The policies and guidelines are in support of the Sustainable Palm Oil Policy (SPOP) and its management of major environmental concerns. The policies and guidelines are also developed to address implementation of environmental-related commitments, specifically:

1. **No Deforestation which include**
   - i. No development of High Carbon Stock (“HCS”) Forests
   - ii. No development of High Conservation Value (“HCV”) Areas
   - iii. Implement zero burning practices

2. **No Development on Peat which include**
   - i. No new development on peat regardless of depth
   - ii. Implement Best Management Practices for existing plantations on peat
   - iii. Where feasible, explore options for peat rehabilitation by working with experts and communities

3. **Adherence to all environment related laws and conventions (national and international)**

**PEATLAND PROTECTION & MANAGEMENT GUIDELINE**

This guideline provides general guidance on peatland protection and conservation, best management practices, rehabilitation of degraded peatland, fire prevention and control, as well as providing necessary trainings to internal and external stakeholders on the management of peatland within our plantation.

**MONITORING & ADAPTIVE MANAGEMENT**
- Explore potential collaboration in peatland management and monitoring, e.g. Landscape Approach.
- Continuous improvement in peatland management

**TRAINING & SOCIALISATION**
- Provide internal and external training to relevant stakeholders on managing and protecting peat area

**IDENTIFY**
- Mapping and identifying peatland areas within IOI managed areas
- Identifying specific measures in peatland protection and conservation

**MANAGE & EXECUTE**
- Utilise recognised best management practices
- Develop and implement rehabilitation measures
- Fire prevention and control as per Fire Management Guideline
**BIODIVERSITY & CONSERVATION GUIDELINE**

This guideline defines the steps that the management could take in conservation and biodiversity protection within the estate. The steps involve identification of biodiversity & conservation value areas, execution of plans, crisis management in the case of wildlife encroachment and necessary mitigation & protection measures.

- **STEP 1**: Setting up objectives and targets for the management areas of biodiversity and conservation
- **STEP 2**: Development of strategic monitoring plan
- **STEP 3**: Identification of biodiversity & conservation value areas
  - Establishment of baseline data through assessment (i.e. HCV assessment)
  - Stakeholder consultation (i.e. local communities, NGOs)
  - Delineation activities through GIS activities (i.e. ground-based survey)
  - Stakeholder engagement programme (i.e. Partnership with conservation expert)
- **STEP 4**: Analyse and evaluate monitoring results based on indicator
  - Re-evaluate indicator if target not achieved to identify the gaps and root cause
  - Establish the "Adaptive Management Strategies"
  - Stakeholder engagement programme
  - Rehabilitation Programme whenever necessary

**EXECUTION & MANAGEMENT**

- Setting up objectives and targets for the management areas of biodiversity and conservation
- Development of Human-Wildlife Conflict Management
- Development of strategic monitoring plan

**THREAT MONITORING & CRISIS MANAGEMENT**

- Define monitoring techniques
- Crisis Management Plan
- Active communication & participation with relevant stakeholders
- Development of Integrated Management Plan
- Data management using SMART tool
- Crisis & threats mapping

**IMPACT EVALUATION, MITIGATION & PROTECTION**

- Fire incidents analysis
- Climate change and weather forecast analysis
- Re-evaluation on fire handling, team competency and fire fighting equipments
- Engagement with affected stakeholders
- Transparency & communication
- Formulation of action plan
- Post fire analysis

**POST-FIRE ANALYSIS & PROGRAMMES**

- Fire incidents analysis
- Climate change and weather forecast analysis
- Re-evaluation on fire handling, team competency and fire fighting equipments
- Engagement with affected stakeholders
- Transparency & communication
- Formulation of action plan
- Post fire analysis

**FIRE PREVENTION & MONITORING**

- Fire risk assessment & mapping
- Root cause analysis & mitigation measures
- Monitoring Programme (i.e. hotspot, water table, patrolling, weather)
- Enhancing capacity, competency & resources
- Community engagement & socialisation
- Collaboration with authorities
- Action plan with time-bound commitment

**FIRE EMERGENCY RESPONSE**

- Hotspot monitoring
- Collaboration with authorities, communities and neighbouring stakeholders
- Effective ground monitoring (i.e. Drone, SMART)

**FIRE MANAGEMENT GUIDELINE**

This guideline provides detailed procedure in fire prevention and monitoring including fire risk assessment and various effective mitigation measures to prevent fire from happening in the estate. The guideline also covers several response measures that the estate could take in the case of fire and post-fire analysis for future continuous improvement process.