



IOI GROUP

# IOI Group Sustainability Implementation Plan

## INTRODUCTION

This **Sustainability Implementation Plan** (SIP) serves as a practical working document that puts into practice the aspiration and commitments stated in our IOI Group Sustainable Palm Oil Policy (SPOP). The SIP contains **clear activities, milestones and timelines** for each subject area outlined in the SPOP.

The SIP will be regularly updated over time to reflect stakeholder input and implementation on the ground. We will report on our progress every quarter, beginning in Q4 2016. Additionally, **from 2018 onwards**, we will begin to review all our implementation plans annually to better represent the current progress of our activities as well as to add new activities related to any new commitments in our on-going sustainability journey.

**Dato' Lee Yeow Chor**  
Group Chief Executive Officer

**Dr. Surina Ismail**  
Group Head of Sustainability

# CONTENTS

## EXISTING PLANTATIONS

RSPO NEXT

RSPO Certification

MSPO Certification

Labour Rights Monitoring System

Human Rights and Workplace

GHG Emissions

Peatland

Fire

Conservation

Agrochemicals

## ADDITIONAL COMMITMENT FOR NEW PLANTINGS

Peatland

Ketapang Peatland Landscape

KPAM

Peatland Rehabilitation

Fire Prevention

## TRACEABLE SUPPLY CHAINS

Traceability

Supplier Engagement

Risk Assessment

Mill Verification & Monitoring

## TRANSPARENCY AND WIDER ENGAGEMENT

Plantation and Concession Maps

Grievance mechanism

IOI - Pelita Sarawak

Sustainability Advisory Panel

HCS Convergence

Dashboard

Sustainability Public Reporting



## EXISTING PLANTATIONS

ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018												2019				2020			
		Q2			Q3			Q4			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC											

### RSPO -NEXT

**POLICY COMMITMENT:**

- **Committing to implement RSPO NEXT in our Malaysian plantations, commencing end of 2016.**

Ladang Sabah Mill	Stage 2 RSPO Next audit successfully conducted on 14 – 17 May 2018	█	█															
Pukin Mill	Expected to conduct the RSPO Next Main Assessment Audit in August 2018	█	█	█	█													
Syarimo Mill	Expected to conduct the RSPO Next Main Assessment Audit in July 2018	█	█	█														
Leepang Mill	Expected to conduct the RSPO Next Main Assessment Audit in August 2018	█	█	█	█													

### RSPO Certification

**POLICY COMMITMENT:**

- **Certifying the outstanding management units, in Sarawak and Indonesia, in accordance with the published time-bound plan**
- **To comply with all applicable legislation and codes of practice.**

Unico Desa Mill	Successfully received RSPO Certification on 16 May 2018	Completed																
Unico Mill	Pending for RSPO Certification Issuance	█																
SKS Mill	To be certified by 2020, based on time-bound plan submitted in RSPO ACOP report																	█





ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018												2019				2020			
		Q2			Q3			Q4			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC											
<b>Labour Rights Monitoring System</b>																					
<b>POLICY COMMITMENT:</b>																					
<ul style="list-style-type: none"> <li>Implementing a labour rights monitoring system, with the involvement of an external partner to verify labour conditions, compliance with labour policy requirements and improve welfare and working conditions. We will take necessary corrective action to address any identified non-compliances.</li> <li>Eliminate all forms of illegal, forced, bonded, compulsory or child labour and in particular, follow responsible recruitment practice.</li> </ul>																					
Develop internal monitoring system and commence internal audits	Completed with program started in June 2018.	<i>Completed</i>																			
Strengthening the commitment towards responsible recruitment practices.	The Foreign Workers' Recruitment Guideline and Procedure published on IOI website in October 2017.	<i>Completed</i>																			
Circulation and socialisation session	Alert all recruitment agencies used by IOI Group of their obligations to comply with IOI Group's requirements for responsible recruitment practice. Set out corrective actions where necessary.	<i>Completed</i>																			
Moving forward, the estates are given a timeline for full implementation of new guidelines and policies introduced in October 2017. The monitoring is measured by milestone achievement for each region of IOI Plantation;	<p><b>Peninsular</b> Full implementation to take place as scheduled</p> <p><b>Sandakan</b> Full implementation to take place as scheduled</p> <p><b>Lahad Datu</b> Full implementation to take place as scheduled</p>																				
<ul style="list-style-type: none"> <li>i. Peninsular - July 2018</li> <li>ii. Sandakan - August 2018</li> <li>iii. Lahad Datu - September 2018</li> </ul>	Completed. Full report received in April 2018. Drafting corrective action or continuous monitoring plan to address comments from Finnwatch regarding our labour rights implementation.	<i>Completed</i>																			
Visit to IOP's Sabah Plantation by NGO																					

Human Rights and Workplace

**POLICY COMMITMENT:**

- Uphold the right to freedom of association and recognize the right to collective bargaining and allow trade unions to have access to our workers.
- No retention of workers' passports/identity documents or withholding of workers' wages other than that prescribed by law.



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018												2019				2020			
		Q2			Q3			Q4			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC											
<ul style="list-style-type: none"> <li>Pay all workers the statutory monthly minimum wage and overtime compensation, in accordance with the current labour regulations.</li> <li>Provide fair and equal employment opportunities for all employees, regardless of race, nationality, religion or gender.</li> <li>Promote a safe and healthy working environment that is free of sexual harassment.</li> <li>Provide adequate equipment and training on the implementation of health and safety policies.</li> <li>Provide training and development to employees to ensure achievement of their full potential.</li> </ul>																					
Translations of policies in various languages of the workers	Policies in Bahasa Malaysia, English & Bahasa Indonesia are available. Translation to Bengali for Bangladeshi and Tagalog for Philippine workers have been done for the following policies: 1. Foreign Workers Recruitment Guideline and Procedures in Malaysia 2. Minimum Wage and Leave Pay Policies in Malaysia 3. Equal Opportunity Employment and Freedom of Association Policy	<i>Completed</i>																			
Training and development of employees in Malaysia for year 2018	1. "Train the Trainer (TTT)" program To ensure all translators are competent, IOI plantation plans to conduct internal "Train the Trainer (TTT)" program. The training will target the SPO Supervisor and Estate's Assistant Manager in respective estates. 2. Training on revised labour policies Latest training conducted in Peninsular Malaysia in Q2 2018. 3. Development of workers induction videos to be shown to the new workers on the first day of work and upon employment confirmation. 4. Engagement with authorities to conduct briefing or training on the operation level regarding human rights and harassment at workplace.	<i>Ongoing</i>																			

GHG Emissions

POLICY COMMITMENT:

- Implementation of programmes to progressively reduce GHG emissions, recycle/reuse palm biomass and generate renewable energy by methane capturing.

Identify baseline target for GHG emission reduction	Data collection from regional level in progress.																	
---	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--





ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018				2019				2020					
		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Q1	Q2	Q3	Q4	
Enhancing capacity building in Best Management Practices for existing oil palm cultivation on peat for 2018	Training on SOP for water management and water regulation in peat conducted.	[Blue bar covering all months from APR to DEC 2018]													

Fire

**POLICY COMMITMENT:**

- **Enforcement of IOI Group's no-burning policy.**

Review of fire prevention and control capacity in IOI Group.	<p><b>Fire Alert Information System and Rapid Response Plan for Malaysia</b> Commenced implementation in Sabah region. Implementation in Peninsular Malaysia expected to commence in Q3 2018</p> <p><b>Fire Alert Information System and Rapid Response Plan for Indonesia concession</b> Proactive monitoring conducted monthly.</p>	[Blue bar covering APR to JUN 2018]											
	<p><b>Fire Prevention Plan for Sabah Region</b> Yet to be finalized. In liaison with the Sabah Forestry Department team to assist in the revision of the initial fire prevention plan. Expected to be completed before the RSPO NEXT's Stage 2 audit.</p>	[Blue bar covering APR to SEP 2018]											
Upgrading internal capacity and training (annually) for 2018	Training on Forest Fire Preventive and Fighting was conducted for the Sabah Region.	[Blue bar covering APR to DEC 2018]											

Conservation

**POLICY COMMITMENT:**

- **Identification and protection of High Conservation Value (HCV) areas, no deforestation and protection of HCS areas.**

Integration and remapping of HCV, HCS and peat areas where possible; followed by review and enhancement of management and monitoring plans for all HCV and HCS areas under IOI Group (ensuring active rather than passive management).	<p><b>Sabah Region</b> Consultation with external expert in HCV management and monitoring carried out to discuss HCV mitigation measures and monitoring program</p> <p><b>Indonesia</b> On ground marking for HCV, HCS and Peat area prior to land clearing in PT. KPAM have started.</p>	[Grey bar covering all months from APR to DEC 2018]											
Capacity building programme for year 2018 to improve protection of High Conservation Value (HCV) areas, no deforestation and protection of HCS areas.	1. Training on SOP Management on HCV, Buffer Zone and Vegetation analysis are continuously conducted in PT. SNA	[Blue bar covering APR to DEC 2018]											



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018				2019				2020					
		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC					
Focus on the estates that are located in the two key landscapes (i) Ketapang and (ii) Kinabatangan.	2. Sepilok Orangutan Outreach conservation program was conducted in Syarimo Estate. This event organized by Sepilok Orang Utan Rehabilitation Centre in collaboration with IOI Internal meeting and discussion carried out in May 2018 with sustainability team, GIS team and Research Centre in IOI Group to address the mapping of HCV and peat areas. Review of the current HCV areas in progress, and relevant training is now integrated during the re-assessment of the HCV areas.														
Capacity building programmes in year 2018 include (i) Orang-utan survey and monitoring, (ii) HCS patches analyses for connectivity, (iii) modelling water table and zonation (peat swamp), (iv) Forest Classification for planning tree planting programme (peat and natural forest), (v) Tree mortality monitoring programme.	Capacity building program is also currently developed in order to ensure the relevant potential risks (sources of failure) can be minimised and sustainably implemented.														

Agrochemicals (IMPLEMENTATION COMPLETED - end 2011)

**POLICY COMMITMENT:**

- No use of Paraquat and pesticides that are categorised as World Health Organisation Class 1A or 1B.

**ADDITIONAL COMMITMENT FOR NEW PLANTINGS**

Peatland

**POLICY COMMITMENT:**

- No development of peatlands regardless of depth, and protection of peat lands through water management and fire prevention.

Prepare new Peatland Protection Policy for IOI Group to include peatlands in existing concessions, new concessions, landscapes around concessions and supplier practices.	The policy is expected to be finalised and endorsed in July 2018						
Implementation of Peatland Protection Policy across IOI Group.	To commence implementation once the Policy is finalised.						

Ketapang Peatland Landscape



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018				2019				2020					
		Q2		Q3		Q4		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
		APR	MAY JUN	JUL	AUG SEP	OCT	NOV DEC								
<b>POLICY COMMITMENT:</b>															
<ul style="list-style-type: none"> <li>We will develop a plan for peatland management and protection for the landscape in and around our four Ketapang concessions in West Kalimantan, in partnership with the affected stakeholders, in order to ensure optimum outcomes. This will involve mapping all peat lands in our Ketapang concessions and developing and implementing a plan for peatland protection, and the restoration of peatland degraded by clearance or drainage or, where not possible, compensating an area of land equivalent to what has been degraded.</li> </ul>															
Stakeholders engagement for effective implementation of environmental and social initiatives for 2018. IOI will continue engaging multistakeholders to jointly develop and implement landscape approaches that contribute to effective fire prevention and mitigation as well as peat and biodiversity conservation.	Socialization in Fire Prevention and Fire Fighting Procedure was carried out to the surrounding communities in PT. SKS, together with Indonesia Forest Rangers and BKSDA	[Green]				[Green]				[Grey]					
Mapping of peatlands in concession and adjacent areas, including LiDAR mapping in collaboration with APP and Deltares.	The LiDAR imagery with 5 km interval coverage received in February. The supplementary data called Digital Elevation Model (DEM) to be made available by end of Q2 2018.	[Green]				[Green]				[Grey]					
Mapping the current peat distribution, peat types and peat properties in PT BSS, PT SKS and PT BNS to ensure compliance with recent laws and regulations.	Peat re-mapping for PT BSS and PT BNS conducted.	Completed				[Grey]				[Grey]					
Develop framework for Ketapang Landscape Project with internal and external stakeholders.	<p>1. The latest version of the South Ketapang Landscape Project proposal was submitted by Aidenvironment . The project will start as soon as an agreement on the budget and the roles of the implementing parties is reached.</p> <p>2. In June, IOI Stakeholder Engagement team visited PT. SNA and parts of the landscape surrounding it, including Cagar Alam, Belida Lake, buffer zones, and the Jambi village next to PT. KPAM. The team also identified peat areas in PT SKS which are most suitable for the pilot rehabilitation project to be conducted.</p>	[Green]				[Grey]				[Grey]					
Adoption and implementation of Ketapang Landscape project.	In preparation for adoption and implementation of the project, field visit with GEC will be conducted in August 2018 to assess the current ground's condition (especially in IOI's concession areas) and further bring this peat management scheme into the landscape level.	[Green]				[Green]				[Green]					



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018												2019				2020			
		Q2			Q3			Q4			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC											
Sustainability initiatives through community empowerment by ecotourism activities	Arboretum park in progress to be developed on HCV#2 PT BSS	<i>In progress</i>																			
<b>KPAM</b>																					
<b>POLICY COMMITMENT:</b>																					
<ul style="list-style-type: none"> <li><b>We commit to using the HCS Approach for our last wholly unplanted concession, KPAM.</b></li> </ul>																					
Undertake HCS assessment, utilising the latest HCSA converged methodology, by approved HCSA practitioner. This will contribute to the programme of field trials for HCSA.	HCSA report was successfully reviewed and passed. It was published by the HCS secretariat on 14 May 2018.	<i>Completed</i>																			
<b>Peatland Rehabilitation</b>																					
<b>POLICY COMMITMENT:</b>																					
<ul style="list-style-type: none"> <li><b>We confirm our commitment to developing and implementing best practice on peatland remediation, restoration and where necessary, compensation measures, in our Ketapang development in West Kalimantan.</b></li> </ul>																					
Revised 3-year plan (2016-18) for rehabilitation of peatland in North East portion of BSS. Specific rehabilitation measures at BSS will be integrated within the overall Ketapang peatland management plan.	Continuous implementation	<i>Ongoing</i>																			
Monitoring water management	Report on water level monitoring in peatland, and rehabilitation programme in PT BSS submitted every 3 months.	<i>Ongoing</i>																			
Continuous monitoring of progress in Ketapang Peatland rehabilitation	Ongoing monitoring	<i>Ongoing</i>																			
Management Plan preparation for the rehabilitation of peatlands in adjacent landscape (part of landscape plan).	Integrated Management Plan (IMP) completed. Ongoing activities based on the IMP specifically under the “Action 3 Implementation of Rehabilitation, Protection and Monitoring Plan” will be continuously carried out.	<i>Ongoing</i>																			



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018				2019				2020						
		Q2		Q3		Q4		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC						
Fire prevention																
<b>POLICY COMMITMENT:</b>																
<ul style="list-style-type: none"> <li>We will develop and implement a fire prevention and rapid response programme, consisting of active measures to prevent fires in IOI's new developments and adjacent lands, and to respond rapidly to any fires if necessary. The peatland management plan will be an important factor in mitigating fire risk.</li> </ul>																
Develop enhanced fire prevention and mitigation programmes within (including conservation areas) and around concessions.	Fire Alert Information System and Rapid Response Plan for Indonesia concession (and surrounding areas) being implemented.	<i>Completed</i>														
<b>TRACEABLE SUPPLY CHAINS</b>																
Traceability (IMPLEMENTATION COMPLETED – Q4 2017 with ongoing data reported in Palm Oil Dashboard)																
<b>POLICY COMMITMENT:</b>																
<ul style="list-style-type: none"> <li>Our goal is to ensure that all volumes of palm oil and palm oil fractions will be 100% traceable to mills by the end of 2016 while palm kernel oil volumes will be traceable to crushers by end 2016 and to the mills by end 2018; this will be extended towards 100% traceable to plantation by the end of 2020.</li> </ul>																
Supplier Engagement																
<b>POLICY COMMITMENT:</b>																
<ul style="list-style-type: none"> <li>We will actively promote and support the transformation of the palm oil supply chain through a process of supplier engagement. We will continue to engage with key suppliers to promote our policy commitments and build capacity of mills and supplier companies to ensure compliance.</li> </ul>																
Webinar/training on new policy requirements to all direct suppliers.	Capacity building workshops are ongoing in partnership with NGOs	<i>Ongoing</i>														
Review of all direct suppliers' sustainability commitments against IOI policy requirements.	Ongoing	<i>Ongoing</i>														
Group level risk review of upstream companies in IOI supply base.	Internal and external capacity being added to execute group level risk assessments. Collaboration with external service providers started. Intelligence reports on several high-risk suppliers (group level) available and required action taken/to be taken.	<i>Ongoing</i>														



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018												2019				2020			
		Q2			Q3			Q4			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC											
Continuous Supplier Engagement in order to collaborate on prioritisation of interventions such as verification.	Agenda for supplier engagement activities published via the IOI Palm Oil Dashboard. Assessments and workshops ongoing.	<i>Ongoing</i>																			
Review and engage with large suppliers on their practices with respect to peatlands on their plantations.	IOI has prioritised peatland landscapes in the supply base including third party suppliers. The supplier engagement and training on best practices for existing planting on peat training initiative has started. More workshops to follow (also reported via IOI Palm Oil Dashboard). Latest Peat Roadshow and Workshop was held in April 2018 in Teregganu, Malaysia.	<i>Ongoing</i>																			
Develop guidelines for suppliers on requirements for HCV and HCS areas.	Guidelines developed and shared during workshop.	<i>Ongoing</i>																			

**Risk Assessment (IMPLEMENTATION COMPLETED – Q4 2017 with Ongoing data reported in Palm Oil Dashboard)**

POLICY COMMITMENT:		2018												2019				2020			
		Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4					
<ul style="list-style-type: none"> <li>We will risk assess all palm oil supplier mills using tools such as the spatial data and remote sensing information made available by the World Resource Institute's (WRI) Global Forest Watch (GFW) platform, together with stakeholder alerts, in order to facilitate monitoring of the palm oil supply chain to establish priorities for conducting mill-level verification assessments.</li> </ul>																					

**Mill Verification & Monitoring**

POLICY COMMITMENT:		2018												2019				2020			
		Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4					
<ul style="list-style-type: none"> <li>We are implementing a programme of mill-level verification assessments within our supplier base, in order to verify compliance with our Sustainable Palm Oil Policy. We expect all our third-party suppliers of palm oil products to adhere to commitments in this Sustainability Policy.</li> </ul>																					
Minimum 10 new mill assessments a year with implementation partner.	Reported via the IOI Palm Oil Dashboard at <a href="http://www.ioigroup.com/Content/S/S_Dashboard">http://www.ioigroup.com/Content/S/S_Dashboard</a> . Suppliers workshops addressing key findings of earlier supplier assessments becoming more important in ensuring their compliance with our policy	<i>Ongoing</i>																			



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018				2019				2020					
		Q2		Q3		Q4		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC					
<b>TRANSPARENCY AND WIDER ENGAGEMENT</b>															
Plantation and Concession Maps (IMPLEMENTATION COMPLETED – Q1 2017)															
<b>POLICY COMMITMENT:</b>															
<ul style="list-style-type: none"> <li>Making maps of all IOI plantations publicly available, subject to any legal restrictions.</li> </ul>															
Grievance mechanism (IMPLEMENTATION COMPLETED – Q4 2016)															
<b>POLICY COMMITMENT:</b>															
<ul style="list-style-type: none"> <li>Improving IOI Group’s complaints handling capacity and procedures and implementing a comprehensive grievance procedure covering our palm oil production and sourcing.</li> </ul>															
IOI - Pelita Sarawak															
<b>POLICY COMMITMENT:</b>															
<ul style="list-style-type: none"> <li>An open and transparent approach to resolving outstanding grievances with the involvement of affected stakeholders, including successfully concluding the mediation process with the affected longhouse communities in Sarawak, to the satisfaction of all parties.</li> </ul>															
Conduct meetings with affected communities in the presence of <i>Residen</i> of Miri (Governor) to discuss land /land use offers to settle dispute.	Completed	<i>Completed</i>													
Setting stage for engagement and negotiation of dispute resolution	<ol style="list-style-type: none"> <li>IOI Sustainability Team visited all 11 affected community groups on 21 – 26 May to understand their issues and views better.</li> <li>On 28 June, IOI briefed Pelita on the Draft Resolution plan</li> <li>On 30 June, IOI, visited Tinjar and all 7 communities met on March 12-16.</li> </ol>														
Conduct CSR activities -for the -local communities in the IOI-Pelita landscapes.	<ol style="list-style-type: none"> <li>IOI continue to repair roads and provide building materials for the communities needing this assistance.</li> </ol>														



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018												2019				2020			
		Q2			Q3			Q4			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC											
	2. IOI Pelita provided roofing materials and wooden planks for walls for Long Teran Batu community. IOI also continue to provide transportation for school-going children living in the Sejap Estate vicinity. 3. School materials to Sekolah Kebangsaan (SK) Long Jegan and SK Long Teran to be supplied.																				

*In progress*

### Sustainability Advisory Panel (SAP)

**POLICY COMMITMENT:**

- Follow a multi-stakeholder approach as the right way forward to transform the palm oil sector. We will work with various stakeholders including our suppliers, customers, non-governmental organisations (NGOs), governments and independent verification bodies to implement our Policy.

SAP to meet regularly	SAP meeting was held on 24 <sup>th</sup> of June 2018 in Paris, France.																	
Independent verification of IOI's sustainability commitments	Finalisation of workplan with the organisation selected for this assignment																	
	Undertake verification exercise																	
	Report on the findings of verification exercise																	

*Completed*

### HCS Convergence (IMPLEMENTATION COMPLETED – Q2 2017)

**POLICY COMMITMENT:**

- Follow a multi-stakeholder approach as the right way forward to transform the palm oil sector.

### Sustainability Public Reporting

**POLICY COMMITMENT:**

- Launching a public reporting system (company dashboard) to communicate traceability information, progress on resolution of outstanding complaints and updates on supplier engagement and verification.



ACTIVITY/MILESTONE	STATUS PER JUNE 2018	2018				2019				2020					
		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
		APR	MAY JUN	JUL	AUG SEP	OCT NOV	DEC	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Palm oil dashboard update	To be updated for Q2 2018 by end of July 2018.														
<b>Website revamp</b> IOI Group official website will be totally revamped to provide better accessibility and ease of navigation to the mass public.	1. Finalising design and website structure 2. Draft website to be reviewed before going online														
Preparation and publication of Annual Sustainability Reporting 2018 based on GRI standard	1. Engagement with consultant.	<i>Completed</i>													
	2. Preparation of materiality topics.	<i>Completed</i>													
	3. Data collection and preparation of draft.														
	4. Publication of Sustainability Report 2018														
<b>POLICY COMMITMENT:</b>															
<ul style="list-style-type: none"> <li>Transparently report on progress by IOI Group on compliance with this Policy on a quarterly basis and additionally as needed.</li> <li>Policy and Implementation Milestones for IOI Group May 2017: Publish and seek input on the methodology that IOI plans to use to conduct “an independent verification of the implementation of its Sustainable Palm Oil Policy, and the commitments stated above, in the second quarter of 2018.”</li> </ul>															
Verification on SIP commitments	IOI appoints Proforest to undertake an external verification of the implementation of IOI’s Sustainable Palm Oil Policy (SPOP) and related commitments.														
	Work on the verification will commence in May, with findings to be publicly reported in Q3 2018. The verification will be delivered through a combination of external and internal stakeholder consultation, desk-based analysis and fieldwork.														