

*Sustainability Action Plan
March 2023 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). Proposed permanent MoUs have been distributed to all communities.

While fulfilment of current 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.

