

Sustainability Action Plan  
October 2022 Update

The Sustainability Action Plan (SAP) aims to strengthen the company's sustainability processes and practices, implement RSPO Complaints Panel Directives and address identified issues.

Implementation of the SAP officially commenced in September 2018 with the advisory support of Earthworm Foundation (EF). This update includes some recommendations made by the HCSA Grievance Panel.

Implementation continues with most process changes already made and documented in revised Standard Operating Procedures (SOPs). While fulfilment of MoU commitments to communities continue to progress, resolution of grievances with some communities, suspended in 2019 due to an RSPO directive to select an independent mediator, resumed with ProForest mediating for Tarjuowon. ProForest has completed its field engagements in March 2021 with a communique signed by all parties and report submitted to the RSPO. The RSPO Complaints Panel is deliberating on the report and GVL is waiting for instructions on next steps. The RSPO has also recommended a facilitator for Butaw but this was rejected by complainant NGOs in February 2021. Currently awaiting further guidance from RSPO on this.

No	Area	Activity	Sub-activity	6 months						12 months						18 months						Update June 2022	Update October 2022			
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18					
<b>A</b>	<b>GOVERNANCE</b>																									
A.1	Structure	A.1.1	Review and strengthen organization structure (especially the sustainability team and GIS team) to allow clear role and collaboration between teams.	A.1.1.1	Review and finalization of organization structure																		Completed.	Completed.		
				A.1.1.2	Establish role function, job description, and authority level																		Completed. Under implementation, with Quarterly KPI setting	Completed. Under implementation, with Quarterly KPI setting		
				A.1.1.3	Resource audit and hiring of relevant people to fill in any gaps in the structure																		Completed.	Completed.		
				A.1.1.4	Socialization and implementation of new organization structure																		On-going	On-going		
				A.1.1.5	Evaluation of organization structure																		On-going	On-going		
A.2	Coordination and Oversight	A.2.1	Establish regular meetings on sustainability issues	A.2.1.1	Establish regular meeting on mill/plantation level and regional level																		On-going.	On-going.		
				A.2.1.2	Establish sustainability steering committee and its regular meeting																		On-going.	On-going.		
		A.2.2	Establish sustainability related Key Performance Indicators	A.2.2.1	Establish clear KPIs for sustainability team																		Completed	Completed		
				A.2.2.2	Establish additional sustainability related KPIs for non-sustainability teams																		On-going	On-going		
				A.2.2.3	Evaluation of KPIs																		On-going	On-going		
A.3	Talent and Culture	A.3.1	Training / Capacity Building	A.3.1.1	Conduct training needs assessment to create sustainability training plan for relevant people																		On-going	On-going		
				A.3.1.2	Implement and establish a training record																		On-going	On-going		
A.4	Infrastructure and logistics	A.4.1	Establish relevant policies and SOPs	A.4.1.1	Establish SOP on stakeholder management																		Completed.	Completed.		
				A.4.1.2	Establish SOP and system to track legal requirements																		Completed. Under implementation	Completed. Under implementation		
				A.4.1.3	Establish SOP for boundary demarcation and its maintenance																		Completed. To be trialed when on-going arrangements with Liberia Land Authority (LLA) and other stakeholders are completed for boundary review.	Completed. To be trialed when on-going arrangements with Liberia Land Authority (LLA) and other stakeholders are completed for boundary review.		
				A.4.1.4	Review and update FPIC and PM SOP according to: Module 2 – Social requirements (version 2.0 May 2017) Module 3 – Integration of HCV HCS Forest and FPIC (version 2.0 May 2018) FPIC guide for RSPO members																		Completed and being implemented.	Completed and being implemented.		
				A.4.1.5	Establish SOP for participatory mapping for disputed areas																		Draft completed. To be tested after resolution of Blogbo dispute. Second site visit by independent facilitator was carried in Mar 2021. Awaiting final facilitation report, and decision by RSPO	Draft completed. To be tested after resolution of Blogbo dispute. Second site visit by independent facilitator was carried in Mar 2021. Awaiting final facilitation report, and decision by RSPO		
				A.4.1.6	Establish SOPs for mill operations in appropriate languages																		SOP done; language translation yet to commence.	Completed; decision to do in English only, as the official language of Liberia		
				A.4.1.7	Establish SOP for monitoring of environmental management plan, implementation, and reporting																		Completed.	Completed.		
				A.4.1.8	Establish SOP for HCV HCS Peat management and monitoring																		Draft completed. Awaiting report from testing after completion of EF assessment across concession areas (completed May 2022), which is under review	Draft completed. Review of EF assessment report submitted, and currently guiding the implementation of the Draft SOP.		
				A.4.1.9	Establish SOP and system for grievance handling for both external and internal stakeholders. Also add mediation step before legal option.																		Completed. In use.	Completed. In use.		
				A.4.1.10	Establish SOP to describe the process of information sharing and dissemination																		Completed.	Completed.		
				A.4.1.11	Review the recently announced Human Rights Defender Protection protocol by the RSPO and develop policy on human rights																		Draft completed. Under internal review.	Completed		
				A.4.1.12	Review Greenbook SOP to be clearer on pest attack intensity and IPM																		Completed.	Completed.		
				A.4.1.13	Revise Greenbook SOP section 6.5.3 on empty pesticide package disposal																		Completed.	Completed.		
				A.4.1.14	Review recruitment policy to include a statement on no recruitment of workers under 18 years old																		Completed.	Completed.		
				A.4.1.15	Review recruitment policy to include non discrimination based on sexual orientation, union membership, and political affiliation																		Completed.	Completed.		
				A.4.1.16	Update policy of promotion to include non-discrimination promotion																		Completed.	Completed.		
				A.4.1.17	Establish policy to ensure no harassment or abuse in the work place and reproductive rights are protected																		Completed.	Completed.		
				A.4.1.18	Establish policy on forced trafficked labor																		Completed.	Completed.		
				A.4.1.19	Establish SOP for waste management that cover all of the waste produced by operational including domestic waste																		Completed.	Completed.		
				A.4.1.20	Establish policy to circumvent instigated violence to maintain peace and order																		Completed.	Completed.		
				A.4.1.21	Establish SOP for third party FFB sourcing																		Completed.	Completed.		
				A.4.1.22	Establish SOP for pollution and GHG emission mitigation or reduction																		Completed.	Completed.		



B ENVIRONMENTAL MANAGEMENT																										
B.1	No development of and conservation of HCS areas	B.1.1	Organize a training on the new HCS Approach especially on: oModule 2 – Social requirements (version 2.0 May 2017) oModule 3 – Integration of HCV	B.1.1.1	Explore opportunity for HCS training with HCSA Africa and attend training when available															Exploring appropriate training opportunities in Africa	Exploring appropriate training opportunities in Africa.					
				B.1.1.2	Obtain approval from HCSA on the reports and maps																	On-going. Final EF field assessment scheduled for Q1 2022 (after earlier assessments in Sinoe East and GK concession areas). This will inform outcome of on-going consultations with HCSA	Preparing for submission to HCSA.			
		B.1.2	Review the previous HCS work (Grand Kru & Sinoe) in alignment with the new HCS Approach toolkit (integration of the community livelihoods programme (COPP perspective and alternative livelihoods)	B.1.2.1	Review all HCS work (Grand Kru and Sinoe) and produce new updated HCS reports and maps to be submitted to HCSA																Done.	Done.				
				B.1.2.2	Ground check of HCS clearance claim and develop remediation action. Develop and implement the ICLUP (Integrated Conservation and Land Use Planning)																		Completed (in March 2022) and draft report under review. Verification of all assessed HCV-HCs patches on-going, after which final report for entire concession. Target Jul 2022.	Report completed. Action plan developed for mitigation, and under implementation.		
		B.1.2.3	Define a prospective land acquisition plan for all the new development (Example: Barclayville, Juazon, etc.)																	Yet to commence. Subject to further consideration on the proposed new areas. Expansion drive suspended indefinitely.	Yet to commence. Subject to further consideration on the proposed new areas. Expansion drive suspended indefinitely.					
B.2	No development of and conservation of HCV areas	B.2.1	Develop management and monitoring plan as well as implementation for protecting the HCV area.	B.2.1.0	Conduct HCS assessments on all developed areas; construct land use change maps, establish cleared HCS and develop new baseline map																As in B.1.1.2 above.	As in B.1.1.2 above.				
				B.2.1.0	Conduct HCV/HCS Assessments for MoU areas for planned development																		As in B.1.1.2 above.	As in B.1.1.2 above.		
				B.2.1.0	Update HCV/HCS maps																			As in B.1.1.2 above.	As in B.1.1.2 above.	
				B.2.1.0	Get community agreement and incorporate into MOU																			As in B.1.1.2 above.	As in B.1.1.2 above.	
				B.2.1.1	Development of management and monitoring plan according to established HCV maps.																			As in B.1.1.2 above.	As in B.1.1.2 above.	
				B.2.1.1	Development of forest restoration / remediation / conservation plan based on HCSA decision																			As in B.1.1.2 above.	As in B.1.1.2 above.	
				B.2.1.2	Conduct socialization to Operations, workers and community to increase awareness and protection of HCV and HCS areas																			On-going as part of routine community and employee engagement.	On-going as part of routine community and employee engagement.	
				B.2.1.2	Demarcation of buffer zones and no-go areas																			On-going	On-going	
				B.2.1.3	Conduct field inspections conducted regularly to ensure implementation of mitigation plan																			Inspection on-going. To be reviewed and consolidated subject to final report of HCV-HCS re-assessment, and submission of mitigation plan	Inspection on-going. To be reviewed and consolidated subject to final report of HCV-HCS re-assessment, and submission of mitigation plan	
						B.2.1.3	Conduct field inspections conducted regularly to ensure implementation of mitigation plan																	Inspection on-going. To be reviewed and consolidated subject to final report of HCV-HCS re-assessment, and submission of mitigation plan	Inspection on-going. To be reviewed and consolidated subject to final report of HCV-HCS re-assessment, and submission of mitigation plan	
B.3	Yield improvement without intensification of use of chemical pesticides and fertilizers	B.3.1	Establishment of integrated pest management	B.3.1.1	Establishment of IPM Plan, which contain identification of potential pests and thresholds, technic use to control (cultural, biological, mechanical and physical methods) pest attacking, identify and plant native species used as part of biological control method refer to SOP and Concession Agreement																Completed.	Completed.				
				B.3.1.2	Having well documented IPM implementation records including records of training to IPM workers																			Completed.	Completed.	
		B.3.2	Proper usage of POME for fertilizers	B.3.2.1	Conduct study of the optimum area for POME application for effluent mill with capacity 40 mt FFB/hour and for new pond capacity.																		Completed.	Completed.		
				B.3.2.2	Tarjuowon North (TNRE) estate/TRJM needs to record how much the total POME application, replace broken flowmeter																			Completed.	Completed.	
		B.3.2.3	Building of additional POME pond																		Completed.	Completed.				
B.4	Greenhouse gas emissions	B.4.1	Report and reduce greenhouse gas emissions	B.4.1.1	Conduct assessment of pollution and GHG emission resource from the entire operational aspect.																	Completed.	Completed.			
				B.4.1.2	Establish action plan to mitigate or reduce the pollution and GHG emission																			Completed.	Completed.	
				B.4.1.3	Calculate the operational GHG emission using RSPO GHG calculator ver.3.1 and report it to RSPO.																			Done. Iterative process.	Done. Iterative process.	
B.5	Waste management	B.5.1	Improve waste management	B.5.1.1	Check BOD and other parameter in POME discharge to plantation refer to regulation.																	Done. Iterative process.	Done. Iterative process.			
				B.5.1.2	Engage the government about the license/permit for the hazardous warehouse based on the EMPL Regulation Section 64.																			Engagement done. Licencing process under periodic review.	Engagement done. Licencing process under periodic review.	
				B.5.1.3	Stored and disposed used chemicals and their containers responsibly according to GVL Procedure, EMPL and best practices.																			Done. Iterative process.	Done. Iterative process.	
				B.5.1.4	Have well documented waste management and disposal plan to avoid or reduce pollution.																				Completed.	Completed.
				B.5.1.5	Arrange logbook for hazardous warehouse. Some of the amount must refer to the logbook of general warehouse. For example amount of ex-pesticide bin in to the hazardous warehouse must be consider to the amount of pesticide bin put from chemical warehouse.																				On-going.	On-going.
				B.5.1.6	Develop the implementation of 3R (Reduce, Reuse, Recycle) and separation of domestic waste into organic and inorganic waste to simplify the management																				Completed.	Completed.
B.6	Energy efficiency	B.6.1	Improve energy efficiency	B.6.1.1	Improve efficiency of the use of fossil fuel and optimization of renewable energy																	On-going	On-going			
				B.6.1.2	GVL should calculate how much renewable energy use per ton CPO or palm product, estimated fuel use by on-site contract workers and transport and machinery operations and electricity use in operations.																			Draft completed. Review on-going.	Draft completed. Review on-going.	

C		SOCIAL AND COMMUNITY ENGAGEMENT																																	
C.1	FPIC Process	C.1.1	Review all FPIC process to fulfill any process and documentation gaps	C.1.1.1	Review and update the FPIC documentation process in alignment with the SOP that will be updated. This include improvement of scoping process and identification of community's self chosen representatives																							Completed.	Completed.						
				C.1.1.2	Conduct the boundary demarcation based on FPIC procedure with clear markers and maintain them regularly.																										In collaboration with Liberia Lands Authority (LLA). Implementation target defered until further notice, due to review of funding mechanism	In collaboration with Liberia Lands Authority (LLA). implementation target deferred until further notice, due to review of funding mechanism			
				C.1.1.3	Improve ESIA report by conducting participatory SIA assessment. Develop plans for avoidance or mitigation of negative impacts and promotion of the positive and monitoring of impacts																											Entire environmental and social requirements subject to on-going discussions with HCSA and RSPO	Entire environmental and social requirements subject to on-going discussions with HCSA and RSPO		
				C.1.1.4	Develop a monitoring system with regular reporting to outline the plan on mitigation, implementation and monitoring according to the SIA report.																											Entire environmental and social requirements subject to on-going discussions with HCSA and RSPO	Entire environmental and social requirements subject to on-going discussions with HCSA and RSPO		
	C.1.2	Review all MOUs to fulfill any process, documentation gaps and the implementation level of each MOUs signed	C.1.2.1	Converting provisional MOUs to permanent MOUs, whether to include maintenance and refurbishment schedules (for specified period) in updated Social Agreements.	C.1.2.1.1 Butaw																									On-going. Target completion depends on agreement of independent facilitator appointed by RSPO for community with recorded grievances, and on the response of communities in securing legal advise and making their input for others. Review of all MOUs scheduled for 2022.	On-going. Target completion depends on agreement of independent facilitator appointed by RSPO for community with recorded grievances, and on the response of communities in securing legal advise and making their input for others. Review of all MOUs on-going.				
					C.1.2.1.2 Tarjuowon																											Already Permanent. Review scheduled for 2022	Already Permanent. Review process on-going		
					C.1.2.1.3 Others																											Already Permanent. Review scheduled for 2022	Already Permanent. Review process on-going		
					C.1.2.2	Define a company standard (quality, type, budget, ...) for each type of infrastructure to be constructed or rehabilitated																											Done.	Done.	
					C.1.2.3	Prepare the budget needed to fill the implementation gaps as per the agreed timeframe of each MOUs signed																											Done.	Done.	
					C.1.2.4	Improve joint monitoring (GVL and communities) of MoU implementation and release an annual report																											Completed. Reports under review with communities; to be shared with NBC in Q2 2022.	Completed.	
					C.1.2.5	Clarify to the communities the following concept: areas developed/planted, areas developed non planted (infrastructure, conservation, etc.) areas non developed non planted (conservation areas) and the implication on communities benefits (CDF, employment, taxes, etc.)																											On-going. Iterative.	On-going. Iterative.	
					C.1.2.6	Review development maps (from the base maps including the version shared with local communities) and conduct the reconciliation process																												On-going. Some communities seeking third party support for verification of boundaries and acreages.	Part of the on-going MOU Review. Some communities seeking third party support for verification of boundaries and acreages.
					C.2	Responsible handling of conflict and grievances, and resolution of conflict	C.2.1	Improve the system to ensure that complaints or grievances including land claims are addressed or resolved in an effective, timely and appropriate manner (internal and external)	C.2.1.1	Socialize SOP on grievance and conflict handling and have a proper documentation and resolution process. Deeper training for social team including use of complaint management table and assign a team member per estate to be in charge of the complaint management table																								On-going.	On-going.
									C.2.1.2	Establish internal grievance committee including Operation & Sustainability.																									
C.2.1.3	Ensure that all documents related to grievance resolution are properly stored and access to the document																															Done. On-going.	Done. On-going.		
C.2.1.4	Conduct monthly review and summary of grievances and complaint in each Estate and feed the Top Management dashboard to support decision making in term of improvement (stakeholder engagement, etc.)																															On-going.	On-going.		
C.2.1.5	Create awareness to communities on GVL grievance management system																															Started in May 2019. On-going (iterative).	Started in May 2019. On-going (iterative).		



D.1.5	Ensure compliance of working time	D.1.5.1	Conduct the SOP of finger printing																						Completed. On-going.	Completed. On-going.					
		D.1.5.2	Conduct the procedure/policy of break time of worker that need to stand by i.e, security, machine operator in mill, etc																							On-going. Part of completed CBA review and company restructuring.	On-going. Part of completed CBA review and company restructuring.				
		D.1.5.3	Working hour procedure in CBA needs to adjust to the regulation stated in HR and Employment reference Manual																							On-going. Part of completed CBA review and company restructuring.	On-going. Part of completed CBA review and company restructuring.				
		D.1.5.4	Procedure to conduct the over time working (overtime agreement letter, detail payment).																							On-going. Part of completed CBA review and company restructuring.	On-going. Part of completed CBA review and company restructuring.				
		D.1.5.5	Manage the working and overtime hour for FFB driver at the certain condition. i.e ffb truck driver stuck due to bad road condition.																							On-going. Part of completed CBA review and company restructuring.	On-going. Part of completed CBA review and company restructuring.				
		D.1.6	Implementation of Child Labor and forced labour policy	D.1.6.1	Ensure proper working permit for all expat staff																						On-going. Updated for all relevant staff	On-going. Updated for all relevant staff			
				D.1.6.2	Increase the socialization on No Child Labor and no forced labour through poster or directly in the morning muster																							On-going (iterative).	On-going (iterative).		
				D.1.6.3	Socialization to the community about No child labor.																							On-going (iterative).	On-going (iterative).		
		D.1.7	Provide education access for all children	D.1.7.1	Conduct the education need assessment to analyse the infrastructure requirement for education implementation in the farm. This is to ensure the which public government school that available and which public company's sponsored school needs to set up (Please see CBA page 12																						Phase II of the GVL Education Support (GES) Program on-going for 2021-2022 acadmic year.	Phase III of the GVL Education Support (GES) Program is on-going for 2022-2023 acadmic year.			
				D.1.7.2	Engage CRC and relevant parties to arrange the planning for education facilities as promised in the CA																							On-going as part of the on-going GES Program under implementation from adjusted 2020-21 academic year. Increase of support from 22 schools in Phase I to 38 public schools in Phase II in company's concession areas.	Process improved under the implementation of the current Phase III for the 2022-2023 academic year. Beneficiary schools increased to 60, up from 38 schools in Phase II and 22 public schools in Phase I.		
				D.1.7.3	Engage the government (MOE) to set up "Free and Compulsory Early Childhood Education" base on national Liberia program 2017 in the farm for all of the children in the farm and the community within age 3 to 5 (Please see CBA page 12).																							On-going . MOU arrangement with MoE under the Education Support Program.	On-going . MOU arrangement made with MoE under the Education Support Program.		
				D.1.7.4	Propose sufficient transportation to reach the school for worker children as weel as community near the site.																							On-going. To be upgraded as part of the Education Support Program .	On-going. To be upgraded as part of the Education Support Program .		
				D.1.7.5	Propose to build the company sponsored school base on the assessment																							On-going	On-going		
				D.1.7.6	Communicate to the national and internal stakeholder on education plan and progress in GVL.																								On-going	On-going	
				D.1.7.7	GVL can propose the specific class for palm oil lesson to enhance the education of local people about palm oil so later the community might be join to GVL as employee.																								Yet to commence. Under review as part of company's overall investment review.	Yet to commence. Under review as part of company's overall investment review.	
				D.1.7.8	Involve the GVL staff as the teacher in the school and LCC can set up the curriculum for that.																								Yet to commence. Under review as part of company's overall investment review.	Yet to commence. Under review as part of company's overall investment review.	
		D.1.8	Develop the capacity building for all of the worker	D.1.8.1	Conduct HIV AIDS, Ebola, and Malaria awareness training as requested in the CBA																						On-going.	On-going.			
				D.1.8.2	Develop learning center committee (LCC) to handle the training																							Done. Team training on-going.	Done. Team training on-going.		
		D.1.9	Establish system to prevent and handle sexual harrasment	D.1.9.1	Arrange the procedure to handle the sexual harrasment and persecution cases																						Commenced. Target completion Q3 2022.	Commenced. Target completion defered to Q4 2022 as part of major HR reforms.			
				D.1.9.2	Form a gender committee																							Commenced. Target completion Q3 2022.	Commenced. Target completion defered to Q4 2022 as part of major HR reforms.		
				D.1.9.3	Socialization on sexual harrasment persecution and the way to report the case based on SOP made before																							Commenced. Target completion Q3 2022.	Commenced. Target completion defered to Q4 2022 as part of major HR reforms.		
		D.2	Respect the right of association and collective bargaining	D.2.1	Ensure proper engagement with union	D.2.1.1	Evaluate about the membership of union. It suppose to be voluntary however the current situation indicate that all new workers automaticly become members																					Completed. Part of CBA review and on-going company restructuring.	Completed. Part of CBA review and on-going company restructuring.		
						D.2.1.2	Engage the union to arrange the financial report of membership fee and report to the member																							On-going.	On-going.
						D.2.1.3	Arrange the program of capacity building for union organizers																								On-going.
D.2.1.4	Set up in collaboration with worker's union a social clause which prioritize consultation and brainstorming with the management around issues																												Done, as part of CBA review in Dec 2020.	Done, as part of CBA review in Dec 2020.	
D.2.1.5	Raise awareness/socialize workers and union on the corporate mindset and culture																												Done, as part of CBA review in Dec 2020.	Done, as part of CBA review in Dec 2020.	

D.3	Health and Safety	D.3.1	Conduct risk analysis of safety and health and implementing action plan	D.3.1.1	Conduct hazard identification and risk assessment of all part of workplace in the mill and estate. Arrange the action plan to determine the control of the risk base on the risk management hierachy																									Done.	Done.			
				D.3.1.2	Socialization the HIRADC to the workers																											On-going.	On-going.	
				D.3.1.3	Put the first aid kit in the certain location base on identification (mil)																												Done.	Done.
				D.3.1.4	Select the PIC for emergency coordination and train them for the accident emergency action (mill)																												PIC identified. Training completed in Dec 2020.	PIC identified. Training completed in Dec 2020.
				D.3.1.5	Arrange ISHC in every site that consist of management and worker/junior																												On-going. Teams established and in operation	On-going. Teams established and in operation
				D.3.1.6	Install more signboard and poster related to OSH implementator																												On-going.	On-going.
				D.3.1.7	Select the PIC for emergency condition and train them for the accident emergency action (farm)																												Completed.	Completed.
				D.3.1.8	Socialize to the emergency handling to the high risk workplace worker																												Done. Periodic review on-going	Done. Periodic review on-going
				D.3.1.9	Review annually the HIRADC base on the operational evaluation or accident happen during a year																												Done. Periodic review on-going	Done. Periodic review on-going
				D.3.1.11	Emergency socialization for all workers																												Done. Periodic review on-going	Done. Periodic review on-going
				D.3.2	OHS Training Programme	D.3.2.1	Arrange OSH training, identification and training program																											On-going.
		D.3.2.2	Arrange the timebound plan for training, socialization, simulation related to OSH																													On-going.	On-going.	
		D.3.2.3	Training ISO 45001 or training from Ministry of Manpower to ensure the competency base on government qualification for OSH/Sust Dept																														Yet to commence. Re-adjusted target Q4 2022 to account for company restructuring and mobility constraints.	Yet to commence. Re-adjusted target Q4 2022 to account for company restructuring and mobility constraints.
		D.3.3	Provision of PPE and protection from chemical exposure	D.3.3.1	Provide safety equipment to handle emergency on the workplace related to chemical i.e emergency shower and eye washer in chemical warehouse, et																											On-going.	On-going.	
				D.3.3.2	Provide the sufficient PPEs for the sprayer																												On-going.	On-going.
				D.3.3.3	Provide the PPEs storage for the sprayer to avoid contamination in their house																												On-going.	On-going.
				D.3.3.4	Socialization on the chemical (pesticide and fertilizer) direct body contact to the worker as well as the community (suggest the community not to take and consume the palm fruit taken from the farm)																												On-going.	On-going.
				D.3.3.5	Socialization not to use the waste bin for water storage																												On-going.	On-going.
				D.3.3.5	Evaluate PPEs quality and consider other treatment to minimise ris																												On-going.	On-going.
				D.3.3.6	Conduct the specific annual medical surveillance for worker																												On-going.	On-going.
				D.3.3.7	Conduct the rotation of chemical sprayers to reduce chemical contamination of their body																												On-going.	On-going.
				D.3.3.8	Provide sufficient warehouse to store the hazardous waste																												Done.	Done.
		D.3.3.9	Engage with the licensed user to take out the hazardous waste																												Completed.	Completed.		
		D.3.4	Provision of accident insurance for all workers	D.3.4.1	Update the percentration of payment in the HR and Employment Manual with regards to NASSCORP membership																											Done.	Done.	
				D.3.4.2	Make sure the deduction have a power of attorney from the worker																											On-going.	On-going.	
				D.3.4.3	Engage the NASSCORP for the claiming process since there was a case that the claim payment for the worker who got the accident in 2011																											On-going.	On-going.	
		D.3.5	Provision of adequate housing and health facility for the workers and family	D.3.5.1	Educate the worker on the housing maintenance since commonly the community house is different to the house provided by company. It is include to the proper usage of toilet.																											On-going.	On-going.	
				D.3.5.2	GVL to provide dedicated doctor in each of the central clinic and make schedule to visit other clinic in other site.																											Process re-organized in consultation with MOH to operate a VMO in Sinoe and GK, and refer serious cases to nearby Hospitals.	Process re-organized in consultation with MOH to operate a VMO in Sinoe and GK, and refer serious cases to nearby Hospitals.	