




New Planting Procedure - Summary of Integrated Management Plan

		
NPP Reference Number	SCS-RSPONPP-000205	
Country of the NPP submission:	Nigeria	
RSPO Membership Number	1-0005-04-000-00	
Reference to the management unit management plan	Assessment Summaries and Management Plans For PRESCO PLC, Siat SA, RSPO member 1-0005-04-000-00, Sakponba Extension 1 Project	
Name(s) of estate(s) covered under this management plan:	Sakponba Extension 1	
<p>Executive Summary</p> <p>This summary integrated management plans for proposed new planting of the Sakponba Extension 1 project by PRESCO Plc are listed below and indicate the following:</p> <ul style="list-style-type: none"> ● Actions taken to manage and mitigate the key findings of the various assessments, ● Key mitigation and monitoring regime, covering both the environmental and social aspects, ● An action plan describing operational actions consequent to the findings of the various assessments, referencing the grower’s relevant operational procedures, ● Designation of the management team and responsible person for the implementation. <p>For details of assessment results and total conservation areas, evidence of the FPIC process and key agreements with local communities, refer to the NPP Summary of Assessments for the Sakponba Extension 1 project).</p>		

1 SEIA

a) EIA Mitigation measures and environmental management plan

Phase	Environmental Aspects	Activities / Type of Potential Impact	Resp.*	Mitigation measures	Timeline
Pre-construction preparation phase Projected Q1 -2022	Land Degradation on or near sensitive habitats.	Sitting the project on a sloping land may result in higher erosion potential. As a result of soil erosion, soil particles will be transported by run-off water and sediments will be fed into river system. Increased sediment load will induce migration of aquatic fauna. Degradation of sensitive habitats will result in loss of biodiversity and displacement of indigenous species.	CAO	- There will be side pits excavated at intervals to collect soil particles including sediments to avoid sediment load of water bodies. - Planting of cover crops (prureira and mucuna) on the exposed portions of the land.	Pre-construction preparation phase Q1 2022
	Air quality	Dust and gaseous emissions from land preparation leading to high suspended particulates in the atmosphere.	CAO	- Low-emission/high efficiency engines shall be used - Movement of men and materials shall be properly coordinated to optimize vehicle use and resultant emissions - Dust and particulate barriers shall be used during operation - Avoid burning on site (i.e. zero burning)	Pre-construction preparation phase
	Noise and vibration	Noise emissions generated by heavy-duty vehicles and workers activities and resultant hearing impairment on site workers.	WM	- Noise attenuation measures such as installation of acoustic mufflers on large engines and equipment; - Hearing protection shall be provided and usage enforced for workers on site.	Pre-construction preparation phase
	Water Quality and Hydrology	Increased receiving water body turbidity from runoff from the plantation.	CAO	- Controlled usage of fertilizer and provision of buffer zone between planting area and water bodies - Adequate contingency measures shall be put in place to contain accidental spills, ensure spill containment equipment shall be available on site.	Pre-construction preparation phase
	Solid Waste	Solid waste constituting aesthetic nuisance Sewage nuisance	HSE	- Waste are contained and removed regularly by her own waste management plan already in place.	In place.
	Hostility	Land acquisition and proper take-over Conflicts between the migrants and the local people	CRO	- Conflict resolution mechanism is instituted. - Employ as much local labour as possible. - Adequate stakeholders forum and information shall be given.	Pre-construction preparation phase

Construction phase Projected Q2 - 2022	Air quality	Dust and gaseous emissions from land preparation leading to high suspended particulates in the atmosphere Emission of CO and green house gases	CAO HSE WM	<ul style="list-style-type: none"> - Access roads and exposed ground are regularly wetted in a manner that effectively keeps down the dust. - Movement of men and materials will be properly coordinated to optimize vehicle use and resultant emissions. - Workers on the site are issued with dust masks during dry and windy conditions. - Low-emission/high efficiency engines shall be used. - Vehicles and machines are properly maintained and serviced. - Vegetation and combustible waste must not be burned on the site. 	Construction phase Q2 – Q3 2022
	Noise and vibration	Noise emissions generated by construction activities and resultant hearing impairment on site workers.	CAO HSE	<ul style="list-style-type: none"> - Construction activities that will generate disturbing sounds shall be restricted to normal working hours. - Noise attenuation measures such as installation of acoustic mufflers, on large engines and equipment. - Hearing protection shall be provided for workers on site. 	Construction phase Q2 – Q3 2022
	Water Quality and Hydrology	Improper storage and handling of, hydrocarbons, fuel and other chemicals would inevitably result in spillage during construction activities	HSE	<ul style="list-style-type: none"> - Put in place adequate contingency measures to curtail accidental spills and ensure spill containment equipment shall be available at the construction site. - In order to reduce ground contamination, an impervious sump or container shall be placed under the spigots of fuel drums to collect drippings. - Re-fuelling and maintenance of heavy construction vehicles at the site, shall be done at specified areas or makeshift “depots” where measures are in place to deal with spillages and temporary storage of oily wastes. Preferably these depots shall be located in an area that would ultimately be permanently paved (e.g. parking lots) thereby covering any contaminated soil. - A thick layer of sawdust or absorbent would be used to absorb any spillages. Subsequently, this layer shall be removed for proper disposal. In the event of a large spill, the latter must be cleaned up immediately by excavating the contaminated soil and removing it in a secure vehicle to an approved disposal site. 	Construction phase Q2 – Q3 2022
	Erosion	Exposed soils which could leave them vulnerable to erosion.	CAO	<ul style="list-style-type: none"> - Where possible, phase the site clearance exercise so as to reduce the amount of exposed soil at any given time - Deliberately re-cover exposed soils with plants and other appropriate species (prureira and mukuna) as soon as possible - Temporarily bund and redirect exposed soil and redirect flows from heavy run-off areas that threaten to erode 	Construction phase Q2 – Q3 2022

				<ul style="list-style-type: none"> - Monitor areas of exposed soil during periods of heavy rainfall throughout the construction phase of the project. - Construction of trap pits to collect top soils from being washed away. 	
	Safety	<ul style="list-style-type: none"> - Accidents, Vehicular, slips, falls, trips etc - Hearing impairment due to exposure to noise of heavy machineries - Improper storage and handling of hazardous materials (e.g. agrochemicals, lubricants, fuels, etc), are potential health hazards workers 	HSE	<ul style="list-style-type: none"> - Wearing of ear protection. - Safe storage areas shall be identified and retaining structures constructed prior to the arrival of material. - Hazardous materials (e.g. agrochemicals, fuels) shall be properly stored in appropriate containers and these shall be safely locked away. Conspicuous warning signs (e.g. 'No Smoking') shall be posted around hazardous waste storage and handling facilities. 	Construction phase and continuously
	Waste Management	<ul style="list-style-type: none"> - Wastes constitute aesthetic issues for the project area - Accumulated wastes could lead to contamination of soil/groundwater and breeding grounds for vectors and rodents 	HSE	<ul style="list-style-type: none"> - A site waste management plan although already in place shall be prepared prior to project commencement. This shall include designation of appropriate waste storage areas, collection and removal schedule, identification of approved disposal sites, and system for supervision and monitoring. - Preparation and implementation of the plan shall be the responsibility of Presco Plc with the system being monitored independently. - Waste generation shall be properly contained to avoid contamination of groundwater. 	Construction phase and continuously
	Sewage	<ul style="list-style-type: none"> - Faecal aesthetic issues for the project area - Spillage of septic liquor 	COO	<ul style="list-style-type: none"> - Onsite toilets shall be made available for use 	Construction phase and continuously
	Socio-economics	<ul style="list-style-type: none"> - Sexual laxity disruption - Youth militancy / unemployment / grievances 	HR	<ul style="list-style-type: none"> - Public enlightenment about potential health risks (STDs). - Facilitate education/enlightenment about the project and its nature. 	Construction phase and continuously
Operation phase Projected Q3 -2022	Air quality	<ul style="list-style-type: none"> Fugitive emissions from tanks used to store petroleum and other hydrocarbon products - Combustion emissions from exhausts from machines e.g. pumps power generating sets 	WM	<ul style="list-style-type: none"> - All flanges and vents shall be properly tightened to reduce fugitive emissions. - All systems shall be properly checked to ensure there are no leakages or losses. - All machinery and vehicles for the project shall have high efficiency burner to reduce emission of noxious gases. - Avoid all forms of burning (zero burning). 	Operation phase, continuously

	Solid waste and sewage	<ul style="list-style-type: none"> - Waste runoff flowing into the surface waters - Solid waste constituting aesthetic nuisance - Sewage nuisance 	HSE	Waste are contained and removed regularly by her own waste management plan already in place.	In place
	Health and Safety As a result of Agrochemical use	<ul style="list-style-type: none"> - Carcinogenic/Toxic - Chemical hazards: corrosive substances - Poor chemical handling - Asphyxiating atmosphere 	HSE	Guideline on safe handling of chemicals (SHOC) and appropriate PPE are provided.	In place
		<ul style="list-style-type: none"> - Wrong use of PPE - Inadequate PPE 	HSE	<ul style="list-style-type: none"> - Awareness training. - Sufficient PPE are provided. 	Operation phase, continuously
		<ul style="list-style-type: none"> - Inadequate equipment/surface guard on equipment - Low awareness 	HSE	<ul style="list-style-type: none"> - Equipment specifications are made available. - Provision of Adequate training to workers. - Provision of warning signs to workers and commuters. 	Operation phase, continuously
	Spills of hazardous materials Accidental spills or release of potentially hazardous solvents, acidic and alkaline materials within the factory complex may occur.	Possible public health hazard if staff and the public come into contact with hazardous materials.	HSE	<ul style="list-style-type: none"> - All storage and disposal areas are well maintained to prevent accidental release of hazardous materials. - All storage would be provided with secondary containment and there should be provision for spill contingency plan and containment equipment. - The Emergency Response Plan will address potential spills and workers will be trained on the actions that are to be taken if such an event were to occur. 	Operation phase, continuously
	Oil/Fuel Spills Oil spills can occur within and outside the powerhouse, and the fuel and lubricant storage area.	Oil/fuel can enter the drainage system and either contaminates the effluent treatment facility or if released to the environment, it can contaminate land and water.	HSE	<ul style="list-style-type: none"> - The fuel storage tanks will be surrounded by a bund wall to contain up to 1.5 times the total storage capacity in case of a spill. - All wash down from inside the powerhouse will be directed to a sump equipped with an oil/water separator to trap and filter oil from wastewater before it is discharged to the drains. - Arrangements for the proper disposal of the waste oil collected in the oil/water separator will be made. - An emergency response plan will be developed with detailed procedures for preventing and handling spills. 	Operation phase Q3 – Q4 2022
	Water Quality and Hydrology	Increased receiving water body turbidity from runoff from the plantation.	CAO HSE	<ul style="list-style-type: none"> - Controlled usage of fertilizer and provision of buffer zone between planting area and water bodies. - Adequate contingency measures shall be put in place to contain accidental spills, ensure spill containment equipment shall be available on site. 	Operation phase

				- Quarterly monitoring of Iyancha Stream (N 0825182, E0644410) and Izabuewmen Lake (N 0826561, E0646451).	
Health Impacts	Air quality Dust and gaseous emissions from land preparation and vehicular emission leading to high suspended particulates in the atmosphere.	- Allergy - Eye irritation - Nose irritation - Respiratory Tract Infections	WM	- Low-emission/high efficiency engines shall be used. - Regular maintenance of vehicles to ensure optimal performance. - Movement of men and materials shall be properly coordinated to optimize vehicle use and resultant emissions. - Dust and particulate barriers shall be used during operation.	In place
			CAO	- Avoid burning on site (i.e. zero burning).	In place
	Noise emissions generated by heavy duty vehicles and workers activities and resultant	- Hearing impairment, hypertension, annoyance, sleep disturbance of site workers. - Hand-Arm Vibration Syndrome (HAVS)	WM HSE	- Noise attenuation measures such as installation of acoustic mufflers on large engines and equipment. - Hearing protection shall be provided, and usage enforced for workers on site. - Plantation operations will be during daytime only. - Cold exhaust air is kept away from pneumatic tools and away from the hands. - Workers take breaks from working with tools - Workers use gloves that cover the fingers	Construction phase Q1 - 2022
	Water Quality and Hydrology Water body turbidity and eutrophication from runoff and from the plantation. Improper storage and handling of, hydrocarbons, fuel and other chemicals would inevitably result in spillage during construction activities.	- Illnesses	CAO	- Controlled usage of fertilizer and provision of buffer zone between planting area and water bodies. - Put in place adequate contingency measures to curtail accidental spills and ensure spill containment equipment shall be available at the construction site - In order to reduce ground contamination, an impervious sump or container shall be placed under the spigots of fuel drums to collect drippings.	Construction phase Q1 - 2022
WM			- Re-fuelling and maintenance of heavy construction vehicles at the site, shall be done at specified areas or makeshift "depots" where measures are in place to deal with spillages and temporary storage of oily waste. Preferably these depots shall be located in an area that would ultimately be permanently paved (e.g. parking lots) thereby covering any contaminated soil. - A thick layer of sawdust or absorbent would be used to absorb any spillages. Subsequently, this layer shall be removed for proper disposal. In the event of a large spill, the latter will be	Construction phase Q1 - 2022	

				cleaned up immediately by excavating the contaminated soil and removing it in a secure vehicle to an approved disposal site.	
			CAO	- Nutrients (such as fertilizer and soil conditioner) application shall not be done during heavy rainfall (Peak of rainy season).	Operation phase Q3 – Q4 2022
	Solid Waste - Solid waste constituting aesthetic nuisance - Sewage nuisance	- Improper solid waste handling can lead to the following: - Creating conditions favourable to the survival and growth of microbial pathogens - Causing infectious and chronic diseases especially the waste workers.	HSE	Waste is contained and removed regularly through its own waste management system already in place.	In place
	Hostility Land acquisition and take-over Conflicts between the communities and the company. Industrial disputes	- Youth restiveness - Persistence conflicts between community and company - Hostages	CRO	- Grievance and conflict resolution mechanism is instituted. - Employ as much local labour as possible. - Adequate stakeholders forum and information shall be given to stakeholders. - Adequate compensation shall be paid to permanent workers in case of any eventualities.	In place.
	Health and Safety - Accidents, Vehicular, slips, falls, trips etc Carcinogenic/Toxic/Chemical hazards: corrosive substances - Poor chemical handling - Asphyxiating atmosphere - Road Traffic Accident - Wrong use of PPE - Inadequate PPE - Inadequate equipment/surface guard on equipment - Low awareness	Health hazards that can arise from poor health and safety include: - Occupational health problems such as terminal diseases and/or prolonged ill health - Permanent Loss Injury - Temporary Loss Injury	HSE	- Wearing of ear protection. - Safe storage areas shall be identified and retaining structures constructed prior to the arrival of material. - Hazardous materials (e.g. agrochemicals, fuels) shall be properly stored in appropriate containers and shall be safely locked away. - Conspicuous warning signs (e.g. 'No Smoking') shall be posted around hazardous waste storage and handling facilities. - Guideline on safe handling of chemicals (SHOC) and appropriate PPE are provided. - Guideline on traffic control to ensure best traffic safety practices on the road. - Awareness training - Sufficient PPE are provided - Equipment specifications are made available. - Provision of adequate training to workers. - Provision of warning signs to workers and commuters.	Construction phase and continuously
	Waste Management - Wastes constitute aesthetic and pollution	Health hazards associated with poor waste management include: - Skin and blood infections resulting from direct	HSE	- A site waste management plans although already in place shall be prepared prior to project commencement. This shall include designation of appropriate waste storage areas, collection and	In place.

issues for the project area - Accumulated waste could lead to contamination of soil/groundwater and breeding grounds for vectors and rodents	contact with waste. - Different diseases such as intestinal infections that result from poor waste management. - Genetic mutilation - Reduction in aquatic food supply - Disruption of food chain		removal schedule, identification of approved disposal sites, and system for supervision and monitoring. - Preparation and implementation of the plan shall be the responsibility of Presco Plc with the system being monitored independently. - Waste generation shall be properly contained to avoid contamination of groundwater.	
Socio-economic - Promiscuity - Sexual harassment - Youth Militancy - Unemployment - Grievances	- Sexually transmitted diseases (STDs) - HIV/AIDS - Population explosion	CRO HR	- Public enlightenment about potential health risks (STDs). - Facilitate education/enlightenment about the project and its nature. - Appropriate policies	Construction phase and continuously.
Workers' Welfare Especially when worker leaves the organization and/or layoff.	- Depression - Hypertension - Workers' restiveness	HR	- Workers receive their full benefits when leaving the organization.	In place
Corporate Image The negative corporate image arising from day-to-day activities of the organization,	- Annoyance - Depression	GSM	Ensure that its day-to-day activities and operations do not portend bad image about the organization to the general public and therefore operate according to the best industry standards and practice.	Construction phase and continuously.

* Abbreviations: HR = Human Resources; CAO = Chief Agric Officer; CRO = Community Relation Office, COO = Chief Operation Officer; HSE = Health Safety and Environment, WM = Workshop Manager, GSM = Group Sustainability Manager

b) SIA Mitigation measures and environmental management plan

SIA	Impacts	Prevention measures	Reduction measures	Mitigation measures	Resp.*	Timeline
Impact mitigation plan for communities	Loss of farm lands	None	Compensation	Employment	HR	After consent and before Q1 - 2022
	Destruction of economic trees	None	Compensation	Employment	HR	After consent and before
	Under-payment of compensation	Can be prevented	Appropriate valuation and transparent disbursement	All aggrieved parties should be reached directly, Avoid compensation through third party	CRO	Q1 - 2022
	Destruction of community infrastructure	Avoid where possible	Preserve community access roads	Compensation where feasible	CRO	After consent and before
	Blockage or narrowing of community access road	Right of way for existing community roads	Farm plan should accommodate existing community access roads	Respect right of way for existing community roads or construct alternative better access roads	CRO	Before land preparation Q1 - 2022
	Risk of contracting STDs	Education or enlightenment, respect for communities' norms and values.	Provision of prevention educational materials	Appropriate training of staff on approved human relations with host communities	CRO	Continuous
	Noise Pollution	Use of low- noise equipment and machinery	Use of low- noise equipment and machinery	Use of low-noise equipment and machinery and proper maintenance	HSE	Continuous
	Poverty	None	Creation of employment	Special consideration of indigenes for employment	CRO	Continuous
	Culture erosion	Respect for communities' norms and values	Reduction of intermingling of workers with local community	Provision of on-farm accommodation for workers	CRO	Continuous
	Potential conflicts between Presco and communities	Corporate social responsibilities by Presco	Employment of Community youths	Educational foundation and community development programs	CRO	Continuous
Proposed Social Impact Management Plan	To reduce the Impact of Loss of Farmlands and Economic Tress	Provide alternative livelihoods	Create jobs and employment opportunities Establish special purpose projects for the vulnerable	Training of community members on modern agricultural technologies including provision of improved seedlings	HR	Continuous

	To Eliminate or Minimize the impacts on Food Security of the Area	Consider establishing alternative livelihood projects including oil palm smallholders' scheme.		Assist the communities with procurement and distribution of agricultural inputs to boost agricultural production in the communities Implement skills acquisition and vocational training for the communities aimed at improving the capacity of the people for increased agricultural production and improved livelihoods	CRO	Continuous
	To Minimize Impacts on Culture Erosion and Prevention of STDs	Undertake orientation and induction on local communities' culture, tradition and values for workers from outside of the communities. Run routine Health education and awareness programmes for workers and communities	Provision of on-farm accommodation for workers especially for those from outside the communities.		COO	After planting Q4 2022
	To Avoid and Minimise Pollution	Minimize use of agro-chemicals and use only agro-chemicals registered by the National Environmental Standards and Regulations Enforcement Agency NESREA.	Use low-noise equipment and machinery and undertake proper maintenance.	Develop and implement manual for the application and handling including disposal of agro-chemicals and hazardous waste.	HSE	After planting
Undertake routine environmental quality monitoring within and outside project boundaries.				HSE	Continuous	
	To Reduce Possible Agitation due to Likely Underpayment of Compensation	Review and establish status of compensation. Discuss and negotiate with all aggrieved parties and pay enhanced compensation which may be above government official rates.			CRO	Before preparation and continuously
	To Eliminate Destruction of Existing Infrastructure	Avoid destruction of community infrastructure	Compensate for any destroyed infrastructure	Construct alternative better access roads to replace blocked roads.	CRO	After planting Q4 - 2022

	To Eliminate or Reduce Blockage or Narrowing of Access Roads	Respect right of way for existing community roads		Widen narrowed roads	CAO	Continuous
	To Reduce and Eliminate Youth Restiveness	Provide employment opportunities for the youths		Develop and fulfil agreements reached with the communities	HR	Continuous
		Track and monitor community social hotspots				
	To Reduce and Eliminate Communities Fears and Concerns	Develop and implement faithfully the FPIC Agreement. Document community engagement mechanism and present to the communities for proper induction.	Implement robust CSR projects in the communities		CRO	Continuous
	To Accelerate Social and Economic Development	Implement FPIC Agreement. Involve the communities in their respective community development decisions.			CRO	Continuous

* Abbreviations: HR = Human Resources; CAO = Chief Agric Officer; CRO = Community Relation Office, COO = Chief Operation Officer; HSE = Health Safety and Environment, WM = Workshop Manager

2 HCV areas and HCS forests

a) HCV Management and Monitoring Plan

HCV	Threats	Action	Timeline	Resp.*	Monitoring measures
1 & 3	<ul style="list-style-type: none"> - Conversion of the Izabumwen pond. - Pollution of the pond. 	Clearly demarcate the Izabumwen pond and its management area to avoid being mistakenly converted by land preparation team. Exclude the swamp area from all conversion activities and ensure it is adequately buffered as recommended.	Before land preparation	CAO	Demarcate and regularly monitor pond area to ensure that baseline conditions are maintained or enhanced Conduct regular monitoring of soil management practices and vegetation in the pond area.
		Avoid application of agrochemicals close to the swamp and Izabumwen pond and their buffer zones	After planting	CAO	Carry out yearly review of SOPs, especially on agrochemical applicators, understanding of and adherence to training measures to assess their effectiveness.
		Presco to develop appropriate SOPs in consultation and input from community leaders for effective management of the Izabumwen swamp area, including prohibiting swamp drainage as part of its SOPs for land preparation.	After planting	CRO	Conduct regular monitoring of stakeholders' understanding of HCVs and their management and sensitize as necessary.
		Conduct education and sensitization for field workers and local communities on the importance of the Izabumwen pond and the need to stay away from the pond area.	After planting	CRO	Conduct periodic review of effectiveness of workers' and communities' sensitization and awareness of the pond area, including complaints filed and community inputs on effectiveness.
		Quarterly water quality testing of the Izabumwen Pond.	After planting	HSE	Test results
		Regular meetings with the host communities on control and prevention of water pollution	After planting	CRO	Minutes of meetings
		SOP in place for Corrective/Preventive action to be taken in case of degradation of water quality. Land preparation SOPs should incorporate measures to avoid destruction of water bodies inside and outside the concession including the Nyanchia river.	During land preparation	HSE	Documented SOP
		Consult environmental NGOs and relevant government officials on the appropriateness of the management areas for HCVs 1 and 3.	Before land preparation	HSE	Consultation report.
		Conduct ongoing biodiversity monitoring at the pond, in case any RTE species are present or using the area.	Continuous	HSE	Biodiversity monitoring.

		Conduct regular monitoring of soil management practices and vegetation in the pond area.	Continuous	HSE	Soil analyses.
4	Nyanchia River. The management area required to maintain this HCV is not immediately within the company's direct remit.	Sensitization of workers on responsible use and movement of earth-moving equipment to the production site during land preparation.	During land preparation	CAO	Records
		Collaborative efforts with the nearby communities should be fostered to ensure the long-term protection of the water body including ensuring that no aspect of the company's operations particularly during land preparation adversely affects the structural or functional integrity of this river.	During land preparation	CRO	Minutes of meetings
5	<ul style="list-style-type: none"> - Conversion of Ikukusu bush during and after land clearing by company; and by communities themselves. - Chainsawing of merchantable trees by community members. - Loss of Ikukusu bush from bushfire. - Overharvesting of herbal medicine by local communities and company workers. 	Clearly delineate and demarcate on the ground the Ikukusu bush and its buffer zone agreed with the local communities.	Before land preparation	CAO	Conduct annual fauna and flora assessment of the bush, with the involvement of community members, to track trend in resource quality and quantity.
		Establish and maintain a clear fire belt around the Ikukusu bush.	During land preparation	CAO	Conduct regular monitoring to ensure that the boundaries of the Ikukusu bush are maintained.
		Engage with communities and agree on a system by which they can have continued access to the Ikukusu bush, taking into account security and safety measures within the concession.	After planting	CRO	Conduct regular review of implementation of relevant SOPs
		Conduct training awareness and sensitization on HCVs and their management for workers and local communities and aim to seek collaboration with local communities to protect their HCV resources in the concession, including potential chainsawing of the Ikukusu bush.	After planting	CRO HSE	Conduct regular monitoring of workers', especially agrochemical applicators' and slashers' understanding of, and adherence to HCV management measures
6	<ul style="list-style-type: none"> - Loss of sacred and shrine sites from land clearing and bushfire. - Erosion and siltation into the 	Clearly identify and demarcate the boundaries of HCV 6 within the assessment areas.	Before land preparation	CAO	Develop a collaborative monitoring system for the identified HCV 6 sites, with annual feedback and review with stakeholders.
		Engage with communities and other stakeholders to agree on the best approach to conserve the historical sites as well as to propagate their historical significance, e.g. through tourism.	After planting	CRO	Conduct regular monitoring and review of collaborative efforts on HCV 6 management with communities and other stakeholders.

Izabumwen pond shrine. – Pollution of izabumwen pond shrine. – Attitude and practices by migrant workers of the future plantation that might be considered offensive to the local communities and traditional authorities.	Engage and sensitize workers on SOPs for land preparation and management activities to avoid damage to HCV 6 areas.	Before land preparation	HSE	Conduct monitoring of workers' and communities' understanding and implementation of SOPs
	Ensure that no chemical application should be done close to the marshlands and waterbodies in HCV 6 areas.	After planting	CAO	Conduct regular monitoring of the HCV 6 management areas following the above monitoring system to be developed. Implement appropriate remedial actions as soon as any intrusion is detected.
	Presco may have to implement proactive additional measures to maintain the integrity of the shrines. including the posting of notification and/or warning sign-posts such as "do not shout or make noise", "do not urinate here" at appropriate vantage points.	After planting	HSE	Periodically monitor community perception of migrant workers attitude and practices. Implement appropriate awareness and mediation actions soon as any negative perception is indicated.
	Sensitize staff and contractors on presence and location of all HCV 6 areas	After planting	HSE	SOP, Records
	The Eyanto and Okunevbo shrines of the Adolosa community should be identified and mapped by the company in consultation with the community.	Before land preparation	CRO	Maps

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b) HCS Forests Management and Monitoring Plan

Threats	Action	Timeline	Resp.*	Monitoring measures
<ul style="list-style-type: none"> - Accidental clearance and planting of HCS forest by the company. - Loss of biological diversity present in the HCS forest and disturbance of ecosystem services provided. - Fragmentation by conversion of forest for plantations and agriculture or fire caused by hunters. - Logging or timber harvesting as well as NTFPs collection for food, health and other needs. - Displacement of logging from HCS forest inside concession to outside - Improved access to HCS forest via improved roads. 	Demarcate clearly with signs the boundaries of the HCS forest management areas followed by periodic monitoring (once or twice a week) of the boundaries during the land clearing operation to avoid accidental HCS forest conversion.	Before planting	CAO	Demarcation done and verified by surveyor.
	No burning during land preparation which should be monitored once or twice a week during land clearing operations.	Before planting	CAO	Satellite monitoring and eco-guards' patrols.
	Engage with communities in the landscape on the concession and sensitize them on the importance of the HCS forest identified for the good of people and environment. This could be done through development of trainings which should be periodic and cover various topics aligned with conservation	Before planting and	CRO	Training reports and minutes of meeting.

- Disturbance during land preparation, road building etc.	and best management practices as well as the benefits for people and environment.	Continuously		
	Cooperate with communities to agree on allowable low-intensity collection of NTFPs in the HCS forest.	Before planting and Continuously	CRO	Participatory mapping and reports.
	The company should ban logging, hunting, fire in and around the identified HCS forest. This should be monitored through patrol at least once in a month.	Continuously	CRO	Policies. Eco-guards' reports.
	Existing or new roads leading to the HCS forest should be close or have restricted access to prevent illegal activities such as logging, hunting, farming etc within the HCS forest.	Asap	CAO security	HSE inspections and internal audits.

* Abbreviations: CAO = Chief Agric Officer; CRO = Community Relation Office

3 Stakeholder and local people engagement (FPIC process)

Activity	Objectives	Timeline	Resp.	End results
Identification (or creation) of committees/councils in the local communities	Formalize all communication between the villages and the company	Beginning of the Project	CRO Sociologist	Identification of community representatives and relevant stakeholders
Letter of information	To communicate with the community and all relevant stakeholders about the land acquisition and the proposed development	Beginning of the Project	MD/COO CRO Sociologist	Evidence of communication to communities/ other stakeholders on the proposed development.
Meeting for launching FPIC	Identify and inform the stakeholders concerning the FPIC process	Beginning of the Project	CRO	- Activities report, Pictures - Attendance list
Mapping with the communities (If necessary) all activities taking place inside Presco concession	Identify all activities carried out by each village inside the concession and identify as well the areas where these activities take place (this will be in conjunction with HCV/SIA/EIA process)	Beginning of the Project	Mapping team CRO Sociologist	- Maps validated by the local communities - Attendance list - Pictures, Videos where applicable - Written report - Participatory mapping was carried out.

			External consultant/parties	- ESIA & HCV Assessment conducted
Identification of the limits of Presco Plc concession	Ensure all stakeholders visualize where the limits of Presco's concession are	Beginning of the Project & Continuous	Survey team (eventually assisted by any other responsible officer)	- Borders of the concession marked by the opening of a small road and marking the trees at the right place. - Insertion of pillars and boundary maintenance
A socio-economical study including the identification (done in a participatory way) of the perceived impacts and the expectations both of the company and local communities in regard to the new cohabitation	Obtain information concerning the villages which will lead to a better understanding of the needs and expectations of the local communities	Beginning of the Project	GSM/MD/COO CRO Sociologist Approved / Government SEIA consultant. Approved HCV-RN Assessor	- Questionnaires completed by locals - Reports (ESIA)
Information concerning Presco activities (RSPO engagement, EIA, HVC, etc...)	Inform local communities about the various phases of the extension project, about the positive and negative impacts	Beginning of the Project	CRO Sociologist Approved / Government SEIA consultant. Approved HCV-RN Assessor	- Attendance list, - Summary of the studies - HCV, SI, and EIA Reports
Development with the local communities of procedures that will guide the FPIC process	Define in a participative way with the local communities the "rules of cohabitation" between the villages and the company in terms of means of communication, consultation, communities' representation, individual and collective compensation, and settlement process in case of grievance/complaints To communicate with the community's procedures and handbook	Beginning of the Project	CRO Sociologist	- Social manual distributed to communities' representatives, the company Relations Manager and the Estate Managers. - Review of SOPs with communities.
Identification on the ground and on maps of the areas where the consent is given and of the areas where the consent	Physical identification and demarcation of the areas to be conserved (use paint or tape of practical physical means to identify those areas on the ground. GPS referencing of these areas is needed as well to	Beginning of the Project	Socio-economist, assisted by Surveyors/GIS Team with the	- Physical identification on - ground (tape, paint, etc.) - Pictures - Maps

reached for the establishment of a palm plantation	make maps identifying the conservation areas (conserved for environmental reasons or social reasons)		supervision of the Relations manager	- Report - Highlighted in the participatory map. - HCV Maps
Carried out Compensation Process	To identify all people that are entitled to compensation and carried out fair compensation	Beginning of the Project	CRO Sociologist Presco GIS Team Edo State Ministry of Agric. /Edo GIS	- Compensation Report - Maps of area compensated - GIS data of the surface enumerated and paid for. -Enumeration Result
Public consultation to officialise the agreements. Implementation of the mutual agreement and distribution of individual/collective compensations (if any)	Officialising the community-related by signing the FPIC Declaration form could also be part of the EIA public review exercise of the Project.	Beginning of the Project	CRO Sociologist HSE Manager RSPO Manager Estate Manager	- Signed FPIC Declaration by all stakeholders, - Signed report listing compensations FPIC declaration form.
Meetings with communities.	Verification of the FPIC following the stakeholder engagement agenda, including but not limited to : - Follow up of social management plan - Review and validation of previous minutes - Review of the action mentioned in the Social Impact Assessment Action plan - Positive and negative impact of the activities on the communities - Going over the previous complaints and grievances - New complaints and grievances if any - Refreshment on some of the main procedure (complaint and grievances, compensation payment if need be) - Sensitization to respect the borders of the concessions and the conservation areas - FFB price - Ongoing projects	Continuous	CRO Sociologist	- Minutes of meetings - Complaint logbook
* Abbreviations: MD = Managing Director, GSM = Group Sustainability Manager, CRO = Community Relation Office, COO = Chief Operation Officer				

4

Soil and Topography

Objective(s)	Action(s)	Timeline	Resp.	Monitoring measure
Assess fertilization	Soil sampling and analyses – soil suitability.	Before planting and every 10 years	R&D	Soil analyses report.
	Expert conclusion based on onsite mission, results of soil analyses and Sakponba first phase development findings.	Before planting	CIRAD	Expert report.
	Leaves sampling and analyses (N, P, K, Ca, Mg, Cl, B).	After planting and every year (beginning)	R&D	Leaves analyses.
Maintain and improve fertilization	Set up a fertilization programme based on expert conclusions.	Before planting	CIRAD R&D	Fertilization programme.
	Set up a SOPs on Management of soil.	Before planting	CAO	SOP in place.
	Adjust fertilization programme based on leaves analyses.	After planting	R&D	Leaves analyses and annual fertilization programme.
	Return EFB to the field following the GHG emission scenarios recommendations.	After harvesting	CAO	% of EFB returned to the field.
Topography	Prevent for planting on slopes and swampy areas (if any).	During planting	CAO	Internal inspection reports.
	Prevent runoff erosion.	Continuous	CAO	SOP to maintain roads.
Infrastructure	Big infrastructural development only on flat soil and based on specific EIA (mill).	Before project	Chief engineer	EIA.
	Set up SOP on road preparation and maintenance.	Before planting	CAO	SOP in place.

5 **Carbon stock, GHG Management and Mitigation Plan**

Actions		Timeline	Resp.*	Monitoring measures
Set-aside areas	The assessments have recommended for the setting aside and protection of a minimum of 25 ha of HCV and 428 ha of forest patches.	Before land preparation	GSM	Maps of CA are validated
	Riparian buffer vegetation would be marked out in the field prior to land preparations.	Before land preparation	CAO	Buffer zone are marked with poles and blue paint. Verification during audits.
Managing Emissions From Fertiliser	In order to reduce these emissions, the operation will optimise the use of fertiliser in the plantations. All forms of fertiliser use shall be justified following periodic soil and tissue sampling and shall be applied by trained staff with supervision from management. Fertiliser would only be applied to address identified deficiencies from tissue sampling reports. The company will also strive to use organic matter from its operations to complement soil nutrition and physical properties. Typically, the operation will ensure that EFB is returned to the field.	After planting	CAO	Soil analyses. Tissue analyses. Fertiliser programs based on CIRAD recommendations. Quantity of EFB brought back to field.
Managing emissions from POME	In order to ensure better management of GHG emission from the POME, SIAT group has committed itself to equip all its subsidiaries with efficient POME treatment. In line with this commitment, Presco mill, which is going to process the FFB from the Sakponba Extension concession, has been already equipped with a biomethanisation plan to reduce GHG emissions.	Continuous	MM	Efficiency of biomethanisation plan in terms of COD removal.
FFB transport	In order to minimise emissions from FFB transport, the operation would ensure the use of trucks that are very fuel efficient and large enough to minimise the number of trips, regular maintenance of vehicles for optimal use of fuel and implementing good road maintenance programme.	After planting	COO	

* Abbreviations: GSM = Group Sustainability Manager; CAO = Chief Agric Officer; COO = Chief Operation Officer; MM = Mill Manager

6	Acceptance of Management Plans	Name of Person Responsible	Florent Robert
		Designation	Sustainability Manager, Certification Specialist, Quality, Environment, Health and Safety Manager
		Signature	
		Date	25 November 2021