



No Deforestation, No Peat, No Exploitation Policy

Introduction	<p>Mano Palm Oil Industries recognizes that operations involved in oil palm development is hugely linked to deforestation and result in other negative consequences on the environment. For that reason, MPOI has decided to commit to a No Deforestation, No Peat, and No Exploitation Policy to ensure that the company's operations as well as its stakeholders, are not involved in any NDPE practices. Here are the company's guiding principles and procedures.</p>
Guiding Principles	<p>No Deforestation</p> <ol style="list-style-type: none"> 1- No development of High Carbon Stock (HCS) Areas 2- No development of High Conservation Value (HCV) Areas 3- Measure Greenhouse gas emissions at the plantation 4- No Burning <p>No Peat</p> <ol style="list-style-type: none"> 1- MPOI currently has no practices on peat land and commits to no future development <p>No Exploitation</p> <ol style="list-style-type: none"> 1- Respect Universal Declaration of Human Rights 2- Respect the rights of indigenous people and local communities 3- Respect the rights of all workers 4- Respect and work with smallholders 5- Follow the FPIC process
Procedures	<p>No development of High Carbon Stock and/or High Conservation Value Areas</p> <p>The protection of high conservation stock and high conservation value areas is important for us all throughout our supply chain and not just in our estates. To that end, any plans for development should first start by identifying HCV and HCS areas, which is an approach that uses land use planning to identify and protect important environmental and social values that must be conserved.</p> <p>This should also be based on the RSPO principles and Criteria and RSPO HCV-HCS Integrated Manual for Assessments.</p> <p>At MPOI, no previous planting has been done without having conducted an HCV and HCS assessment as well as a land use change analysis. We are committed to no further developments without a new HCV/HCS assessment.</p>

We shall also support the restoration of HCV/HCS forests as well as other ecologically or culturally important lands within the area in which we operate by cooperating with relevant authorities and stakeholders.

Reduce Greenhouse Gas Emission on current operations

At MPOI, we are committed to reducing our Greenhouse gas emissions. This is to be done by conducting a series of data collection to analyze the target areas for our reduction strategy. We shall commit to a regular constant progress report and the effectiveness of our strategy. This is targeted towards both our mill and plantation.

No Burning

No use of fire is allowed in any development, be it for new planting or re-planting.

No New Development on Peat

No new development on peatland shall take place regardless of the peat's depth. No previous land has been established on peat before on MPOI's operations, and it shall remain this way.

No Exploitation of People and Local Communities

MPOI is committed to the rights of every person directly impacted by the company's operations. This includes our employees as well as communities surrounding our operations.

The company shall do that by committing to the following principles: Respect the rights of all workers, respect internationally recognized human rights, support the inclusion of smallholders into the supply chain, respect land tenure rights and respect the rights of indigenous and local communities and their free, prior, and informed consent (FPIC) and eradicate child labor practices.

Respect the rights of all workers

MPOI ensures that rights of all workers are met and preserved by respecting all national and international laws in this regard. The company has also established a Human Rights Policy to convey its commitment towards respecting its worker's rights.

Respect internationally recognized human rights

MPOI follows the United Nations Guiding Principles on Business and Human Rights as well as the United Nations Global Compact, which apply to anyone affected by our operations, including employees and local communities.

Support the inclusion of smallholders into the supply chain

MPOI has a commitment towards working with smallholders in Liberia and recognizes the company's responsibility to treat them in an inclusive manner by providing the right trainings, listen to their concerns and meet their demands.

Respect land tenure rights

MPOI shall respect land tenure rights of all local communities and indigenous people as the company understands their customary rights to their lands. This commitment is not only

	<p>based on MPOI's ethical obligation, but also by complying with national laws of Liberia in this regard.</p> <p><i>Respect the rights of indigenous and local communities and FPIC</i></p> <p>In accordance with the United Nations Declaration on the Rights of Indigenous People, the High Carbon Stock Approach, and RSPO Principles and Criteria, MPOI ensures that the Free, Prior, Informed Consent approach is implemented prior to any new activity. The company recognizes the importance of engaging its surrounding communities and have their concerns acknowledged in every decision process.</p> <p><i>Eradicate child labor practices</i></p> <p>In accordance with National and International agreements such as the ILO Child Labor Convention of 1999, the company is fully committed to eradicate any child labor practices. Child labor refers to any individual under the age of 18 years, whom shall not be employed by the company under any circumstances. In the event of occurrence of child labor, the company shall take extreme measures.</p>
<p>Monitoring, Reporting, and Revising</p>	<p>As we understand the importance of continually reviewing the effectiveness of policies and implementation of practice, MPOI shall conduct constant analysis of the implementation process. Additionally, stakeholders shall also be engaged on a continuous basis for a review and improvement process.</p>
<p>Complaints</p>	<p>Any complaints or conflicts related to our organization's work activities and its environmental and social effect will be taken seriously and handled in accordance with MPOI's Grievance Mechanism Policy. MPOI shall also cooperate with employees and communities to identify and provide remediation in the event the company has received any grievances regarding human rights violations.</p>
<p>Approved by:</p>	<p>Mr. Assad Fadel, CEO</p>

Date: 28/04/2023


