

GVL and the community acknowledge that, given the history of Liberia and the movement during periods of conflict and hardship of citizens away from established community areas, it is possible that some sites of social and cultural importance to the community may be difficult for community

members to identify. The community commits to address and resolve any such issues internally before discussing outstanding matters with GVL.

D) Compensation for active farms

As a rule, GVL shall not wish to convert to oil palm active farms held by community citizens for crop growing purposes, but only to convert land which has been agreed by farmers and communities may be used and where the crops have already been harvested.

Before any agreement to convert active farms to GVL farms, GVL and individual farmers will carry out field surveys and crop counts. If there is then an agreement between the farmer and GVL for the farmer to offer the land at an agreed time to GVL for oil palm development, compensation for any crops on the land at that time will be paid to the farmer at a rate set by the Ministry of Agriculture or other rates as may be agreed from time to time. If agreed, compensation will be made in an open forum with witnesses. Any decision consented to by the farmer and GVL is final and binding on both the farmer and the company.

T.G.N

Community Commitment to GVL

The community will –

1. Allow GVL safe and undisturbed use of all land that has been agreed under the MOU for oil palm development and related infrastructure or identified conservation areas;
2. Work in collaboration with GVL to resolve any emerging issues which cannot be immediately resolved (also see Appendix H on complaints and grievance management);
3. Participate in activities that protect High Conservation Value (HCV) and High Carbon Stock (HCS) sites identified and demarcated within GVL farm areas;
4. Make its own best endeavors to maintain the quality of the water bodies by banning the use of chemical and explosive techniques for fishing purposes and by taking a responsible approach to the disposal of waste and faces within the concession areas;
5. Collaborate with GVL to stop illicit drugs being sold in communities within GVL concession areas;
6. Make its own best endeavors to protect the investment from thieves, sabotage and any illegal activities and respect the private property of GVL;
7. Work with GVL to protect wildlife by stopping and reporting to the appropriate authorities non-approved hunting activities and by enforcing zero tolerance to hunting and biodiversity-damaging activities in the farm areas and surrounding forests;
8. Assist GVL to maintain zero tolerance to illegal and unauthorized burning, pit-sawing or logging of forest areas and forest materials in concession areas;
9. Assist in sharing factual information about the operations of GVL;
10. Fully participate in awareness and sensitizing activities about the GVL oil palm project; and
11. Actively engage in programmes to monitor and evaluate activities and improvement projects within and related to the operation of the GVL oil palm project, associated conservation agreements and community relationship developments that may be implemented from time to time.

T. G. W.

Issue and Grievance Resolution Process

The community and GVL agree to implement the Grievances and Complaints Standard Operating Procedure (SOP). The SOP will be subject to review and consultation with the community to seek its continuous improvement.

The community and GVL, as parties to the MOU, agree to resolve issues, concerns, grievances and conflicts, perceived or actual, arising from community or GVL operations and activities within the concession area that may adversely negatively impact on either party.

The parties agree that reporting of a grievance or complaint by a community member may be made to either GVL or community representatives in writing or verbally. Any party who receives a complaint or grievance must report it to the GVL Sustainability Department or to a GVL manager within two days. If it is clear that the authorised community representatives are not already aware of the complaint, GVL shall notify them that it has received a complaint or grievance within 24 hours of formal receipt of the complaint or grievance.

Each report shall be duly recorded by GVL and made available to the reporter as well as to the Joint Committee as specified in the Grievance SOP.

After the complaint has been received, investigations, including in the field as necessary, should be carried out by the Joint Committee and the complainant and/or the complainant's representative to verify the complaint.

The parties agree that, after the investigations have been completed and providing the complaint has been upheld, a meeting will be arranged involving the Joint Committee and the complainant and/or the complainant's representative to agree on actions to address the complaint. The complainant should have the right to agree or disagree with the decision reached.

If the complainant agrees to the decision, GVL shall, within 10 working days after the decision being agreed, submit an action plan to address the complaint accordingly. The action plan to be presented by GVL shall be used by the Joint Committee, the complainant and/or the complainant's representative to monitor action by all involved parties to implement the decision in a satisfactory manner.

If the complainant disagrees with the proposed decision and continues to disagree after reasonable efforts have been made to find a mutually satisfactory resolution, the complainant has the right to seek legal redress in court. If this happens, the Joint Committee will determine whether it is necessary and appropriate to work together to defend against any legal action.

Joint Safeguarding Plan for Environment, People and Properties

The Du,Wolee and Nyennue Communities and GVL recognize the need to safeguard forests close to communities (including community forests). They also recognize the need to preserve and protect other important lands and heritage, close to or within the defined areas of land which the community have invited GVL to develop or assist in developing as GVL farms and as a part of the Community Oil Palm (COP) programme. In addition to the forest and culturally important areas, the community and GVL recognize the need to protected specific species of animals and plants, specific ecosystems of significant biodiversity importance and indeed the abundance of any animals and plants beneficial to nature, and to the long term wellbeing, safety and security of the Community, its citizens and GVL's employees and operations. In pursuing the desire for appropriate development, both the Community and GVL recognize that the preservation of such areas is essential for the long term benefit of the whole area, to protect the soil, maintain a robust ecosystem, preserve the local climate as far as is possible, maintain local resources for sustainable use, and maintain healthy air, water and soil conditions.

GVL recognizes that the community is permitting GVL to use certain of its lands for oil palm development. In doing so, it agrees that GVL should manage and maintain those areas of community land in a responsible and sustainable manner for the duration of this MOU being in effect. GVL also recognizes that it has no jurisdiction over, or direct responsibility for, any lands not within the formal MOU area. Nevertheless, the Du,- Wolee and Nyennue Communities and GVL recognize that GVL's presence will have impacts on areas of community land which are not within the MOU area. The Community and GVL therefore agree that it is appropriate to put in place provisions for the joint safeguarding of these areas as specified in this Appendix and as may be provided for from time to time in other agreements which the Du,- Wolee and Nyennue Communities and GVL may both be party to, either on a bilateral or multilateral basis. Such agreements may include but not be limited to Community Conservation Agreements and Production Protection Agreements or any other agreements where there is a conservation commitment on community land adjacent to or near areas covered by an MOU between the Community and GVL.

For the securing and safeguarding of forests, Community forests and other important lands and heritage -

1. The parties agree to regulate and prevent forest clearing including tree felling, pit-sawing, burning and other non-constructive means of bush clearing, in areas designated for conservation and protection within MOU areas. In areas outside MOU areas, the Community and GVL shall cooperate, as appropriate, on a bilateral or multilateral basis in accordance with any addendum to this MOU or as part of a separate agreement.
2. GVL agree to assist in this by providing community sensitization and education. Where agreed it will contribute to helping communities in conservation efforts, for example through the provision of maps, assisting the Community signpost protected sites, helping monitor and patrol such areas as to be agreed, installing checkpoints and providing training.

For the securing and safeguarding of the lands developed by GVL and under the COP programme, especially from fires (particularly in the dry season) that may spread from any type of activity, and from entry or theft by anyone -

1. The Community agrees to forbid clearing and burning activities, farming and construction, in established riparian, (meaning river, stream and creek) buffer zones and other buffer zones, plus any other areas where the Community and GVL may agree.

2. Both parties agree to the establishment of fire, buffer and theft patrols and guards where needed, drawn from reliable GVL staff and members of the community hired for such purposes. Such community members may be funded by GVL or by another party as part of any agreement put in place.
3. Both parties agree to the establishment of fire-breaks and trenches where needed to secure GVL, COP and community plantings and properties.

For the safeguarding of protected species of animals and plants, and indeed the abundance of any animals and plants important to the protection and preservation of local ecosystems -

1. GVL agrees to forbid any hunting at all by any GVL employee who is not a citizen of the Community;
2. GVL and communities agree to forbid the hunting by any individual, whether a citizen of the Community or otherwise, of animal and bird species legally protected under Liberian law, such as chimpanzees ("baboon"), pigmy hippo and fresh water crocodiles, in community forests, other community land and the land areas planted, developed or conserved by GVL and the COP programme under this MOU;
3. The parties agree to forbid any hunting or farming of any kind in the riparian/river buffer zones established to protect rivers, creeks and streams. Fishing by trap and/or line and net is allowed by community citizens and GVL employees, provided this is done without the use of chemicals, damming of watercourses, nets that span the watercourse, fine nets that trap all water life, explosives, or diversion or draining of watercourses in community rivers, creeks or streams, whether in riparian buffer zones or in areas outside such buffer zones that may be agreed from time to time under this MOU or as part of any other bilateral or multilateral agreement that may be put in place.

For securing and safeguarding the safety and security of Community citizens and GVL people, and secure the properties of each, especially from strangers and outsiders wishing to settle permanently or otherwise take up activities in or near towns, lands, camps and areas planted by the Community, GVL and under the COP programme -

1. The Communities agree to forbid and prevent settlement, farming or housing, and any hunting of protected species, in preserved areas, conservation areas and buffer zones;
2. To support these areas and citizens, staffs and assets, the parties agree to establish appropriate security measures and capability as may be agreed from time to time by addendum under this MOU or as part of any separate bilateral or multilateral agreement that may be put in place;
3. The parties agree that any security measures so put in place will not hinder the passage of Community members, GVL people, or any other lawful authorities or persons from passing in the normal conduct of their legitimate activities;
4. The parties agree that the Communities will not allow the settling and establishment of housing, farms or activities by any strangers in the Community's lands, without careful vetting by the appropriate Community decision making body, and binding any people who are allowed to move onto, use or pass through Community lands to the terms set out in this MOU and any future addendums or separate bilateral or multilateral agreements that may be put in place from time to time;
5. The Community will conduct future farming activities in the areas within designated farm land areas. No areas agreed and designated as protection, conservation or buffer zone areas will be converted for farming purposes. The Community further commits that it will prevent any

persons, including but not limited to, community members, newcomers, and strangers, from making farms in the forest areas and other areas preserved or set aside for protection, conservation and buffer zone as agreed on the MOU map and/or as may be agreed from time to time by addendum under this MOU or as part of any separate bilateral or multilateral agreement that may be put in place. The Community takes full responsibility for any violation of this commitment by its members.

The parties, GVL and Community, agree and recognize that arrangements for safeguarding the land and protected animals, plants and ecosystems are serious and important, because of the heritage to be provided for future generations of Community citizens. The parties also recognize and agree that conservation must go together with oil palm development in order for this project to proceed successfully and sustainably and for on-going economic development. This MOU recognises that in order for the company to maintain its international certification (RSPO and other) and the ability to sell its products, the community also acknowledges that it can only continue to receive full benefits from the project (such as jobs, scholarships, social infrastructure projects and CDF) if it adheres to its commitment to responsible conservation.


The Community hereby states that it is mutually agreed and understood that any violation of this conservation commitment may compromise the overall oil palm development project and also the Social Agreement commitments and employment, and may result in a stop to all future development of the area as indicated on the MOU map or any other map that may be added from time to time to this MOU by addendum or as part of any other bilateral or multilateral agreement that may be put in place for such purposes.

Within the first 12 months of signing the MOU, the parties agree to enter into a joint process to define specific environmental policies and conservation goals, including sensitization, planning and training for monitoring, defining mechanisms for the enforcement for compliance/non-compliance and creating on-going conservation monitoring teams and processes. This process would be run by a small joint team comprising members from GVL, local communities (2-3 per community), relevant government agencies and qualified Civil Society Organizations. This process is anticipated to take up to 6 to 12 months for full definition and if appropriate may result in a Conservation Agreement, Production Protection Agreement or similar that may be appended to this MOU. **APPENDIX J**

Statement of Acknowledgment and

Acceptance of Land
the Use of Which Has Been Granted by the Community
to Golden Veroleum (Liberia), Inc.
for Oil Palm Development Purposes

We, the tribal leaders, chiefs, elders, women, youth and other legitimately appointed and recognised representatives of Du, Wolee and Nyennue Communities, Du Wolee Township, Kpanyan District, Sinoe County, Republic of Liberia, do hereby freely, voluntarily, and without the use of force or threat by either the Government of Liberia or GVL, consent to and accept, as nominated representatives of the community, that the community has granted use of determined areas of its land as described in and evidenced by the maps attached to this MOU for the purpose stated in the Concession Agreement between the Government of Liberia and the Concessionaire. This is for the Concessionaire to undertake a large scale commercial grade oil palm plantation in Liberia and associated outgrower program, together with the related infrastructure to process and market certain oil palm products, including biofuel and biodiesel, for the duration of the Concessionaire's Concession Agreement with the Government of Liberia or any extension of the same.

That the decision made by us, the tribal leaders, chiefs, elders, women, youth and/or other legitimately appointed representatives of Du, Wolee and Nyennue Community, Kpanyan District, Sinoe County, Liberia, do hereby acknowledge that the consent to the use of community land by GVL, is an informed decision of the community at large. It is based on prior consultations held with GVL. We confirm our understanding and appreciation of the purpose to which the 1,4~~9~~⁸⁵ hectares  of land will be committed and the ancillary and/or derivative social benefits that are expected to accrue to us, the community, as represented by the tribal leaders, chiefs, elders, women, youth and/or other legitimately appointed representatives of Du, Wolee and Nyennue Communities, Kpanyan District, Sinoe County, from the operation of the Concessionaire in the District.

For the avoidance of doubt, it is hereby acknowledged by the signatories to this agreement that it is signed following a proper process of Free, Prior and Informed Consent (FPIC) in accordance with the Roundtable on Sustainable Palm Oil (RSPO) Principles and Criteria and FPIC guidelines, as well as relevant law and regulations of Liberia, in effect at the date of the signing of this agreement.

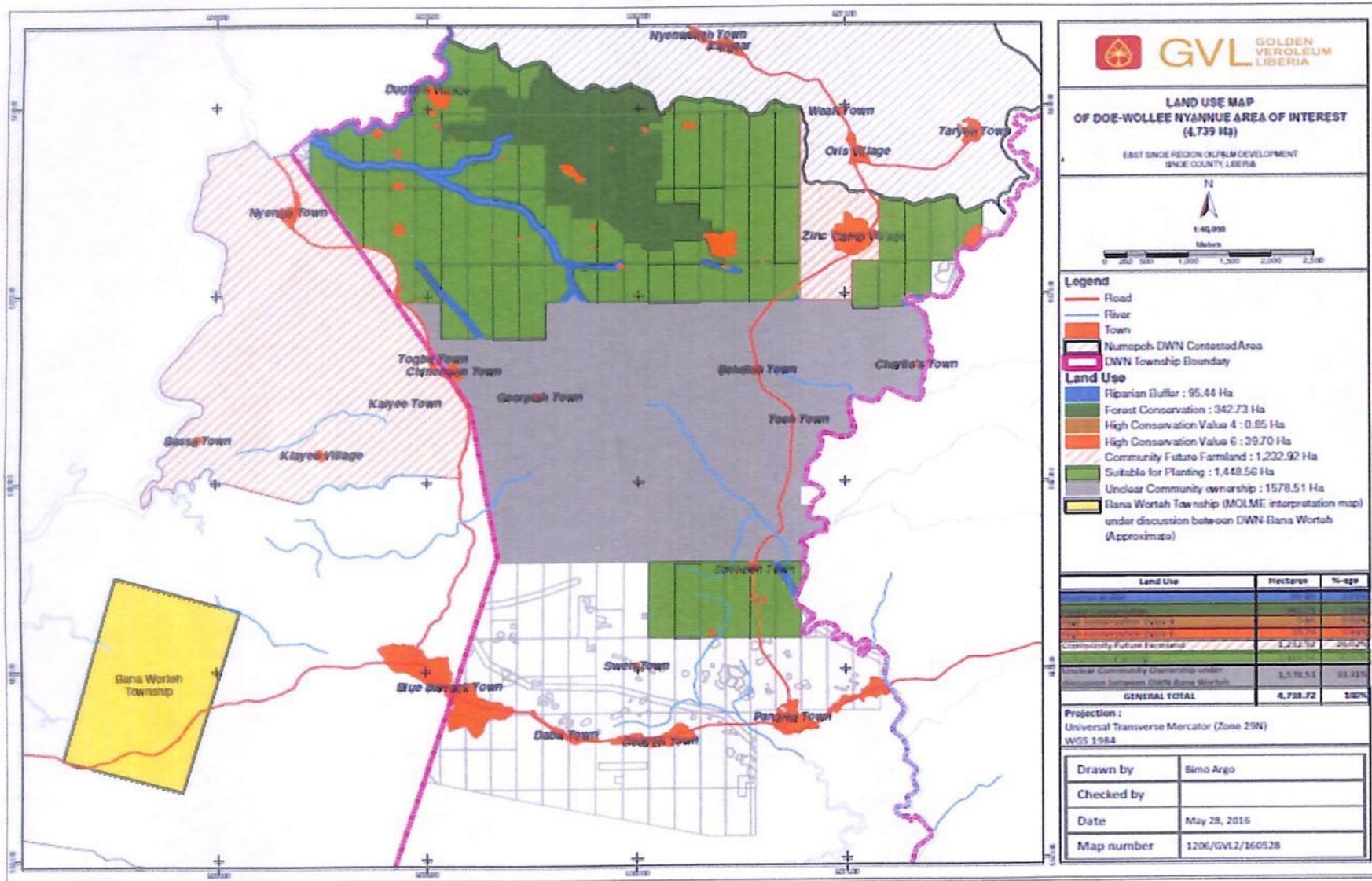
REQUIRES SIGNATURES

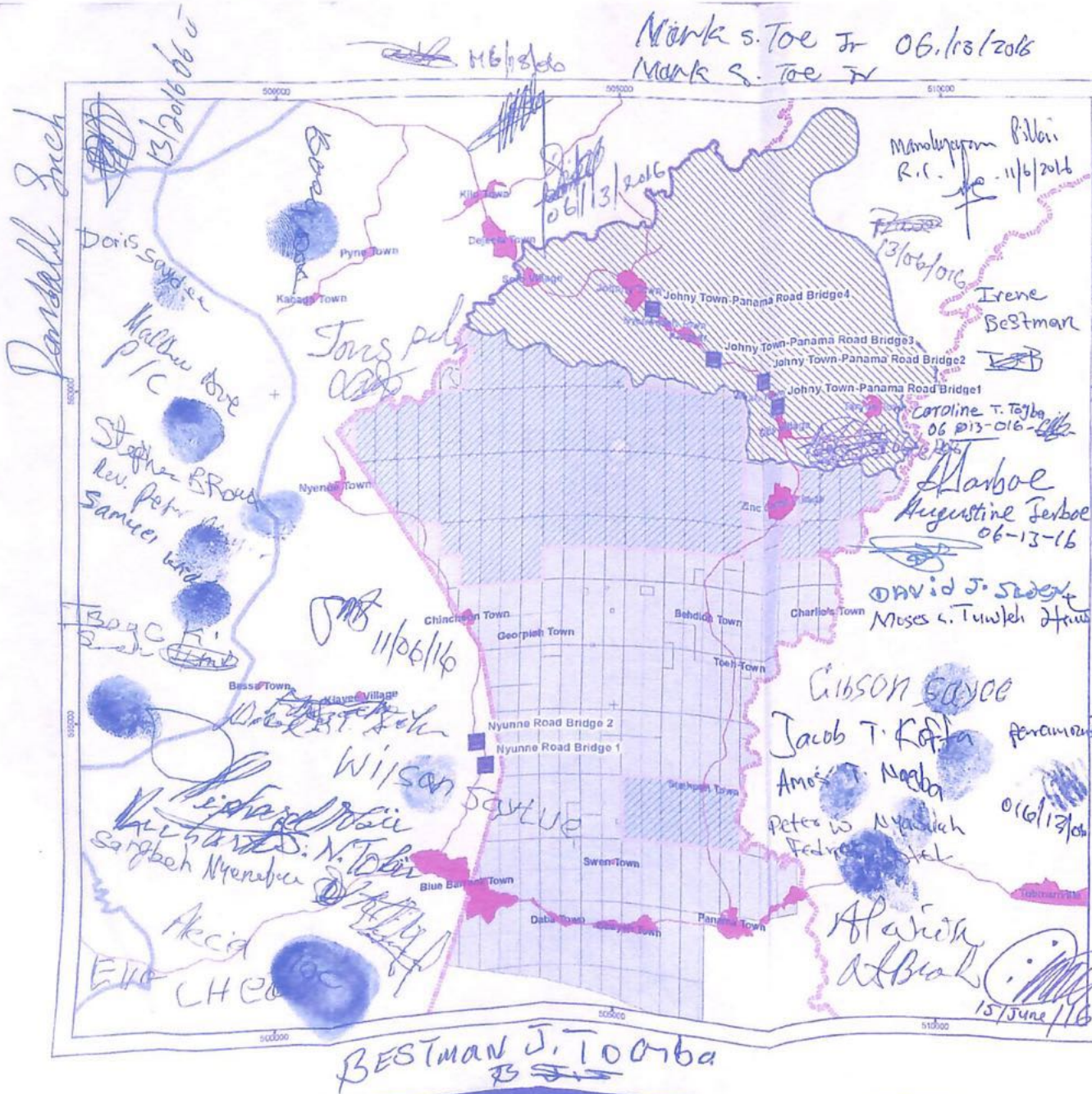
Documents Referenced in this MOU and Made Available and Exchanged

1. GVL Concession Agreement.
2. RSPO Principles and Criteria (2013) and GVL membership details.
3. FPIC Engagement Agreement, signed on 23rd May 2013.
4. GVL Standard Operating Procedures (SOPs) and support forms for –
 - a. FPIC and compensations; and
 - b. Grievances.
5. Signed and endorsed maps of community areas that are subject to the terms of this agreement, including community land the use of which has been granted to GVL for oil palm development, land retained by the community for its ongoing and future use, enclaved land, riparian buffer zone land and any areas of land agreed for Community Oil Palm.
6. When available, any relevant Community Oil Palm program draft proposal, draft and final plans and documents.
7. When agreed, any Conservation Agreement, Production Protection Agreement or similar agreement that may be put in place.

T.G.N

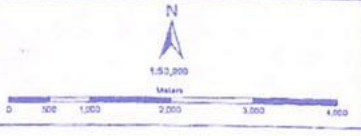
T.G.N





**BRIDGES REHABILITATION PLAN
IN DOE-WOLLIE NYANNUE COMMUNITY**

EAST SINOCE REGION OILPALM DEVELOPMENT
SINOCE COUNTY, LIBERIA



- Legend**
- Bridge
 - River
 - Road
 - Town
 - Kpanyan Administrative District Boundary
 - Numoph Contested Area
 - DWN Township Boundary
 - Potential Area To Be Developed in DWN
 - Area for HCV Demarcation
 - DWNE Block Plan
 - GVL Wider Area of Interest

Caroline Sarch 13-06-2016
Ophelia Sarch
Rebecca Sarch 13-06-2016
Harboe Augustine Jarboe 06-13-16
DAVID J. SARCH
Moses S. Tunkleh Hruu
Gibson Sarcoe
Jacob T. Koffin
Amos T. Namba
Peter W. Nyannueh
Fedre Sarch
Abel Jarboe
Chief Mitchell Jarboe
 June 13, 2016

Projection :
Universal Transverse Mercator (Zone 29N)
WGS 1984

Drawn by	Febrianto Dwi P
Checked by	Filomo Molubah
Date	May 23, 2016
Map number	1185/GVL2/DWNE/160523

Mark S. Toe Jr 06/13/2016
 Mark S. Toe Jr
 Mankolayom Pillai R.I. 11/6/2016
 Irene Bestman
 Caroline T. Tojba 06-13-2016
 Harboe Augustine Jarboe 06-13-16
 DAVID J. SARCH
 Moses S. Tunkleh Hruu
 Gibson Sarcoe
 Jacob T. Koffin
 Amos T. Namba
 Peter W. Nyannueh
 Fedre Sarch
 Abel Jarboe
 Chief Mitchell Jarboe
 June 13, 2016
 Projection :
 Universal Transverse Mercator (Zone 29N)
 WGS 1984
 Drawn by Febrianto Dwi P
 Checked by Filomo Molubah
 Date May 23, 2016
 Map number 1185/GVL2/DWNE/160523
 Nyannueh T. Wollie 06/13/2016
 M. Mesiah 10E 06/13/2016

Rendell Sarch







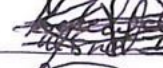










13/2016

BESTMAN J. TOOMBA

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township**


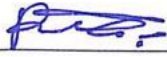



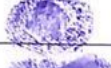



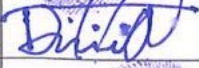









Signatures Page

Community: Wolee (Panama) Greenville

Nos.	Name	Signature	Date
1	Mitchell Tesboe		06/13/2016
2	Ophelia Nyenswah		06-13-16
3	Irene S. Bestman		0886889875
4	Grace G. Wleh		06/13/2016
5	Linda S Bestman		06/13/2016
6	MILLER SACKOR		06/13/2016
7	Benedit hloke Sneh-III		06/13/2016
8	Jonas S. pah		06/13/016
9	Patience Nyenswah		06/13/2016
10	Caroline Nyenswah		06/13/2016
11	Anna Drah Bestman		06/13/2016
12	Bigger-Boy Bestman		06/13/2016
13	Benetta Bestman		06/13/2016
14	HELEN Doe		Doe 06/13/2016
15	Angeline Wleh		06/13/06
16	Angeline Looper		06/13/06
17	Caroline Sneh		06/13/06
18	Ophelia Sneh		06/13/06
17	Rebecca Sneh		06/06/13

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**



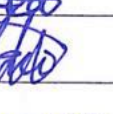


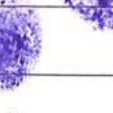




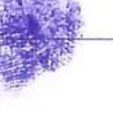



Community: Wolee (Panama)

Nos.	Name	Signature	Date
1.	Georges. Tarpoh		06-13-2016
2.	philip z. Tarpoh		06-13-2016
3.	Washington K. Toe		06/13 / 2016
4.	BERRY N. SLAY		13-06-2016
5.	Ophelia Sebeh		13-06-2016
6.	Annie sebeh		13-06-2016
7.	Chriscese sebeh		13-06-2016
8.	Norah Cheen		June 13, 2016
9.	Leyah Sebeh		13-06-2016
10.	Darius S. Nagbe Sr.		13-06-2016
11.	Nyaford Swen		13-06-2016
12.	Norme Sebeh		13-06-2016
13.	naomi TdrBoe		13-06-2016
14.	virian Dukuy		13-06-2016
15.	Marveline WolJah		13-06-2016
16.	Annie Nyuntu		06-13-2016
17.	Mercy Nyuntu		13-06-2016
18.	athello wleh		13-06-2016
19.	Roosevelt C. Itheyne		13/6/2016



















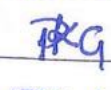
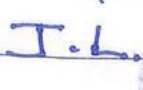

Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page

Community: _____

Nos.	Name	Signature	Date
20	Julius S. Sebeh	J.S.S	6/0/16
21	Anthony S. Tarte	AS T	6/0/16
22	Angeline Dlah		06-13-2016
23	Ophila Saftue		13-06-2016
24	Luther T. Chea		6/13/2016
25	Romeo Toby		6/13/2016
26	Jefferson M	Robert	06-13-2016
27	Othello Snoh		06-13-2016
28	Eton Sebeh		06-13-2016
29	Patience Kileh		06-13-2016
30	Jestina Sahee		06-13-2016
31	Vivian P. Nimely	kn	06-13-2016
32	Alice Togba		06-13-2016
33	Prince W. Sneh		
34	Adrien S. Mameh	Adrien	06-13-2016
35	Jerome S. Sloboc		13-06-2016
36	Washington Oteah		13-06-2016
37	John S. Salkie		13-06-2016
38	Beahac Greepleh		13-06-2016

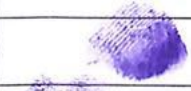



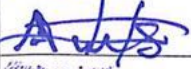


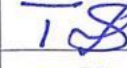



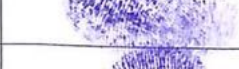



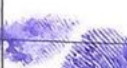

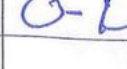

Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page

Community: _____

Nos.	Name	Signature	Date
39	Grace Sneh		06-13-2016
40	ISAAC Chea		06-13-2016
41	Helene Clack		06-13-2016
42	Rose Chea		13-06-2016
43	CYRUS TOR		13-06-2016
44	ESTHER Sneh		13-06-2016
45	T. girl Sneh		13-06-2016
46	Eveline Teah		13-06-2016
47	Lawrence Bibe		11-11-11
48	James Tanpeth		11-12-11
49	Stewart W. D. Itoh		13-06-2016
50	Teddy Nigbe		06-13-2016
51	Mary Nigbe		06-13-2016
52	Victorial Clack		06-13-2016
53	Emmet Clack		06-13-2016
54	Sherman W. Doe Jr		06-13-2016
55	Prince K. Geeplay		13-06-2016
56	James Lewis		13-06-2016
57	Marther Geeplay		13-06-2016















**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: _____

Nos.	Name	Signature	Date
58.	Lucy Creeflay		13-06-2016
59.	Sarah David		13-06-2016
60	S. manneh Lemuel		13-06-2016
61	Anthony Sneh		13-06-2016
62	Abraham Sneh		13-06-2016
63	Princess Sneh		13-06-2016
64	George A. Tol		13-06-2016
65	Toby Sneh		13-06-2016
66	Naomik. Bestman		13-06-2016
67	Benetor Chea		13-06-2016
68	Imene Chea		13-06-2016
69	Rachel chea		13-06-2016
70	Tee. Girl. Ninety		13-06-2016
71	Otelia Terbor		13-06-2016
72	Leye Weah		13-06-2016
73	Glorus Wiach		13-06-2016
74	Princess chelly		13-06-2016
75	Odell Dreh		13-06-2016
76	Y/ab. Popen		13-06-2016









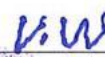







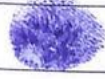


**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: _____

Nos.	Name	Signature	Date
77	Patience prah		13-06-2016
78	HEARX AIBSN		13-06-2016
79	meone Tempoh	M.T	13-06-2016
80	PINKEY	cardia	13-06-2016
81	Rebbaca Sonpon	'	13-06-2016
82	Rachel Cardie		13-06-2016
83	Irene Seebo		13-06-2016
84	Elijah Kaydee		13-06-2016
85	Mary Tourfeh	M.T	13-06-2016
86	Precious pah	P.P	13-06-2016
87	Mercy Debeh		13-06-2016
88	Martilla Swan		13-06-2016
89	Joanna Davies		13-06-2016
90	Felecia sneh		13-06-2016
91	Bevonir de Swan		13-06-2016
92	Mattha Nxen		13-06-2016
93	Linda Tozba		13-06-2016
94	Remember Konneh		13-06-2016
95	Bedrist Nyemkan		13-06-2016





**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: _____

Nos.	Name	Signature	Date
96	Louis Karpch		13-06-2016
97	Josephine Tarpch		13-06-2016
98	Doris Klleh		13 06 2016
99	Fdecial Klleh		13 06 2016
100	Blamo Chea		13-06-016
101	B. Sneh Tarpch		13-06-016
102	Anthony K. Tarpch		13-06-016
103	Augustine. Prouel		13-06-016
104	Viola Klleh		13-06-2016
105	Annie lafessch		13-06-2016
106	Rebbaceen Bestman		13-06-2016
107	Fred Slay		13-06-2016
108	Victorial Klleh		13-06-2016
109	Therasa Morris		13-06-2016
110	Victoria Klleh		13-06-2016
111	Florence Toe		13-06-2016
112	Amelia Stebo		13-06-2016
113	Caroline Kalotoc		13-06-2016
114	Princess Klleh		













**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du-Wolee (Panama)

Nos.	Name	Signature	Date
115	Georgina Tarpeh	G. Tarpeh	June 13, 2016
116	Anna M. Tarpeh	A. M. Tarpeh	13-06-2016
117	Mr. William Geeboe	W. Geeboe	13-06-016
118	Ms. Patricia Geeboe	P. G	13-06-016
119	Joanna Quiok	J. Q.	13-06-016
120	Christophe Quiok	C. Q.	13-06-016
121	Mercy Togbon	M. T	13-06-016
122	Elisabetha Quiok		13-06-2016
123	Regina Sneh		13-06-2016
124	Angelina Sneh		13-06-2016
125	Jessica Sneh		13-06-2016
126	Magretta Geeboe	M. G	13-06
127	Morris Toe	MT	13-06 2016
128	Mercy Toe	MT	June 13, 2016
129	Betty Sagbeh	B S	13-06-2016
130	Augustine Sneh	A S	13-06-2016
131	Eric Sagbeh	E S	13-06-2016
132	Caroline Kleh	C K	13-06-2016
133	Cherise Sneh	C S	13-06-2016




**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Wolee (Panama)

Nos.	Name	Signature	Date
134	Emmanuel Chayee		06-13-2014
135	Charlie Sneh jr		13-06-2016
136	Mary Sneh		13-06-2014
137	Baby girl Sneh		13-06-2016
138	Joseph Troah		13-06-2016
139	Abisseh Mameh ^{sr.}		13-06-2016
139	Anthony Walter		13-06-2016
139	Manie Dookeh		13-06-2016
141	Winnie Bessman	WNB	13-06-16
142	Teah Nimley	T.N	13-06-16
143	Bernise Kliah	B.W	13-06-16
144	Julie Sneh	J.S	13-06-2016
145	Mauke Sagber	M.S	13-06-2014
146	Bestman Sagber	B.Sagber	13-06-2014
147	Mamie Ich		06-13-2016
148	Victoria Nimely		13-06-2016
149	Emmanuel Nimely		13-06-2016
150	Beatrice Sneh	B-S	
151	Jessie Wleh		

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du (Blue Barrack)

Nos.	Name	Signature	Date
1.	Bosy B. Doe		06-17, 2016
2.	Jackson Kummeh	J. K	06-17, 2016
3.	Ruth Doe	R. D	06-17, 2016
4.	Mannie Jackson	M. J	06-17, 2016
5.	Patrick Korh	P. K	06-17-2016
6.	Prince Korh	B. K	06-17-2016
7.	Jackson Korh	G. K	06-17-2016
8.	Petersen Korh	@. K	06-17-2016
9.	Victorial Kummeh		17-06-2016
10.	Christian Kummeh		17-06-2016
11.	Victorial Chen	Victorial Chen	17-06-2016
12.	Remember Chen	R C	17-06-2016
13.	Sundayboy Kamaya	S K	17-06-2016
14.	Alphonso & Terpen	A T	17-06-2016
15.	Nannie Nyanmu		17-06-2016
16.	Fred Iluduc		17-06-2016
17.	Roosevelt Saywon		17-06-2016
18.	Prince Doe		17-06-2016
19.	Dirice Nyanmu		17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du

Nos.	Name	Signature	Date
20	Emmanuel Doe		06-17-2016
21	Jerry Francis		17-06-2016
22	Mary Sayfue		17-06-2016
23	Emmanuel Saywon		17-06-2016
24	Loretta Toe		17-06-2016
25	Princess S. Queatch	P.SQ	17-06-2016
26	Grulise Karmaya		17-06-2016
27	Lucial Sarwee	L'S	17-06-2016
28	Eric Sarwee		17-06-2016
29	Confort Tarpeh		17-06-2016
30	Zelline Tarpeh		17-06-2016
31	Terriline Tarpeh		17-06-2016
32	Gerlo Kelvin		17-06-2016
33	Moses Tarpeh		17-06-2016
34	Annexson Kalalyce		17-06-2016
35	Francis Swen		17-06-2016
36	Rebbaca Tarpeh	R.T	17-06-2016
37	Orther Tarpeh		17-06-2016
38	Morris JLAY	M.J.	17 2016

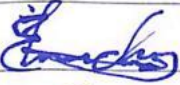
**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du (Blue Barrack)

Nos.	Name	Signature	Date
58	Amas Nagbe		17-06-2016
59	Josephine Nagbe		17-06-2016
60	Abraham Nagbe		17-06-2016
61	Eveline Nagbe		17-06-2016
62	Lyilan Nagbe		17-06-2016
63	Magrath TE	M TA	17-06-2016
63	Cecelia Nagbe		17-06-2016
64	Augustine Nagbe		17-06-2016
65	Sam Kayee	S K	17-06-2016
66	Eveline Saytue		17-06-2016
67	Wilson Saytue		17-06-2016
68	T wish Jalloh	T W P	17-06-2016
69	MUSU Jalloh	M J	17-06-2016
70	Angelina Jalloh	A J	17-06-2016
71	Doe Thomas	D T	17-06-2016
72	Fred Jah	F J	17-06-2016
73	Felecial Doe	F D	17-06-2016
74	Samuel wish	S W	17-06-2016
75	Haton wish	H W	17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du (Blue Barracks)

Nos.	Name	Signature	Date
39.	Bratrick Jlay		17-06-2016
40.	EMMANUEL KOFFA KOFFA	E. K	17-06-2016
41	EMMANUEL KOFFA	E. K	17-06-2016
42.	Mabel Saydee	.	17-06-2016
43	Rose Michael		17-06-2016
44	Friday H F Michael		17-06-2016
45	ESTHER KOFFA	E.K	17-06-2016
46	AUGUSTINE DIMMERS	A. D. DIMMERS	17-06-2016
47	OKOR JACKSON	OK	17-06-2016
48	Emma Saytue		17-06-2016
49.	Wilson Saytue		17-06-2016
50	Victorial Toe	VT	
51	Sylvester Toe	ST	
52	Francie Tarpah		
53	Alice Koffa		
54	Harrison Tarpah		
55	Abraham Guepmy		
56.	Klawian Kayee		17-06-2016
57	precibus Kayee		17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
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Community: Du- (Blue Barrade)

Nos.	Name	Signature	Date
76	Giril Nagbe	G N	17-06-2016
77	Amos C Sneh	A S	17-06-2016
78	Joseph Sneh	J Sneh	17-06-2016
79	Esther Sneh	E Sneh	17-06-2016
80	JEKKY D. Sneh	T.D.S	17-06-2016
81	Rebecca S. Sneh	R.S	17-06-2016
82	Jeron B. Demoh	J.B.	17-06-2016
83	Richard Karmmon	R.Karmmon	17-06-2016
84	Madison Doe	M.Doe	17-06-2016
85	Cecelia Doe	C.D	17-06-2016
86	Beatrice Karmmon	B.K	17-06-2016
87	Patrick Doe	P.D	17-06-2016
88	Eric Doe	E.D	17-06-2016
89	Maritha Doe	M.D	17-06-2016
90	Bethline Quere	B. Q	17-06-2016
91	Deborah Wleh		17-06-2016
92	BeSic Wleh		17-06-2016
93	Solomon S. Jobol	S. Jobol	17-06-2016
94	Fridaye Lewis	F. Lewis	17 06 2016



**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: _____

Nos.	Name	Signature	Date
95	Christopher Doe	<i>Chris</i>	17 = 2016
96	Betrice Friday	<i>Betrice</i>	17 = 06 2016
97	W. Doe	<i>W. Doe</i>	17 = 06 2016
98	Nathaniel Friday	<i>Nathaniel</i>	17 = 06 2016
99	Elizabeth Doe	<i>Eliza</i>	17 = 06 2016
100	D. Jerry Nyon	<i>BlueBarrie.</i>	17 = 16 = 2016
101	Theresa Toby	<i>Theresa</i>	17 = 6 = 2016
102	Christaine Doe	<i>Ch</i>	17 = 6 = 2016
103	Doris Teah	<i>D</i>	17 = 6 = 2016
104	Junior Teah	<i>J</i>	17 - 6 - 2016
105	Florence Teah	<i>F</i>	17 - 6 2016
106	Anna Toby	<i>A</i>	17 - 6 - 2016
107	Princess Tarkon	<i>P</i>	17 - 6 - 2016
108	Felecia Toby	<i>F</i>	17 - 6 - 2016
109	Robert Toby	<i>R</i>	17 - 6 - 2016
110	Susannah Toby	<i>S</i>	17 - 6 - 2016
111	Marvel Chea	<i>M</i>	17 - 6 - 2016
112	Stephen Toby	<i>S</i>	17 - 6 - 2016
113	Pyne Toby	<i>P</i>	17 - 6 - 2016

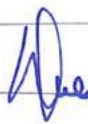





**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du (Blue Barracks)

Nos.	Name	Signature	Date
114	Deborah Vrombi	D.V	17-06-2016
115	Angeline Doe	A.D	17-06-2016
116	Calin Ston Doe	Calin. STON	17-06-2016
117	Marthine Doe		17-06-2016
118	Patricia Swen		17-06-2016
119	Moses Sagbe		17-06-2016
120	Magret Teh		17-06-2016
121	Alie Jah		17-06-2016
122	Ephine Jah		17-06-2016
123	David Jah		17-06-2016
124	Lawrance Teh		17-06-2016
125	J.T Teh		17-06-2016
126	Sarah Teh		17-06-2016
127	Angelina Teh		17-06-2016
128	Agate Jah		17-06-2016
129	Patience Jah		17-06-2016
130	Dorothy Doe		17-06-2016
131	Asala Swen		17-06-2016
132	Jeremial Brosh		17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du- (Blue Barrack)

Nos.	Name	Signature	Date
133	Prccibus Fiye		17-06-2016
134	Jones Pah		17-06-2016
136	pricess Fiye		17-06-2016
137	Iron Fiye		17-06-2016
138	patricia Myres		17-06-2016
139	therasar Myres		17-06-2016
140	Wilfred Sankam		17-06-2016
141	Sharon Myres		17-06-2016
142	Florence Nagbe		17-06-2016
143	Nagbe Doe		17-06-2016
144	Emma Tarpah	(17-06-2016
145	Helena Doe		
146	Fred Doe		
147	Roland Doe		17-06-2016
148	LUTU Girl Doe		17-06-2016
149	Angeline Doe		17-06-2016
150	Etta Doe	ED	17-06-2016
151	James H. Suduail		17-06-2016
152	Helena J. Suduail		17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Du-(Blue Barrack)

Nos.	Name	Signature	Date
153	Rose Wiah	R. Wiah	17-06-2016
154	M. M. Doe	M. D.	17-06-2016
155	J. Doe	J. D.	17-06-2016
156	Moses Fanneh	M.F	17-06-2016
157	Sarah Fanneh	S.F	17-06-2016
158	Mabel Fanneh	M.F	17-06-2016
159	Nemioe Fanneh	N.F	17-06-2016
160	Victor Fanneh	V.Fanneh	17-06-2016
161	Narie Fanneh	N.F	17-06-2016
162	Julie Wolla		17-06-2016
163	Patricious Wolla		17-06-2016
164	Washington Nyentue	W.N	17-06-2016
165	J. Emmanuel saydee	J.E.S	17-06-2016
166	Emmanuel nyentue	E.N	17-06-2016
167	Sharon Dormoh	S.D	17-06-2016
168	Faithroom nyentue	F.N	17-06-2016
169	Princess Neigba	P.N	17-06-2016
170	Rebecca Nyentue	R.N	17-06-2016
171	Esther saydee	E.S	17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: _____

Nos.	Name	Signature	Date
173	RONALDO T. WULAH	R-T W	17-06-2016
174	Oliver T Suleh	O T S	17-06-2016
175	Washington nyennueh	W. N	17-06-2016
176	Catherine nyennueh	C. N	17-06-2016
177	Christina saydee	C S	17-06-2016
178	Rachel Togba		17-06-2016
179	Toby Togba		17-06-2016
179	Ellis Togba		17-06-2016
180	Rita Togba		17-06-2016
181	Smith C. Togba jr	<i>[Signature]</i>	17-06-2016
182	Victory Jaly	V. J	17-06-2016
183	Bestman Jaly Togba	B. J. T	17-06-2016
184	Everlyn Tweak	E. T	17-06-2016
185	Moses Togba	M. T	17-06-2016
186	Lives Togba	L. T	17-06-2016
187	Smith C Togba Sr	<i>[Signature]</i>	17-06-2016
188	Junior Dumoh	J. D	17-06-2016
189	Junior Togba	J. T	17-06-2016
190	ELLIS Togba	E. T	17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**




















Community: Du (Blue Barrack)

Nos.	Name	Signature	Date
191	Marry Togba	M. T	17-06-2016
192	Saviour Togba	S. T	17-06-2016
193	Friance Jarhu	F. J	17-06-2016
194	Elizabeth Togba	E. T	17-06-2016
195	Prince Geeplay	P. T	17-06-2016
196	Emma Swen	E. S	17-06-2016
197	James B. Doeteh	J. B. Doeteh	17-06-2016
198	Mamie Doeteh	M. Doeteh	17-06-2016
199	Jakie Doeteh	J. Doeteh	17-06-2016
200	Aaron Jah	A. J.	17-06-2016
201	James Nasse	J. N.	17-06-2016
202	Fidelick Dohes	F. D.	17-06-2016
203	Rebbaca Dohes	R. D.	17-06-2016
204	James D. Barflen	J. D. Barflen	17-06-2016
205	Esther W. Barflen	E. W. Barflen	17-06-2016
206	Samuel S. Swen	S. Swen	17-06-2016
207	Frances P. Swen	F. Swen	17-06-2016
208	Cecelia T. Swen	C. T. Swen	17-06-2016
209	Alice Doe	A. Doe	17-06-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township**

Signatures Page

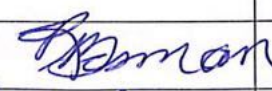






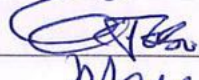


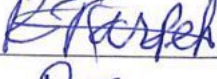




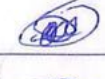



Community: Kofee (Panama)/Greenville

Nos.	Name	Signature	Date
1	John Koon		13-06-016
2	Gail Wleh		13-06-016
3	Doris Wleh/Saydee		13-06-016
4	Irene Bassman		13-06-016
5	Sabato Sackor chea		13-06-016
6	Anna Orab/Bassman		13-06-016
7	Angelina Wleh		13-06-016
8	Angelina Sobeh		13-06-016
9	Chea Doe		13-06-016
10	Rebecca Doe		13-06-016
	Rebecca Sobeh		13-06-016
	Victoria Njaba		13-06-016
	Alexander Njaba		13-06-016
	Farpah Doe		13-06-016
	Alicia Doe		13-06-016
	Gail Doe		13-06-016
	Veronica Doe		13-06-016
	Winnie Bestana		13-06-016
	Mane Farpah		13-06-016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township**


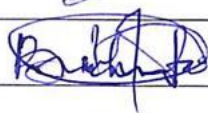









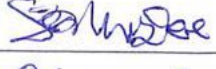



Signatures Page

Community: Panama (Wolee) / Greenville

Nos.	Name	Signature	Date
..	Richard T. Bessman		13/6/2016
	Ernest Sebeh		13/6/2016
	Richard Blaweh		14/06/2016
	Rebecca Doe		14/06/2016
	Oliver Torbor		14, 2016-06
	Benedict Torbor		14-06-2016
	Jackson Torbor		14-06-2016
	Evelyn Torbor		14-06-2016
	Mandela Doe		14-06-2016
	Mawehi Doe		14-06-2016
	Rebecca Torbor		14-06-2016
	Bestrie Sebeh		14-16-2016
	Alexo Doe		14-16-2016
	Victoria G. Koon		14-16-2016
	Oliver D. Doe		14-16-2016
	Gabriel Teah		14-16-2016
	P-girl Nimely		14-16-2016
	Francise Nimely		14-16-2016
	Alice Geeplan		14-16-2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**



Community: PANAMA (Wolee)

Nos.	Name	Signature	Date
	Junior Goul		15-06-016
	Browne chea		15-06-016
	Bale G. Wessah		15-06-016
	Bryant G. Daniels		15-06-016
	Ellen Wleh		15-06-016
	Carolina Wleh		15-06-016
	Amelia Wleh		15-06-016
	Viola Wleh		15-06-016
	Princess Wleh		15-06-016
	Rebecca Wleh		15-06-016
	Mark Tanteh		15-06-016
	Sherman Doe		15-06-016
	Alex Geepay		15-06-016
	Alice Sulu		15-06-016
	Pittman Prabh		15-06-016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township**




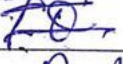





Signatures Page

Community: WOLEE (PANANA)

Nos.	Name	Signature	Date
	Charles N. Koon		16-06-06
	Moses Jarboe		16-06-06
	Everlyn Nimely	E.N.	16-06-06
	Myer Roberts	MR	16-06-06
	D. TWEH N. Kangeor	Signature	16-06-06
	Bixion Tarpah	Signature	16-06-06
	Abel N. Nyensuah	Signature	16-06-06
	Bacens Tarpah	Signature	17-06-06
	Anthony G. Howe	A. Howe	17-06-06
	Maston B. Nyentam	M.B.	17-06-06
	Cyrus Kayee	K.K.	17-06-06
	Mark Sarh	Sarh	17-06-06
	Kelvin Sneh	Signature	17-06-06
	Michael Moore	Signature	17-06-06
	Doyen Sonfon	Signature	17-06-06
	George W. Sebeh	Signature	17-06-06
	Joe Teahyen	J.T.	17-06-06
	Mamie Tarpah	M.T.	17-06-06
	Besordune Tarpah	Signature	17-06-06

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**









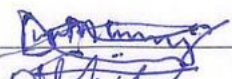
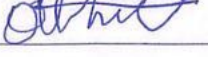


Community: WOLEE (Panama)

Nos.	Name	Signature	Date
20	Patrick Pah		17-06-016
21	Roosevelt W. Marsh		17-06-016
22	Demas S. Jerboe		17-06-016
23	Veronica Maneh		17-06-016
24	Patricia Kargee	P. K.	17-06-016
25	Othello Jerboe	O. J.	17-06-016
26	Patricia P. Tseh	P. T.	17-06-016
27	Patricia Kargee	P. K.	17-06-016
28	Sarah Nyenswah	S. N.	17-06-016
29	Olivia N. Nyenswah	O. N.	17-06-016
30	Vena Quateh	V. Q.	17-06-016
31	Patricia Jarboe		17-06-016
32	Latorah Jerboe	L. J.	17-06-016
33	Rebecca Jerboe		17-06-016
34	Ellis Tesh	E. T.	17-06-016
35	Ophelia Pewee	O. Pewee	17-06-016
36	Sophia Carter		17-06-016
37	David F. Lomo		17-06-016
38	Patrick Nimely		17-06-016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township**

Signatures Page


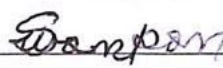
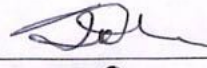
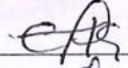

Community: WOLEE (Panama)

Nos.	Name	Signature	Date
	Esther Ponnin		18-06-016
	Rosa Sonpon		18-06-016
	Helena Klact	Hen Ok	18-06-016
	Tenesa Saydee		18-06-016
	Eric T. Sarwee		18-06-016
	Mary Wlue		18-06-016
	Dorris Wlue	D. W	18-06-016
	Alfred Wlue	A. W	18-06-016
	Mamee Nyensark	M. N	18-06-016
	Abeniko Nyensoah	A. N	18-06-016
	Alvin Ponnie	A. P	18-06-016
	Abel Ponnie	A. P	18-06-016
	Momis Manah		18-06-016
	Martha Quanteb		18-06-016
	Anna Manah		18-06-016
	Sivise Manah		18-06-016
	Edisien Dennis		18-06-016
	Mother Faith Pasewe		18-06-016
	Alex P, Saydee		18-06-016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township**

Signatures Page

Community: Nyennue/Greenville

Nos.	Name	Signature	Date
	Isaiah Tarpeh		6/13/2016
	William W. Sampson		6/13/2016
	Lydia D. Tarpeh		6/13/2016
	Caroline T. Sampson	C. T. S	6/13/2016
	Hellen Sampson		6/13/2016
	Abel K. Sampson		6/13/2016
	Isaiah Togba		6/13/2016
	Calvin Kofa		6/13/2016
	Ora Kofa		6/13/2016
	Madress Tarpeh	M.T	6/13/2016
	Falcial Tarpeh	F.T	6/13/2016
	Marynre Tarpeh	M.T	6/13/2016
	Abigail Tarpeh	A.T	6/13/2016
	David K Tarpeh	D.T	6/13/2016
	Princess Tarpeh	P.T	6/13/2016
	Sylvia Tarpeh	S.K	6/13/2016
	Comfort Tarpeh	T.T	6/13/2016
	Margareta Tarpeh	M.T	6/13/2016
	Rachel Togba	R-T	6/13/2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

Community: Nyennue / Gramileo

Nos.	Name	Signature	Date
	Alfred Togba	A-T	6/13/2016
	Jamama Togba	J-T	6/13/2016
	Annie Boakai	A-B	6/13/2016
	Ellelyne Togba	E-T	6/13/2016
	Daniel Togba	D-T	6/13/2016
	Geiciel Togba	G-T	6/13/2016
	Augustine Togba	A-T	6/13/2016
	Greene Bonner	GB	6/13/2016
	Ophelia Sonpon	O.S	6/13/2016
	Isaac Sonpon	I.S	6/13/2016
	Matthew Siah	M.S	6/13/2016
	Perterson Tarpeh	P.T	6/13/2016
	Amos Nyam		6/13/2016
	Amelia Nyam		6/13/2016
	Yonah Tarpeh		6/13/2016
	Amies Nyam		6/13/2016
	Cedia Nyam		6/13/2016
	felicia Tarpeh		6/13/2016
	Lelei Tarpeh		6/13/2016

**Memorandum of Understanding Incorporating Social Agreement
Du-Wolee Nyennue Communities, Du-Wolee Township
Signatures Page**

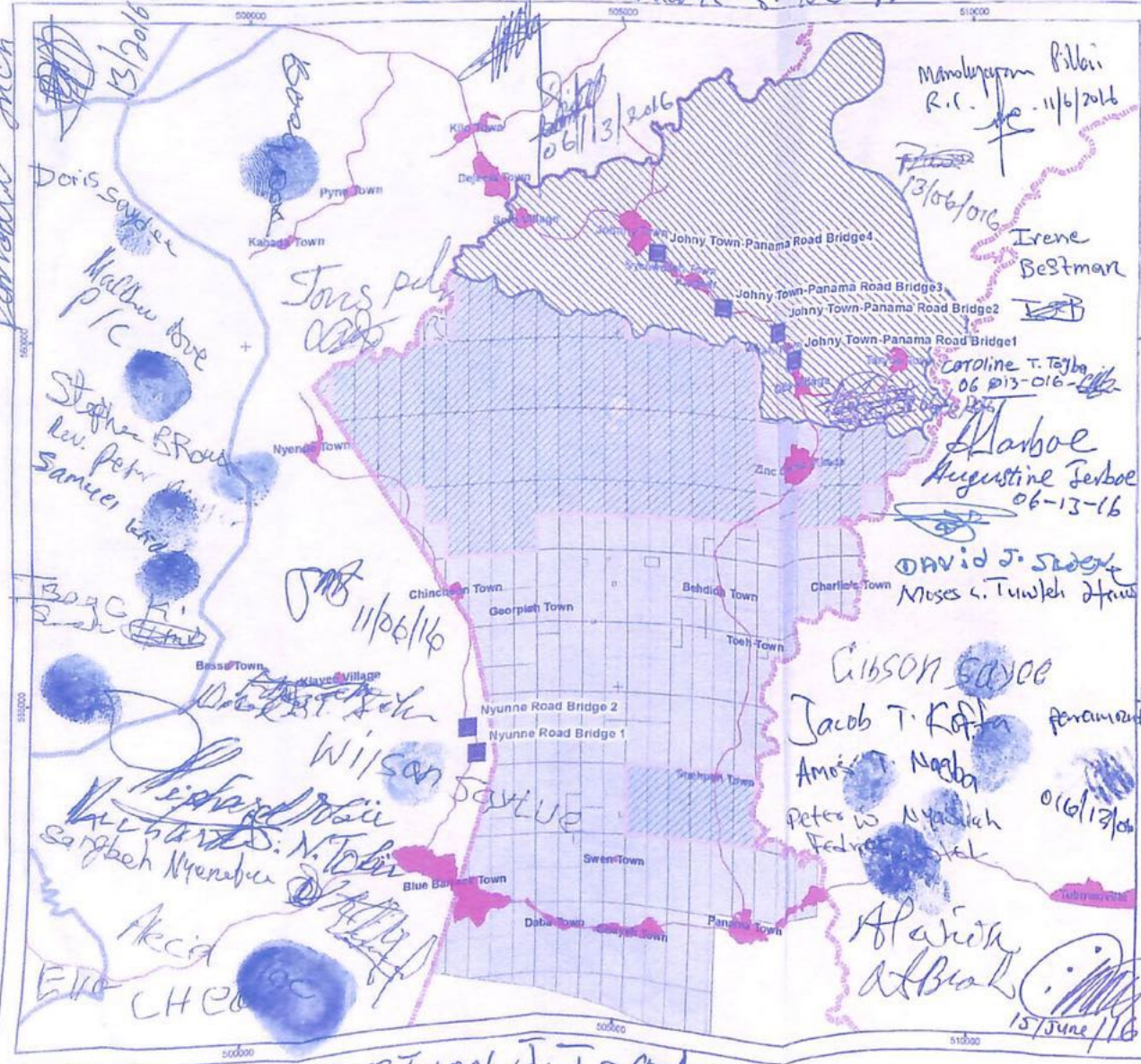
Community: Zinc Camp Community

Nos.	Name	Signature	Date
1	Thomas Sebeh Jr.		8/2/2016
2	Waltered Toho		8/2/2016
3	TITUS Sebeh		8/2/2016
4	T. Richard Sebeh Sr.		8/2/2016
5	Romeo M. Sebeh		8/2/2016
6	ALEXANDER T. JIPPLY		8/2/2016
7	Alice B. JIPPLY		8/2/2016
8	Sunday S. Jipply		8/2/2016
9	Emmanuel Harris		8/2/2016
10	William Harris	W.H	8/2/2016
11	Patricia Sebeh		8/2/2016
12	Tutugirl Thomas		8/2/2016
13	Felicia Sebeh		8/2/2016
14	Patricia Doe		8/2/2016
15	Sherina Nimely		8/2/2016
16	Rose Gaye		8/2/2016
17	Winifred Thomas		8/2/2016
18	Janjorson W. Whenyon Evelyn K Leah		8/2/2016



Mark S. Toe Jr 06/13/2016
 Mark S. Toe Jr

Dorcas Ineh



**BRIDGES REHABILITATION PLAN
 IN DOE-WOLLEE NYANNUE COMMUNITY**

EAST SINCE REGION OILPALM DEVELOPMENT
 SINCE COUNTY, LIBERIA



Legend

- Bridge
- River
- Road
- Town
- Kpanyan Administrative District Boundary
- Numopoh Contested Area
- DWN Township Boundary
- Potential Area To Be Developed in DWN
- Area for HCV Demarcation
- DWNE Block Plan
- GVL Wider Area of Interest

Caroline Sarch 13-06-2016
Ophelia Sarch 13-06-2016
Rebecca Sarch 13-06-2016
David J. Sarch
Moses S. Tunkleh Hruu
Gleekiam
Chief Mitchell Jerboe
 June 13, 2016
Abel Jarboe

Projection:
 Universal Transverse Mercator (Zone 29K)
 WGS 1984

Drawn by	Fibrianto Dwi P
Checked by	Filomo Molubah
Date	May 23, 2016
Map number	1185/GVL2/DWNE/180523

BESTMAN J. TOORBA

Nyannue T. Wollie 06/13/2016
 06-06-16
 13-06-2016
 13-06-2016
 06/13/2016
 06/13/2016
 15/June/16
 T. Meshach Toe 06/13/2016

Paraball Such

13/2016

Mark S. Toe Jr 06/13/2016

Mark S. Toe Jr 06/13/2016

Mamuliyam Bilbi R.I. 11/6/2016

Irene Bestman 13/06/2016

Caroline T. Tojbo 06-13-2016
Augustine Jerboe 06-13-16

DAVID J. SUDJE Moses C. Tuwleh Jr

GIBSON SAVOE

Jacob T. Koffa

Amos T. Nagba

Peter W. Nyandich

Alawith Albroh

15/June/16

BESTMAN J. TOOMBA

NYandich T. W. 06/13/2016

Caroline Such 13-06-2016

Ophelia Such 13-06-2016

Rebecca Such 13-06-2016

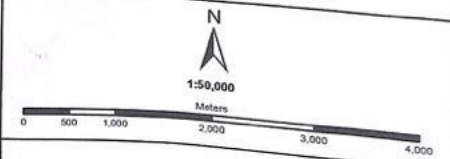
Gleekam Such 13-06-2016

Beantee W. Such 06/13/2016



BRIDGES REHABILITATION PLAN IN DOE-WOLLEE NYANNUE COMMUNITY

EAST SINOE REGION OILPALM DEVELOPMENT
SINOE COUNTY, LIBERIA



Legend

- Bridge
- River
- Road
- Town
- Kpryan Administrative District Boundary
- Numoph Contested Area
- DWN Township Boundary
- Potential Area To Be Developed in DWN
- Area for HCV Demarcation
- DWNE Block Plan
- GVL Wider Area of Interest

Chief Mitchell Jerboe
June 13, 2016
DRAFT
Abel Jarboe

Projection: Universal Transverse Mercator (Zone 29N) WGS 1984

Drawn by	Febrianto Dwi P
Checked by	Fiome Molubah
Date	May 23, 2016
Map number	1185/GVL2/DWNE/160523

T Meshach Toe 06/13/2016



GVL

GOLDEN
VEROLEUM
LIBERIA

Working in the Liberian Southeast, we aspire to be among the best Oil Palm developers in the global industry. We stand to be measured on our eight key values.

1. Successful investing, meeting the expectations of investors and funders
2. Ending rural poverty and bringing the beginnings of long term prosperity, education and health to communities where we develop
3. Preserving the natural environment, helping conserve flora, fauna, water and carbon in Liberia
4. Respecting community self-determination, sovereignty, culture and traditions of our hosts, through free, prior and informed choice of communities to work with us and preserving their sacred heritage
5. Developing the skills and careers of our Liberian employees and suppliers, especially of the people originating from our partner communities
6. Practicing the best methods of legal compliance, regulatory adherence, procedures and Oil Palm agriculture, founded on highly developed skills, systems and attitudes
7. Building value added, helping the country of Liberia escape a traditional role as a supplier of cheap raw materials
8. Continuing improvement and betterment in what we do, with engagement of credible organizations who share all or some of these objectives, whether partnering with us, challenging us, or critical of us.

A Brighter Future for Liberia