



GHANA OIL PALM DEVELOPMENT COMPANY LIMITED

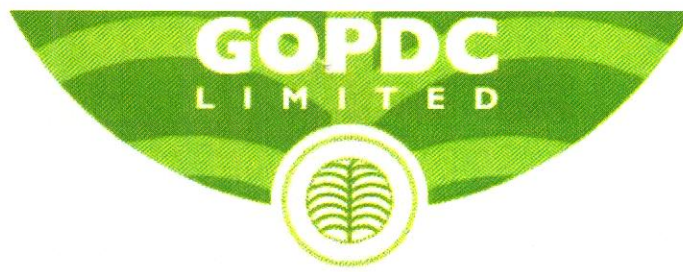
Social Responsibility Policy Paper

January 2010

Ghana Oil Palm Development Company Limited

Head Office & Plantation
Kwae near Kade • Kwabibirem District • Eastern Region • Ghana
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Tema Tank Farm
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The Social Responsibility Policy is hereby established this 1st day of January 2010 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. Kwae 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 area's in which it has interest.
3. The Company in accordance with its mission is desirous of ensuring that its business is conducted in a more prosperous, safe and environmentally sustainable manner that will promote the wellbeing of its shareholders, employees, customers, community and the environment.

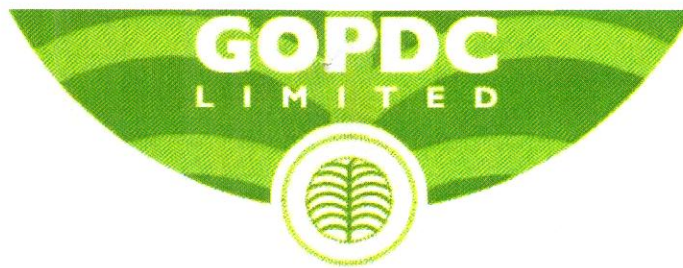
NOW THIS Social Responsibility Policy WITNESSETH AS FOLLOWS:

4. In view of the objective as outlined in 2 and 3 above regarding the lands described herein, the Company is willing to reserve **2% 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 shall be based on the quarterly results of the current year and shall be paid quarterly in

Ghana Oil Palm Development Company Limited



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
10. The Communities shall ensure authority and control over its 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 paper subject to the approval the board of directors of GOPDC.

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 GOPDC Ltd.

In the presence of

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Patrick D. Anin Esq.
Board Secretary

Ghana Oil Palm Development Company Limited