

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

rina 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



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 from In progress 14 – 17 May 2018. Currently addressing non- compliances (NCs).
Pukin Mill	Stage 2 RSPO Next audit successfully conducted from <i>In progtess</i> 13 – 16 Aug 2018. Currently addressing non- compliances (NCs).
Syarimo Mill	Stage 2 RSPO Next audit successfully conducted from <i>In progtess</i> 9 – 13 July 2018. Currently addressing non- compliances (NC).
Leepang Mill	Stage 2 RSPO Next audit successfully conducted on In progress 27 – 30 August 2018. Currently addressing non- compliances (NC).

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	Certified	Completed
Unico Mill	Certified	Completed
SKS Mill	To be certified by 2020, based on time-bound plan submitted in RSPO Annual Communication of Progress (ACOP) report. BSI Indonesia was engaged to conduct gap assessment in PT SKS for RSPO and ISPO.	



ACTIVITY/MILESTONE STATUS	S PER DECEMBER 2018 2018			2019				2020		
	Q4 OCT NOV DE	Q1 DEC JAN FEB	Q2 MAC APR MAY	e 7 jun jul	Q3 AUG SEP	Q4 OCT NOV DEC	Q1	Q2	Q3	Q4

MSPO Certification

POLICY COMMITMENT:

• Committing towards sustainable production of palm oil and its continuous improvement as outlined in the Malaysian Sustainable Palm Oil (MSPO) guidelines. In supporting the Malaysian government's target, we will ensure all our Malaysian plantations are MSPO-certified by the end of 2018.

Sabah		
Ladang Sabah Group	Certified	Completed
Pamol Group	Certified	Completed
Sakilan Group	Certified	Completed
Mayvin Group	Main assessment/Stage 2 audit completed, certificate issuance pending	
Leepang Group	Certified	Completed
Baturong Group	Certified	Completed
Syarimo Group	Certified	Completed
Morisem Group	Certified	Completed
Unico Desa Group	Main assessment/Stage 2 audit completed, certificate issuance pending	
Unico Group	MSPO certifying process to be conducted once RSP(certificate is issued. To be conducted in March 2019 concurrently with RSPO surveillance audit	
Peninsular		
Pukin Group	Certified	Completed
Gomali Group	Certified	Completed
Bukit Leelau	Main assessment/Stage 2 audit completed, certificate issuance pending	
Pamol Kluang	Main assessment/Stage 2 audit completed, certificate issuance pending	
IOI-Pelita Sarawak	Preparation of MSPO certification conducted in Seja Estate. An external consultant was appointed to assis in the preparation for the certification process.	



ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	2018		2019				2020		
		Q4 OCT NOV DEC	Q1 JAN FEB MAC API	Q2 R MAY JUN JUL	Q3 AUG SEP	Q4 OCT NOV DEC	Q1	Q2	Q3	Q4

Labour Rights Monitoring System

POLICY COMMITMENT:

- 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.
- Eliminate all forms of illegal, forced, bonded, compulsory or child labour and in particular, follow responsible recruitment practice.

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;	Peninsular Full implementation commenced Sandakan Full implementation commenced	Completed Completed
i. Peninsular - July 2018ii. Sandakan - August 2018iii. Lahad Datu - September 2018	Lahad Datu Full implementation commenced	Completed
Continuous improvement on the implementation of the new labour policy and guideline.	Full implementation is in place. Continuous improvements are being conducted such as trainings and briefing from the respective authorities involved in the policy from time to time.	Ongoing
	IOI Internal Grievance Log consists of grievance report sent by staff and workers are developed.	
Visit to IOI's Sabah plantations by NGO	Corrective action measures to address comments from Finnwatch have started. Currently, internal monitoring report and data analysis on some of the labour matters is being developed as part of the corrective measures.	

2019



2020

		Q4 OCT NOV DEC	Q1 JAN FEB MAC	Q2 APR MAY JUN JUL	Q3 AUG SEP	Q4 OCT NOV DEC	Q1	Q2	Q3	Q4
Human Rights and Workplac	ce									
POLICY COMMITMENT:										
bargaining and allow trade up	of association and recognize the right to collective nions to have access to our workers. ports/identity documents or withholding of workers bed by law.	,								
	utory monthly minimum wage and overtime with the current labour regulations.	2								
• Provide fair and equal emplo race, nationality, religion or g	yment opportunities for all employees, regardless o gender.	f								
· · · · · · · · · · · · · · · · · · ·	orking environment that is free of sexual harassment									
 Provide adequate equipment safety policies. 	and training on the implementation of health and	1								
• Provide training and develop full potential.	ment to employees to ensure achievement of thei	r								
Translations of new labour policies in various languages of the workers	 Policies to be translated to Bahasa Malaysia and Indonesia; Policy on Harassment at Workplace Safety and Welfare Policy (once the English version is finalised and approved) 									
Training and development of employees in Malaysia for year 2018	1. Training on revised labour policies All region has conducted the training related to labour policies progressively. However, the trainings will be constantly done in the operating units for continuous improvement									
	2. Development of workers induction videos to be shown to the new workers on the first day of work and upon employment confirmation.									
Policy on Harassment at Workplace	Published and circulated to the whole operating unit in Q3 2018.									
	Socialisation and training of the new policy to all respective personnel, with involvement of local authorities such as the National Labour Department (JTK)	Completed								

2018

ACTIVITY/MILESTONE

STATUS PER DECEMBER 2018

2019



2020

Merry III I / MILLOI OIL	STATES I ER DECEMBER 2010	2010		2017				2020	
		Q4 OCT NOV DEC	Q1 JAN FEB MAC	Q2 APR MAY JUN JUL	Q3 AUG SEP OG	Q4 CT NOV DEC	Q1	Q2	Q3 Q4
GHG Emissions									
POLICY COMMITMENT:									
	nes to progressively reduce GHG emissions, and generate renewable energy by methane								
Identify baseline target for GHG emission reduction	Data collection from regional level in progress. Extension of timeline is needed to analyse the data collection from all operating units.								
Develop a transparent GHG reduction strategy for IOI, including clear saving targets.	GHG reduction plan document finalised. Extension of timeline due to lack of baseline data obtained from the ground. Data had been obtained from operation and being reviewed at the group level.								
Monitor and report GHG emissions of IOI	Format for GHG emissions data collection at respective operating unit is currently being standardised. The data will also be used for carbon accounting. Established data analysis in accordance with RSPO Palm GHG. Collaboration program with MPOB in progress.	Ongoing							
Training and development to establish systematic reporting on operational GHG emissions Reduce GHG at all IOI mills through the	A training on greenhouse gas (GHG) emissions calculation and reporting was conducted for Peninsular and Sabah region. 1. Started construction on three biogas plants and	Completed							
installation of biogas capturing systems by 2020 (subject to new technologies).	 (a) One of the biogas plants and flaring in August 2018. (b) Another two biogas plants are expected to be commissioned by February and March 2019 respectively. 								
	2. Two additional biogas plants started construction in April and July 2018 respectively, and are expected to be commissioned by 2019, each in mid and end of the year.								
	3. Another three plants are in planning stage and construction expected to start in 2019.								

2018

ACTIVITY/MILESTONE

STATUS PER DECEMBER 2018



ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	2018			20	19			2020		
		Q4 OCT NOV DEC	Q1 JAN FEB	MAC APR	Q2 MAY JUN	Q3 JUL AUG SI	Q4 EP OCT NOV DEC	Q1	Q2	Q3	Q4
Peatland											
POLICY COMMITMENT:											
Management Practices, as def Best Management Practices fo areas are identified as unsuita assessments or other reasons,	eat, appropriate management using Best fined in the RSPO P&C and the RSPO manual on or existing oil palm cultivation on peat. Where ble for oil palm replanting, based on drainability plans will be developed for the appropriate hich could include rehabilitation.										
Enhancing capacity building in Best Management Practices for existing oil palm cultivation on peat for 2018	Training on data preparation for peat drainability study was conducted to the IOI-SNA's sustainability team										
forest reserve and its buffer zone which is adjacent to Bukit Leelau. ii. To prevent future fires	Agreement between IOI Plantation Services Sdn Bhd with GEC was signed and will be effective from 1 September 2018. On-ground activities such as location of canal blocking, socio-economic survey of the orang asli was completed.										
iii. To initiate rehabilitation effort at the degraded area within the forest reserve and adjacent buffer zone.Fire											

POLICY COMMITMENT:

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

Review of fire prevention and control capacity in IOI Group.	Fire Alert Information System and Rapid Response Plan for Malaysia Commenced implementation in Sabah and Peninsular Malaysia.	
	Fire Alert Information System and Rapid	
	Response Plan for Indonesia concessions	
	Proactive monitoring being conducted monthly.	
	Fire Prevention Plan for Sabah Region	
	In collaboration with the Sabah Forestry Department	
	team to assist in the revision of the initial fire	
	prevention plan. The document has been finalized and	
	is awaiting approval.	





Conservation

POLICY COMMITMENT:

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

Capacity building programs for year 2018 to improve protection of High Conservation Value (HCV) areas, no deforestation and protection of HCS areas. Focus on the estates that are located in the two key landscapes (i) Ketapang and (ii) Kinabatangan. Capacity building programs 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 program (peat and natural forest), (v) tree mortality monitoring program.	Indonesia: Training on orang utan survey and monitoring was conducted to IOI-SNA's sustainability team. Malaysia: A workshop on HCV management with stakeholders was held in November at Universiti Malaysia Sabah, Kota Kinabalu. This workshop aimed to connect different stakeholders in Sabah and discuss potential collaboration and partnership in developing management measures to address HCV and identifying suitable action plan to be adopted into our HCV management plan. It was attended by officials from the local authorities, NGOs, and IOI's employees.			
Agrochemicals (IMPLEMEN 2011)	TATION COMPLETED - end			

POLICY COMMITMENT:

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

*Note: IOI's Agrochemical Management Policy was revised in July 2018 that states "The use of other Class 1 chemicals (such as metamidophos and monocrotophos) can only be carried out under strict supervision and absolutely necessary circumstances." Please click here for full document https://www.ioigroup.com/Content/S/PDF/agrochemical_mgmt_policy.pdf





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.

IOI to include peatlands in existing	Publication of Peatland Protection & Management Policy https://www.ioigroup.com/Content/S/PDF/peatlan d_protection_policy.pdf	Completed		
Implementation of Peatland Protection Policy across IOI's operations.	Following the finalisation of Peatland Policy, a guideline for peat management has also been finalised for full implementation	Completed		

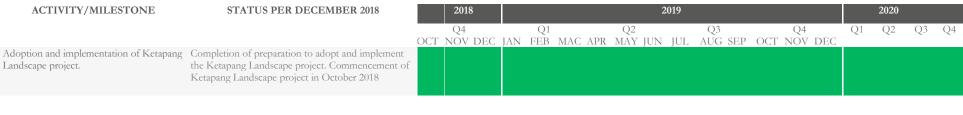
Ketapang Peatland Landscape

POLICY COMMITMENT:

• 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 peatlands 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.

Stakeholders engagement for effective implementation of environmental and social initiatives for 2018. IOI will continue to engage multi-stakeholders to jointly develop and implement landscape approaches that contribute to effective fire prevention and mitigation as well as peat and biodiversity conservation.	Socialisation in Fire Prevention and Fire Fighting Procedure was carried out to the surrounding communities in PT. SKS, together with Indonesia Forest Rangers and local Natural Resources Conservation Agency (BKSDA).
e	Forest Rangers and local Natural Resources Conservation Agency (BKSDA). The LiDAR imagery with 5 km interval coverage
g of peatlands in concession and areas, including LiDAR mapping oration with APP and Deltares.	received in February. The supplementary data called Digital Elevation Model (DEM) to be made available by end of Q2 2018. Currently, IOI is engaging the relevant organisations to follow up on development of the data.
evelop framework for Ketapang Indscape Project with internal and ternal stakeholders.	Aidenvironment signed a contract with IOI in September 2018. The South Ketapang Landscape Project was launched in October 2018.





KPAM (IMPLEMENTATION COMPLETED – Q2 2018)

POLICY COMMITMENT:

• We commit to using the HCS Approach for our last wholly unplanted concession, KPAM.

Peatland Rehabilitation (IMPLEMENTATION COMPLETED – *Q2 2018*)

POLICY COMMITMENT:

• 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.

Fire prevention

POLICY COMMITMENT:

• 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.

Fit	e prevention and mitigation programs	Full time fire guards on duty throughout the	Ongoing
wi	thin (including conservation areas) and	plantation for duration of dry season. Preparedness	
arc	ound concessions for 2018.	of firefighting facilities on standby during dry season.	
		Fire truck, truck mounted water tanks available, etc.	
		Verification report on the hotspots detected by RSPO	
		Fire Watch submitted as per requirement by RSPO.	



Order dot	ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	2018			2019				2020		
TRACEABLE SUPPLY CHAINS Traceability (IMPLEMENTATION COMPLETED – Q4 2017 with ongoing data reported in Palm Oil Dashboard) DICIC COMMITMENT Output data reported in Palm Oil Dashboard) DICIC COMMITMENT Output data reported in Palm Oil Dashboard) DICIC COMMITMENT Output data reported of 2016 while palm fernel oil volumes will be transformation by the end of 2018; this will be transformation by the end of 2020. Supplier Engagement DICIC COMMITMENT: Output data volumes of palm oil and palm oil supply their engagement. We will continue to engage with hey suppliers or promote our polytic commitment and build capacity commitment and bui				C JAN F	1AC APR	iun iu		OCT		Q2	Q3	Q4
with ongoing data reported in Palm Oil Dashboard) POLICY COMMITMENT: • Our goal is to ensure that all volumes of palm oil and palm oil fractions will be traceable to mills by the end of 2016 while palm kernel oil volumes will be extended towards 100% traceable to palmation by the end of 2020. Supplier Engagement POLICY COMMITMENT: • 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 an supplier companies use compliance. We had a trively promote and support the transformation of the palm oil supply chain through a process of supplier engagement. We will continue to engage of all direct suppliers. Capacing We vill actively promote and support the transformation of the spann oil supply chain through a process of upplier engagement. We will continue to engage of all direct suppliers is usual appointment on the service provider of all supply the volumes with NGOs Orgoing We had a tree transformation of the service provider of the service provider on prome- our projecy commitments and build capacity of mills and supplier companies is of upstream compliance. Orgoing We had three transformation on the service provider on provide workshops are ongoing in reputrements to all direct supplier's usual appointment of new service provider on provider workshops and of the activities in the progress of schedule workshops and of the activities of the provider on provider workshops and of the activities of the provider on provider workshops and of the activities in the progress of schedule workshops and of the activities of the provider on provider	TRACEABLE SUPPLY CH	AINS		,		2						
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• We will actively promote and support the transformation of the palm oil supply suppliers 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. Ongoing We binar/training on new policy requirements to all direct suppliers. Capacity building workshops are ongoing in partnership with NGOs Ongoing	Supplier Engagement											
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commitments against IOI policy requirements. Group level risk review of upstream companies in IOI supply base. Review and appointment of new service provider In progress Continuous Supplier Engagement in order to collaborate on prioritisation of schedule workshops and other activities In progress Review and engage with large suppliers on their plantations. To review result of T4T platform by TFT and schedule workshops and/or other activities In progress Develop guidelines for suppliers on their plantations. To determine awareness levels and general needs of In progress	chain through a process of sup with key suppliers to promote mills and supplier companies Webinar/training on new policy	pplier engagement. We will continue to engage our policy commitments and build capacity of to ensure compliance. Capacity building workshops are ongoing in	Ongoing									
Group level risk review of upstream companies in IOI supply base. Review and appointment of new service provider continuous Supplier Engagement in order to collaborate on prioritisation of interventions such as verification. To review result of T4T platform by TFT and schedule workshops and other activities In progress Review and engage with large suppliers on their practices with respect to peatlands on their plantations. To review result of T4T platform by TFT and schedule workshops and/or other activities In progress Develop guidelines for suppliers on To determine awareness levels and general needs of In progress	commitments against IOI policy	Ongoing	Ongoing									
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Review and engage with large suppliers on their practices with respect to peatlands on their plantations. Develop guidelines for suppliers on To determine awareness levels and general needs of In progress	Continuous Supplier Engagement in order to collaborate on prioritisation of	To review result of T4T platform by TFT and schedule workshops and other activities	In progress									
	Review and engage with large suppliers on their practices with respect to peatlands on		In progress									
			In progress									



ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	Q4 OCT NOV DEC	Q1 JAN FEB	MAC APR	2019 Q2 MAY JUN JUL	Q3 AUG SEP	Q4 OCT NOV DEC	Q1	2020 Q2	Q3	Q4
Risk Assessment (IMPLEMEN 2017 with Ongoing data reporte	-										
POLICY COMMITMENT:											
and remote sensing information r Institute's (WRI) Global Forest W stakeholder alerts, in order to fac to establish priorities for conduct	pplier mills using tools such as the spatial data nade available by the World Resource Vatch (GFW) platform, together with litate monitoring of the palm oil supply chain ing mill-level verification assessments.										
Mill Verification & Monitoring											
POLICY COMMITMENT:											
our supplier base, in order to veri	ne of mill-level verification assessments within fy compliance with our Sustainable Palm Oil rty suppliers of palm oil products to adhere to ty Policy.										
	ilising T4T to establish baseline of supply chain on DPE for next 12 months	In progress									



ACTIVITY/MILESTONE





TRANSPARENCY AND WIDER ENGAGEMENT

Plantation and Concession Maps (IMPLEMENTATION COMPLETED – *Q1 2017*)

POLICY COMMITMENT:

• Making maps of all IOI plantations publicly available, subject to any legal restrictions.

Grievance mechanism (IMPLEMENTATION COMPLETED – *Q4 2016*)

POLICY COMMITMENT:

• Improving IOI Group's complaints handling capacity and procedures and implementing a comprehensive grievance procedure covering our palm oil production and sourcing.

IOI - Pelita Sarawak

POLICY COMMITMENT:

• 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.

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	
To continue socialization of the draft Resolution Plan until all 9 affected communities give their consent for the implementation of the plan.	1. As of 31 December 2018, 8 out of 9 communities have given their consent for the Resolution process to go ahead. The remaining one, which is Long Teran Batu, headed by KK Joslee, informed IOI that it will not give its consent until their legal advisor Baru Bian, who is currently the Minister of Public Works in the Federal Government, advises them to do so.	
	2. While trying to arrange a meeting with the Minister, IOI met with other political figures and stakeholders. On 3-9 October 2018, the Stakeholder Engagement team met with community leaders, local NGOs, Pelita, Datu Penguang Manggil (Assistant Minister for Local Government in the State of	



ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	2018		01	02	2019	03	04	01	2020 Q2	03	04
	Sarawak Government and Representative of District 76 Marudi), Mr. Nyurak Keti (Deputy Residen of Miri), Dato Sri J.C. Fong (Legal Counsel for the State of Sarawak Government), Mr. Alexander Asing (Political Secretary in the Chief Minister of Sarawak Office) to update them and seek their input.	Q4 OCT NOV DE	C JAN	Q1 FEB MAC A	Q2 Apr May	JUN JUL	Q3 AUG SEP	Q4 OCT NOV	Q1 DEC	Q2	Q3	Q4
	3. On 8-9 November 2018, IOI met with the representatives of the Residen of Miri, Land and Survey Department, and the District Officer to update them on the progress and seek their input. IOI also met with KKs of Long Tabing Iban and Long Teran Batu.											
	4. On 10 December 2018, Carl Dagenhart (Head of Stakeholder Engagement) together with Dr Ramy Bulan, Lead Facilitator, met with YB Baru Bian and discussed the Resolution Plan with him. YB Baru Biar promised to advise Long Teran Batu community as soon as possible.											
	5. Since Long Teran Batu was taking long time to decide whether to give their consent and all other communities have already given their consent, IOI submitted a request to the Complaints Panel (on 18 December 2018) to allow IOI to start the Resolution Plan implementation with the 8 communities, while still waiting for Long Teran Batu's decision.											
Conduct CSR activities for the local communities	 A CSR contribution was given to the Berawan communities on 6 October 2018 for the ground levelling job of the church construction. IOI Pelita gave out a small contribution to each community for their Christmas celebration. 	Completed										
	3. In December 2018, a much-needed road repair work was carried out near Long Tabing											
Continues on more effective communication with external stakeholders	1. On 12 November 2018, IOI held a stakeholder event at the venue of RT16 in Kota Kinabalu and made a presentation on the IOI Pelita Land Dispute.	Ongoing										
	2. In November 2018, IOI launched a Stakeholder Engagement website page dedicated to IOI Pelita land dispute with ample information, including background, updates, facts and figures about the affected communities, a map, latest news and chronology of events.	l										



ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	2018			2019				2020	.020						
		Q4 OCT NOV DEC	Q1 JAN FEB 1	MAC APR	Q2 MAY JUN JUL	Q3 AUG SEP	Q4 OCT NOV DEC	Q1	Q2	Q3	Q4					
Sustainability Advisory Pan	uel (SAP)															
POLICY COMMITMENT:																
palm oil sector. We will wo customers, non-governmer	r approach as the right way forward to transform the rrk with various stakeholders including our suppliers, ntal organisations (NGOs), governments and odies to implement our Policy.															
SAP to meet regularly	SAP meeting was held in conjunction with RSPO RT16 in Kota Kinabalu, Sabah on the 12 November 2018.	Ongoing														
Independent verification of IOI's sustainability commitments	SAP member discussed and reviewed the verification process.	Ongoing														
HCS Convergence (IMPLE	EMENTATION COMPLETED – Q2															

2017)

POLICY COMMITMENT:

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



ACTIVITY/MILESTONE	STATUS PER DECEMBER 2018	2018	2020							
Sustainability Deblie Dec		Q4 OCT NOV DEC	Q1 JAN FEB MAC APR	Q2 MAY JUN JUL	Q3 AUG SEP OC	Q4 CT NOV DEC	Q1	Q2	Q3	Q4
Sustainability Public Reportin	ng									
POLICY COMMITMENT:										
	g system (company dashboard) to communicate gress on resolution of outstanding complaints and nent and verification.									
Palm oil dashboard update	To be updated for Q4 2018 by end of January 2019.	In progress								
Website revamp IOI Group official website will be totally revamped to provide better accessibility and ease of navigation to the mass public.	New website with brand new refreshed look published. Click www.ioigroup.com to have a look.	Completed								
Preparation and publication of Annual Sustainability Reporting 2018 based on GRI standard	1. Data collection and preparation of draft.	Completed								
	2. Publication of Sustainability Report 2018 available here http://www.ioigroup.com/Content/NEWS/PDF/su stainability_report.pdf	Completed								
 on a quarterly basis and addi Policy and Implementation M input on the methodology that 	Milestones for IOI Group May 2017: Publish and seek IOI plans to use to conduct "an independent verificatior stainable Palm Oil Policy, and the commitments stated									
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.	Completed								
-	Work on the verification is in progress through a combination of external and internal stakeholder consultation, desk-based analysis and fieldwork. Phase 2 verification expected to commence end of November 2018.									



31 JANUARY 2019