

Commitment to Transparency

As part of the Company's commitment to transparency it has elected to make management documents and land titles publicly available (except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes).

This is done so in accordance with the requirements of RSPO Principles & Criteria and in line with the Company's Transparency Policy.

The following is a summary of those documents which are publically available and how they can be accessed.

Requirement:	Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.
Management documents.	The following documents are publically available on the Feronia website: <ul style="list-style-type: none">• Business Code of Conduct• Anti-Corruption Statement• Health and Safety Policy• Environmental and Social Policy• NGO Policy• Security Policy• Transparency Policy• Whistleblowing Policy• Statement of Human Resources Policy http://www.feronia.com/sustainability/governance_policies
Land titles / user rights (Criterion 2.2)	Mapping and land title activities are on-going. Land titles and maps which are completed to date are publically available at Feronia's London office and PHC's Kinshasa office.

Occupational Health and Safety Plans	<p>The following document is publically available on the Feronia website.</p> <ul style="list-style-type: none"> • ESAP (Environmental and Social Action Plan) <p>http://www.feronia.com/sustainability/governance_policies</p> <p>The following document is publically available at Feronia’s London office, PHC’s Kinshasa office and each of PHC’s plantations:</p> <ul style="list-style-type: none"> • ESMS (Environmental and Social Management System)
Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1, 7.8)	<p>Feronia’s FESA is publically available, in full, on the Feronia website.</p> <p>The FESA summary is in English, French and Lingala.</p> <p>http://www.feronia.com/sustainability/environmental_and_social_studies</p>
HCV documentation (Criteria 5.2 and 7.3)	<p>Feronia’s FESA is publically available, in full, on the Feronia website. This includes three HCV reports.</p> <p>http://www.feronia.com/sustainability/environmental_and_social_studies</p>
Pollution prevention and reduction plans (Criterion 6.3)	<p>The following documents are publically available on the Feronia website</p> <ul style="list-style-type: none"> • POME Treatment Report • Air Quality Impact Statement • Noise Statement <p>http://www.feronia.com/sustainability/environmental_and_social_studies</p> <p>The following plans and studies are publically available at Feronia’s London office, PHC’s Kinshasa office and at PHC’s plantations:</p> <ul style="list-style-type: none"> • Waste Management Plan • Chemical Storage Procedures • Integrated Pest Management Strategy • Environmental Monitoring Programme

<p>Details of complaints and grievances (Criterion 6.4.)</p>	<p>Feronia Whistleblowing Policy and Grievance Mechanism procedures are publically available on the Feronia website.</p> <p>http://www.feronia.com/sustainability/governance_policies</p> <p>http://www.feronia.com/pages/view/contact</p> <p>The grievance and engagement section of website will be further developed during 2016 by ESG Director.</p>
<p>Negotiation Procedures (Criterion 6.4)</p>	<p>Not applicable at this stage.</p> <p>No negotiation procedures in existence. Future Land Policy document will be made available (ESAP action 4.15 (2) due 30.06.16)</p>
<p>Continual Improvement Plans</p>	<p>The Environmental & Social Action Plan (“ESAP”) is publically available on the Feronia website.</p> <p>http://www.feronia.com/sustainability/governance_policies</p> <p>Feronia’s first Sustainability Report will be published in 2016.</p>
<p>Public summary of certification assessment report.</p>	<p>Not applicable at this stage. Feronia certification assessment not scheduled until 2017 (ESAP 6.2 (2)).</p>
<p>Human Rights Policy (6.13)</p>	<p>HR Policy publically available on the Feronia website.</p> <p>http://www.feronia.com/sustainability/governance_policies</p>

If you wish to view any of the documents listed above that are located at Feronia or PHC’s offices, please email engage@feronia.com to arrange an appointment.