

Glenealy Plantations Sdn Bhd (GPSB)

Free, Prior and Informed Consent (FPIC) Procedure

| Process Flow | Procedure | Responsibilities |
|---|--|---|
| <div style="border: 1px solid #4f81bd; padding: 5px; width: fit-content; margin: auto;">Stakeholders Identification and Preparation</div> | <ol style="list-style-type: none"> 1. Identify area and location for new development. 2. Identify all direct stakeholders. 3. Identify affected indigenous people and local communities. 4. Profiling Stakeholders. 5. Begin preliminary engagement with direct stakeholders, indigenous people and local communities. 6. Communicate intent of development. 7. To obtain preliminary consent to undertake initial assessment such as EIA, SIA, HCV&HCS, and etc. | <ol style="list-style-type: none"> 1. Operational Team 2. Consultant (where applicable) 3. GIS department 4. Local indigenous people and communities. |
| <div style="border: 1px solid #4f81bd; padding: 5px; width: fit-content; margin: auto;">Stakeholders Engagement</div> | <ol style="list-style-type: none"> 1. To initiate consultative process with direct stakeholders, indigenous people and local communities. 2. This process is to discuss findings of initial impact assessments, compensation and seek consensus. <ol style="list-style-type: none"> a) Communicate the information related to new development. b) Produce land tenure history and participatory mapping. c) Assess and discuss all the potential positive and negative impacts related to social, environmental, and economic aspects. d) Identify all affected parties for compensation, negotiation and agree on compensation and other terms. e) For joint development, all terms and conditions should be agreed upon. f) Give freedom to local indigenous people and local communities to elect their representatives for the engagement and negotiation session. g) Unwilling parties have the right to object to development and withhold consent. Their rights | <ol style="list-style-type: none"> 1. Operational Team 2. Consultant (where applicable) 3. GIS department 4. Local indigenous people and communities. |

| Process Flow | Procedure | Responsibilities |
|--|--|---|
| | must be respected and continue engagement. | |
| <div data-bbox="240 394 491 506" style="border: 1px solid black; padding: 5px; text-align: center;">Verification & Clarification</div> | <ol style="list-style-type: none"> 1. Clarify with relevant parties or government authorities where there is a situation and condition that are unagreeable between both GPSB and local indigenous people and communities. | <ol style="list-style-type: none"> 1. Operational Team 2. Consultant (where applicable) 3. Local indigenous people and communities. 4. Relevant authorities |
| <div data-bbox="240 678 491 835" style="border: 1px solid black; padding: 5px; text-align: center;">Negotiation and Agreement</div> | <ol style="list-style-type: none"> 1. All the negotiation, compensation, and agreement to be initiated upon information confirmation and agreed upon by GPSB and local communities. 2. All negotiations/ communication and engagement must be transparent and legally endorsed without threat or coercion if needed. 3. Records of discussions, communication, and negotiations must be kept, and the content must be agreed upon by both parties. 4. Grievance Mechanism to be developed jointly by the company and direct stakeholders, established, communicated and implemented. | <ol style="list-style-type: none"> 1. Top Management. 2. Operational Team 3. Consultant (where applicable) 4. Local indigenous people and communities. |
| <div data-bbox="240 1373 491 1440" style="border: 1px solid black; padding: 5px; text-align: center;">Implementation</div> | <ol style="list-style-type: none"> 1. Implement all the terms and conditions agreed upon by both parties. | <ol style="list-style-type: none"> 1. Operational Team 2. Local indigenous people and communities. |
| <div data-bbox="240 1563 491 1686" style="border: 1px solid black; padding: 5px; text-align: center;">Monitoring</div> | <ol style="list-style-type: none"> 1. Monitor and ensure all the compensation process is carried out as per agreed terms and conditions and documented. 2. Identify any post-settlement issues during the commencement of the development for further action. 3. Resolve these issues using the agreed upon grievance mechanism. 4. All grievance resolution must be recorded and provided to both parties. | <ol style="list-style-type: none"> 1. Operational Team 2. Local indigenous people and communities. |