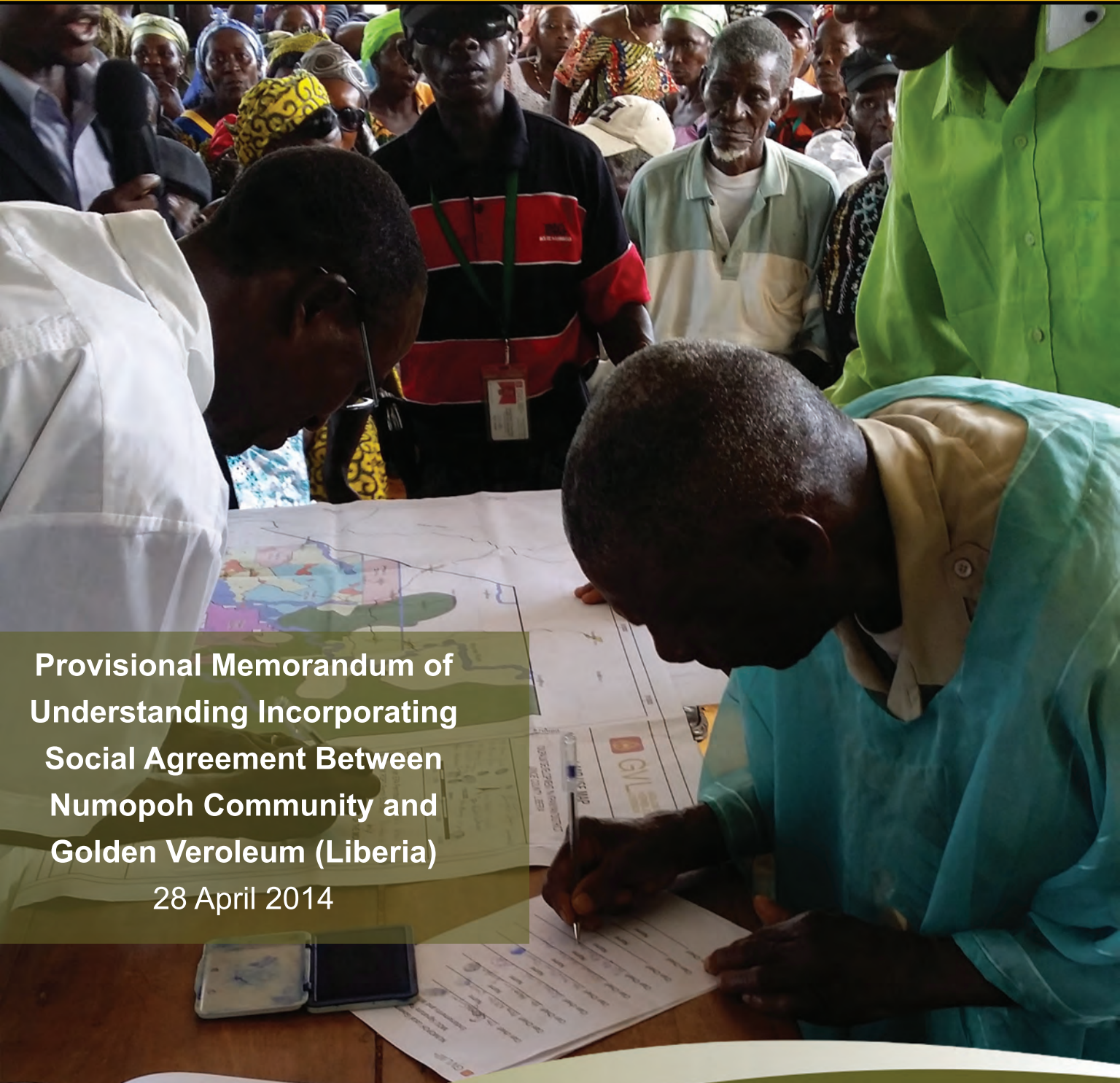




GVL GOLDEN
VEROLEUM
LIBERIA



**Provisional Memorandum of
Understanding Incorporating
Social Agreement Between
Numopoh Community and
Golden Veroleum (Liberia)**

28 April 2014

A Brighter Future for Liberia





Golden Veroleum (Liberia) Inc.
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Provisional Memorandum of Understanding (MOU)
Incorporating Social Agreement
Between
Numopoh Community
and GVL
April 28th, 2014

Provisional MOU and Social Agreement

REPUBLIC OF LIBERIA)
SINOE COUNTY)

Provisional Memorandum of Understanding Incorporating Social Agreement

THIS Provisional Memorandum of Understanding (MOU) is made and entered into this April 28, A.D. 2014, between Golden Veroleum (Liberia) Inc., Republic of Liberia, a Liberian Domestic Corporation, (hereinafter referred to as "GVL") represented by its Authorized Signatories, named on below, and **NUMOPOH communities within NUMOPOH County District of SINOE County, Republic of Liberia**, (hereinafter referred to as "Community" or "Communities") represented by their Authorized Representatives, named below.

This MOU terms further incorporate the **Social Agreement** between GVL and the Communities.

RECITALS:

WHEREAS, on 2 September 2010 GVL was granted rights by the Republic of Liberia under the provisions of a 65-year agricultural concession agreement (the "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 by reference included herein;

WHEREAS, this agreement supersedes any previous agreements, social agreements and memorandum of understanding between GVL and Numopoh.

WHEREAS, the GVL investment is a business venture which additionally brings considerable benefits to communities in terms of jobs, careers, capacity building, infrastructure, and other social and economic benefits, while also implying changes in many matters of lifestyle and activities of Communities.

WHEREAS, the Communities have invited and hereby confirm GVL to develop land in their Community areas (whether held under customary, traditional, communal, tribal, private usage or forest management or other rights, permits, certificates or titles), for GVL plantings and facilities together with a Community Oil Palm program.

WHEREAS, Numopoh and GVL agreed that the people of Numopoh agreed to offer their land to GVL for oil palm development in return for benefits based upon negotiations resulting in this MOU/SA.

WHEREAS, GVL and Communities have agreed to jointly collaborate and through mutually participatory mapping have identified and shall further identify land, considered in the following Phases:

Phase I of GVL development, consisting of 629-hectares, where already sits the nursery 86 hectares and facilities of 60 hectares and 483 hectares of planting area is recognized by the Numopoh and GVL being included in an ongoing land claim by the Doe Wollee Nyannye communities which from the River Wyanee down to Albert Fear Old Town region, inclusive regarding the mentioned developed hectares and this **Phase I is therefore not part of this MOU and SA, until such date as the Numopoh and Du Wollee Nyannye confirm their understanding and agreement of this land and its treatment in a mutual agreement to GVL, and upon such agreement a confirming or separate MOU and SA is reached with the communities and GVL.** Further, for consistency with other Phases, it is confirmed that in relation to Phase I, when such mutual agreement is reached, an

additional approximately 97 hectares of land are planned for the use of the Communities (with support from GVL in accordance of the Concession Agreement) to establish a Community Oil Palm program in relation to Phase I, the location of such land to be later decided between the parties and stakeholders..

Phase II, consisting of an additional approximately 677 hectares of land in the north of the river named Wyanee River also indicated on the attached map **552/GVL2/140418 dated 18th April 2014**. Further 135 additional hectares of land are planned for the use of the Communities (with support from GVL in accordance of the Concession Agreement) to establish a Community Oil Palm program in relation to Phase II.

Phase II a, b and c, consisting of additional approximately Phase IIa 178 hectares, Phase IIb 375 hectares, Phase IIc 336 hectares in the north of the Wyanee River also indicated on the attached map **552/GVL2/140418 dated 18th April 2014**, such development being agreed by Numopoh and to be determined by GVL upon further study and decision by GVL. Further additional hectares of land are planned for the use of the Communities (with support from GVL in accordance of the Concession Agreement) to establish a Community Oil Palm program in relation to Phase II a, b and c in the same ratio as Phase II to the actual developed land.

Phase III, furthermore, for sake of clarity, the parties consider additional hectares of up to 1,328 hectares south of the nursery and any additional hectares identified by the Numopoh people and such 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 in accordance of similar principles as above.

WHEREAS, GVL and Numopoh have agreed to protect community forests like Bahnean, Pellu, and Somontea, and not develop such areas.

WHEREAS, GVL and Numopoh have agreed to demarcate sacred forests, cemetery, major creeks and rivers as indicated in participatory maps and the attached development map **552/GVL2/140418 dated 18th April 2014** and not develop such areas.

WHEREAS, Numopoh and GVL agree to set boundaries from each town/village at least 300 meters to GVL's plantation, and any development of such area is by that town/village community decision with GVL,

WHEREAS, The Communities have determined or will furthermore determine to their considered satisfaction that such land identification for oil palm purpose still provides for and leaves necessary amount of land for other needs.

WHEREAS, Numopoh and GVL have agreed to protect all established community forests from such oil palm development as contemplated by this MOU

WHEREAS Communities plan to regulate hunting so that only non-protected species of animals are to be hunted and not hunting chimpanzee and other species that are endangered and are protected by Liberian law in the forests and communities allow GVL to regulate hunting in the area of the oil palm plantings and the adjacent forests. GVL will assist in advising the communities by providing communities with sensitization and education.

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

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

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

A) Preferences to be provided by GVL to Communities Citizens

GVL agrees to provide preference and priority to Communities citizens for jobs and employment, training, promotion, college and university scholarships and business opportunities in accordance of **Appendix A**.

B) Benefits to be provided by GVL to Communities Citizens Employees of GVL

GVL agrees to provide agreed, timely wages, salaries, free housing, free health care, free education and schooling of children in accordance of **Appendix B**.

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

GVL will provide USD \$5 per each hectare payments on developed land, repeated every year, to the Community Development Fund, which will be governed with the Communities themselves for development projects; GVL will also construct and rehabilitate roads and bridges; additionally GVL will provide Communities citizens access to GVL schools, university and college scholarships, health care facilities; and GVL will provide business opportunities to Communities entrepreneurs, and GVL will consider the Community for industrial development of an Oil Palm Factory Mill, in accordance of **Appendix C**.

D) Community Oil Palm Program supported by GVL

GVL will support the Communities in the construction of a Community Oil Palm Project, which will be owned by the Communities and its members. GVL proposes that the Community Oil Palm area will be in ratio of 1 acre to every 5 acres the Communities have assigned to GVL. The program will be offered in accordance to **Appendix D** and subject to terms, considerations, rules and regulations to be agreed with the Communities and program participants.

E) Development Timetable

The timing of investment and development is based on achieving a partnership between community and GVL. GVL estimates the timetable in accordance of **Appendix E** subject to uncertainties about logistics, weather, existing infrastructure, and to training progress, and subject to any external influences.

F) GVL Commitment to Communities regarding Potential Impacts

GVL will not pursue resettlement of the Community people from their villages or towns. This has always been GVL policy and GVL has never resettled anyone and has not required anyone to do so. GVL commits to adherence to all the affecting laws and regulations of Liberia and to international regulations of RSPO, to good practices, and to partnership with the Communities, in accordance of **Appendix F**.

G) Communities Commitment to GVL

The Communities commit to adherence to all the affecting laws and regulations of Liberia to good practices, and to partnership with GVL, in accordance of **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 as between community or individual citizens and GVL. The company and community 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) Statement of Acknowledgement

As an official endorsement of the agreed lands for development and confirming the detailed participative mapping and FPIC engagement process undertaken by the community and GVL, the community formally attests to and signs the development map, being current at April 28, 2014. The community acknowledges and affirms that it may wish to enter into future negotiations for transfer of additional lands, and that updated maps will be appended to and become part of this social agreement. The formal endorsement is contained in **Appendix I** and is an integral part of this MOU.

J) Documents of Reference

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

This PROVISIONAL MOU shall remain in force until final MOU / Social Agreement is signed - with mutual intent to do so within 12 months. The final MOU will include the same terms and any changes or additions as mutually agreed by the parties. By signing this Provisional MOU, the communities authorize GVL to start operations and land development in the areas referred to on the attached map of Numopoh district. The Final MOU will endure for the life of the Concession Agreement, unless otherwise mutually agreed by the Parties hereto.

Signed:

For Community

Traditional Leaders including Paramount Chiefs and Chiefs, Citizens including Further Elders, Women leaders, Youth Leaders, Development leaders

Jackson Quiah PC
 Bernard Pyne PC
 Richard Tardon PC
 Taylor Sargbaklah Comm

For GVL

Manshyarany Piteri

S. Nigwarum 28/4/14

Representative Attestations and Endorsements

Roosevelt A. Milton
 UNMIL
 A. Milton Tardoo

Government, Administrative Attestations and Endorsements

(Government Authorized Representation at District, County, & National level)

Witnesses**Civil society**

A. Pascal Kelgbeh ~~NCWC~~
MORRSIE Rev. Joe C. Darwleh ~~Joe C. Darwleh~~

Advisors

APPENDIX A

Preferences GVL Will Provide to Communities Citizens

1. Preference and priority for jobs in the Communities areas
2. Adult literacy and numeracy education for higher jobs
3. Technical training opportunity for advancement to qualified jobs and management in Community area and elsewhere in GVL business
4. Preference for GVLs college and university scholarships is given to qualified students
5. Preference for trainee Cadetships towards management jobs
6. Preference for contracting and supply entrepreneurship

The above preferences and priorities are given in each GVL MOU area to their own citizens of good reputation who have the willingness and qualifications for the opportunities, and also in other GVL areas, so that GVL MOU area citizens may cross work in any GVL areas on equal basis.

Preference and priority means that in any starting and new jobs or business opportunity will first be given to citizens. But existing employees, trainees, students, cadets or vendors will not be fired to accommodate new entrants.

Benefits GVL Will Provide to Communities Citizens Who Become Employees

- 1. Employment and wages and other**
 - a. Priority and preference for jobs and training opportunity is provided to communities that designate planting land for GVL
 - b. Wages and salaries meet Liberian Laws and Regulations and Minimum Wage rulings, as well as Terms and Conditions of Collective Bargaining Agreement with the workers union GOVAWUL.
 - c. Currently, GVL includes
 - i. 50kg bag of rice per employee each month as per Collective Bargaining Agreement 2013 stated minimum 21 days of working per month, or as per updated Collective Bargaining Agreement.
 - ii. Annual paid vacation,
 - iii. Maternity leave
 - iv. Bereavement payment and
 - v. National Social Security and Welfare Corp (NASSCORP) contributions
 - d. Qualified staff can receive a subsidized motorcycle without down payment
- 2. Training and advancement:**
 - a. Provide skill training to employees of the company.
 - b. This includes
 - i. On-the-job training,
 - ii. Head gang and supervisor training
 - iii. Cadet / Management Trainee for qualified candidates, as well as
 - iv. International secondment for qualified candidates (e.g., learning modern mill engineering methods);
 - v. Vocational training (for instance, heavy equipment operator certified training, and skills in mechanic and construction trades)
 - c. Employees with good skills and willingness and ability to advance and manage parts of the business will be encouraged and GVL wishes to create and build management and technical support capabilities deriving from the Communities
- 3. Education of employee children:**
 - a. GVL will build schools in GVL farm townships starting at kindergarten and primary school and up to high school (Subject to oil palm develop hectares by GVL)
 - b. Schooling is free for children dependents of employees
 - c. GVL will pay for teachers, maintenance of schools and study items

- d. GVL offers schooling in adult literacy and numeracy for enrolled employees and for ability to be promoted
- e. Citizens who become employees, and their children, are equally eligible for scholarships as discussed under Appendix C, please refer to there.

4. Healthcare and clinics:

- a. GVL will provide employees and dependents health care and medical treatment free-of-charge.
- b. Health clinics will be constructed, equipped and staffed by health care personnel and nurses
- c. GVL will pay the health care staff

5. Housing and facilities:

- a. GVL will provide 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. (Subject to oil palm develop hectares by GVL)
- b. Housing will have
 - i. Free electric power,
 - ii. Running piped water and
 - iii. Toilet bathrooms,
 - iv. As well as kitchens
 - v. The housing will be built in temporary from starting in year 3, and permanent houses starting in year 5 of a new GVL farm areas
- c. GVL farm townships will have
 - i. Market place
 - ii. House of Worship (church or prayer hall)
 - iii. Sport field
 - iv. Normally we build these community buildings during year 3-5 of a new GVL farm area

Benefits GVL Will Provide to Communities and to Citizens Whether Employed or Not

1. Employment priority at GVL

- a. Priority and preference in jobs and training opportunity is provided to communities that designate planting land for GVL, with evaluation and determination of their qualifications and suitability for employment.
- b. That GVL, upon signing the MOU/Social Agreement recruit additional staff subject to GVL's needs and expansion and subject to qualifications, to be trained to work in HR, GIS/Survey, Transport, Environmental and medical departments.
- c. GVL and Numopoh agreed, specifically, that citizens operating yellow machines will be paid a total compensation which can reach USD 600 per month of 25 worked days, inclusive of all wages and incentives subject to (a) passed probationary period, (b) passed a practical test, (c) passed a written test, (d) be able to train additional new operators on the same skill level as a trained operators (e) operate without machine damage and accidents due to operator negligence, (f) and achieve targeted hectares production equal to Trainer Operators and (g) be transferable within GVL operational areas.
- d. **As with professional oil palm estates GVL hiring would aim to achieve 6 hectares planted per employee. Any additional hiring would be a subject to additional developed land above the standard. Hiring in KP area will be matched to this objective. GVL will hire additional employees as required, with priority hiring from local communities except GVL has the right to hire non-local people with particular skills when required and these are not locally available.**

2. Community Development Fund payments, usage and establishment

- a. The Community Development Fund (CDF) will be used to pay for additional facilities, in addition to what is mentioned herein, over the whole life of the GVL concession, and payments will be repeated every year
- b. GVL will each year pay USD \$5 each hectare (equivalent to US\$2.08 each acre) of developed land into a Community Development Fund of the Numopoh Communities after development has occurred and in accordance of the actual developed hectares. Developed land means planted land.
- c. For land included in Phase I, it is recognized by the Numopoh that for this area there is an ongoing land claim and it is therefore determined that payment shall be held until there is a comprehensive agreement regarding the said land between the Numopoh Communities and the claimant communities. When such agreement is reached, GVL will make the money available counted from the start of the planting in 2013. The held payment will be released upon each claimant party separately reaching an MOU with GVL and establishing their CDF. For avoidance of doubt, this paragraph applies only to Phase I.
- d. This fund will be used to build infrastructure and other facilities of prudent selection and planning

- e. GVL will carry out the needs and planning survey with the Communities at the beginning, and this will be repeated from time to time to guide planning
- f. The fund will be governed by representatives from both community and company, where the GVL representatives participation is to assure that the fund will be used for prudent community purposes
- g. The community development fund committee will be comprised of 5 persons appointed by the community 5 persons appointed by GVL; as stated in the Concession Agreement and the funds shall be managed as stated in the Concession agreement which has been passed to a law.
- h. GVL will make CDF fund money available upon the completion of appointment of the 5 community representatives, and the holding of the first mutual committee meeting where the charter of the CDF is formally approved, and planting of said lands. Regarding Phase I payment, it is subject to the conditions agreed in paragraph 2.c. The committee shall open a bank account into which the money will be deposited and the bank statement published on the community bulletin board.

3. Education access to GVL schooling

- a. Community citizens will have access to study at GVL schools from primary school up to high school, but priority will be given to employees dependents
- b. GVL offers schooling in adult literacy and numeracy for community citizens
- c. University scholarships application will be available to qualified employee children from the USD \$100,000 in annual scholarships to agriculture students.
- d. GVL provide a minimum two (2) scholarship to University/College for advanced studies in Agriculture, Education, Health, and Forestry, subject to qualification and passing an entrance exam, from within the above scholarship, specifically for the children from Numopoh, in relation to Phase I and Phase II (and additional Phases will provide further scholarships).

In allocating the scholarships, GVL will work to prioritize students originating from the Communities in proportion to the land areas being allocated, and this will be monitored annually together with the Communities.

4. Healthcare and clinics access

- a. GVL will provide community citizen's access to GVL health care and medical facilities subject to availability and minimum at cost, but priority will be given to employees and dependants

5. Roads and bridges:

- a. GVL will build and improve road and bridge infrastructure as part of its GVL farm operations, which can also be use by communities when suitably located.
- b. For sake of clarity, GVL cannot build road and bridges, which are largely used by outsiders to GVL and affected communities. For road and bridges GVL will look after please refer to SA chart.

6. Wells and pumps:

- a. GVL will build wells for communities where needed to avoid disturbance to clean water supply due to oil palm development.

- b. Wells will be equipped with hand pumps where towns have over 150 citizens.

That GVL and Numopoh agreed that hand pumps be built in affected areas as indicated in the SA chart. And that a team from the community be trained to repair hand pumps. GVL has agreed with Numopoh to repair existing malfunctioning hand pumps listed in the SA chart and build new ones when a repair is not possible.

7. Local Business

- a. GVL provides opportunities for local business and entrepreneurs, beginning with offering market areas in GVL farms so communities can sell to employees and for fully localizable trades such as
 - i. Construction,
 - ii. Lumber and carpentry works,
 - iii. Brick making,
 - iv. Furniture making and
 - v. Garment making,
 - vi. Poultry farming,
 - vii. All types of service and trade activities.
- b. GVL will give preference to these locally sourced businesses.
- c. Also indirectly, by creating real economic development and people with jobs and money to buy goods and services, GVL's presence can help bring in business and services such as cell phone services and more products may become locally available.

Community Oil Palm Program Supported By GVL

- 1. Community Oil Palm Programme**
 - a. Every community is encouraged to designate proper, proportionate and regulated land area for assisted community farms (also known as supported out-grower farms).
 - b. GVL proposes that the Community Oil Palm area will be in ratio of 1 acre to every 5 acres the Communities have assigned to GVL.
 - c. GVL will provide training, advisory and will supply seedlings, tools and fertilizers at cost and free of import duties.
 - d. GVL will guarantee to purchase the fruits at regulated and transparent prices for processing at the established factories.
 - e. The Community Oil Palm program normally starts in year 3 of development, as at that time the community has gained experience from participation in GVL development.
 - f. The Community Oil Palm program is formulated in separate plan which when initialled and signed are attached to this MOU as integral parts

- 2. Oil Palm Development Fund**
 - a. Each year GVL will pay 0.5 % of annual sales of oil palm products into an Oil Palm Development Fund.
 - b. The proceeds will be used by Government to support and promote community and smallholder oil Palm development in addition to the Community Oil Palm, so communities can request funding for local oil palm projects.

Approximate Timetable for Initial Development and Investments

Item	Proposed by	Proposed by	Estimated Beginning Timing	Estimated Duration	Estimated Completion Timing
	GVL	CDF			
1. Site facilities construction	GVL		Started 2012 included in Phase I	Continue in Phase II, 2014 - 2016	2017
i) Temp rain shelter					
ii) G2 workers quarters					
2. Road rehabilitation	GVL		Started 2012 included in Phase I	Rehabilitation completed	Rehabilitations 2013
a. Kpanyan Nursery - Kilo					
b. Kilo – Kannah					
c. Kilo – Fanfin Junction					
d. Fanfin Junction – Fanfin					
e. Fanfin Junction – Wiahdoe					
f. Panama – Johnny					
3. Bridges rehabilitations	GVL		Started 2012 included in Phase I	Rehabilitation completed	Rehabilitations 2013
a. Kilo – Charlie					
b. Charlie –Fanfin					
c. Charlie - Bah					
d. Nyonwelleh – Johnny					
e. Panama – Johnny					
4. Nursery development	GVL		Phase I – 2011	1 Year, completed	2012
5. Land preparation	GVL		Phase I – 2013 Phase II - 2014	Each phase 1 year	Phase I – 2013 Phase II - 2014
6. Planting in the field	GVL		Phase I – 2013 Phase II - 2014	Each phase 1 year	Phase I – 2013 Phase II - 2014

Item	Proposed by	Proposed by CDF	Estimated Beginning Timing	Estimated Duration	Estimated Completion Timing
7. Wells with hand pumps construction & rehabilitations	GVL		2012-2013	Maintenance continuity	2013
a. Johnny Town: Constructed 2 & Rehab 1	GVL		2012	During the dry season	2013
b. Nyonwelleh Town: Constructed 1	GVL		2012	During the dry season	2013
c. Taryon Town: Constructed 1	GVL		2012	During the dry season	2013
d. Otis Village: Rehab 2	GVL		2012	During the dry season	2013
e. Wiah Doe: Rehab 2	GVL		2012	During the dry season	2013
f. Kilo Town: Rehab 1	GVL		2012	During the dry season	2013
g. Kannah Town: Rehab 1	GVL		2012	During the dry season	2013
8. Education					
a. Numopoh Public School, Wiah Doe: Blackboards & Roofing Zinc	GVL		2012		2013
b. Dejelah School: Chairs and tables	GVL		2012		2013
c. Fanfin School: Blackboards	GVL		2012		2013
d. Taryon School: Blackboards	GVL		2012		2013
e. Adult Literacy Programme	GVL		2014	On-going	
f. GVL Schooling	GVL		2014	To be decided between GVL school or support or subsidize public schooling depending on extent of development	
9. GVL Clinic	GVL		Phase I - 2013	1 Year	2014
10. Kilo Town: Palava House & furnishing	GVL		2013		Completed 2013
11. Payment to Community Development Fund	GVL		ANNUALLY	Every year 65 years	ANNUALLY

Item	Proposed by GVL	Proposed by CDF	Estimated Beginning Timing	Estimated Duration	Estimated Completion Timing
12. Community Oil Palm Project (COPP)			2014	CONTINUITY	CONTINUITY
a. Organizing COPP	Joint Activity		2014	Estimated 1 - 2 years	2016
b. Begin works for COPP			Est. 2016	Estimated 1 year	2017
c. Planting COPP			Est. 2017	Estimated 1 year	2018
d. Harvesting of COPP			Est. 2020	Estimated 25 year	CONTINUITY
13. OTHER PROJECTS FUNDED BY CDF- TO BE DETERMINED		CDF	2014	CONTINUITY	CONTINUITY

APPENDIX F**GVL Commitment to Communities and Citizens Regarding Potential Impacts**

- 1. Land Negotiations and No Resettlement**
 - a. GVL will not pursue resettlement of the Community people from their villages or towns. This has always been GVL policy and GVL has never resettled anyone and has not required anyone to do so.
 - b. As a member of the RSPO, and responsible investor in Liberia, GVL follows a strict process of conducting environmental assessments and intensive social engagement as part of the process of obtaining land for oil palm development to ensure the community gives its Free Prior & Informed Consent (FPIC) for any hand over of land for development – this is done before starting any development in an area. As part of this, Communities and GVL have a signed MOU from the beginning of engagement (“FPIC engagement Agreement”, signed at start of mutual engagement).
 - c. This FPIC engagement process will be an on-going process subject to community desire and willingness to offer additional areas for development
- 2. Adhere to all Liberian Laws and Regulations**
 - a. GVL agrees to adhere to and observe applicable Liberian Laws and regulations.
 - b. GVL will adhere to the Environmental Protection and Management Law of Liberia, the New Forestry Reform Law of 2006 or any other law or regulation of Liberia, regulations of the Environmental Protection Agency (EPA), Forestry Development Authority and the principles of the Roundtable on Sustainable Palm Oil (RSPO).
- 3. Respect for Community culture and sacred values**
 - a. GVL has and shall make every effort to identify with community participation and clearly enclave/ avoid damage to any of the following during the land preparation process, as specified in our agreed and completed FPIC and participatory mapping processes.
 - i. Community’s protected areas, including cemeteries, shrines, sacred forests, special forest collection areas (e.g., for special medicines)
 - ii. Old towns community wishes to preserve
 - iii. Other agreed cultural or economic items that are identified by community as important to its well being
 - b. GVL and Community acknowledge that given the history of Liberia, and the movement over the past 30 years of citizens away from community areas, it is possible that some of these sites may be difficult for community members to identify. The communities commit to address and resolve any such mistakes internally before discussing with GVL
- 4. Compensation for active farms:**
 - a. Before any agreement to convert active farms to GVL farms, GVL and individual farmers will carry out field survey and crop count. If there is agreement by farmer and GVL to convert farm, compensation will be 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 open forum with witnesses and decision is final and binding on both company and farmer.

APPENDIX H**Issue and Grievance Resolution Process**

1. GVL and communities agree to implement the Grievances and Complaints Standard Operating procedure (SOP) shown hereunder. This SOP may be continually improved and amended from time to time GVL and community agree to resolve issues, concerns, grievances and conflicts resulting from the GVL operations or activities deriving from community that has negative impact on either.
2. The parties agreed that reporting of grievance/ complaint by community's member can be made to either GVL or community representatives in written or verbally and any party who receives a complaint or grievance reports it to the GVL Social Sustainability department or to a GVL manager within two days.
3. Each report shall be duly recorded by GVL and made available to the reporter as well as to the joint monitoring team.
4. After the complaint has been received, field investigation should be carried out by GVL, Community representatives and the complainant to verify the complaint.
5. The parties agreed that after the field investigation, a meeting should be called comprising of GVL, community representative and the aggrieved party to agree on actions to address the complaint and the complainant should have the right to say "YES" or "NO" to the decision reached.
6. If the complainant agrees to the decision reached, GVL will within 10 working days after the decision submit action plan to address the complaint as per the decision reached. The action plan to be presented by GVL will be used by the joint community representatives, GVL and the complainant team to monitor progress of the work by GVL.

On the other hand GVL and community representative agreed that, if the complainant disagreed to the suggested actions to address the complaint by GVL and community representatives, the complainant will be asked to go to court if he so wish for redress. At this level, GVL and the community representative will work together as a team to fight the case in court

Statement of Acknowledgment and Acceptance of Land Grant by the Communities to Golden Veroleum (Liberia) Inc

We, the tribal/local people, chiefs, elders, women, and youths of NUMOPOH Community, NUMOPOH District, SINOE County, Republic of Liberia, do hereby freely, voluntarily, without the use of force or threat, neither by the Government of Liberia, nor GVL, do hereby consent to, and accept the grant of land made by this community as evidenced by the maps attached to this Statement for the purpose stated in the Concession Agreement between the Government of Liberia and the Concessionaire to wit: for the Concessionaire to undertake a large scale commercial grade oil palm plantation in Liberia, together with the related infrastructure to process and market certain oil palm products, including bio-fuel 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/local people, chiefs, elders, women, and youths of NUMOPOH Community, NUMOPOH District, SINOE County, to consent to, and accept the grant of land to the GVL, is an informed decision based on prior consultations held with GVL and our understanding and appreciation of the purpose to which the [677 in words Six Hundred Seventy Seven] hectares of land will be committed and the ancillary and/or derivative social benefits that are expected to accrue to us, the tribal/local people, chiefs, elders, women, and youths of NUMOPOH Community, NUMOPOH District, SINOE County, from the operation of the Concessionaire in the District.

(FPIC already done in participatory etc., aware of changes in land usage rights, consultation)

REQUIRES SIGNATURES

APPENDIX J**Documents Included by Reference in This MOU and Made Available and Exchanged**

- a. GVL Concession Agreement
- b. RSPO Principles and Criteria (2013) and GVL membership details
- c. FPIC Engagement Agreement
- d. GVL Standard Operating Procedures (SOPs) and support forms for
 - i. FPIC and compensations
 - ii. Grievances
- e. Signed and endorsed maps of Communities areas including already agreed areas for GVL, confirmed community areas
- f. Community Oil Palm program draft proposal, draft and final plans and documents
- g. Boundary buffer maps reference no. **549/GVL2/140413** dated **13th April 2014** agreed and signed by both Numopoh & Du-Wolee Nyannue communities.



Numopoh Communities Enter into MOU with GVL (MOU SIGNATORIES COMMUNITIES)

1. Dejihlah
2. Kilo Town
3. Deedo
4. Quiah
5. Kannah
6. Kabada
7. Pyne
8. Charlie
9. Bah
10. Keigbe
11. Byee
12. Pandia
13. Fanfin
14. Farley
15. Wiahdoe
16. Kayeardia
17. Welloh
18. Quiah Tarlue
19. Taryon
20. Johnnie
21. Nyenwelleh
22. Karyeor
23. Otis/Weah

BASE MAPS





NUMOPOH
Local Government officials
MOU Signature Page
Endorsements and Witness

Commissioner Hon. Taylor Sargbaklah - Dainyeh
Name

Paramount Chief Hon. Peter Touldée P. Tode
Name


Paramount Chief Richard Jayon
Name


Paramount Chief Henery Soryah
Name


Paramount Chief: Hon. Henery Jalal
Name


Paramount chief Bernard Payne
Name


NUMOPOH Local Government
MOU Signature Page
Endorsements and Witness

Clan chief: Hon. George Sanyon 
Name


Clan Chief: Hon. Nelson Seelee 
Name

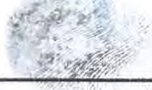
Clan Chief: Hon. Abraham Jorgba 
Name


Clan chief: Chosen Weah 
Name


Clan Chief: Hon. Mallow Gbalar 
Name

Clan Chief: Tolbert Chelley Sufio
Name


Clan Chief: Duay Kamanteh 
Name

Clan Chief: Hon. Moses Weah 
Name

Clan Chief: Hon. Samuel Suen 
Name

Clan Chief: Hon. Jackson Snydee 
Name

NUMOPOH Local Government
MOU Signature Page
Endorsements and Witness

Clan chief: Green P. J. J. J. 
Name

Clan Chief: _____
Name

Clan Chief: _____
Name

Clan chief: _____
Name

Clan Chief: _____
Name

Clan Chief: _____
Name

Clan Chief: _____
Name

Clan Chief: _____
Name

Clan Chief: _____
Name

Clan Chief: _____

Numoph MOU Signature Page - continues

Town Deedo Town

Citizen: Othello Koh

Citizen: Lamp Lalue

Citizen: Giri Sarkon

Citizen: Rusus Sarkon

Citizen: Arena Karmou

Citizen: Nirrah Seuer

Citizen: Sturdy Kansuen

Citizen: Morah Marullu

Citizen: Mai Marullu

Citizen: Stephan Allue

Citizen: Martha Deedo

Citizen: Rebecca Deedo

Citizen: Fere Peinuh

Citizen: Dante Kansuen

NUMOPOH MOU SIGNATURE PAGE

Kabada Community

Community Chairman: Robert Nyenpoh
Name

Women Leader: Rebecca blayproh
Name

Youth Leader: Wilbert Kamah
Name

Elder: George blayproh
Name

Town Chief: Levi T. Farley
Name

Traditional Leader: Moses Kuyee
Name

Sr. Elder: Gmah Hleal
Name

Numoph MOU Signature Page - continues

Town Kalinda

Citizen: Betty Blyere

Citizen: Eleanor Farlay

Citizen: Patience Gwiala

Citizen: Marcy Taylor

Citizen: Kantry Pasibo

Citizen: Jelisa Blyere

Citizen: Saydee Kammatt

Citizen: Cecilia Nyapol

Citizen: Oretha Waplo

Citizen: Josenses Nyapol

Citizen: Aburtha Klonal

Citizen: Larry Nyapol


Citizen: Sandy Terby

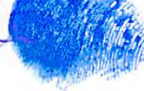
Citizen: Alonso Jones

Numoph MOU Signature Page - continues


Town Kabada


Citizen: Sylvester Tareh 


Citizen: Angeline Forley 


Citizen: Elliotin Kernal 


Citizen: Agnies Tareh 


Citizen: Portues Color 


Citizen: Annie Forley 


Citizen: Lucier Forley 


Citizen: Colline Twe 


Citizen: Reckey Alyedpoh 

Citizen: Princee Bonner 

Citizen: A. Charles Dorebeh 

Citizen: Henry Kanswen 

Citizen: Edwin Clarke 

Citizen: Justana Jarboeh 

NUMOPOH MOU SIGNATURE PAGE

Kayee Community

Community Chairman: Friday Sandee
Name

Women Leader: Nancy Karswen
Name

Youth Leader: Randell Kayee
Name

Elder: Kayee
Name


Town Chief: Hon. Sackor Taryon
Name


Traditional Leader: Moses Kayee
Name


Sr. Elder: Gureh Kiteh
Name

Numoph MOU Signature Page - continues

Town Kaycee

Citizen: Evelyn Kaycee 

Citizen: Sarah Sautter 

Citizen: Harney B. R... 

Citizen: _____ 

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

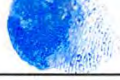
Citizen: _____





NUMOPOH MOU SIGNATURE PAGE


~~Deedo~~ ~~Kama~~ Community
Deedo 192

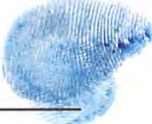
Community Chairman: LIRIAS O. KANSWEN 
Name


Women Leader: Martha Deedo 
Name

Youth Leader: RueSus Backar 
Name

Elder: Danku Kanswen 
Name

Town Chief: Hon Rebecca Deedo 
Name

Traditional Leader: MOSES Keyce 
Name

Sr. Elder: Gmal blal 
Name

Numoph MOU Signature Page - continues

Town Tuyen Ton

Citizen: Rememben Sangah

Citizen: Pauline Kasi

Citizen: Angie Sorjah

Citizen: Mardi Sorjah

Citizen: Esther Gibaweh

Citizen: Angie Farly

Citizen: Deborah Vanjah

Citizen: Jack Sanghel

Citizen: Steven Sanghel

Citizen: Eric Teah

Citizen: Larry Sangah

Citizen: Emmanuel Weneh

Citizen: Sunday Flahn

Citizen: Angielyn Sorjah

Numoph MOU Signature Page - continues

Town Targon

Citizen: Oliver Jaruleh

Citizen: Ornella Jaruleh

Citizen: Marie Jaruleh

Citizen: Austin Jaruleh

Citizen: Marky Wold

Citizen: Isaac Kai

Citizen: Emmanuel Seoh

Citizen: Polwe Vangal

Citizen: Stanley Kai

Citizen: Alphoso Toe

Citizen: Mamie Toe

Citizen: Nathaniel Gbawleh

Citizen: Abel Nyenepoh

Citizen: Hannah Flahn

Numoph MOU Signature Page - continues

Town Taryon Town

Citizen: Madria Seok

Citizen: Patience Sargheb

Citizen: Marie Sargheb

Citizen: Sundagirl Flahn

Citizen: Francis Borbor

Citizen: Helena Zaial

Citizen: Marcus Zaial

Citizen: Ojuki Tafah

Citizen: Alex Flahn

Citizen: Felton Weah

Citizen: Eric Kai

Citizen: David Flahn Sr

Citizen: David Flahn Jr.

Citizen: Mamie Flahn

MOU SIGNATURE PAGE

Taryon Community

Community Chairman: Stephen Teal
Name

Women Leader: Hon. Comfort Blessee
Name

Youth Leader: Marcus Sorjah
Name

Elder: James Kai
Name

Town Chief: Hon. Marcus F Uoka
Name

Traditional Leader: Moses Kayee
Name


Sr. Elder: Gimah Weh
Name





NUMOPOH MOU SIGNATURE PAGE


Kayedia Community


Community Chairman: Milton Flohn 
Name


Women Leader: Norah Pelleh 
Name

Youth Leader: Mertim Job 
Name

Elder: John Wah 
Name

Town Chief: Hon. Norrie Jai 
Name

Traditional Leader: Moses Keyce 
Name

Sr. Elder: Emah billeh 
Name

Numoph MOU Signature Page - continues

Town Kayedia

Citizen: Jacob Kamanteh

Citizen: Arthur Kmateh

Citizen: Bigboy Wheatue

Citizen: C. Rancy Pelleh

Citizen: Sardia Flahn

Citizen: Saturday Seh

Citizen: S. Abraham Jargbeh

Citizen: Joseph Jargbeh

Citizen: Soah Pelleh

Citizen: Wleh Jargbeh

Citizen: Johny Kaip

Citizen: Helena Jargbeh

Citizen: Sarah Jargbeh

Citizen: Ophelia Flahn

Numoph MOU Signature Page - continues

Town Kayeodal

Citizen: Nelley Flah

Citizen: Esther Wexhul

Citizen: Kieh - Kieh

Citizen: Princeo Kanateh

Citizen: J.K. Kanateh

Citizen: Timothy Gbalee

Citizen: Ruth Wah

Citizen: Nelson Wah

Citizen: David Jarwleh

Citizen: Browne Torglah

Citizen: SelSamah Jargbeh

Citizen: Martin Flah

Citizen: Beatrice Tarley

Citizen: Robert Jargbeh

Numoph MOU Signature Page - continues

Town Kaysodae

Citizen: Norie Klah

Citizen: Friday Nyuma

Citizen: Tobert Tarley

Citizen: Peter Klah

Citizen: Saydee Blyee

Citizen: Friday Klahue

Citizen: Louis Klah

Citizen: Madia Teh

Citizen: Edward Tobo

Citizen: Ophelia Teh

Citizen: Xero Tobo

Citizen: Emmanuel Saydee

Citizen: Garrison Tarley

Citizen: Nancy Saydee

Reta Saydee
Isiah Challen
Cendra Karmah
Jerome Tweh



NUMOPOH MOU SIGNATURE PAGE

Quiah Tarlue Community

Community Chairman: Mehemiah Tiaktan
Name

Women Leader: Hon. Sophia blo
Name

Youth Leader: Dennis Chetteh
Name

Elder: Wah Welloh
Name

Town Chief: Hon. Prince Saydee
Name

Traditional Leader: Diamond Chetch
Name

Sr. Elder: Jackson Tiaktan
Name

Numoph MOU Signature Page - continues

Town Quiah & Welloh

Citizen: Bonue Toboe

Citizen: Victoria Chetteh

Citizen: Cyrus Tiaklan

Citizen: Montha Tiaklan

Citizen: Alphonso Chetteh

Citizen: Beatrice Chetteh

Citizen: Elizabeth Johnson

Citizen: Chris Tiaklan

Citizen: Teh Chetteh

Citizen: Ofis Tiaklan

Citizen: Julius Bailey

Citizen: Wrotloh Chetteh

Citizen: Dorris Chetteh

Citizen: Family girl Chetteh



Numoph MOU Signature Page - continues

Town: Quiah & Welloh

Citizen: Terry Welloh

Citizen: Timothy Welloh

Citizen: Marotie Welloh

Citizen: Sarah Welloh

Citizen: Elizabeth Welloh

Citizen: Angie Kelgbeh

Citizen: Sargbeh Kelgbeh

Citizen: Fatu Welloh

Citizen: Sundaye Welloh

Citizen: Lucky Welloh

Citizen: Fannie Chetteh

Citizen: Felecia Chetteh

Citizen: Oratus Chetteh

Citizen: Artic Bailey



NUMOPOH MOU SIGNATURE PAGE

Charlie Community

Community Chairman: Dennis Toudee

Name

Women Leader: Hon. Avon Toudee

Name

Youth Leader: Stephen Toudee

Name

Elder: Solomon Irah

Name

Town Chief: Hon. Turkey Kelgbe

Name

Traditional Leader: Moses Keye

Name

Sr. Elder: Gmah bulleh

Name

Numoph MOU Signature Page - continues

Town Charlie

Citizen: Roland Wah

Citizen: Richard Touldee

Citizen: Jarrah Charlie

Citizen: Evelyn Wah

Citizen: Felicia Joe

Citizen: Cathrine Charlie

Citizen: Lucy Charlie

Citizen: Evelyn Kannah

Citizen: Martine Kannah

Citizen: Serena Swan

Citizen: Agantha Farley

Citizen: Tobert Bledoe

Citizen: Resetta Bledoe

Citizen: Maryam Touldee

Numoph MOU Signature Page - continues

Town Charlie Town

Citizen: Anna Touldee

Citizen: Prince Quayee

Citizen: Alice Glekan

Citizen: Moses Kannah

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Numoph MOU Signature Page - continues

Town Charlie Town

Citizen: Patience Teah

Citizen: Hualline Toulde

Citizen: Emma Bledde

Citizen: Precess Swen

Citizen: Mariana Teah

Citizen: Patricia Charhe

Citizen: Bill Toulde

Citizen: Randall Wleh

Citizen: Chanese Toulde

Citizen: Theresa Kwitel

Citizen: Otis Doe

Citizen: Ray Gbeh

Citizen: Emmanuel Jargbeh

Citizen: Memoline Kannah

MOU SIGNATURE PAGE
Johnnie Community

Community Chairman: Clando Sneh
Name

Women Leader: Hon. Hajial Krishnaiah
Name

Youth Leader: Swen Pynee
Name

Elder: Borhoo Jarudil
Name

Town Chief: Hon. Jonnie Nyallay
Name

Traditional Leader: Moses Kaysee
Name

Sr. Elder: Gneh Wleh
Name

Numoph MOU Signature Page - continues

Town Johnny Town

Citizen: Barbora Jarviteh

Citizen: frances polun

Citizen: Sarah Nyamatel

Citizen: Josephine Pym

Citizen: Theresa Nyumah

Citizen: Tuah Kaye

Citizen: philip wah

Citizen: Felicia Sanyo

Citizen: patricia Blye

Citizen: Benetta Teah

Citizen: Stevanta Ellis

Citizen: Chunegirl Uah

Citizen: Josephine Pym

Citizen: Darwin Doe Yeebahn Darwin Zeebahn

" Saah Boakoo

Numoph MOU Signature Page - continues

Town Johnny

Citizen: Peter Kayce

Citizen: Peter Kulah

Citizen: Cythan Sneh

Citizen: Francis Ooe

Citizen: Angie Jarbel

Citizen: Shava Tarpeh

Citizen: Catherine Kayce

Citizen: Doris Payne

Citizen: Ferry Jarbel

Citizen: Hannah Marwhe

Citizen: Janet Naah

Citizen: Gabriel S. Korwah

Citizen: Tolbert Marwleh

Citizen: Mary Nyenuweh

Numoph MOU Signature Page - continues

Town Johnny Dwan

Citizen: Evelyn Mason

Citizen: Frances Simon

Citizen: Mamie Jarw Gandy

Citizen: Patience Tappan

Citizen: Princen Tappan

Citizen: Sarah Gboyee

Citizen: Nancy Cole

Citizen: Perceus Chilly

Citizen: Jonah Tetefureh 

Citizen: Ada Toklan

Citizen: Sarah D. Wake

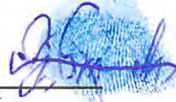
Citizen: Sarah Wakeye

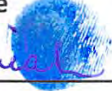
Citizen: Therese Far


Citizen: Victoria Tarpeh


NUMOPOH MOU SIGNATURE PAGE


Quiah Jaryee Community


Community Chairman: John Mammah 
Name


Women Leader: Rebecca Quiah 
Name

Youth Leader: George K. Solo JR 
Name

Elder: George K. Solo SR 
Name

Town Chief: SAYWON BONNER 
Name

Traditional Leader: MOSES KUYEE 
Name

Sr. Elder: Gmah Uleh 
Name

Numoph MOU Signature Page - continues

Town Bill Manneh

Citizen: Joyceh Manneh

Citizen: Roselltt Soloe

Citizen: Lee Saywoe

Citizen: Farick Saywoe

Citizen: Biomah Quiah

Citizen: Prince Quiah

Citizen: Princess Quiah

Citizen: Marylne Quiah

Citizen: Line Quiah

Citizen: Ponine Quiah

Citizen: Dakotee Quiah

Citizen: Musa Quiah

Citizen: Jack Soloe

Citizen: Marthanne Bogner

Numoph MOU Signature Page - continues

Town Janyee Quiah

Citizen: Bacous Kayler

Citizen: Lucy Mannel

Citizen: Hanna Quiah

Citizen: Martha Payne

Citizen: Marthaline Bonner

Citizen: Hanna Bonner

Citizen: Mahey Soloe

Citizen: Joye-etha Soloe

Citizen: Dennes Soloe

Citizen: Georgetta Soloe

Citizen: Bless Soloe

Citizen: Marcy Kansuren

Citizen: Jovonne Kansuren

Citizen: Teeboye Bonner



NUMOPOH MOU SIGNATURE PAGE Kannah Community

Community Chairman: Jayee Kannah
Name

Women Leader: Lucy Mantuhue
Name

Youth Leader: Make Seeboe
Name

Elder: Jacob Seeboe
Name

Town Chief: Hon. James Kennul
Name

Traditional Leader: Moses Kayee
Name

Sr. Elder: Gmah Uleh
Name

Numoph MOU Signature Page - continues

Town Kannah

Citizen: Marmie Marlu

Citizen: Boye Seeboe

Citizen: Martha Marulu

Citizen: Doug Seeboe

Citizen: Hanna Bah

Citizen: Charles Bah

Citizen: Stanley Soloe

Citizen: Parterth Soloe

Citizen: John Sayner

Citizen: Eric Marulu

Citizen: James Tolbor


Citizen: FARICK Tolbor


Citizen: Kenne Tarpeh

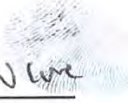
Citizen: Mary Seeboe


NUMOPOH MOU SIGNATURE PAGE


Kilo Community


Community Chairman: Mannh Bardak 
Name


Women Leader: Irene Gbree 
Name

Youth Leader: Alexander Malwan 
Name

Elder: Philip Doulwan 
Name

Town Chief: Hon. Mary Mah 
Name

Traditional Leader: Hon. Moses Keyee 
Name

Sr. Elder: Gmah Wleah 
Name

Numoph MOU Signature Page - continues

Town Kilo

Citizen: Patalia wobo

Citizen: Batherting Stamm

Citizen: Katirvin Sule

Citizen: Ophelia Talbih

Citizen: Beatrice Bastura

Citizen: Sophieel Ganteh

Citizen: Florence Wesh

Citizen: Josephine Doe

Citizen: Mary Doe

Citizen: Joehueri Nagman

Citizen: Francis Bandura

Citizen: Mary Mah

Citizen: parture Kilo

Citizen: Princess Menjah

Numoph MOU Signature Page - continues

Town KULO

Citizen: Jacqueline Mah

Citizen: Ceeon Keyee

Citizen: Everling Keyee

Citizen: T. gire Gberboh

Citizen: Agnies Kain

Citizen: Pauline Suen

Citizen: Felicia Seyon

Citizen: fel ferines Kapah

Citizen: Algeine Doe

Citizen: Gird Tenyoe

Citizen: Viola Bayee

Citizen: Roseline Kiah

Citizen: Eveline mah

Citizen: Marie Seylae

Numoph MOU Signature Page - continues

Town Kilo Town

Citizen: Powhne Perryan

Citizen: Sylvester Mah

Citizen: Mannin DeBoo DaBoo

Citizen: ~~Thomson~~ Peterson

Citizen: Stephen J. Welch

Citizen: J. Odacius Weagbah

Citizen: Victoria Nyenpan

Citizen: Saxarwa Kamatee

Citizen: Chrichria Suyen

Citizen: Marcy Deddo

Citizen: Poling Panyen

Citizen: Beatrice Kilo

Citizen: fedecia Jeteen

Citizen: ~~Carthien~~ Saydee



NUMOPOH MOU SIGNATURE PAGE

Wiahdoe Community

Community Chairman: Solomon K. Kweh
Name

Women Leader: Mary Ninely
Name

Youth Leader: Mr. Newton K. K. K. K.
Name

Elder: David K. K. K.
Name

Town Chief: Arthur S. S. S.
Name

Traditional Leader: Myer T. T. T.
Name

Sr. Elder: Bone K. K. K.
Name

Numoph MOU Signature Page - continues

Town Wiah Doe

Citizen: Mark Doe

Citizen: Annie Blyee

Citizen: Grace Saydee

Citizen: Oratha Saydee

Citizen: Evalyn Kelgbeh

Citizen: Harrison Kel

Citizen: Shelton Kelgbeh

Citizen: Ophelia Saydee

Citizen: Mabel Kelgbeh

Citizen: Esther Kannah

Citizen: Playboy Doe

Citizen: Rebecca Kameh

Citizen: Cathrine Blyee

Citizen: Orphy Pyne

SUSannah Klay

Numoph MOU Signature Page - continues

Town Wiah Doe

Citizen: Betty Doe

Citizen: Susannah Blyee

Citizen: Daniel Doe

Citizen: Beatrice Doe

Citizen: Saturday Tarpeh

Citizen: Viola Seelee

Citizen: Girl Doe

Citizen: Linda Doe

Citizen: Austi Doe

Citizen: Bonmah Dorkor

Citizen: Ethel Dorkor

Citizen: Christiana Dorkor

Citizen: Oretha Kelgbeh

Citizen: Elenor Kelgbeh

Helena Pohue

Anna Welloh

Numoph MOU Signature Page - continues

Town Wichita

Citizen: Ofeah Sowal

Citizen: Horatio Say Dee

Citizen: Patricia Seydee

Citizen: Donis Nypan

Citizen: Samuel - Blah

Citizen: Burgess D. Kamoh

Citizen: Darius Sewan

Citizen: John Nyanpa

Citizen: Fredrick Blyee

Citizen: William Bah

Citizen: Mary Bah

Citizen: Nancy Nyenpa

Citizen: Myer Kolu

Citizen: Olevia Nyenpa

Numoph MOU Signature Page - continues

Town Wiahdoe

Citizen: Jesserson TarPeh

Citizen: Winston KLAY

Citizen: Abel Bah

Citizen: Mannell Starate

Citizen: D. Morris Bloh

Citizen: Patrick P. Doe

Citizen: Eric BAH

Citizen: TETA Koffa

Citizen: Marie Wansloh

Citizen: Dee Carter Doe

Citizen: ~~Joseph~~ Evelyn Barle

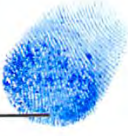
Citizen: Gini Quich

Citizen: Evelyn Doe

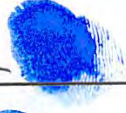
Citizen: Victoria Yauwstah

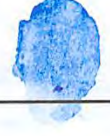
NUMOPOH MOU SIGNATURE PAGE


Bah Community

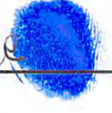
Community Chairman: Jackson Teaklah 
Name

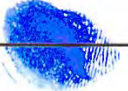
Women Leader: Hon. Theresa Quiah 
Name

Youth Leader: Nellum Kelgbeh 
Name

Elder: Robert Kelgbeh 
Name

Town Chief: Hon. Patrick Saywon 
Name

Traditional Leader: Moses Kuyeh 
Name

Sr. Elder: Emuel Killeh 
Name

Numoph MOU Signature Page - continues

Town Bah

Citizen: Messen Diagbel

Citizen: Sir Virrous M. Quiah 

Citizen: Lincoln Cole

Citizen: Agnes Quiah

Citizen: Veral Seabor

Citizen: Oretta Bellay

Citizen: Christina Derber

Citizen: Swen Franswa

Citizen: ZACK Menzay

Citizen: Emmanuel C Diggs

Citizen: Patience Campbell

Citizen: Derrington T Quiah

Citizen: Baccus Quiah

Citizen: Marie Worzloh

Numoph MOU Signature Page - continues

Town BATH

Citizen: Norah Farley

Citizen: Anna Neson

Citizen: Alice Seelee

Citizen: Samuel Seelee

Citizen: Marolie Kannah

Citizen: Olando Dorbor

Citizen: Annie Dorbor

Citizen: Susannah Farley

Citizen: Vivian Deedo

Citizen: Nehemiah Kannah

Citizen: Janet Dorbor

Citizen: John Wonsiah

Citizen: Sarah Kannah

Citizen: Martha Seelee

Numoph MOU Signature Page - continues

Town Bah

Citizen: Irene Cole

Citizen: Augustie Deedo

Citizen: Rachael Saywon

Citizen: Mary Wah

Citizen: Othello Seelce

Citizen: Vester Quiah

Citizen: Helena Quiah

Citizen: Elizabeth Quiah

Citizen: Muna Barley

Citizen: Oliver Tabbah

Citizen: Morris Cole

Citizen: T. Alvin Saywon

Citizen: Rancy Dorbor

Citizen: Jaffer Dorbor

Numoph MOU Signature Page - continues

Town BAAH

Citizen: Janet Saywor

Citizen: Confort Tiakla

Citizen: oliver cole

Citizen: Kulielee Dorbor

Citizen: Oti's Dorbor

Citizen: Junior Kaydee

Citizen: Melvin Cole

Citizen: Samuel Quiah

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

NUMOPOH MOU SIGNATURE PAGE

Kelgbeh Community

Community Chairman: Jayvee V. Kelgbeh
Name

Women Leader: Edith Kelgbeh
Name

Youth Leader: Tweh Kelgbeh
Name

Elder: _____
Name

Town Chief: Hon. Terley Kelgbeh
Name

Traditional Leader: Moses Kayere
Name


Sr. Elder: Matthew Kelgbeh
Name

Numoph MOU Signature Page - continues


Town Kelgbeh Town,

Citizen: A. Pascal Kelgbeh ~~Harper~~

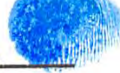
Citizen: Christina Kelgbeh 


Citizen: Angeline Kollie 

Citizen: Ophelia Tantié 

Citizen: Dixon Ngenwa 

Citizen: Evelyn Kelgbeh 

Citizen: Tolbert Kelgbeh 

Citizen: Cynthia Kelgbeh 

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

NUMOPOH MOU SIGNATURE PAGE

Kargear ~~Ute~~ Community

Community Chairman: Alando Saydee O'S
Name

Women Leader: Vester Pyre
Name

Youth Leader: Victor Saydee VST
Name

Elder: Snob Broh Luba
Name

Town Chief: Gballah Gbala
Name

Traditional Leader: Moses Kayee
Name

Sr. Elder: Gmah Wleh
Name

Numoph MOU Signature Page - continues

Town Karagoan

Citizen: Marcus Duabel

Citizen: Betty Saydee

Citizen: Theresa Saydee

Citizen: Norah Jarwlek

Citizen: Vester Payne

Citizen: Sophi Saydee

Citizen: Smoh Broh

Citizen: Marie Broh

Citizen: Nathaniel Kopf

Citizen: Daniel Flomo

Citizen: Cedric Nagba

Citizen: Lewis Swen

Citizen: Princen Nagba

Citizen: Francis Siah

Numoph MOU Signature Page - continues

Town Kareev Town

Citizen: Augustine Sayon Augustine Sayon

Citizen: Fred Browne - ~~Printed~~

Citizen: Friday Saydee

Citizen: Bernice Washington - Brenice Washington

Citizen: Brown Jawlue

Citizen: Chinagirl Saydee

Citizen: Princen Saydee

Citizen: Borneb Weah

Citizen: Landa Weah

Citizen: Robert Kerkula

Citizen: Savior Toe

Citizen: Jaww Samuel Sawon


Citizen: Sunday Nyanapoh


Citizen: Sundaygirl Deedu


" Fallah Bengu

NUMOPOH MOU SIGNATURE PAGE


Dejilah Community

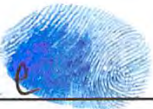
Community Chairman: Gmefuch Teewiut 
Name


Women Leader: Theresa Kankapel 
Name

Youth Leader: Syvester T. Chesby 
Name

Elder: Solomon K. Teemial Jeevia
Name

Town Chief: Mon. Ellra Kloba 
Name

Traditional Leader: Moses Keryee 
Name

Sr. Elder: Gmah bilcal 
Name

Numoph MOU Signature Page - continues

Town DeJilah

Citizen: Ellis Samyon
SWHKAe

Citizen: Suten Karpel

Citizen: Boye Uleah

Citizen: JOHN FLORO

Citizen: Chester Tampeh

Citizen: Patricia Campet

Citizen: Alice Weaver

Citizen: Shering Pym

Citizen: Linda Kollie

Citizen: Comfort Whea

Citizen: Patience Garsay

Citizen: Christina Nucco

Citizen: Leo Gaye

Citizen: Patricia Seymour

Numoph MOU Signature Page - continues

Town Delilah

Citizen: Prince T.D. Weller

Citizen: Joe Sanwan

Citizen: Chaima Tealany

Citizen: Alice Jarwalak

Citizen: Beatrice Kula

Citizen: Evelyn Nereo

Citizen: May Jandich

Citizen: Victoria Mankat

Citizen: Mossee Tayee

Citizen: Deeante S. Tarwulie

Citizen: Andrew Jarwalak

Citizen: Philip Grawwe


Citizen: Sunny Wilwe


Citizen: Moses Kaydee





NUMOPOH MOU SIGNATURE PAGE


Farley Community


Community Chairman: Joana Farley 
Name


Women Leader: Annie Taylor 
Name

Youth Leader: Tolbert Gbiah 
Name

Elder: William Farley 
Name

Town Chief: Hon. George N. Sewler 
Name

Traditional Leader: Moses Kayee 
Name

Sr. Elder: Samuel Jondah Jelley 
Name

Numoph MOU Signature Page - continues

Town Fanley Town

Citizen: Orisha Tarwo

Citizen: Martha Fanley

Citizen: Mackay Fanley

Citizen: Rebecca Taryon

Citizen: Beaty Torley

Citizen: Nancy Tardah

Citizen: Sarah Fanley

Citizen: Dacheal Fanley

Citizen: Johanna Fanley

Citizen: King Doe

Citizen: Mary Jellay

Citizen: Saytel Fanley

Citizen: Orisha Saytel

Citizen: Alice Toteh

Patrick Saha

Numoph MOU Signature Page - continues

Town Farley Town

Citizen: Mamie Slawson

Citizen: FRidaye Jarley

Citizen: Evelyn Tobor

Citizen: Chaine Tague

Citizen: Omega Totch

Citizen: Stephen Totch

Citizen: Hilary Jarleh

Citizen: Augustus Twel

Citizen: STEPHEN FARLEY

Citizen: Lucy Dagboh

Citizen: Susanne Jarleh

Citizen: Menyeah Nreah


Citizen: Rebecca Solo

Citizen: Johnson T. wah





NUMOPOH MOU SIGNATURE PAGE


Byelleh Pyne Community


Community Chairman: Lloyd Shorbo 
Name


Women Leader: Hannah Popel 
Name

Youth Leader: Fervey Popel 
Name

Elder: Lawrence Momah 
Name

Town Chief: Moses Kulah 
Name

Traditional Leader: Moses Kayee 
Name

Sr. Elder: Gmal Killeh 
Name

Numoph MOU Signature Page - continues

Town Byellah Pyne

Citizen: Sarrin Pyne

Citizen: Sabato Popch

Citizen: Arianna Toole

Citizen: Theresa Kaylee

Citizen: Sarah Larsen

Citizen: Mary Sueh

Citizen: St. Samuel Nywira Seyun

Citizen: Junior Bardwe

Citizen: Lise Farley

Citizen: Menroh Kemsuel

Citizen: Collin Kemsuel

Citizen: Sayon Sayon

Citizen: Junior Gboyannet

Citizen: bl. Iwut nyenkolat

MOU SIGNATURE PAGE

Nyenwelleh Community

Community Chairman: Hon. Payne Welleh
Name

Women Leader: Nancy Jayon
Name

Youth Leader: Deotow Jardeh D.J
Name

Elder: Andrew Doe
Name

Town Chief: Hon. Althevial Gballah
Name

Traditional Leader: Moses Kayee
Name

Sr. Elder: Gmeh Uleh
Name

Numoph MOU Signature Page - continues

Town Nyenuwelleh Town

Citizen: Patricia Raloh

Citizen: Evelyn Walleh

Citizen: Promie Walleh

Citizen: Babygirl Walleh

Citizen: Mary Walleh

Citizen: Theresa Walleh

Citizen: Nancy Sayon

Citizen: Abraham won

Citizen: Stevanuw Nimely *of 1/1/13*

Citizen: Namie Doe

Citizen: Beatrice Sayon

Citizen: Janet Teah

Citizen: Amor Gbie

Citizen: Emmanuel Lamah

Numoph MOU Signature Page - continues

Town Nyenuwelleh

Citizen: Ebenezer Nanon

Citizen: Mercy Gbelleh

Citizen: Alex Carpeh

Citizen: Gamah Nanon

Citizen: Colorgirl Nimeky

Citizen: Aaron Teah

Citizen: Grace Teah

Citizen: Faly Gbaie

Citizen: _____

Citizen: _____

Citizen: _____


Citizen: _____


Citizen: _____

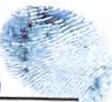
Citizen: _____


MOU SIGNATURE PAGE


Soloe Community


Community Chairman: Jallah Farley 
Name

Women Leader: Aush Solo 
Name

Youth Leader: Christina Solo 
Name

Elder: David Solo 
Name

Town Chief: Moses Solo Jr M.S 
Name

Traditional Leader: Moses Kayee 
Name

Sr. Elder: Gmah Wleh 
Name

Numoph MOU Signature Page - continues

Town Solo village

Citizen: Kiel Doe

Citizen: Margly Swen

Citizen: Christine Solo

Citizen: Annie Joe

Citizen: Maribel Neal

Citizen: Rula Solo

Citizen: Emma Soren

Citizen: Elizabeth Solo

Citizen: Sylvester Solo

Citizen: Abraham Solo

Citizen: Joe Paul

Citizen: Samuel Solo

Citizen: Doontee Doe

Citizen: Angie Rive

MOU SIGNATURE PAGE

Weah/Otis Community

Community Chairman: Kennedy Teah
Name

Women Leader: Mickey weah
Name

Youth Leader: Jerry weah
Name

Elder: Calvin Doe
Name

Town Chief: Hon. Robert Lulea
Name

Traditional Leader: Moses Kayee
Name

Sr. Elder: Emah Weh
Name

Numoph MOU Signature Page - continues

Town Odish / ureah

Citizen: Toure Doe

Citizen: Arena Tartala

Citizen: Felecia Sayh

Citizen: Alice Teah

Citizen: Ellis Tean

Citizen: Austin Tarlelee

Citizen: Kennedy Teah

Citizen: Lydia Teah

Citizen: Pauline Kargeon

Citizen: Marie Kargeon

Citizen: Kalvin Doe

Citizen: Princeton Doe

Citizen: Toure Doe

Citizen: Smartee Geeplah

Numoph MOU Signature Page - continues

Town Olu / weah

Citizen: Helena Doe

Citizen: Prince Teah

Citizen: Alice Teah

Citizen: Eric Teah

Citizen: Leye Teah

Citizen: Romeo Jarutel

Citizen: Jerry Weyea

Citizen: Isaac Weyea

Citizen: Thomas Teah

Citizen: _____

Citizen: _____

Citizen: _____

Citizen: _____

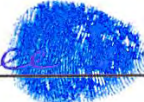
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NUMOPOH MOU SIGNATURE PAGE

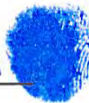
Bayee Community


Community Chairman: Junior Kaye 
Name


Women Leader: Helena Donbah 
Name

Youth Leader: _____
Name

Elder: _____
Name

Town Chief: Hon. Joseph Jesgba 
Name

Traditional Leader: Moses Kayor 
Name

Sr. Elder: Gmeh Uteh 
Name

Numoph MOU Signature Page - continues

Town Bayee Town

Citizen: Stephen Logbo Logbo - 28/04/2017

Citizen: Marie Bayee

Citizen: Onis T. Karm

Citizen: _____

Citizen: _____

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Citizen: _____

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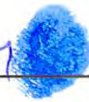
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
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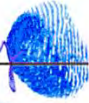
Fanfin Community


Community Chairman: Jonah Kibonyan 
Name

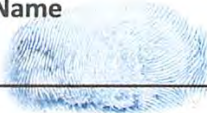
Women Leader: Hon. Wey Kinswen 
Name

Youth Leader: _____
Name

Elder: _____
Name

Town Chief: Hon. Tchitoh Boboy 
Name

Traditional Leader: Moses Kaye 
Name

Sr. Elder: Gneh Uleh 
Name

Numoph MOU Signature Page - continues

Town Finnefin / Nyampan Town

Citizen: Andrew Kanswen

Citizen: Billson TerH

Citizen: Melvin Nyampan

Citizen: Berfokyn Kanswen

Citizen: Agnes Touldee

Citizen: Victoria Chan

Citizen: Emma Nyampan

Citizen: Evelyn Kanswen

Citizen: _____

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Citizen: _____

Citizen: _____


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Citizen: _____



NUMOPOH MOU SIGNATURE PAGE

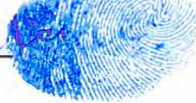
Pandia Community

Community Chairman: Emmanuel Barber 
Name

Women Leader: Dorothy Fomaha 
Name

Youth Leader: _____
Name

Elder: _____
Name

Town Chief: Hon. Nyenwah Fomaha 
Name

Traditional Leader: Hon. _____
Name

Sr. Elder: _____
Name



NUMOPOH MOU SIGNATURE PAGE

Jewee Pyne Community

Community Chairman:

Kaysee Kay See

Name

Women Leader:

Charie Tannee

Name

Youth Leader:

Name

Elder:

Name

Town Chief:

Hon. Moses Kallie Kallie

Name

Traditional Leader:

Name

Sr. Elder:

Name







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 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