



GHANA OIL PALM DEVELOPMENT COMPANY LIMITED

Social Responsibility Policy Paper

November 2012

The Social Responsibility Policy is hereby established this 29th day of November 2012 for **Ghana Oil Palm Development Company Limited** (hereinafter called the "COMPANY") which expression shall where the context requires include its successors and assigns.

WHEREAS

1. The Company is a limited liability Company engaged in oil palm plantation development among others and at present occupies and operates for the time being its nucleus estates in the areas situate in the domain properly described hereby (hereinafter called the "**Operational Area.**")
 - a. Kwaee Nucleus Estate in the schedule of EI30 and in the indenture registered as 1258/1976 and
 - b. Okumaning Nucleus Estate in the schedule of Deed No. EA.6287 and Serial No. 383/2009.
2. The Company is desirous to have a peaceful and uninterrupted occupation of all the lands within the fore said areas in which it has interest.
3. The Company in accordance with its mission is desirous of ensuring that its business is conducted in a prosperous, safe and environmentally sustainable manner that will promote the wellbeing of its shareholders, employees, customers, communities and the environment.

NOW THIS Social Responsibility Policy WITNESSETH AS FOLLOWS:

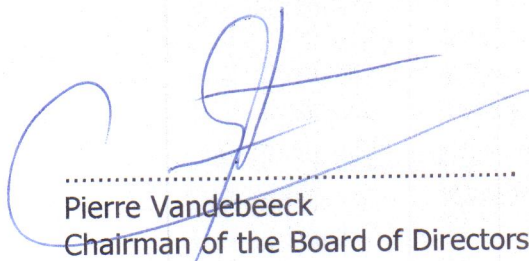
4. In view of the objective as outlined in 2 and 3 above regarding the lands described herein, the Company is willing to reserve **0.5% of its Turnover plus 0.5% of its Net Profit** in order to enhance its corporate and social responsibility in its operational area:

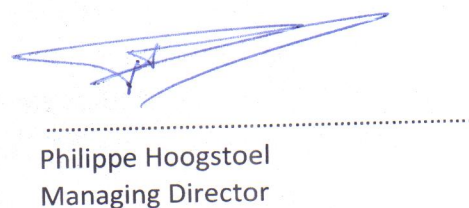
The Company will on its own discretion distribute the funds between the different stakeholders within the operational area. The Board of Directors will evaluate yearly this distribution of the amount allocated to the stakeholders, based on a proposal made by Management. The distribution list of the funds for a particular year is **Attachment A.**

5. The amount to be derived as per Clause 4 above shall be based on the quarterly results of the current year and shall be paid quarterly in arrears as follows: **31st July, 31st October, 31st December and 30th April** of the following year.

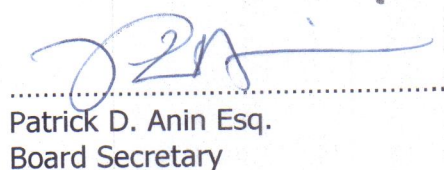
6. It is understood that the amounts disbursed to beneficiaries stated in Clause 4 above shall be used for **landmark development projects** (e.g. water, education, health etc.) within the respective communities.
7. In order to get the beneficiaries well involved and be a part of the development projects, the Company encourages the beneficiaries to as much as possible co-finance such landmark development projects.
8. Such landmark development projects will be jointly managed by the beneficiaries and the Company.
9. The Company shall pay the financial packages as prescribed in the manner and times agreed, at the discretion of the Management, under the supervision of the Board of Directors of GOPDC Ltd.
10. The Communities shall ensure authority and control over their subjects within the areas granted to safeguard the investment and development undertaken by the Company. The Communities shall ensure to take prompt and effective action against any party/parties whose actions may be considered detrimental to the aspiration and objectives of the Company.
11. If for any reason whatsoever it is felt that this Policy requires to be changed, the Company always reserves the right to unilaterally amend this Social Responsibility Policy Paper subject to the approval of the Board of Directors of GOPDC Ltd.
12. This dispensation takes effect from the Financial Year 2010.

Signed for and on behalf of the Board of Directors of GOPDC Ltd.


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Pierre Vandebecck
Chairman of the Board of Directors of GOPDC Ltd.


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Philippe Hoogstoel
Managing Director

In the presence of


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Patrick D. Anin Esq.
Board Secretary