

Social and Community Engagement Policy

1. GAR wants to ensure that its palm oil operations improve the lives of those it impacts. Core to this is a commitment to:
 - a. Free, Prior and Informed Consent of indigenous people and local communities
 - b. Responsible handling of complaints
 - c. Responsible resolution of conflicts
 - d. Open and constructive engagement with local, national and international stakeholders
 - e. Empowering community development programmes
 - f. Respecting human rights
 - g. Recognising, respecting and strengthening the rights of its workers
 - h. Compliance with all relevant laws and internationally accepted certification principles and criteria

2. We adopt this Social and Community Engagement Policy for all the plantations that we own, manage or invest in regardless of the stake.

3. To promote this Social and Community Engagement Policy across the palm oil industry, we will leverage our leadership position and advocate this policy in partnership with the Indonesian and global community.

4. **Free, Prior and Informed Consent of Indigenous and Local Communities**

In line with GAR's Forest Conservation Policy, GAR respects and recognises the long term customary and individual rights of the indigenous and local communities to their land, and commits to ensuring free, prior and informed consent from these communities prior to commencing any new operations. Implementation of this policy will include:

- Participatory mapping of all indigenous and local community lands prior to negotiation
- Social Impact Assessments carried out in a participatory manner, the results of which will be publicly available and actively shared with relevant stakeholders
- Open negotiation processes
- Documented agreements signed by all relevant parties

5. **Responsible Handling of Complaints**

We will develop and maintain processes for the responsible handling of all complaints at the local, national, and international levels. These processes will be developed in consultation with stakeholders, and will be made publicly available.

6. **Responsible Resolution of Conflicts**

We commit to actively promoting and supporting the responsible resolution of any conflicts involving GAR operations. This will include working with relevant stakeholders to ensure that conflicts are resolved through a process that is agreed upon by all relevant parties involved, respects customary and individual rights, and ensures the free prior and informed consent of relevant stakeholders to any resolution

agreements. We also commit to doing our best to prevent any use of force which could unnecessarily lead to violence.

7. Open and Constructive Engagement with Local, National, and International Stakeholders

We commit to actively and constructively engaging with all GAR's stakeholders, including communities, government, customers, and civil society at the local, national and international levels. This includes a commitment to make information regarding the impacts of our operations publicly available. We will seek to ensure that information is provided in formats and languages relevant to affected stakeholders. We also commit to open and transparent negotiation for all joint management activities.

8. Empowering Community Development Programmes

We will continue to develop and implement empowering community development programmes for the local communities in which we operate. These programmes will be developed through an open, consultative and collaborative manner with local stakeholders. Our community development programmes will seek to empower communities in their development of sustainable livelihoods.

9. Respecting Human Rights

We commit to upholding and promoting the Universal Declaration of Human Rights for all workers, contractors, indigenous people, and local communities in all company operations.

10. Recognising, Respecting and Strengthening the Rights of All Workers

We commit to ensuring that the rights of all people working in our operations are respected according to local, national, and ratified international laws. We provide equal opportunities for all workers, and embrace diversity regardless of ethnicity, religion, disability, gender, political affiliation, sexual orientation or union membership. This is in line with GAR's internal Human Resource Policy.

11. Compliance with All Relevant Laws and Internationally Accepted Certification Principles and Criteria

We will continue to comply with all relevant laws and regulations as well as internationally accepted certification principles and criteria.

Developed by GAR in consultation with TFT
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