

GOPDC *News*

The house journal of GOPDC

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GOPDC Limited

GOPDC is an integrated agro-industrial company specialized in the organic cultivation of oil palm, extraction of crude palm oil and palm kernel oil. GOPDC produces refined specialty oils for use by the food industry.

GOPDC was a state owned enterprise and was divested in 1995 with Siat Ghana Limited acquiring a majority stake in the new company. The Government of Ghana retained 20% of Shares in the company until December 2008.

GOPDC is currently owned by three institutional Shareholders: - sa Siat nv of Belgium, SSNIT of Ghana and ATMF with sa Siat nv holding the majority Shares.

Siat Ghana Limited has been liquidated. GOPDC now aims at being listed on the Ghana Stock Exchange.

GOPDC has 21,000 hectares of oil palm plantations at Kwae and Okumaning in the eastern region of Ghana 14,000 of which have been developed for about 7,000 outgrowers. GOPDC's processing facilities comprise a 60 mt/hour fresh fruit bunch palm oil mill, a 60 mt/day palm kernel mill and a 100 mt/day refinery and fractionation plant which was commissioned in November 2007.

GOPDC is strongly focused on creating value for its produce. This is the driving force behind all the investments taking place. An agro-industrial company such as GOPDC is part of the community and cannot survive without social engagements. We support the communities we operate in not only through the results from our business operations but also in several other ways. GOPDC invests in education, health and the environment because they are essential factors in social development with the aim of improving living standards for the majority of the people.

Our Vision

Our vision is to assure that our business will be conducted in a more prosperous, safe and environmentally sustainable manner that will promote the wellbeing of our shareholders, employees, customers, community and the environment.

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The New Phase of GOPDC - A Reflection



If we can look back over the last three decades, we can appreciate the important milestones in the life of GOPDC. A nucleus estate of 3,850 ha and 4,250 ha of smallholder/outgrower plantings; a mill of 30 mt/hr capacity modelled on the technology of the seventies, no

palm kernel oil mill, and no refinery,

and with a permanent staff strength close to two thousand, GOPDC has been transformed in the past decade and a half into a nucleus estate of 7,290 ha and smallholder/outgrower plantings of 13,874 ha. The original palm oil mill had undergone a complete refit and expanded to 60 mt/hr. A 60 mt/day palm kernel oil mill and a completely new state-of-the-art 100 mt/day refinery and fractionation plant have been the latest investments. Staff numbers have restructured to a couple of hundreds.

The main challenges encountered in GOPDC's lifetime are related to land and crop compensation, lack of workable system for oil palm fruit collection and employee attitude and commitment. In the recent decade and a half, the challenges that were within management purview had been resolved satisfactorily.

GOPDC now manages an efficient oil palm fruit collection system and staff attitude and commitment have improved significantly due to productivity-linked remuneration packages and incentives, training and education. Sadly enough, the importance of resolving land acquisition compensation issues through the timely evaluation of crop and land compensation by the government agencies prior to planting has been lost to these agencies.

The fact that GOPDC had not been able to reinforce oil palm cultivation by planting the total hectareage of the acquired lands is much more attributable to land compensation issues. We need to have a good working relationship with government and its agencies involved with land to evolve an effective dialogue that will yield mutually beneficial results.

The potential of GOPDC to be a provider of high quality

speciality palm oil products in this sub-region is tremendous. Much of the potential to grow is already in our hands. We have the most modern refinery that can meet the highest standards of customers' requirements. We have the facility to produce the energy we need for all our operations and reduce our operational costs therefrom and improve profitability thereby. We should have all the qualifications to realise these possibilities. At the end of the day we should count on expertise.

We do not create shareholder value by focusing on performance and portfolios alone. We need people too – respected, encouraged and motivated. We must endeavour to be competitive and hopefully offer attractive career opportunities. It is a human investment that we certainly need to grow and sustain.

We have a responsibility to get shareholders, employees and other stakeholders together in a way that the company's best values are not only taken care of but also where changes are made, they should be made expeditiously that the company could maintain control over its own destiny.

GOPDC is a good company marked by many positive changes during the past decade and a half – spearheaded by Siat bringing about opportunity and change, access to knowledge and exposure we did not have before. They have made many improvements, particularly with new technology and the attitude of employees. GOPDC is gradually developing from a company in Ghana into an international enterprise through Siat with our relationships with Belgium, Nigeria, Gabon and Côte d'Ivoire. This means we have to expand our network accordingly. Therefore, let us be guided by this tried and tested philosophy that has brought tremendous growth and prosperity to many enterprises that have adopted it.

"We stand on each other's shoulders where each generation builds on the foundation built by the predecessors."

I have an unshakeable belief in the growing success of GOPDC. I could not hope for a better end to my career at GOPDC.

JCE Inkumsah, Managing Director

ANNOUNCEMENT

IT IS OUR PLEASURE TO ANNOUNCE THE RETIREMENT OF MR. J.C.E. INKUMSAH, MANAGING DIRECTOR ON 31 DECEMBER 2009 AFTER 17 YEARS' SERVICE TO GOPDC.

MR. INKUMSAH SERVED IN VARIOUS CAPACITIES SINCE HE JOINED GOPDC IN JANUARY 1993. HE SERVED AS DEPUTY MANAGING DIRECTOR (DMD), CORPORATE AFFAIRS DIRECTOR (CAD) AND DIRECTOR OF OPERATIONS (DOO).

AT THESE EXECUTIVE POSITIONS, IT IS NO DENYING THE INVOLVEMENT OF THE RETIRING MANAGING DIRECTOR IN THE ENORMOUS DEVELOPMENTAL CHANGES THAT HAVE TAKEN PLACE IN GOPDC.

ON BEHALF OF THE BOARD, MANAGEMENT AND STAFF, WE WISH MR. INKUMSAH THE BEST WISHES AFTER RETIREMENT.

WE ALSO WELCOME MR. WERNER PIRIJNS TO GOPDC. HE TAKES OVER FROM MR. INKUMSAH FROM JANUARY 1, 2010. MR. PIRIJNS IS AN ENGINEER BY PROFESSION, HAS A POSTGRADUATE LAW DEGREE AND TOPS IT UP WITH AN MBA. BEFORE JOINING GOPDC, HE HAS BEEN MANAGING DIRECTOR OF THE ASCA GROUP WITH A TURNOVER FIVE TIMES THAT OF GOPDC.

MR. PIRIJNS COMES TO GOPDC WITH A DEPTH OF MANAGEMENT (OPERATIONAL, FINANCE AND LEGAL) EXPERIENCE. HE HAS A STRONG BUSINESS AND ORGANIZATIONAL FOCUS. WE ARE DELIGHTED HE HAS JOINED US AT THIS MOMENT.

WE TRUST THAT YOU WILL ALL GIVE HIM THE SUPPORT AND COOPERATION TO ENABLE HIM DELIVER BETTER RESULTS AND OPPORTUNITIES FOR ALL STAKEHOLDERS OF GOPDC.

Signed:

PATRICK D. ANIN, ESQ.
SECRETARY TO THE BOARD
DECEMBER 18, 2009

Departmental reports

• • • CORPORATE

The Ghana Club 100 Awards - GOPDC places 42nd



Technical Director Mr. Lawrence Atsrim (left) receiving the GCI100 Award

Ghana Oil Palm Development Company has over the years registered its presence among the top hundred firms in Ghana and this year was no exception. This year, the company maintained its legacy as an indomitable force in Ghana's oil palm industry by occupying an enviable 42nd position on the Ghana Club 100 rankings ahead of the other participants in the oil palm industry. Among other indicators, the Ghana Club 100 ranking has been one of the effective tools in evaluating the performance of companies and organizations for the various sectors and is a true reflection of the inevitable role GOPDC plays in Ghana's agricultural sector.

GOPDC Technical Director, Mr. Lawrence Atsrim and Community Relations Officer, Alhaj Bashir Manu received the award on behalf of the company.

We are proud of our achievements as a profitable company and a corporate entity that is committed to assuring that our business is conducted in a more prosperous, safe and environmentally sustainable manner that will promote the wellbeing of our shareholders, employees, customers, community and the environment. This all important award is indeed a feather in our cup and all stakeholders who have contributed to pushing the company to this historic height deserve commendation.

RSPO Workshop

GOPDC organized a workshop on March 3, 2009 at the Centre for African Wetlands (CAW), University of Ghana, Legon to develop a National Interpretation for RSPO (Roundtable for Sustainable Palm Oil). The workshop was organized for all players in the palm oil supply chain including palm oil manufacturers, palm oil distributors and commercial users of palm oil.

Present at the workshop were representatives of Unilever Ghana Limited, Ghana Oil Palm Development Company, Non-Governmental Organizations and other stakeholders in the palm oil industry.



Section of participants at the RSPO Workshop

Kwaebibirem District Chief Executive Visits GOPDC



JCE Inkumsah, Managing Director, making a presentation to the visitors

The Kwaebibirem District Chief Executive (DCE), Hon. George Agyemang Duah paid a familiarization visit to the company on July 17, 2009. Among his entourage were the District's Planning Officer, Information Officer, District Budget Officer, Second Deputy Coordinator, District Engineer and Pressmen.

A meeting was held with the DCE and his entourage at the JM Rousseau Conference Room. In attendance for GOPDC were the Management staff. The Managing Director introduced the company to the DCE by touching on the following topics:

- The history of the company
- The business of the company, laying emphasis on the company's product lines
- Achievements of the company since its inception
- Plans to go public by listing its shares on the stock exchange
- The company's corporate social responsibilities
- The ownership structure



Hon. Agyemang Duah, Kwaebibirem DCE (right) at the briefing

The DCE appreciated the phenomenal contribution the company has made to education, health, road construction and other development activities in its catchments area. He welcomed the company's plans to go public by listing its shares on the stock exchange. He said this would pave the way for individuals in the host communities to be a part of the company's ownership structure and deepen the relationship between the company and its immediate environment. The DCE provided assurance of the assembly and government's support through the creation of an enabling business environment for successful business operations.

Birim North District Chief Executive Visits GOPDC

The District Chief Executive of Birim North District Assembly – Hon. Napoleon Amoako Asiamah - also paid a familiarization visit to the company on June 17, 2009. Among his entourage were the Presiding Member, the Budgeting Officer and the Planning Officer of the district. Led by the Managing Director, the DCE and his entourage were received at the Management Club House. As part of his visit, the DCE together with the Management of GOPDC discussed the corporate social responsibility of the company and the challenges confronting the company in particular and the oil palm industry in the country in general. The DCE acknowledged the tremendous improvement the company has made over the years in improving the socio-economic development of its host communities but challenged the company to build stronger relationship with the surrounding communities. This, he said, can be achieved through the periodic organization of farmers' forum to provide a platform for farmers to air their concerns.



Hon. Amoako Asiamah, Birim North District Assembly DCE (left) with JCE Inkumsah, GOPDC MD (right) during the visit

GOPDC Donates a Vehicle to Kwaebibirem District Assembly



GOPDC has fulfilled just one of its community services missions to assist the Kwaebibirem District Assembly in its revenue mobilization agenda. Without a reliable means of transport, the Assembly cannot effectively undertake a sustainable educational programme and sensitization of the communities of the need to pay their dues to the Assembly. One of GOPDC's community responsibilities is to assist all communities in our operational area with development and livelihood projects. There is no other most reliable partner than the District Assembly.

In furtherance of our developmental goals, GOPDC would continue to assist and improve the developmental needs of the people in our operational area and the entire district as a whole. It is an undeniable fact that a big agro processing industry like ours has some challenges which we believe with collaboration and dialogue with stakeholders (communities around us) solutions can be reached without resorting to mudslinging, peddling rumours, instigating people and organizations against the company for selfish and personal benefit.

Our donation to the Kwaebibirem District Assembly to enhance its revenue mobilization is a clear demonstration of our commitment to development at the district level aside property rates and other payments GOPDC makes regularly to the Assembly.

We hope this donation of the Nissan Double Cabin Pick-Up valued at thirty Five Thousand Ghana Cedis (Gh₵35,000) would be put to the use for which it was requested for the benefit of the district devoid of individual or group interest whatsoever.

Faculty of Agriculture, Kwame Nkrumah University of Science and Technology (KNUST) Tours GOPDC



The students at the GOPDC lab

As part of its field trip program, two groups of the School of Agriculture of Kwame Nkrumah University of Science and Technology, Kumasi were at the Kwaie Nucleus Estate for a study tour on July 22 and August 11, 2009 respectively. The company hosted a total of seventy-four (74) students and three instructors from the School of Agriculture during the excursion. The Kwaie Nucleus Estate Manager and the Community Relations Officer briefed the team about the history of the company. Places toured included the nursery and the mill.



GOPDC's Portia Adade received the students at the Nursery

GOPDC Attends Inauguration of the University College of Agriculture and Environmental Studies

A new tertiary educational institution, the University College of Agriculture and Environmental Studies (UCAES), was inaugurated at the Cocoa Research Institute of Ghana at Bunso in the Eastern Region. The new university was the brainchild of the Okyenhene, Osagyefo Amoatia Ofori Panin. At the inauguration, it was noted that the university would offer academic programmes in agriculture and the environment.



The colourful ceremony, which coincided with the 10th anniversary of the installation of the Okyenhene, was attended by the Group Director of Operations and the Community Relations Officer. GOPDC made a cash donation towards the establishment of the university. Company products were exhibited at the ceremony. We congratulate the Okyenhene, Osagyefo Amoatia Ofori Panin and Nananom of Akyem Abuakwa for this foresight and initiative.

Alhaj Bashir Manu, Community Relations Officer



The Okyenhene sitting in state at the inauguration



Siat Group Director of Operations Mr. Gert Vandersmissen (middle front row) at the inauguration

Outgrowers/Smallholders Performances in Retrospect

It is becoming more evidently clear that the farmers have the potential to supply at least 40% more fruits to GOPDC than presently.

Over the years the deliveries from the farmers indicated that about 25% of the fruits were diverted to the “black market”. However, there was a dramatic increase in deliveries in 2008.

Brief History

The Outgrower scheme since its inception has undergone a series of metamorphosis, all geared towards motivating farmers to sell all fruits harvested from their outgrower or smallholder farms to GOPDC.

In the early 1980's, farmers had to use their own means to transport their fruits to the GOPDC Mill. That was seen to be very inefficient and extremely demotivating to the farmers.

That was followed immediately with the use of GOPDC tractors to bring the fruits to the Mill using palm fronds to separate fruits belonging to different farmers.

This practice soon proved inefficient too and crane trucks with scales were used to collect the fruits loaded on nets at the farm gates.

As the scheme expanded and yields increased, this system gradually gave way to the use of private transporters to collect fruits from 34 collection centres all working concurrently. Monitoring of farmers' harvests became a problem and the current system of collection was designed. In this system, centres are opened fortnightly with half the number of centres operating each week.

Evaluation

With the introduction of the current system of collection during the last quarter of 2003, the deliveries from the farmers increased by 49.2% in 2004, indicating its efficiency. The patronage of this system had subsequently been marvelous comparatively. Notwithstanding all these, it is estimated that about 15% of the crops were diverted to private buyers.

Factors that enhance poor deliveries or diversion are low yields, FFB price differential, delayed payments and the intent of some farmers on cheating their landowners.

In 2008 however, all these factors were favourable to farmers from January to October. The yield was good, prices were high and payments were prompt. No doubt farmers supplied fruits more than any other year in the history of GOPDC.

In November 2008, the low world market price of the CPO also affected the FFB price. The deliveries by the farmers then nose-dived due to diversion by most of the farmers. From November 2008 to March 2009, it was estimated that 50% of the farmers' crop were diverted.

The conclusion that can be drawn from this behaviour of the farmers is that they have exhibited high sense of ungratefulness to GOPDC which assisted them to own their farms.

Historical Yield

YEAR	SMALLHOLDERS	OUTGROWERS	PRIVATE
1989	10,294	45,913	459
1999	9,291	42,684	928
2000	7,346	39,218	864
2001	11,188	55,422	1,479
2002	9,410	41,214	1,108
2003	7,976	42,934	793
2004	7,993	64,050	2,128
2005	6,905	65,352	3,150
2006	6,030	74,134	5,920
2007	2,328	51,462	1,980
2008	3,164	83,077	10,764

Efforts by Extension Staff

Intensive community meetings have been organised during the period to explain the Global Economic Downturn which has equally affected the price of CPO and hence the FFB price.

All farmers have been made to understand that farming is also a business and every business has some positive years and negative years. The current economic crunch and the fall of the CPO price have equally affected GOPDC, who is their partner in business. It should be noted that it is during this crisis that their faith with the Company is being tested to enable the Company evolve policies which will favour farmers to expand their farms or otherwise.



Section of the outgrowers during a meeting with GOPDC

Finally, I want all farmers financed by the GOPDC SMH/OG Scheme to sit quietly and meditate for about 15 minutes, looking back in their lives and trying to picture where and how they would have been without this assistance from GOPDC.

I know for sure that the honest ones would know and appreciate that GOPDC has made them the Israelites of present day. This therefore calls for reciprocation by showing more loyalty than disloyalty to GOPDC.

Update on Okumaning Outgrower Scheme

The Okumaning outgrower scheme started last year, in order for farmers from communities surrounding the Okumaning plantation to benefit from oil palm cultivation. Indeed, outgrowers have access to very high yield seedling, fertilizers and training to follow good agricultural practices. In 2008, after sensitization meetings were held, a lot of farmers showed interest. One hundred and forty (140) farmers were interviewed and had their lands inspected. Forty-four (44) of them were selected from four different villages - Gyaha, Arkoh, Breku and Aboabo. The selection was done taking into account the suitability of the land for palm trees (good low land with easy access) and the motivation of the applicant. The total surface area planted was 54 hectares. As the result of the success achieved in 2008, the programme was continued in 2009 and some plantings were done in new places.

Kemeh-Mensah, Outgrower Manager

• • • GENERAL SERVICES



A 2009 group photograph of the General Services staff



The General Services Department comprises two sections – Workshop and Civil.

As we are a service department we make every effort to give our colleagues from other departments the best support. Therefore the tasks that we face are many and vary continuously.

The main goal of the **Workshop** is to keep all the equipment well functioning and maintained. We try to do a good job by splitting up in smaller groups which focus on the different parts of the equipment. Beside the normal work we have other projects continuously running. The following are a few of 2009 projects.

Composition of the Field Maintenance Truck

The “Magirus” truck will find its place at GOPDC as a “Mobile workshop”. The main idea is to do on the spot repair. This means that broken down equipment do not have to come to the workshop for standard repairs which results in saving precious time.



Heavy Duty Preparation

Once the peak season is over, the main task of the heavy duty team is to prepare the machines for the coming year. Important this year is the rebuilding of the second Caterpillar grader which will simplify the work.

The Color Code of Containers



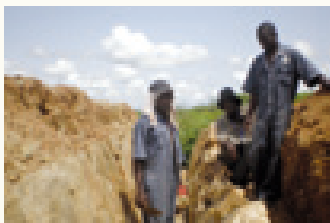
Containers are being repaired and more importantly repainted. In collaboration with the RSPO program we will give from now on a red color to the refuse containers, green for FFB and orange for organic waste.

The Yellow drums that you will meet in the Plant and Workshop are the spillage kits.

The **Civil & Utilities** section does the maintenance and renovation of our buildings, roads and others. The section is subdivided into smaller teams to tackle the jobs concurrently.



Reinforcement of 3rd pond Overflow



The capacity of our Mill grows and so does the effluent produced by the Mill. Our Civil section is reinforcing the overflow of the new pond so that it will not be blocked in the future by dirt.

Environmental Monitoring

Daily we record the water & electricity consumption on the Estate. Not only does this activity benefit us by being able to detect faults, but also it responds to one of the principles of the RSPO.



Culverts



Water erosion is damaging the roads. Therefore we are concentrating on road improvement. A program has been put up to place a minimum of 5 culverts in the Kwae Estate.

Antonio Gallo, Asst. Workshop Manager

ABS Mission to Cochin - India

Brief History of ABS



The decision of management to move away from stand-alone system and application to an ERP – Enterprise Resource Planning - of ABS in 2004 is a laudable one. A lot of developments and transformations have gone by in the past years to make the ERP a reality.

Before the end of 2007, we had a situation where even though 80% of the current 18 modules (GOPDC & PRESCO) were operational and running, both the ABS team and the Siat Group in general were at the other side of the Ocean with a big gap in between them in terms of coordination. This uncoordinated way of handling the system meant that lots of information requirements did not get to the intended recipients, and even when they did, sometimes they arrived in parts and the whole is never understood. This led to a lot of misunderstandings, delays in solutions, and greater level of frustrations both from the users and the developers' point of view.

In order to bridge this gap, I was appointed as a platform across which users can reach the Developers and vice versa in the most efficient, effective and economical way possible, with focus on reliability of the system and the timeliness of handling support issues for the users. This coordinated bridge also means that information being transmitted across to both ends are filtered and presented in 'a-will-be-understood-clearly-by-all' manner in order to get quick solution as well as having what is required implemented. Between 2007 and now, users can attest to the fact that there is a constant improvement in the ABS system in terms of flexibility, meeting operational and reporting needs, and better understanding of the system by users.

So why the India Trip

The decision to embark on the Mission to Cochin, India, the home of ABS, was very simple and focused. Below are some of the objectives of the Mission:

1. To get training in the Database Structure and also to learn the Logic behind some of the Modules to understand it better; give better input for future developments and also be able to explain and train other users on Sites.
2. To meet the entire ABS Team - Management, Developers, Project Managers, etc – in order to brainstorm and discuss pertinent issues bordering on the use of the ABS.
3. To re-examine the way Support is given to users across the various companies and to determine how to prioritize support issues based on substance and gravity of the reported issue.
4. How future developments are to be handled to give a better value for money and most importantly to "Get it Right the First Time". This will ensure that what is really needed and required is what is developed in order to reduce the

current “Cut & Paste” situations we do for some of the old modules (which is very complex to manage).

The Outcome of the Mission

If we can all be honest, we will notice and appreciate that the face of ABS has changed in terms of support and training. Some of the milestones covered during the Mission are as follows:

1. Together with ABS Management, we have established a Support Desk and Team that handles and processes all ABS bugs in a better and timely fashion. A dedicated address is set up for reporting all bugs (support@agricbs.com, with copy to eugene.dassah@siat.be) with immediate feedback given to Users when their mail is received. This Support mail ID is linked to 5 different management staff so when a support mail is received, they immediately schedule the work to someone with knowledge of the issue to attend to, solve it, and give feedback as to what caused the Bug or error. (This is better than the previous system of sending mails to individuals who might even be on leave at the time of the report).
2. Again to ensure bugs and support issues are processed on time, the working hours of the support Desk have been extended to 10pm (India time). This is to ensure that the working hours of all the subsidiaries of the Siat Group are covered and provided assistance and support throughout the day. The advantage is that, even when a mail is sent around 4pm Ghana time (9.30pm India time), someone will receive this mail, schedule a report for someone to work on it when India Office opens and by the time Ghana office opens the next day, some feedback is ready.
3. Further to points 1 & 2 above, ABS India now gives support on weekends and national holidays in critical times. Some staff are on call to handle urgent Support matters.
4. Handling of new Developments and Module modifications has also been re-focused. All new major changes to the system are now analyzed, discussed with users and Developers to get a clear understanding before development starts. Minor changes and reports are handled differently and are effected immediately, once the requirement is understood by the Developers.
5. There is also a re-focus of Project Managers sent to sites to ensure that whoever is there can give some immediate bug support and provide training when needed. This will also ensure better communication with users and managers for a clear understanding of any requirement before forwarding to India – all these to the advantage of users to ensure user needs are catered for the best way possible.
6. Lots of training and discussions have been done on sites this year with the aim of getting users to better understand the Modules and use them appropriately, both for Operational and Reporting needs. This will continue for the foreseeable future, and in a rather structured manner in order to derive maximum benefits from the resources available – Time, Personnel, etc.

The Future of ABS

The future of ABS can only be said to be bright. There is every opportunity to improve on it and make it more useful and reliable both for Operational and Reporting purposes, but much depends not on the system but on the people who use it. As we try to align the ABS system to the business operations of the Group to make it more standardized – Oil Palm,

Rubber and Cattle operations - I will request and plead that users and managers also align themselves to the system so we can build an application for the Group and not a System for Individuals who are only passing through the companies.

To ensure better mobility of Human Capital within the Group and continuity of what has been started, it is imperative that we all put our hands on deck to work towards Standardization and Harmonization of Business Process, Rules and Reporting Formats.

“The Beginning has just begun, and there is no looking back”.

Watch out for the next article on ABS Training, and more importantly the article on DWH – Data Warehouse; the Web-based Management Reporting Tool (CHC is almost online to join GOPDC & PRESCO; Gabon is scheduled for next year).

The Other-side of the Mission



“All work and no fun, they say make Eugene incomplete, and a happy and relax brain can always fashion a solution when needed”. Just a few pictures of India (you can see me in chambers for other interesting ones).

Eugene W. Dassah, Group Management Information Systems Manager

Environmental, Health and Safety News

Environmental Management Plan (EMP)

GOPDC is duly registered with the Environmental Protection Agency (EPA) and its operations were covered by an Environmental Permit (EMP) since 2005. In order to renew the permit, GOPDC wrote a new Environmental Management Plan that consolidates achievements made to date, and that guides management towards more effective environmental, occupational safety and health actions in the next three years. Most of the actions are based upon the Principles & Criteria of the Roundtable on Sustainable Palm Oil (RSPO).

A copy of the EMP can be found in the library.

A Two-Day Training on Health, Safety and Food Hygiene For Mill and Refinery Staff

As part of GOPDC's responsibilities and commitments to the upgrading of staff and lifting the corporate image of the company, GOPDC through the Human Resource unit organized a two-day Health, Safety and Food Hygiene training workshop on the 25 – 26 June 2009 at the Management Club House, Kwae Estate



Section of the participants during the training



A group picture of 2nd batch of trainees

All the forty participants were selected from the mill and the refinery. Among the topics treated were “Importance of Health and Safety at the Workplace”, “Job Safety Analyses and Accident Prevention”, “The Need for Personal Protective Equipment (PPE) and The Responsibilities of Staff to Its Uses and also Taking Care of Them”. Participants were also briefed on the need to have Material Safety and Data Sheets (MSDS) for all chemicals and hazardous substances and the responsibilities of staff to be abreast with the instructions on them.

Other topics treated were “Fall Protection”, “Lifting Hazards and Safe Lifting” and “Precautions to Avoid Injury through Excessive Heat, Noise and Vibrations”.

In the end the participants were also enlightened on the “Importance of Food Hygiene, Food Handling, and General Cleaning at the Mill and the Refinery. Personnel from the Food Serve Consulting, Accra facilitated the workshop.

In his address during the closing ceremony, the Technical Director Mr. Lawrence Atsrim emphasized that accident prevention is the best way to keep every factory moving, in that when an accident occurs the lost property could be restored but never a lost life. He noted that corporate image could also be tarnished as a result of some industrial accidents.

He therefore urged the trainees to first of all put into practice the knowledge gained at the workshop and also disseminate the information to other colleagues who did not have the opportunity to participate.

Finally, certificates were awarded to all the 40 participants.

Emmanuel K. Wiafe, Environmental and Safety Officer

One-Day Review Fire Training Programme for GOPDC Fire Fighting Team



The GOPDC Fire Fighting Team

Forty men selected from all the departments of GOPDC participated in the review programme organized on the July 9, 2009.

Officers from the Kade District Office of the Ghana National Fire Service facilitated the training.

The main aim of the exercise was to review the previous training conducted and also to use the opportunity to brief new members on tactical fire fighting techniques and the operations of the newly installed fire hydrants at the refinery.

According to the resource persons, fuel, heat and oxygen are the three main elements that can cause fire hence staff must always ensure that these are not brought together.



The team testing the pressure of one of the Hydrants at the Mill

They then proceeded to explain the four classes of fire and the various items and fire extinguishers used to combat each type of fire.

The resource persons advised that the CO₂ type should be used on electrical gadgets like computers instead of ABC (Dry powder) to avoid destroying the elements in the course of putting out the fire.

On the plantation and the outgrower farmers in particular, the resource persons emphasized that the first preventive measure is to create fire belts around the farm and wide circles around the palm trees before the dry season. He also urged farmers to avoid packing harvested fronds at their boundaries because it could be a major source of fire transmission from a neighbour's farm. After the theory, participants were taken to the refinery for a demonstration on the newly installed fire hydrants.

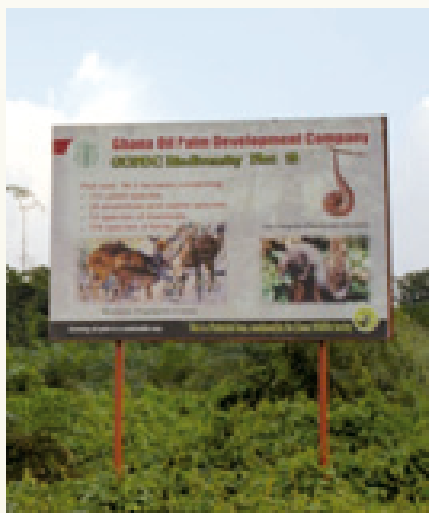
The Environment and Safety Officer (ESO) took the opportunity to express his profound appreciation to the entire team for their prompt response to emergencies. The ESO concluded by urging the Mill and the refinery staff, especially the welders, to ensure that items to be welded are always cleaned to avoid accidental fire outbreaks during welding.

He also urged the participants to educate other staff in their respective sections/departments on how to handle the fire extinguishers in case of fire.

Finally, the officers used the opportunity to inspect and also service all the fire extinguishers at the Mill, Refinery and offices.

Emmanuel K. Wiafe, Environmental and Safety Officer

GOPDC and Ghana Wildlife Society Embark on a Three-Week Intensive Biodiversity Monitoring Exercise



The biodiversity (BDP) initiative started with the commencement of the GOPDC-Okumaning Plantation in 2002.

The whole idea was to fulfill part of the Environmental Impact Assessment (EIA) and Environmental Conservation Action Plan recommendations. The concession is actually located in an area very close to one of the forest reserves in the district therefore it was considered as part of the richest in terms of flora and fauna in the semi-deciduous forest zones in the country. This called for the Biodiversity Plots (BDP) initiative at the Okumaning Plantation. It actually constitutes one of the strategies in the implementation of the action plan for the conservation of local biodiversity in the operational area. The options were either to create one very big BDP for the whole concession or create smaller ones at vantage points alongside the planting. Consequently, the latter was selected because apart from protecting and preserving plants

and animals within the catchments area for posterity, the past experience from GOPDC also shows that there could be indirect benefits in terms of biological control of pests on the plantation.

Currently, GOPDC could boast of 13 different BDP's, seven years after developments started, totaling over 150 ha includ-

ing buffer zones along the major rivers within the plantation.



Hinged Tortoise

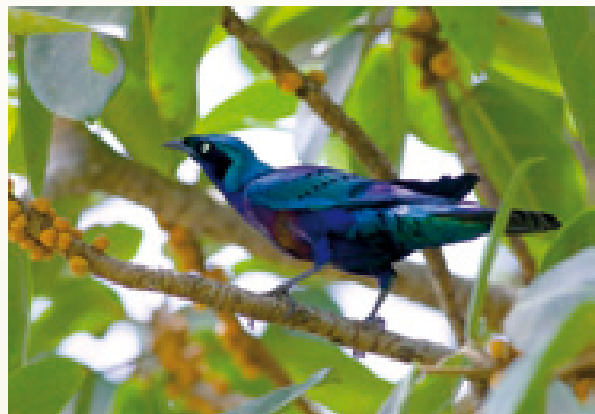
The monitoring exercise which is normally done by the Ghana Wildlife Society, in collaboration with some professors from the Department of Zoology, University of Ghana-Legon, is in line with the primary purpose of the plots. As a sanctuary for the remnant fauna and flora species of the area, a biodiversity monitoring scheme has been put in place with the aim of tracking changes in the habitat conditions of the plots. Specifically, the monitoring of the BDP's is meant to assess the trend of changes in the composition of fauna species that were identified during the baseline survey of the site as well as the trend in changes of vegetation structure.

In all we had three groups for the three-week exercise. The first group worked on small and large mammals, the second group on birds and the last group concentrated on insects.

Report after the 3-week intensive monitoring exercises within the BDP's indicated that a proportion of pioneer plant species recorded on the various plots during the baseline biodiversity surveys are now showing good signs of recovery. This obviously is due to the easing pressure that prevailed upon the plots in the last three years. The evidence was that most of the trails and foot paths that previously existed in the plots have closed up whilst bare areas within some of the plots have also been overgrown with vegetation. Human activities in the plots appeared to have died down as there was no visible sign of any major human activity in any of the plots. There was no visible sign of any form of farming, hunting, nor poaching seen. Gradually the plots are becoming richer.



African Golden Cat (one of the endangered species)

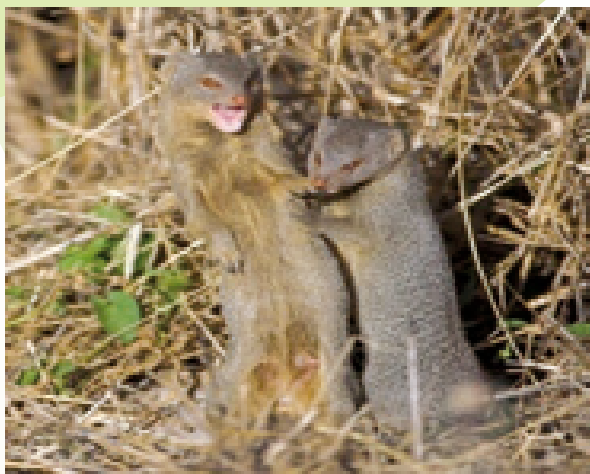


Splendid Glossy Starling

For instance, the foot prints suspected to be that of the African Golden Cat was seen at the central portion of the plot. The Wildlife officers promised to deploy digital camera traps to the BDP plot to confirm the presence of the animal.

There were also a lot of birds, small and large mammal species found in the BDP's.

According to the report, wildlife species such as birds are good indicators of the health of a habitat. The result of the November 2008 monitoring showed a significant change in the avifauna species composition at all the BDP's. The survey also showed significant presence of large mammal species on all plots. The overall results of the monitoring suggests an improving habitat condition of the BDP's with a corresponding improvement in fauna species diversity and richness.



Slender Mongoose



Royal Antelope

In the end, GOPDC local security, the R&D the entire workers of the Okumaning concession were commended for adhering to the message at the entrance of Okumaning Office, “Yenkum aboa biara wo afuo yi so” meaning “We don’t kill any animals on the plantation”.



Wildlife Warning Signs at the Okumaning Estate

The Wildlife Team urged management not to relent but rather increase its investment in security to ensure regular patrols around the BDP’s. This will help in achieving complete success in our biodiversity initiative.

Emmanuel K. Wiafe, Environmental and Safety Officer

Health Walk 2009

A healthy workforce is crucial for a healthy and prosperous organization. It is in acknowledgement of this indispensable fact that GOPDC initiated its health walk exercise as an avenue for keeping its staff strong and always fit for their respective jobs.

Another interesting edition of our annual health walk took center stage on July 1, 2009 in a grand style. It was wonderful to find workers from different departments and levels pick up their running shoes and tracksuits in readiness for an intriguing and unforgettable experience.

This year’s version engaged eighty (80) participants in a walk from the Kwae Estate Clinic to Anweam Gate, through to Kwae and finally to the Kwae Estate Management Clubhouse to replace lost energies. Hope you were part of it. How was the experience?

If you missed it, then sorry you missed a lot!



Health Walk 2009; helping build a healthy body and a sound mind for accelerated productivity!

You can't afford to miss it again. Hope to see you in these pictures next year.

Video Show on HIV/AIDS



Section of participants at the video show

A two day video show on HIV/AIDS was organized by GOPDC in collaboration with JICA office at Kade for all staff and their dependants. Mr. Akoto a resource person from the JICA said care for People Living with HIV/AIDS (PLWHA), including home-base care would be strengthened to improve service delivery and mitigate the impact of HIV/AIDS on individuals, the family and communities. He said behavioural change continued to pose a major difficulty in the efforts to reduce the incidence of the disease among the population. Mr.



Akoto stressed the need for the youth to abstain from unprotected sex, and instead engage in physical exercises and other recreational activities. This was part of the company's effort to sensitize workers and their families on the imminent dangers of HIV/AIDS and how it can be prevented. Over 150 workers and their families participated in the two day video show on HIV/AIDS at the Junior Club House of the Estate. Additionally, the Workplace Committee against HIV/AIDS, Malaria and TB, as part of its efforts to control the spread of the disease, has embarked on a campaign to educate all departments on the effects of this venereal disease on their health and productivity.

Condom use, education and abstinence are the safest and most effective ways of protecting our workers against HIV and AIDS and related diseases as demonstrated.

HIV/AIDS Counseling and Testing for Workplace HIV/AIDS Coordinators by Global Business Coalition (GBC) Against HIV/AIDS, Malaria and TB



GOPDC Community Relations Officer Alhaj Bashir Manu in consultation with one of the facilitators
Officer represented GOPDC.

The above program was held from June 1-13, 2009 at Erata hotel, Accra. The two-week program educated workplace coordinators on handling HIV/AIDS issues at the work place.

Also the 2009 West and Central Africa Technical Workshop aimed at leading the business fight against HIV/AIDS, tuberculosis and malaria was organized by the Ghana Business Coalition from October 20-22, 2009 at Fiesta Royale Hotel, Accra. The main objectives of the three-day workshop were to ensure effective partnership to expand malaria control in Africa, understanding the Global Fund and expanding private sector participation in the Global Fund processes. The Community Relations



The story relating to education on the prevention of HIV and AIDS that highlights basic information about the ABC (Abstinence, Be faithful and use a Condom) of HIV and AIDS has been told over and over again. Now the crying calls at the workplace encouraging all to be part of the "Knowing Your HIV Status Campaign." There was the need for every individual to

know his or her HIV status and keep it. The **Okyenhemaa HIV / AIDS and Women Empowerment Project** in its bid to create awareness of the plight of orphans and vulnerable children in the Eastern Region, organized a '**Save Our Future Leaders Campaign**'. In full support of this worthy cause by the Okyenhemaa, GOPDC made a cash donation and 10 gallons cooking oil towards the successful implementation of this all important campaign

Human Resource

Time Management is the effective tool for organizational development

- **Learn to observe yourself and others**

The first step in becoming a good time manager is to observe the ways you currently spend your time. If you observe yourself, just write the time down. Take notice of where your time goes and where and with whom you spend it. Once you are aware of where your time goes, it's much easier to make different choices. It takes a lot of character to try something new, but if you don't change what you're doing, then you'll keep getting what you're getting.

- **Under commit and over deliver**

This is one of the greatest productivity secrets of all time, and so often we tend to do the opposite. This one skill alone can reduce tremendous amounts of stress in your life and significantly strengthen your relationships with other co-workers.

- **Get Organized**

Documentation is one thing. Documentation retrieval is another. Establish a place for everything, and then put everything in its place. You lose, on average, an hour a day looking for things.

- **Control**

Proper time management allows you to take some measure of control over your life. Things come up and you may be forced to change your plan at times, but for the most part, knowing exactly what you need to achieve each day and having a plan to ensure that these things get done will help you to be in control of your activities.

- **Productivity**

Proper time management allows you to be more productive. When you don't properly manage your time, you often have too many activities and not enough days. To achieve this, write down what you need to get done and allocate a definite and realistic period of time to achieve it.

- **Communication**

The effective management of time can lead to effective communication with others to give assistance, support, motivation and direction.

- **Thinking**

Developing and using effective time management skills will allow time to plan, renew and pursue personal and career goals.

New Appointments



William Kodzo Amelorku joined the Agric Department of GOPDC on the December 1, 2008 as an Assistant Surveyor. He graduated from the Kwame Nkrumah University of Science and Technology (KNUST), Kumasi in May 2004 with a Bachelor of Science Degree in Geodetic Engineering. Prior to joining GOPDC, William worked with ShinSung Construction and Engineering as a Geodetic Engineer on the Techiman – Kintampo road Project. He was also with Geo Engineering Services as a Surveyor working mainly on Engineering, Topographic and Cadastral Survey. His hobbies are reading and listening to gospel music.

Seth Kotey Tawiah Amon joined the Agric Department of GOPDC on the November 3, 2008 as an Assistant Surveyor. He holds a Bachelor of Science Degree in Geodetic Engineering and a 2004 Graduate of Kwame Nkrumah University of Science and Technology (KNUST), Kumasi. Seth previously worked with CTK Network Aviation as a Geodetic Engineer working mainly on GIS and Mapping Projects. He is Single. His hobbies are watching television and reading.



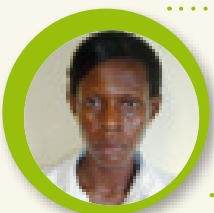
My name is **Antonio Gallo**. I was born on November 11, 1984. I joined GOPDC Ltd team on May 7, 2008 as a Assistant Workshop Manager. I live here on the Estate with my girlfriend Tiziana and we are both enjoying Ghana. I have a Professional Bachelor's degree in Automotive Engineering awarded by De Nayer Instituut, Belgium. My main hobbies are Motor sport and Football.

Cynthia Tuffour is my name. I come from Akim Ntronang in the Eastern Region of Ghana. I am twenty-Nine years. I completed New Abirem Senior High School in 1997 and taught at Peace and Love Preparatory School at New Abirem. In 2001, I joined CIAT Computer Training Center in Kumasi for one year. I joined GOPDC Ltd in 2008 as a Data Entry Clerk in the Finance Department. My hobbies are watching movies, reading and socializing.



Gloria Azaglo Sena is my name. I come from Dzodze in the Volta region of Ghana. I am a young lady of twenty-eight (28) years of age and not married. I obtained my Senior High School Certificate (SSCE) at Donkorkrom Agricultural Secondary School (DASS) in the Eastern Region of Ghana. I am computer literate. Currently I am working with Ghana Oil Palm Development Company Limited (GOPDC LTD) as Data Entry Clerk. Listening to music, watching movies and reading are my hobbies.

My name is **Jennifer Esther Appiah** and 34 years old. I joined GOPDC Corporate Affairs Department on July 2, 2008 as an Assistant Administrative Secretary at Tema Tank Farm Office. This is my second opportunity to work with GOPDC, the first as an intern and this time a full employee. I hold a diploma in Senior Stenographer Secretarialship. I worked with Taysec Construction Limited and Atrion Networking Limited a US based IT Company before joining GOPDC Ltd. My hobbies are reading and cooking and am married with three girls.



Leticia Monney is 28 years old and a product of Mfantseman Girls' Secondary School, Satlpond. She also had her Diploma in Business Studies (DBS) Accounting option at Kumasi polytechnic. Leticia is not married and a Ghanaian by birth. She joined GOPDC Ltd as a data entry clerk and is currently with the Finance Department (SMH/OG ACCOUNTS SECTION). Watching movies, listening to music and reading are her best hobbies.



Oware Bosompem Solomon is my name. I was born on May 21, 1969 at Akim Swedru in the Birim South District where I hail from. I also had my primary and middle education there. I continued my second cycle education at Akim Swedru High School. Thereafter, I pursued a two-year course at Kumasi Polytechnic to write Ghana Commercial Examination Advance (formerly RSA III). I worked with Murfax Company Ghana Limited in Accra prior to joining GOPDC in January 15, 2001. My hobbies are reading and dancing.



Kofi Mensah Amartey a Management trainee at the Mill. After going through KNUST, I came out as a graduate with BSc. Mechanical Engineering and thereafter served as a Teaching Assistant at Cape Coast Poly. I have worked with University of Cape, Six Flags Great America and prior to my coming here, a short spell with Nkasam Motors. Yeh! I like to sing and so I like music too. Reading and writing are some things I do in my spare time. Like most young guys, I like sports.

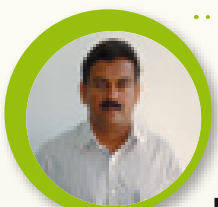


My name is **Robert Kweku Amezuku**. I hold a certificate in Science Laboratory Technology from Accra Polytechnic. Before joining GOPDC Ltd, I worked as a Laboratory Technician in LETAP Pharmaceuticals Ltd. I aspire to attain the Zenith of my profession within the shortest possible time. During my leisure periods, I read and listen to music. I also like watching football and a strong fan of Accra hearts of Oak and Manchester United.



Hellen Asempa joined GOPDC on the September 10, 2008 as a Registered Nurse/Midwife with twenty-two years working experience from various Government hospitals and clinics. Hellen is a product of Ho Nursing Training and Hohoe Midwifery School. Her hobbies are reading, traveling, games and sports. She also loves music when she is relaxing. Hellen is married with children.

Philip Kissiedu. Driver-TTF



Sunny Mathew joined GOPDC on June 13, 2009 as Marketing & Logistics Manager.



Jean-Paul Wantier joined GOPDC on September 11, 2008 as Workshop Manager.



My name is **Werner Pirijs**. I hold a Master degree in Engineering which I acquired from the University of Brussels, Belgium. I started my career as project manager with a general contractor and resigned as CEO. I moved back to Europe in 2000 and since 2005 I hold also a Master degree in law. Before I was appointed as Managing Director for GOPDC I have worked in Nigeria in the petroleum industry.



Kwabena Aboagye-Heming joined GOPDC on November 2, 2009 as Finance Director.

Staff training & Development

Training/Seminars/Workshops



In November 2009, CIRAD organized a training session at GOPDC for production technicians from Presco and GOPDC.



Agronomists from Presco, Siat Gabon, Norpalm and GOPDC during a training session organized at GOPDC by Dr. Xavier Bonneau of CIRAD

Signing of senior staff collective bargaining agreement



On December 18, 2008, GOPDC and the General Agricultural Workers' Union (GAWU) of TUC signed a Collective Bargaining Agreement covering GOPDC Senior Staff. The Agreement took effect from January 1, 2009.

Retirement

The following employees retired during 2009

- ✓ Mr. Emmanuel Doe
- ✓ Mr. Emmanuel Ntow
- ✓ Mr. Theophilus Oteng
- ✓ Mr. Alfred Monney
- ✓ Mr. JCE Inkumsah

... and few pictures from 2009 sendoff parties ...



Obituary

- ✓ Richmond Nkansah
- ✓ Emmanuel Adamptey Tetteh
- ✓ Ben Ajefi-Quarm
- ✓ William Aning Gyamfi
- ✓ Ernest Addae

Community and Social Responsibility

• • • KWAE

GOPDC Pays Community Contribution on Kwae Water Project



In fulfillment of our commitment to improving water supply at Kwae, GOPDC made a payment to the Community Water and Sanitation Agency, Koforidua for the construction of a Small Towns Water Supply Pipe System for the Kwae community. The payment was made on February 3, 2009 in the presence of the Kwae Assemblyman, Queen Mother and the Kwae Water Board Chairman.

Alhaj Bashir Manu, Community Relations Officer, showing details of the payment to Kwaehene Barima Kwame Bomfe III

• • • ANWEAM

GOPDC is contributing towards the construction of this school block at Anweam.



• • • ASUOM

Donations to Asuom Senior High School



Alhaj Bashir Manu in the presence of the Asuom Traditional Authorities

GOPDC participated in the 40th Anniversary Celebration of Asuom Senior High School. As part of GOPDC's policy to develop the human resource base in its catchments area, the Managing Director (MD) JCE Inkumsah donated an amount of money to the school for repair works on the school dormitory. In his letter of appreciation, the Headmaster of the school expressed his gratitude (on behalf of the Board of Governors, PTA, the staff and the entire student body) to the MD for honoring the school's invitation to chair the Anniversary Celebration and Speech and Prize-Giving day at Asuom. The Headmaster said the success of the function was the outcome of GOPDC's presence. Among the invited guests were the Chief and elders of Asuom, District Chief Executive, the Deputy Regional Minister for Eastern Region, District Educational Director, and GOPDC Community Relations Officer.

• • • ATOBRISO

GOPDC Donates Building Materials for Construction of Classroom Blocks at Atobriso



Ms. Anke Massart (3rd right) making the presentation at Atobriso

In support of education in the Atobriso Community and its environs, the company donated five hundred (500) pieces of aluminum roofing sheets and forty bags of cement to the community for the construction of new classroom blocks. The kind gesture followed an appeal to the company to come to the Community's aid. At a grand durbar, the items were presented by the Acting Director of Agric, Ms. Anke Massart and the Community Relations Officer, Alhaj Bashir Manu. Also present were representatives of the Atobriso Traditional Council, the School Development Committee, the Assemblyman, and representatives of some media houses. During the presentation, the Community Relations Officer noted that if the company is to exist and continue with such gestures then farmers must desist from fruit diversion. He also advised the community to use the items for its intended purpose.

On behalf of the Community, the Assemblyman recounted the diverse ways the company has assisted the town and in a very special way expressed appreciation to the company for continuously representing itself as a promoter of education in the area. The Community pledged to make the best use of the materials. The Community further promised to participate in the Company's tree planting exercise.

During a visit to the school at a later date, the Community Relations Officer called on the school authorities to get involved in the construction of the classroom blocks. At a meeting with the Assistant Headmaster, Mr. Agyapong and six other teachers, the school assured the Community Relations Officer of constituting a committee to oversee the construction of the classroom blocks.

• • • KOKA

Construction of CHIP Centre at Koka

GOPDC donated hundred pieces of aluminum roofing sheet and ten bags of cement in aid of the construction of a Community Health Improvement Projects (CHIP) center for the Koka Community. The items were presented by the Community Relations Officer with support from Acting Director of Agric. Present were members of the Koka Traditional Council, pressmen, and the Assemblyman of the area. In a statement, the Community Relations Officer tasked the Community to contribute their quota to ensure early completion of the project. Receiving the items, the Assemblyman expressed gratitude to the company and assured the company of putting the materials to good use.



A group photo with a section of the Koka Community

• • • OKUMANING

Community Engagement at Okumaning Palace

The Chairman of the Board of Directors, Pierre Vandebecq paid a visit to the Okumaning community as part of his 2008 Christmas visit to the country.

At a grand durbar, the Chairman assured the Traditional Council and the Okumaning Community of the Company's unflinching support to the community in the areas of education, health and sanitation, water and environmental protection.



GOPDC Chairman Pierre Vandebecq at the Okumaning Palace



Section of the Okumaning Community during the visit

In the pursuit of the above agenda, he announced plans to set up an Akyem Abuakwa fund under the management and administration of the Managing Director of Ghana Oil Palm Development Company. To ensure proper representation of the various communities contributing lands for the company's operations, he indicated that community development committees will be constituted in the various communities to oversee the developmental needs of the communities. He appealed to the community to select competent and dedicated individuals to constitute the development committees.

Recognizing education as a catalyst for community development, the chairman stated the company's eagerness to award scholarship to students in the host communities. He emphasized that the scholarship package will provide support for education in agriculture, engineering and other areas of academia except law studies. He stressed that communities that engage in the stealing of Fresh Fruit Bunches will not benefit from this package.

He further assured the community that the Company's doors are always open for negotiations on cost sharing in financing highly capital intensive projects initiated by the community.

GOPDC Donates Street Lights to Okumaning Town

GOPDC again demonstrated its commitment to community service. On March 17, 2009, the company donated eleven street lamps and fittings to the Chief and people of Okumaning. The Company further made a pledge to pay for the cost of installation of the lamps. The presentation was made by the Community Relations Officer at the Chief's Palace. Receiving the



items, the *Okumaninghene* expressed appreciation for the Company's effort and pledged to rally behind the Company in all respects. In attendance at the presentation were Mr. Charles Adu Frimpong of GOPDC, the Assemblywoman, the *Abusuapanyin*, the Queen Mother, the Town Secretary and the *Gyeasehene* all of Okumaning.



GOPDC gives to Okumaning Stool



The chief of Okumaning, Barima Adu Gyamfi III (second right) thanking Mr. J.C.E Inkumsah the managing director of GOPDC after he had presented the cheque to the Queen Mother of Okumaning, Obaapanyin Abena Kyeraa (Right).

GOPDC Managing Director, J.C.E Inkumsah, said a quarter of one percent of the turnover would go to the Chief and his elders while the rest goes into a development fund for the communities. To concretize this, the company signed an agreement with communities that provide lands for its Okumaning Plantation project to set up a social responsibility fund to cater for the socio-economic development of the communities. GOPDC has consequently presented a cheque to the Okumaning Traditional Council in this regard. Speaking at the presentation at its office at Kwae, near Kade, the Company pledged its assistance to the Traditional Council on annual basis. Mr. Inkumsah announced that GH¢47,000 had been earmarked for the financing of projects initiated by the Community. Nana Abena Kyeraa, Queen Mother of Okumaning received the cheque and thanked the company for the gesture. The Chief of Okumaning, Barima Adu Gyamfi III, thanked the GOPDC for the gesture which he said would be of tremendous help to the Traditional Council. The company's Community Relations Officer, Alhaj Bashir Manu, mentioned the other beneficiary communities for a similar development package as Kusi and Takrowase. Alhaj Bashir Manu told the press that GOPDC, since its inception, has been contributing to the socio-economic development of its area of operation in education, health, road construction and the energy sector.

• • • **KUSI**



GOPDC Financial Controller Mr. Frank Nkrumah (left) presenting the cheque to Kusihe-maa Nana Fosua II (3rd right)

GOPDC made a payment to the Kusi Traditional Council in accordance with an agreement signed with the Community. The amount is part of a budget of seven thousand five hundred Ghana cedis (GH¢7,500) earmarked for community development activities in the Kusi Township. Consistent with the agreement, budget allocation to the development fund of the beneficiary communities is based on the total land released by the Community for the company's plantation project at Okumaning.

While other communities are receiving larger amounts by releasing their lands for us to develop, the Kusi Community, in view of the small land area currently released for the project, received a comparatively low amount.

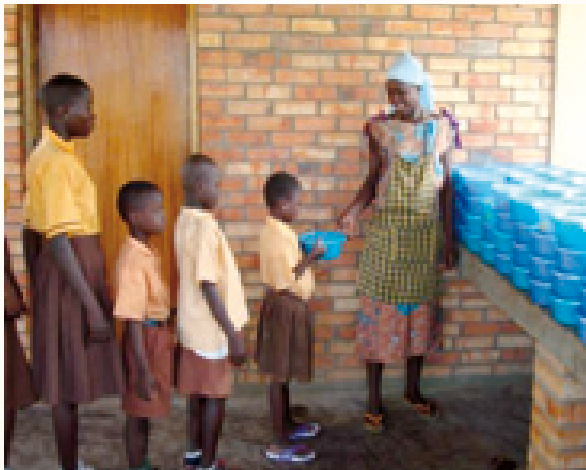
We are therefore entreating the Kusi Traditional Council to release more land in order to enhance the development of the community.

Alhaj Bashir Manu, Community Relations Officer

Donation towards National Service Week Celebration

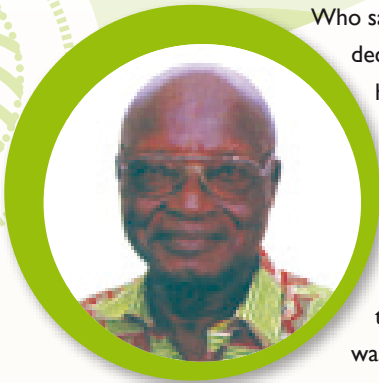
Following a request by the National Service Secretariat, the GOPDC made a donation in support of the 2009 National Service Week Celebration. The Secretariat was thankful for the Company's quick response to its request.

GOPDC Donates Palm Oil to Children To School Project (CTSP) Savelugu/Nanton District



Ghana Oil Palm Development Company (GOPDC) in its unlimited desire to help develop the country's human resource base through education donated 700kg of crude palm oil towards the school feeding programme in the Savelugu/Nanton District of the Northern Region of Ghana. Management was hopeful that the donation would go a long way to improve the school feeding programme in the district and also affect the students' performance positively. Management further pledged GOPDC's preparedness to offer further assistance if called upon. Baba Musah, the project's coordinator, on behalf of the Management of Wienco Ghana Ltd, Integrated Tamale Fruit Company Ltd and Children To School Project Ghana, sent a letter to express appreciation for the donation.

“The Master was here - - - and I didn’t recognize Him”



Who says GOPDC News should carry only GOPDC News, ... or only matters about oil palm? I have decided to break the custom, if indeed there was a custom, and to contribute to GOPDC News, here and now, a human-interest story. Pedagogy strongly holds the view that story telling is a very effective way to impart knowledge that will be remembered. The Master Teacher, the Nazarene, knew this and so when He walked this earth, He taught in parables, knowing the stories would be handed down through the generations. Here is the story --- a true story.

More than ten-score years ago, the great Notre Dame Cathedral in Paris was given a grant to construct the finest organ of the day. Weeks and months passed while everyone anxiously waited for that day when the matchless organ would be played for the first time.

The day arrived, and of course, a great celebration was organized with the Cardinal Archbishop presiding over a special ceremony of consecration. After the blessing of the organ, the choir, at the signal from their conductor, stood up, and the cathedral organist, one of France’s greatest musicians, took his place at the console. The bellows were worked, the processional for the Mass began, and suddenly music filled the great cathedral.

People gasped and were agog with amazement, even as they were momentarily awe-struck as the great organ poured forth the most magnificent, mighty and scintillating sounds ever heard in the world of music.

At the conclusion of the Mass and recessional there was dead silence. The congregation was reluctant to leave, hoping to hear more of the powerful organ music. Just as the organist slid from his bench a tall, aged stooped-shouldered man in a black cloak approached him, bowed low and asked if he might have permission to play the great instrument.

The surprised organist could not believe his ears. He immediately refused. What! Did this stranger not know the instrument was irreplaceable? He and he alone was allowed to touch it. It was absolutely out of the question, preposterous, an absurd request. The old man touched the arm of the organist as the latter turned away, and pleaded softly: “I have come so far --- from Germany --- just to see this organ. I shall never be able to come again.”

The organist was about to deny the request once again, but something in the old man’s pleading eyes stopped him. It was the sad look in the old man’s eyes and his pleading voice that caused the younger man to hesitate and then ask: “Do you know how to play?” The old man assured him that he did, that he would not play for long and he would be ever so careful. With mixed emotions --- apprehension and curiosity --- the organist gave permission and ordered the man to work the bellows. The old man bowed, sat at the console and for minutes marveled at the tiers and beauty of the instrument. Then suddenly he struck both hands on the key board and again the hearts of those still present jumped in a moment of magnificence, for music rolled and thundered forth with such strength and speed and majesty that the previous music of the morning was made pale and weak.

The old man played as though possessed, his eyes sparkling through tears of joy. When he finished he lowered his head, exhausted, and sat quietly for a few moments as though in a prayer of gratitude. Then, leaving the console, he paused before the stunned cathedral organist, bowed low, expressed his great gratitude and made his way through the crowd as the people fell

back to clear a path for him.

Regaining his composure, the church organist ran after the old man, caught him by the arm and asked: "Sir, who are you?" "My name is Bach, Johann Sebastian Bach," was the reply. And then he was gone. The cathedral organist, dumbfounded, turned to the crowd and exclaimed, "Imagine, the master was here and I didn't recognize him."

How often do we Christians, Moslems, and other Religious, behave like the organist? Do we recognize the Master each day as we pass him in the homeless, the hungry, the poor, the sick, the physically-challenged --- all those less fortunate than ourselves? Perhaps we need to be more attentive lest someday, the Master may pass by and we wouldn't recognize Him.

Dr. Kwame Gyamfi, Director, GOPDC Board

Our working environment and social news

Independence Day Sports Festival



As part of the 2009 celebration of Ghana's Independence, a sports festival was organized on March 6, 2009 for Junior High Schools in our surrounding communities. Participating schools were Atobriso L/A, Asuom Presbyterian JHS, Okumaning Methodist JHS, GOPDC JHS, Anweam Roman Catholic JHS, Kwae L/A, and James Town L/A JHS.



The host GOPDC Junior High School won the girls football game after beating James Town L/A in the final match. The boys' category was won by Atobriso Local Authority Junior High School. Winning schools received GOPDC T-shirts and a cash prize of GH¢500 each.



GOPDC School Team



Atobriso L/A School Team



Winners of Girls Football



Winners of Boys Football

• • • MARRIAGE



Charles Frimpong of Agric Department, Kwae Estate had his traditional wedding with his dear wife Bernice.

Solomon Payne (Refinery Operator) married Jessica Abrokwa on November 14, 2009 at Bethel Methodist Church, Ayigya-Kumasi. Management was represented at the ceremony.





The harvest of the potato at Ballyvaughan (left)



At Ballyvaughan, the harvest of the potato at Ballyvaughan (right)

Organic farming

• *GOPDC shows the way*

The Green Revolution is a term used to describe the period of rapid growth in food production that began in the 1940s and 1950s. It was a time when the world's population was growing rapidly and the demand for food was increasing. The Green Revolution was a period of rapid growth in food production that began in the 1940s and 1950s. It was a time when the world's population was growing rapidly and the demand for food was increasing. The Green Revolution was a period of rapid growth in food production that began in the 1940s and 1950s. It was a time when the world's population was growing rapidly and the demand for food was increasing.

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