Provisional Memorandum of Understanding Incorporating Social Agreement Between Numopoh Community and Golden Veroleum (Liberia)
28 April 2014
A Brighter Future for Liberia

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28 April 2014
Provisional Memorandum of Understanding (MOU)
Incorporating Social Agreement
Between
Numopoh Community
and GVL
April 28th, 2014
Provisional MOU and Social Agreement

REPUBLIC OF LIBERIA)
SINOE COUNTY)

Provisional Memorandum of Understanding
Incorporating Social Agreement

THIS Provisional Memorandum of Understanding (MOU) is made and entered into this April 28, A.D. 2014, between Golden Veroleum (Liberia) Inc., Republic of Liberia, a Liberian Domestic Corporation, (hereinafter referred to as “GVL”) represented by its Authorized Signatories, named on below, and NUMOPOH communities within NUMOPOH County District of SINOE County, Republic of Liberia, (hereinafter referred to as “Community” or “Communities”) represented by their Authorized Representatives, named below.

This MOU terms further incorporate the Social Agreement between GVL and the Communities.

RECITALS:

WHEREAS, on 2 September 2010 GVL was granted rights by the Republic of Liberia under the provisions of a 65-year agricultural concession agreement (the “Concession Agreement”) to engage in the development of land for oil palm and the production and sale of palm oil products, and the Concession agreement is by reference included herein;

WHEREAS, this agreement supersedes any previous agreements, social agreements and memorandum of understanding between GVL and Numopoh.

WHEREAS, the GVL investment is a business venture which additionally brings considerable benefits to communities in terms of jobs, careers, capacity building, infrastructure, and other social and economic benefits, while also implying changes in many matters of lifestyle and activities of Communities.

WHEREAS, the Communities have invited and hereby confirm GVL to develop land in their Community areas (whether held under customary, traditional, communal, tribal, private usage or forest management or other rights, permits, certificates or titles), for GVL plantings and facilities together with a Community Oil Palm program.

WHEREAS, Numopoh and GVL agreed that the people of Numopoh agreed to offer their land to GVL for oil palm development in return for benefits based upon negotiations resulting in this MOU/SA.

WHEREAS, GVL and Communities have agreed to jointly collaborate and through mutually participatory mapping have identified and shall further identify land, considered in the following Phases:

Phase I of GVL development, consisting of, 629-hectares, where already sits the nursery 86 hectares and facilities of 60 hectares and 483 hectares of planting area is recognized by the Numopoh and GVL being included in an ongoing land claim by the Doe Wollee Nyannya communities which from the River Wyanee down to Albert Fear Old Town region, inclusive regarding the mentioned developed hectares and this Phase I is therefore not part of this MOU and SA, until such date as the Numopoh and Du Wollee Nyannya confirm their understanding and agreement of this land and its treatment in a mutual agreement to GVL, and upon such agreement a confirming or separate MOU and SA is reached with the communities and GVL. Further, for consistency with other Phases, it is confirmed that in relation to Phase I, when such mutual agreement is reached, an
additional approximately 97 hectares of land are planned for the use of the Communities (with support from GVL in accordance of the Concession Agreement) to establish a Community Oil Palm program in relation to Phase I, the location of such land to be later decided between the parties and stakeholders.

Phase II, consisting of an additional approximately 677 hectares of land in the north of the river named Wyane River also indicated on the attached map 552/GVL2/140418 dated 16th April 2014. Further 135 additional hectares of land are planned for the use of the Communities (with support from GVL in accordance of the Concession Agreement) to establish a Community Oil Palm program in relation to Phase II.

Phase II a, b and c, consisting of additional approximately Phase IIa 178 hectares, Phase IIb 375 hectares, Phase IIc 336 hectares in the north of the Wyane River also indicated on the attached map 552/GVL2/140418 dated 18th April 2014, such development being agreed by Numopoh and to be determined by GVL upon further study and decision by GVL. Further additional hectares of land are planned for the use of the Communities (with support from GVL in accordance of the Concession Agreement) to establish a Community Oil Palm program in relation to Phase II a, b and c in the same ratio as Phase II to the actual developed land.

Phase III, furthermore, for sake of clarity, the parties consider additional hectares of up to 1,328 hectares south of the nursery and any additional hectares identified by the Numopoh people and such will be subject to a separate agreement, which may be an addendum to this current MOU if parties so agree at that time. Such further area would also contribute to additional land area for Community Oil Palm in accordance of similar principles as above.

WHEREAS, GVL and Numopoh have agreed to protect community forests like Bahnean, Pellu, and Somoneta, and not develop such areas.

WHEREAS, GVL and Numopoh have agreed to demarcate sacred forests, cemetery, major creeks and rivers as indicated in participatory maps and the attached development map 552/GVL2/140418 dated 18th April 2014 and not develop such areas.

WHEREAS, Numopoh and GVL agree to set boundaries from each town/village at least 300 meters to GVL’s plantation, and any development of such area is by that town/village community decision with GVL.

WHEREAS, The Communities have determined or will furthermore determine to their considered satisfaction that such land identification for oil palm purpose still provides for and leaves necessary amount of land for other needs.

WHEREAS, Numopoh and GVL have agreed to protect all established community forests from such oil palm development as contemplated by this MOU.

WHEREAS Communities plan to regulate hunting so that only non-protected species of animals are to be hunted and not hunting chimpanzee and other species that are endangered and are protected by Liberian law in the forests and communities allow GVL to regulate hunting in the area of the oil palm plantations and the adjacent forests. GVL will assist in advising the communities by providing communities with sensitization and education.

WHEREAS, this MOU outlines the process of engagement for future assignment of land for oil palm development, the social, employment and other economic benefits offered by GVL to the Communities, and the Communities’ and GVL’s approach to resolving grievances should they arise.
WHEREAS, this MOU shall respectfully be registered through the Liberian Legal system and become binding upon the parties hereto, their respective representatives, members, agents, counselors, heirs, successors in office, administrators and assigns, whether past, current or future, as though they were specifically named herein;

NOW, THEREFORE, in consideration of the foregoing, Communities and GVL parties have agreed as follows:

A) Preferences to be provided by GVL to Communities Citizens

GVL agrees to provide preference and priority to Communities citizens for jobs and employment, training, promotion, college and university scholarships and business opportunities in accordance of Appendix A.

B) Benefits to be provided by GVL to Communities Citizens Employees of GVL

GVL agrees to provide agreed, timely wages, salaries, free housing, free health care, free education and schooling of children in accordance of Appendix B.

C) Benefits to be provided to Communities even if not employed by GVL

GVL will provide USD $5 per each hectare payments on developed land, repeated every year, to the Community Development Fund, which will be governed with the Communities themselves for development projects; GVL will also construct and rehabilitate roads and bridges; additionally GVL will provide Communities citizens access to GVL schools, university and college scholarships, health care facilities; and GVL will provide business opportunities to Communities entrepreneurs, and GVL will consider the Community for industrial development of an Oil Palm Factory Mill, in accordance of Appendix C.

D) Community Oil Palm Program supported by GVL

GVL will support the Communities in the construction of a Community Oil Palm Project, which will be owned by the Communities and its members. GVL proposes that the Community Oil Palm area will be in ratio of 1 acre to every 5 acres the Communities have assigned to GVL. The program will be offered in accordance to Appendix D and subject to terms, considerations, rules and regulations to be agreed with the Communities and program participants.

E) Development Timetable

The timing of investment and development is based on achieving a partnership between community and GVL. GVL estimates the timetable in accordance of Appendix E subject to uncertainties about logistics, weather, existing infrastructure, and to training progress, and subject to any external influences.

F) GVL Commitment to Communities regarding Potential Impacts

GVL will not pursue resettlement of the Community people from their villages or towns. This has always been GVL policy and GVL has never resettled anyone and has not required anyone to do so. GVL commits to adherence to all the affecting laws and regulations of Liberia and to international regulations of RSPO, to good practices, and to partnership with the Communities, in accordance of Appendix F.

G) Communities Commitment to GVL

The Communities commit to adherence to all the affecting laws and regulations of Liberia to good practices, and to partnership with GVL, in accordance of Appendix G.
H) Issue and Grievance Resolution process

Given the long-term nature of the partnership, it is possible that disagreements or differences may arise as between community or individual citizens and GVL. The company and community recognized the importance of addressing and resolving any such differences in a friendly and timely way and as such have agreed to the attached Grievance Resolution Process included in Appendix H.

I) Statement of Acknowledgement

As an official endorsement of the agreed lands for development and confirming the detailed participative mapping and FPIC engagement process undertaken by the community and GVL, the community formally attests to and signs the development map, being current at April 28, 2014. The community acknowledges and affirms that it may wish to enter into future negotiations for transfer of additional lands, and that updated maps will be appended to and become part of this social agreement. The formal endorsement is contained in Appendix I and is an integral part of this MOU.

J) Documents of Reference

GVL and the Communities hereby acknowledge incorporation into this MOU of the reference documents listed in accordance of Appendix J.

This PROVISIONAL MOU shall remain in force until final MOU / Social Agreement is signed - with mutual intent to do so within 12 months. The final MOU will include the same terms and any changes or additions as mutually agreed by the parties. By signing this Provisional MOU, the communities authorize GVL to start operations and land development in the areas referred to on the attached map of Numopoh district. The Final MOU will endure for the life of the Concession Agreement, unless otherwise mutually agreed by the Parties hereto.

Signed:

For Community

Traditional Leaders including Paramount Chiefs and Chiefs, Citizens including Further Elders, Women leaders, Youth Leaders, Development leaders

For GVL

Representative Attestations and Endorsements

Roosevelt A. Morts

Milton Tan Dee
Government, Administrative Attestations and Endorsements
(Government Authorized Representation at District, County, & National level)

<table>
<thead>
<tr>
<th>Witnesses</th>
<th>Advisers</th>
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</thead>
<tbody>
<tr>
<td>Civil society</td>
<td>Advisors</td>
</tr>
<tr>
<td>A. Pascal Kelahoe</td>
<td>Morrisie Rawe, Abe Tai Deylo</td>
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</tbody>
</table>
APPENDIX A

Preferences GVL Will Provide to Communities Citizens

1. Preference and priority for jobs in the Communities areas
2. Adult literacy and numeracy education for higher jobs
3. Technical training opportunity for advancement to qualified jobs and management in Community area and elsewhere in GVL business
4. Preference for GVLs college and university scholarships is given to qualified students
5. Preference for trainee Cadetships towards management jobs
6. Preference for contracting and supply entrepreneurship

The above preferences and priorities are given in each GVL MOU area to their own citizens of good reputation who have the willingness and qualifications for the opportunities, and also in other GVL areas, so that GVL MOU area citizens may cross work in any GVL areas on equal basis.

Preference and priority means that in any starting and new jobs or business opportunity will first be given to citizens. But existing employees, trainees, students, cadets or vendors will not be fired to accommodate new entrants.
Benefits GVL Will Provide to Communities Citizens Who Become Employees

1. Employment and wages and other
   a. Priority and preference for jobs and training opportunity is provided to communities that designate planting land for GVL
   b. Wages and salaries meet Liberian Laws and Regulations and Minimum Wage rulings, as well as Terms and Conditions of Collective Bargaining Agreement with the workers union GOVAWUL.
   c. Currently, GVL includes
      i. 50kg bag of rice per employee each month as per Collective Bargaining Agreement 2013 stated minimum 21 days of working per month, or as per updated Collective Bargaining Agreement.
      ii. Annual paid vacation,
      iii. Maternity leave
      iv. Bereavement payment and
      v. National Social Security and Welfare Corp (NASSCORP) contributions
   d. Qualified staff can receive a subsidized motorcycle without down payment

2. Training and advancement:
   a. Provide skill training to employees of the company.
   b. This includes
      i. On-the-job training,
      ii. Head gang and supervisor training
      iii. Cadet / Management Trainee for qualified candidates, as well as
      iv. International secondment for qualified candidates (e.g., learning modern mill engineering methods);
      v. Vocational training (for instance, heavy equipment operator certified training, and skills in mechanic and construction trades)
   c. Employees with good skills and willingness and ability to advance and manage parts of the business will be encouraged and GVL wishes to create and build management and technical support capabilities deriving from the Communities

3. Education of employee children:
   a. GVL will build schools in GVL farm townships starting at kindergarten and primary school and up to high school (Subject to oil palm develop hectares by GVL)
   b. Schooling is free for children dependents of employees
   c. GVL will pay for teachers, maintenance of schools and study items
d. GVL offers schooling in adult literacy and numeracy for enrolled employees and for ability to be promoted

e. Citizens who become employees, and their children, are equally eligible for scholarships as discussed under Appendix C, please refer to there.

4. Healthcare and clinics:
   a. GVL will provide employees and dependents health care and medical treatment free-of-charge.
   b. Health clinics will be constructed, equipped and staffed by health care personnel and nurses.
   c. GVL will pay the health care staff.

5. Housing and facilities:
   a. GVL will provide modern style free-of-charge family and bachelor housing within the developed area for full-time employees and their dependents that wish to live there. (Subject to oil palm develop hectares by GVL)
   b. Housing will have
      i. Free electric power,
      ii. Running piped water and
      iii. Toilet bathrooms,
      iv. As well as kitchens
      v. The housing will be built in temporary from starting in year 3, and permanent houses starting in year 5 of a new GVL farm areas
   c. GVL farm townships will have
      i. Market place
      ii. House of Worship (church or prayer hall)
      iii. Sport field
      iv. Normally we build these community buildings during year 3-5 of a new GVL farm area
APPENDIX C

Benefits GVL Will Provide to Communities and to Citizens Whether Employed or Not

1. Employment priority at GVL
   a. Priority and preference in jobs and training opportunity is provided to communities that designate planting land for GVL, with evaluation and determination of their qualifications and suitability for employment.
   b. That GVL, upon signing the MOU/Social Agreement recruit additional staff subject to GVL's needs and expansion and subject to qualifications, to be trained to work in HR, GIS/Survey, Transport, Environmental and medical departments.
   c. GVL and Numopoh agreed, specifically, that citizens operating yellow machines will be paid a total compensation which can reach USD 600 per month of 25 worked days, inclusive of all wages and incentives subject to (a) passed probationary period, (b) passed a practical test, (c) passed a written test, (d) be able to train additional new operators on the same skill level as a trained operators (e) operate without machine damage and accidents due to operator negligence, (f) and achieve targeted hectares production equal to Trainer Operators and (g) be transferable within GVL operational areas.
   d. As with professional oil palm estates GVL hiring would aim to achieve 6 hectares planted per employee. Any additional hiring would be a subject to additional developed land above the standard. Hiring in KP area will be matched to this objective. GVL will hire additional employees as required, with priority hiring from local communities except GVL has the right to hire non-local people with particular skills when required and these are not locally available.

2. Community Development Fund payments, usage and establishment
   a. The Community Development Fund (CDF) will be used to pay for additional facilities, in addition to what is mentioned herein, over the whole life of the GVL concession, and payments will be repeated every year
   b. GVL will each year pay USD $5 each hectare (equivalent to US$2.08 each acre) of developed land into a Community Development Fund of the Numopoh Communities after development has occurred and in accordance of the actual developed hectares. Developed land means planted land.
   c. For land included in Phase I, it is recognized by the Numopoh that for this area there is an ongoing land claim and it is therefore determined that payment shall be held until there is a comprehensive agreement regarding the said land between the Numopoh Communities and the claimant communities. When such agreement is reached, GVL will make the money available counted from the start of the planting in 2013. The held payment will be released upon each claimant party separately reaching an MOU with GVL and establishing their CDF. For avoidance of doubt, this paragraph applies only to Phase I.
   d. This fund will be used to build infrastructure and other facilities of prudent selection and planning
e. GVL will carry out the needs and planning survey with the Communities at the beginning, and this will be repeated from time to time to guide planning.

f. The fund will be governed by representatives from both community and company, where the GVL representatives participation is to assure that the fund will be used for prudent community purposes.

g. The community development fund committee will be comprised of 5 persons appointed by the community 5 persons appointed by GVL; as stated in the Concession Agreement and the funds shall be managed as stated in the Concession agreement which has been passed to a law.

h. GVL will make CDF fund money available upon the completion of appointment of the 5 community representatives, and the holding of the first mutual committee meeting where the charter of the CDF is formally approved, and planting of said lands. Regarding Phase I payment, it is subject to the conditions agreed in paragraph 2.c. The committee shall open a bank account into which the money will be deposited and the bank statement published on the community bulletin board.

3. Education access to GVL schooling

a. Community citizens will have access to study at GVL schools from primary school up to high school, but priority will be given to employees dependents.

b. GVL offers schooling in adult literacy and numeracy for community citizens.

c. University scholarships application will be available to qualified employee children from the USD $100,000 in annual scholarships to agriculture students.

d. GVL provide a minimum two (2) scholarship to University/College for advanced studies in Agriculture, Education, Health, and Forestry, subject to qualification and passing an entrance exam, from within the above scholarship, specifically for the children from Numopoh, in relation to Phase I and Phase II (and additional Phases will provide further scholarships).

In allocating the scholarships, GVL will work to prioritize students originating from the Communities in proportion to the land areas being allocated, and this will be monitored annually together with the Communities.

4. Healthcare and clinics access

a. GVL will provide community citizen’s access to GVL health care and medical facilities subject to availability and minimum at cost, but priority will be given to employees and dependants.

5. Roads and bridges:

a. GVL will build and improve road and bridge infrastructure as part of its GVL farm operations, which can also be use by communities when suitably located.

b. For sake of clarity, GVL cannot build road and bridges, which are largely used by outsiders to GVL and affected communities. For road and bridges GVL will look after please refer to SA chart.

6. Wells and pumps:

a. GVL will build wells for communities where needed to avoid disturbance to clean water supply due to oil palm development.
b. Wells will be equipped with hand pumps where towns have over 150 citizens.

That GVL and Numopoh agreed that hand pumps be built in affected areas as indicated in the SA chart. And that a team from the community be trained to repair hand pumps. GVL has agreed with Numopoh to repair existing malfunctioning hand pumps listed in the SA chart and build new ones when a repair is not possible.

7. Local Business

a. GVL provides opportunities for local business and entrepreneurs, beginning with offering market areas in GVL farms so communities can sell to employees and for fully localizable trades such as

i. Construction,

ii. Lumber and carpentry works,

iii. Brick making,

iv. Furniture making and

v. Garment making,

vi. Poultry farming,

vii. All types of service and trade activities.

b. GVL will give preference to these locally sourced businesses.

c. Also indirectly, by creating real economic development and people with jobs and money to buy goods and services, GVL’s presence can help bring in business and services such as cell phone services and more products may become locally available.
Community Oil Palm Program Supported By GVL

1. Community Oil Palm Programme
   a. Every community is encouraged to designate proper, proportionate and regulated land area for assisted community farms (also known as supported out-grower farms).
   b. GVL proposes that the Community Oil Palm area will be in ratio of 1 acre to every 5 acres the Communities have assigned to GVL.
   c. GVL will provide training, advisory and will supply seedlings, tools and fertilizers at cost and free of import duties.
   d. GVL will guarantee to purchase the fruits at regulated and transparent prices for processing at the established factories.
   e. The Community Oil Palm program normally starts in year 3 of development, as at that time the community has gained experience from participation in GVL development.
   f. The Community Oil Palm program is formulated in separate plan which when initialled and signed are attached to this MOU as integral parts

2. Oil Palm Development Fund
   a. Each year GVL will pay 0.5 % of annual sales of oil palm products into an Oil Palm Development Fund.
   b. The proceeds will be used by Government to support and promote community and smallholder oil Palm development in addition to the Community Oil Palm, so communities can request funding for local oil palm projects.
## Approximate Timetable for Initial Development and Investments

<table>
<thead>
<tr>
<th>Item</th>
<th>Proposed by GVL</th>
<th>Proposed by CDF</th>
<th>Estimated Beginning Timing</th>
<th>Estimated Duration</th>
<th>Estimated Completion Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Site facilities construction</td>
<td>GVL</td>
<td></td>
<td>Started 2012 included in Phase I</td>
<td>Continue in Phase II, 2014 - 2016</td>
<td>2017</td>
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<tr>
<td>i) Temp rain shelter</td>
<td></td>
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<td>ii) G2 workers quarters</td>
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<td>2. Road rehabilitation</td>
<td>GVL</td>
<td></td>
<td>Started 2012 included in Phase I</td>
<td>Rehabilitation completed</td>
<td>Rehabilitations 2013</td>
</tr>
<tr>
<td>a. Kpanyan Nursery - Kilo</td>
<td></td>
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<tr>
<td>b. Kilo – Kannah</td>
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<td>c. Kilo – Fanfin Junction</td>
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<td>d. Fanfin Junction – Fanfin</td>
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<td>e. Fanfin Junction – Wiahdoe</td>
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<tr>
<td>f. Panama – Johnny</td>
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<td>3. Bridges rehabilitations</td>
<td>GVL</td>
<td></td>
<td>Started 2012 included in Phase I</td>
<td>Rehabilitation completed</td>
<td>Rehabilitations 2013</td>
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<td>a. Kilo – Charlie</td>
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<td>b. Charlie – Fanfin</td>
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<td>c. Charlie – Bah</td>
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<td>d. Nyonwelleh – Johnny</td>
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<td>e. Panama – Johnny</td>
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<td>4. Nursery development</td>
<td>GVL</td>
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<td>Phase I – 2011</td>
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<td>Item</td>
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<td>Proposed by CDF</td>
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<td>Estimated Duration</td>
<td>Estimated Completion Timing</td>
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<td>7. Wells with hand pumps construction &amp; rehabilitations</td>
<td>GVL</td>
<td></td>
<td>2012-2013</td>
<td>Maintenance continuity</td>
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<td>a. Johhny Town: Constructed 2 &amp; Rehab 1</td>
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<td>2012</td>
<td>During the dry season</td>
<td>2013</td>
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<td>c. Taryon Town: Constructed 1</td>
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<td>d. Otis Village: Rehab 2</td>
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<td>e. Wiah Doe: Rehab 2</td>
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<td>g. Kannah Town: Rehab 1</td>
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<td>8. Education</td>
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<td>b. Dejelah School: Chairs and tables</td>
<td>GVL</td>
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<td>2013</td>
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<td>c. Fanfin School: Blackboards</td>
<td>GVL</td>
<td></td>
<td>2012</td>
<td></td>
<td>2013</td>
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<tr>
<td>d. Taryon School: Blackboards</td>
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<td></td>
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<td>e. Adult Literacy Programme</td>
<td>GVL</td>
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<td>2014</td>
<td>On-going</td>
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<td>f. GVL Schooling</td>
<td>GVL</td>
<td></td>
<td>2014</td>
<td>To be decided between GVL school or support or subsidize public schooling depending on extent of development</td>
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<td>9. GVL Clinic</td>
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<td>Phase I - 2013</td>
<td>1 Year</td>
<td>2014</td>
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<td>11. Payment to Community Development Fund</td>
<td>GVL</td>
<td></td>
<td>ANNUALLY</td>
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<td>ANNUALLY</td>
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<td>Item</td>
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<td>Proposed by CDF</td>
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<tr>
<td>12. Community Oil Palm Project (COPP)</td>
<td></td>
<td></td>
<td>2014</td>
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<td>a. Organizing COPP</td>
<td>Joint Activity</td>
<td></td>
<td>2014</td>
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<tr>
<td>b. Begin works for COPP</td>
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<td>Est. 2016</td>
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<td>c. Planting COPP</td>
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<td>Est. 2017</td>
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<td>d. Harvesting of COPP</td>
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<td>Est. 2020</td>
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<td>Estimated 25 year</td>
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<td>13. OTHER PROJECTS FUNDED BY CDF- TO BE DETERMINED</td>
<td>CDF</td>
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<td>2014</td>
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APPENDIX F

GVL Commitment to Communities and Citizens Regarding Potential Impacts

1. Land Negotiations and No Resettlement
   a. GVL will not pursue resettlement of the Community people from their villages or towns. This has always been GVL policy and GVL has never resettled anyone and has not required anyone to do so.
   b. As a member of the RSPO, and responsible investor in Liberia, GVL follows a strict process of conducting environmental assessments and intensive social engagement as part of the process of obtaining land for oil palm development to ensure the community gives its Free Prior & Informed Consent (FPIC) for any hand over of land for development – this is done before starting any development in an area. As part of this, Communities and GVL have a signed MOU from the beginning of engagement ("FPIC engagement Agreement", signed at start of mutual engagement).
   c. This FPIC engagement process will be an on-going process subject to community desire and willingness to offer additional areas for development

2. Adhere to all Liberian Laws and Regulations
   a. GVL agrees to adhere to and observe applicable Liberian Laws and regulations.
   b. GVL will adhere to the Environmental Protection and Management Law of Liberia, the New Forestry Reform Law of 2006 or any other law or regulation of Liberia, regulations of the Environmental Protection Agency (EPA), Forestry Development Authority and the principles of the Roundtable on Sustainable Palm Oil (RSPO).

3. Respect for Community culture and sacred values
   a. GVL has and shall make every effort to identify with community participation and clearly enslave/ avoid damage to any of the following during the land preparation process, as specified in our agreed and completed FPIC and participatory mapping processes.
      i. Community’s protected areas, including cemeteries, shrines, sacred forests, special forest collection areas (e.g., for special medicines)
      ii. Old towns community wishes to preserve
      iii. Other agreed cultural or economic items that are identified by community as important to its well being
   b. GVL and Community acknowledge that given the history of Liberia, and the movement over the past 30 years of citizens away from community areas, it is possible that some of these sites may be difficult for community members to identify. The communities commit to address and resolve any such mistakes internally before discussing with GVL

4. Compensation for active farms:
   a. Before any agreement to convert active farms to GVL farms, GVL and individual farmers will carry out field survey and crop count. If there is agreement by farmer and GVL to convert farm, compensation will be at a rate set by the Ministry of
Agriculture or other rates as may be agreed from time to time if agreed, compensation will be made in open forum with witnesses and decision is final and binding on both company and farmer.
APPENDIX H

Issue and Grievance Resolution Process

1. GVL and communities agree to implement the Grievances and Complaints Standard Operating Procedure (SOP) shown hereunder. This SOP may be continually improved and amended from time to time GVL and community agree to resolve issues, concerns, grievances and conflicts resulting from the GVL operations or activities deriving from community that has negative impact on either.

2. The parties agreed that reporting of grievance/complaint by community’s member can be made to either GVL or community representatives in written or verbally and any party who receives a complaint or grievance reports it to the GVL Social Sustainability department or to a GVL manager within two days.

3. Each report shall be duly recorded by GVL and made available to the reporter as well as to the joint monitoring team.

4. After the complaint has been received, field investigation should be carried out by GVL, Community representatives and the complainant to verify the complaint.

5. The parties agreed that after the field investigation, a meeting should be called comprising of GVL, community representative and the aggrieved party to agree on actions to address the complaint and the complainant should have the right to say “YES” or “NO” to the decision reached.

6. If the complainant agrees to the decision reached, GVL will within 10 working days after the decision submit action plan to address the complaint as per the decision reached. The action plan to be presented by GVL will be used by the joint community representatives, GVL and the complainant team to monitor progress of the work by GVL.

On the other hand GVL and community representative agreed that, if the complainant disagreed to the suggested actions to address the complaint by GVL and community representatives, the complainant will be asked to go to court if he so wish for redress. At this level, GVL and the community representative will work together as a team to fight the case in court.
Statement of Acknowledgment and Acceptance of Land Grant by the Communities to Golden Veroleum (Liberia) Inc

We, the tribal/local people, chiefs, elders, women, and youths of NUMOPOH Community, NUMOPOH District, SINOE County, Republic of Liberia, do hereby freely, voluntarily, without the use of force or threat, neither by the Government of Liberia, nor GVL, do hereby consent to, and accept the grant of land made by this community as evidenced by the maps attached to this Statement for the purpose stated in the Concession Agreement between the Government of Liberia and the Concessionaire to wit: for the Concessionaire to undertake a large scale commercial grade oil palm plantation in Liberia, together with the related infrastructure to process and market certain oil palm products, including bio-fuel and biodiesel, for the duration of the Concessionaire's Concession Agreement with the Government of Liberia or any extension of the same.

That the decision made by us, the tribal/local people, chiefs, elders, women, and youths of NUMOPOH Community, NUMOPOH District, SINOE County, to consent to, and accept the grant of land to the GVL, is an informed decision based on prior consultations held with GVL and our understanding and appreciation of the purpose to which the [877 in words Six Hundred Seventy Seven] hectares of land will be committed and the ancillary and/or derivative social benefits that are expected to accrue to us, the tribal/local people, chiefs, elders, women, and youths of NUMOPOH Community, NUMOPOH District, SINOE County, from the operation of the Concessionaire in the District.

(FFIC already done in participatory etc., aware of changes in land usage rights, consultation)

REQUIRES SIGNATURES
APPENDIX J

Documents Included by Reference in This MOU and Made Available and Exchanged

a. GVL Concession Agreement
b. RSPO Principles and Criteria (2013) and GVL membership details
c. FPIC Engagement Agreement
d. GVL Standard Operating Procedures (SOPs) and support forms for
   i. FPIC and compensations
   ii. Grievances
e. Signed and endorsed maps of Communities areas including already agreed areas for GVL, confirmed community areas
f. Community Oil Palm program draft proposal, draft and final plans and documents
g. Boundary buffer maps reference no. 549/GVL2/140413 dated 13th April 2014 agreed and signed by both Numopoh & Du-Wolle Nyannue communities.
Numopoh Communities Enter into MOU with GVL (MOU SIGNATORIES COMMUNITIES)

1. Dejilah
2. Kilo Town
3. Deedo
4. Quiah
5. Kannah
6. Kabada
7. Pyne
8. Charlie
9. Bah
10. Keigbe
11. Byee
12. Pandia
13. Fanfin
14. Farley
15. Wiahdoe
16. Kayeadia
17. Welloh
18. Quiah Tarlue
19. Taryon
20. Johnnie
21. Nyenwelleh
22. Karyeor
23. Otis/Weah
NUMOPOH
Local Government officials
MOU Signature Page
Endorsements and Witness

Commissioner  Hon. Taylor Sargbaklab  
Name

Paramount Chief  Hon. Peter Touldée  
Name

Paramount Chief  Richard Jaron  
Name

Paramount Chief  Henry Sorgal  
Name

Paramount Chief:  Hon. Henry Jalal  
Name

Paramount chief  Benjamin Jurpie  
Name
NUMOPOH Local Government
MOU Signature Page
Endorsements and Witness

Clan chief: Hon. George Sayon
Name

Clan Chief: Hon. Nelson Selet
Name

Clan Chief: Hon. Abraham Sroha
Name

Clan chief: Anson Weah
Name

Clan Chief: Hon. Mallow Gbaker
Name

Clan Chief: Tolbert Chellely Shipp
Name

Clan Chief: Henry Kamante
Name

Clan Chief: Hon. Moses Weal
Name

Clan Chief: Hon. Samuel Sirry
Name

Clan Chief: Hon. Jackson Sydlee
NUMOPOH Local Government
MOU Signature Page
Endorsements and Witness

Clan chief: Green Phine
Name

Clan Chief: __________________________
Name

Clan Chief: __________________________
Name

Clan chief: __________________________
Name

Clan Chief: __________________________
Name

Clan Chief: __________________________
Name

Clan Chief: __________________________
Name

Clan Chief: __________________________
Name

Clan Chief: __________________________
Name

Clan Chief: __________________________
Name
Numoph MOU Signature Page - continues

Town: Deedo Town

Citizen: Stella Koloe

Citizen: Lambi Luul

Citizen: Gili Sackor

Citizen: Rusus Sackor

Citizen: Hana Karmon

Citizen: Norah Seure

Citizen: Shurugay Kansuun

Citizen: Morrah Marullu

Citizen: Mai Marullu

Citizen: Stephen Allue

Citizen: Martha Deedo

Citizen: Rebecca Deedo

Citizen: Fere Peinah

Citizen: Dantea Kausura
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<td>Levi T. Farley</td>
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<td>Moses S. Kayee</td>
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<tr>
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<td>Clephie M. Neal</td>
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Numoph MOU Signature Page - continues

Town: Kabanda
Citizen: Betty Bligere
Citizen: Everhose Farlay
Citizen: Patine Cona
Citizen: Nancy Tackey
Citizen: Kanyry Pajibo
Citizen: Felicia Bligere
Citizen: Saydee Kiunnott
Citizen: Cecenia Njapoh
Citizen: Orettah Wlogo
Citizen: Dresess Njapoh
Citizen: Atermia Klamah
Citizen: Larry Njapoh
Citizen: Sandy Terly
Citizen: Alonso Jennis
Numoph MOU Signature Page – continues

**Town:** Kabada

**Citizen:** Sylvester Tarpeh

**Citizen:** Angeline Forley

**Citizen:** Elratin Kannah

**Citizen:** Amines Tapah

**Citizen:** Dorothy Calbo

**Citizen:** Annie Forley

**Citizen:** Lucier Forly

**Citizen:** Collwine Tie

**Citizen:** Reckey Ayealpo

**Citizen:** Prince Brenner

**Citizen:** Charles Dorgbro

**Citizen:** Henry Kerswan

**Citizen:** Edwin Clarke

**Citizen:** Justaha Jarborh
NUMOPOH MOU SIGNATURE PAGE
Kayee Community

Community Chairman: Fritang Saylo
Name

Women Leader: Nancy Kayee
Name

Youth Leader: Randell Kayee
Name

Elder: Kayee
Name

Town Chief: Hm. Sacker Targne
Name

Traditional Leader: Moses Kaye
Name

Sr. Elder: Gureh Whleh
Name
Town: Kayce
Citizen: Evelyn Kayce
Citizen: Sarah Smith
Citizen: Varney B. Race
NUMOPOH MOU SIGNATURE PAGE

Community Chairman: [Signature]
Name: LIRAS O. KANSWEN

Women Leader: [Signature]
Name: Martha Dodo

Youth Leader: [Signature]
Name: Paalma Sacko

Elder: [Signature]
Name: Danlu Kanswen

Town Chief: [Signature]
Name: Hon. Rebecca Beeto

Traditional Leader: [Signature]
Name: Moses Kuye

Sr. Elder: [Signature]
Name: Gwuul Jueil
Numoph MOU Signature Page - continues

Town: Tanyen Town
Citizen: Remember Sarja
Citizen: Pauline Sarfa
Citizen: Angie Sorfa
Citizen: Madri Sorfa
Citizen: Esther Gihawot
Citizen: Angie Farlay
Citizen: Deborah Vamjoh
Citizen: Jack Sarfa
Citizen: Steven Sarfa
Citizen: Eric Teah
Citizen: Harry Sorfa
Citizen: Emmanuel Wama
Citizen: Sunday Itah
Citizen: Angielyn Sorfa
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Town: Tammany Town
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Citizen: Patience Sarjeh
Citizen: Marie Sarjeh
Citizen: Sunday Flah
Citizen: Francis Barbo
Citizen: Helena Zai
Citizen: Marcie Zai
Citizen: Oguku Sajah
Citizen: Alex Flah
Citizen: Felto Weah
Citizen: Eric Lai
Citizen: David Flah
Citizen: David Flah
Citizen: Mamie Flah
MOU SIGNATURE PAGE
Taryon Community

Community Chairman:  
Name: Stephen Beach

Women Leader:  
Name: Hon. Poinfent Riecee

Youth Leader:  
Name: Marcus Sagah

Elder:  
Name: James Kai

Town Chief:  
Name: Hon. Marcus F. Votat

Traditional Leader:  
Name: Moses Kaygee

Sr. Elder:  
Name: Gmah Wleh
NUMOPOH MOU SIGNATURE PAGE
Kayedia Community

Community Chairman: Milton Johns

Women Leader: Norah Pelley

Youth Leader: Martin Jeb

Elder: John Wahr

Town Chief: Hon. Marie Jall

Traditional Leader: Moses Keype

Sr. Elder: Samuel Borchel
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Town: Kanyeedae

Citizen: Nelly Flah
Citizen: Esther Wezhe
Citizen: Kieh Kieh
Citizen: Primo Kanateh
Citizen: J.K. Kanateh
Citizen: Timothy Obalee
Citizen: Ruth Wah
Citizen: Nelson Wah
Citizen: David Jarweh
Citizen: Bosume Torflah
Citizen: Sisamah Jargbek
Citizen: Martin Flah
Citizen: Beatrice Tarley
Citizen: Robert Jargbek
Numoph MOU Signature Page - continues

**Town** Kayeete

Citizen: Norie Kaah

Citizen: Friday Nyuma

Citizen: Jelbert Tarley

Citizen: Peter Isalah

Citizen: Saydee Blyee

Citizen: Friday Weather

Citizen: Louis Kaah

Citizen: Madia Jeh

Citizen: Edward Tobo

Citizen: Ophelia Jeh

Citizen: Yero Tobo

Citizen: Emmanuel Sayde

Citizen: Garrison Tarley

Citizen: Nancy Sayddee

Reta Sayddee

Isiah Chaler

Henda Kormoh

Jerome Tweh
NUMOPOH MOU SIGNATURE PAGE
Quiah Tarlue Community

Community Chairman: Adamaah Tiaklan

Women Leader: Hon. Sophia Tholor

Youth Leader: Dennis Chetteh

Elder: Weh Welloh

Town Chief: Hon. Prince Saydeh

Traditional Leader: Diamond Chetteh

Sr. Elder: Jackson Tiaklan
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MOU SIGNATURE PAGE
Johnnie Community

Community Chairman: Kanda Sileh

Women Leader: Hon. Naiyagal Enjishish

Youth Leader: Sven Pygare

Elder: Boohow Juruufel

Town Chief: Hon. Jonnie YgAllay

Traditional Leader: Moses Kayche

Sr. Elder: Gineh Welh
Town: Johnny Town
Citizen: Barbara Jamsteh
Citizen: Frances Polu
Citizen: Sarah Nyanana
Citizen: Josephine Pyin
Citizen: Theresa Nyuma
Citizen: Itah Kayo
Citizen: Philip Wah
Citizen: Felenia Sanyoro
Citizen: Patricia Byer
Citizen: Benett Ganda
Citizen: Steventa Ellis
Citizen: Chinejell Wah
Citizen: Josephine Pyin
Citizen: Damen Yebahm

Signature: Sarah Boako
Numoph MOU Signature Page - continues

Town

Citizen: Peter Kayee
Citizen: Peter Kulah
Citizen: Cythan Snif
Citizen: Frances Ooe
Citizen: Angie Jankel
Citizen: Sheva Tanpeh
Citizen: Catherine Kayee
Citizen: Doris Pyne
Citizen: Jerry Jankel
Citizen: Hannah Manulue
Citizen: Janet Naoa
Citizen: Gabriel S. Konsal
Citizen: Tolbert Manulue
Citizen: Mary Nyenueh
Numoph MOU Signature Page - continues

Town: Johnny Dun
Citizen: Evelyn Mwen
Citizen: Frances Sibon
Citizen: Mamie Sain Gare
Citizen: Patience Tapa
Citizen: Priscence Tapa
Citizen: Sarah Alboyoe
Citizen: Nancy Cole
Citizen: Pereine Chilly
Citizen: Sarah Tofafoleh
Citizen: Ardo Tiklana
Citizen: Sarah K. Wab
Citizen: Sarah Wanehe
Citizen: Thereve Fan
Citizen: Victoria Taqiep
NUMOPOH MOU SIGNATURE PAGE
Quiah Jaryee Community

Community Chairman: John

Women Leader: Rebecca

Youth Leader: George K. Solo Jr.

Elder: George K. Solo Sr.

Town Chief: Saywon Bonner

Traditional Leader: Moses Kuyee

Sr. Elder: Name

Name
Numoph MOU Signature Page - continues

Town: Bill Mannel
Citizen: Joyce Mannel
Citizen: Roosevelt Soloe
Citizen: Lee Saywou
Citizen: Farick Saywou
Citizen: Biomah Quiah
Citizen: Prince Quiah
Citizen: Princess Quiah
Citizen: Maryline Quiah
Citizen: Time Quiah
Citizen: Donine Quiah
Citizen: Dashoee Quiah
Citizen: Musa Quiah
Citizen: Jack Soloe
Citizen: Marti Daneen
Numoph MOU Signature Page - continues

**Town:** Jarrye Quail
Citizen: Bacus Kaylee
Citizen: Lucy Mannet
Citizen: Hanna Quiel
Citizen: Martha Gaye
Citizen: Marthalin Bonner
Citizen: Hunnu Bonner
Citizen: Mathey Soloee
Citizen: Jogeythi Soloee
Citizen: Dennes Soloee
Citizen: Georgethe Soloee
Citizen: Bless Soloee
Citizen: Marcy Kanswer
Citizen: Fovonne Kanswen
Citizen: Tebroye Bonner
NUMOPOH MOU SIGNATURE PAGE

Kannah Community

Community Chairman: Jayee Kanneh

Women Leader: Lucy Maintee

Youth Leader: Malie Seeboe

Elder: Jacob Seeboe

Town Chief: Hon. James Kenuu

Traditional Leader: Moses Kayee

Sr. Elder: Gnmah Wleh
Town: Kannah
Citizen: Marmie Marliue
Citizen: Boye Seeboe
Citizen: Marliue Marliue
Citizen: Dous Seeboe
Citizen: Hanna Bah
Citizen: Charles Bah
Citizen: Stanleey Soloe
Citizen: Partwik Soloe
Citizen: John Saywou
Citizen: Erli Marliue
Citizen: James Tolboe
Citizen: Patrick Tolboe
Citizen: Khme Tarpeh
Citizen: Mary Seeboe
NUMOPOH MOU SIGNATURE PAGE
Kilo Community

Community Chairman: Mambl Kaulbah
Women Leader: Irene Gmeec
Youth Leader: Alexander Marwire
Elder: Philip Lovbwal
Town Chief: Hon. Mary Mab
Traditional Leader: Hon. Moses Kenyee
Sr. Elder: Gmab Dileah
Numoph MOU Signature Page - continues

Town: Kilo

Citizen: Patrack  Wabo
Citizen: Bathanding Flando
Citizen:  Katrin  Sauce
Citizen:  Ophalia  Taluke
Citizen:  Beatrice  Bultum
Citizen:  Sophie  Gaitah
Citizen:  Florence  Web
Citizen:  Josephine  Doe
Citizen:  Mary  Doe
Citizen:  Joehua  Nagman
Citizen:  Francis  Bechuma
Citizen:  Mary  Mok
Citizen:  Parteare  Kilo
Citizen:  Princess  Menjaf
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<tr>
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<td>Jacqueline Mabah</td>
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<td>Gideon Keyee</td>
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<td>Everling Keyee</td>
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<td>Eveline Man</td>
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Town: Kilo Town
Citizen: Poshma Feryson
Citizen: Tiphasten Man
Citizen: Manson Dorsoor
Citizen: Tristasson Peterson
Citizen: Stephen Jhi-chen
Citizen: Jodacius Weagbaa
Citizen: Victoria Nyenpara
Citizen: Saruma Komitee
Citizen: Chichona Suyn
Citizen: Mary Deeddo
Citizen: Peling Panayen
Citizen: Beatrice Nilo
Citizen: Jedebi Jeteen
Citizen: Carthlen Suydee
NUMOPOH MOU SIGNATURE PAGE

Wiahdoe Community

Community Chairman: Solomon Weul

Women Leader: Mary Nineh

Youth Leader: Mr. Newton Kelgheh

Elder: David Kelaghe

Town Chief: Arthur Syblee

Traditional Leader: Myer Tarpeh

Sr. Elder: Bone K. Nineh

Page 1
Numoph MOU Signature Page - continues

Town: Wah Doe

Citizen: Mark Doe

Citizen: Annie Blyee

Citizen: Grace Saydee

Citizen: Oretta Saydee

Citizen: Evalyn Kelgbeh

Citizen: Harrison Kel

Citizen: Shelton Kelgbeh

Citizen: Ophelia Saydee

Citizen: Mabel Kelgbeh

Citizen: Esther Kamnah

Citizen: Playboy Doe

Citizen: Rebecca Kamel

Citizen: Catherine Blyee

Citizen: Orphy Pyne

Suzzannah Klay
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Town: Wickelee
Citizen: Ofraah Sowool
Citizen: Horatio Saydee
Citizen: Patricia Seyfert
Citizen: Dernie Nyenpa
Citizen: Samuel Bish
Citizen: Baggee D. Kamosh
Citizen: Darius Lewan
Citizen: John Nyenpa
Citizen: Fedrick Blyee
Citizen: William Bah
Citizen: Mary Bah
Citizen: Nancy Nyenpa
Citizen: Myer Kolu
Citizen: Clevia Nyenpa
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<td>Victoria Yaumoto</td>
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NUMOPOH MOU SIGNATURE PAGE

Bah Community

Community Chairman:  Jackson Taahloh

Women Leader:  Herm. Theresa Quiah

Youth Leader:  Neflum Kelgbeh

Elder:  Robert Kelgbeh

Town Chief:  Herm. Patrick Saywon

Traditional Leader:  Moses Kuyor

Sr. Elder:  G. Michael Kollis

Name
Numoph MOU Signature Page - continues

Town: Bah

Citizen: Messen Diagbeh

Citizen: Sirr'rous M. Quick

Citizen: Lincoln Cole

Citizen: Aneah Quick

Citizen: Verol Seabro

Citizen: Oretta Belley

Citizen: Christine Darbon

Citizen: Swan Hansen

Citizen: Zack Menjay

Citizen: Emmanuel C. Diggs

Citizen: Patience Campbell

Citizen: Demington J. Quick

Citizen: Baccus Quick

Citizen: Marie Worjlo
Numoph MOU Signature Page - continues

Town: BAH

Citizen: Norah Farley
Citizen: Anna Neson
Citizen: Alice Seelee
Citizen: Samuel Seelee
Citizen: Marthie Kannah
Citizen: Orlando Dorbor
Citizen: Annie Dorbor
Citizen: Susannah Farley
Citizen: Vivian Deedo
Citizen: Nehemiah Kannah
Citizen: Janet Dorbor
Citizen: John Wonsiah
Citizen: Sarah Kannah
Citizen: Martha Seelee
Numoph MOU Signature Page - continues

Town: Bah

Citizen: Irene Cole
Citizen: Auguste Deedoo
Citizen: Rachael Sayoun
Citizen: Mary Wah
Citizen: Thelma Seeloo
Citizen: Vester Quiah
Citizen: Helena Quiah
Citizen: Elizabeth Quiah
Citizen: Muna Barley
Citizen: Oliver Jabbah
Citizen: Morris Cole
Citizen: J. Alvin Sayoun
Citizen: Rancy Dorbor
Citizen: Saffer Dorbor
Numoph MOU Signature Page - continues

Town: BAH
Citizen: Janet Saywon
Citizen: Comfort Tiakla
Citizen: Oliver Cole
Citizen: Kulicke Dorbor
Citizen: Otto Dorbor
Citizen: Junior Kaydee
Citizen: Melvin Cole
Citizen: Samuel Quiah
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NUMOPOH MOU SIGNATURE PAGE
Kelgbeh Community

Community Chairman: [Signature]
Name

Women Leader: Edith Kelgbeh
Name

Youth Leader: Tweh Kelgbeh
Name

Elder: [Signature]
Name

Town Chief: Hon. Torley Kelgbeh
Name

Traditional Leader: Moses Kagpor
Name

Sr. Elder: Matthew Kelgbeh
Name
Numoph MOU Signature Page - continues

Town: Kelghach Town
Citizen: Pascal Kelghach
Citizen: Christina Kelghach
Citizen: Angeline Kelghach
Citizen: Ophelia Kelghach
Citizen: Roger Frederic
Citizen: Evelyn Kelghach
Citizen: Turbert Kelghach
Citizen: Cythée Kelghach
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NUMOPOH MOU SIGNATURE PAGE

Kargoo (City)

Community Chairman: Hando Saydee

Women Leader: Vester Payne

Youth Leader: Victor Saydee

Elder: Sarah Brown

Town Chief: Gballah Ghalo

Traditional Leader: Moses Kargoo

Sr. Elder: Gmah Wleh
Numoph MOU Signature Page - continues

Town: Kargoer
Citizen: Marcia Quah
Citizen: Betty Sayde
Citizen: Theresa Sayde
Citizen: Norah Tarnhek
Citizen: Veiler Payne
Citizen: Steph Sayde
Citizen: Smoh Beri
Citizen: Marie Brie
Citizen: Nathaniel Kayol
Citizen: Daniel Flore
Citizen: Cedric Nageba
Citizen: Ledin Swenke
Citizen: Princess Nageba
Citizen: Francisc Siah
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<td>Princess Saydee</td>
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<td>Landa Urah</td>
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NUMOPOH MOU SIGNATURE PAGE
Dejilah Community

Community Chairman: Gmeifuch Tewur"

Women Leader: Theresa Konskapfel

Youth Leader: Gyvveser T Cheryy

Elder: Solomon K. Tewur" Tewur"a

Town Chief: Mon. Elira Witor

Traditional Leader: Moses Kegel

Sr. Elder: Gmeifuch Lical
Numoph MOU Signature Page - continues

Town: Dejelah

Citizen: Ellis Sunyon

Citizen: Sutten Erikel

Citizen: Baye Woal

Citizen: John Flomo

Citizen: Chester Tampah

Citizen: Partical Carpet

Citizen: Alice Waryea

Citizen: Sheena Pine

Citizen: Linda Kollie

Citizen: Comfort Whea

Citizen: Patience Gasay

Citizen: Christing Nuo

Citizen: Leo Gaye

Citizen: Patrical Sayon
Numoph MOU Signature Page - continues

Town: DeKalb
Citizen: Prince D. Werrei
Citizen: Joe Samson
Citizen: Thawna Fealey
Citizen: Alice Janwell
Citizen: Beatrice King
Citizen: Evelyn Mcro
Citizen: May Jendish
Citizen: Victoria Mayhi
Citizen: Missie Tanye
Citizen: Decatee S. Tarwillie
Citizen: Andrew Jangle
Citizen: Philip Grand life
Citizen: Sunset White
Citizen: Moses Kaydee
NUMOPOH MOU SIGNATURE PAGE

Farley Community

Community Chairman:  Joanna Farley

Women Leader:  Annie Payton

Youth Leader:  Elbert Gibiah

Elder:  William Farley

Town Chief:  Hon. George Nyewliu

Traditional Leader:  Moses Kayee

Sr. Elder:  Samuelhound Jelley
Numoph MOU Signature Page - continues

Town: Fanley Town

Citizen: Oreste Faure

Citizen: Martha Fauley

Citizen: Mackey Fauley

Citizen: Rebecca Farman

Citizen: Beaty Forder

Citizen: Nancy Fandah

Citizen: Sarah Fauley

Citizen: Rachael Fauley

Citizen: Johanna Fauley

Citizen: King Doe

Citizen: Mary Jelley

Citizen: Shykel Fauley

Citizen: Oreste Sangam

Citizen: Alice Totel

Citizen: Patrick Sal
Town: Farley Town
Citizen: Mamie Slawson
Citizen: Ifidaye Farley
Citizen: Evelyn Tobor
Citizen: Chainer Tagee
Citizen: Omega Totel
Citizen: Stephen Totel
Citizen: Hilary Jardeh
Citizen: Augustus Twei
Citizen: Stephen Farley
Citizen: Lucy Sagbae
Citizen: Susanne Jardeh
Citizen: Menyeh Weah
Citizen: Rebecca Solo
Citizen: Johnson J. Wahl
NUMOPOH MOU SIGNATURE PAGE
Byelleh Pyne Community

Community Chairman: Lloyd Sherbo

Women Leader: Hannah Pong

Youth Leader: Farley Pong

Elder: Lawrence Momah

Town Chief: Moses Lual

Traditional Leader: Moses Lual

Sr. Elder: Gmal Allon

Page 1
Numoph MOU Signature Page - continues

Town
Byella Pyne

Citizen: Sorina Pyne
Citizen: Sabato Papeh
Citizen: Ammaa Toolee
Citizen: Theev Kaydee
Citizen: Sarah Pau
Citizen: Mary Sneh
Citizen: Sissene Nywok
Citizen: Alvior Bardwe
Citizen: Lise Farley
Citizen: Menneh Kenowel
Citizen: Coollin Kenowel
Citizen: Sayon Sayon
Citizen: Alvior, Kooyker
Citizen: "I want Nyenwlaa"
MOU SIGNATURE PAGE
Nyenwelleh Community

Community Chairman: Hon. Pyne Weller
Name

Women Leader: Nancy Sayon
Name

Youth Leader: Dr. Tony Yardsh D J
Name

Elder: Andrew Doe
Name

Town Chief: Hon. Nathemiah Sha'llah
Name

Traditional Leader: Moses Kayce
Name

Sr. Elder: Gneh Wleh
Name
Numoph MOU Signature Page - continues

Town:  Nyenyerheh Bron
Citizen:  Palencia Rah
Citizen:  Evelyne Wolleh
Citizen:  Promne Banyah
Citizen:  Babygirl Tslah
Citizen:  Mary Jonevelah
Citizen:  Therevo Weltah
Citizen:  Nancy Saigou
Citizen:  Abraham Wuon
Citizen:  Stevanus Minley
Citizen:  Mamie Owe
Citizen:  Berthice Sayor
Citizen:  Jenet Teah
Citizen:  Amor Ghie
Citizen:  Emmanuel Leam
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MOU SIGNATURE PAGE
Soloe Community

Community Chairman: Jallah Farley

Women Leader: Ash Solo

Youth Leader: Christine Solo

Elder: David Solo

Town Chief: Moses Solo Jr.

Traditional Leader: Moses Kaylee

Sr. Elder: Simah Weh
Numoph MOU Signature Page - continues

Town: Solo Village

Citizen: Kid Doe

Citizen: Maryly Swan

Citizen: Christine Solo

Citizen: Annie Ford

Citizen: B. Maribel Solo

Citizen: Rula Solo

Citizen: Emma Swan

Citizen: Elizabeth Solo

Citizen: Sylvester Solo

Citizen: Abraham Solo

Citizen: Joe Paul

Citizen: Samuel Solo

Citizen: Locente Doe

Citizen: Angie Fox
MOU SIGNATURE PAGE
Weah/Otis Community

Community Chairman:  Kennedy Weah

Women Leader:  Nekkey Weah

Youth Leader:  Jerry Weah

Elder:  Calvin Doe

Town Chief:  Hon. Robert Weah

Traditional Leader:  Moses Kayea

Sr. Elder:  Samah Weah
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Town: Oluweah
Citizen: Helena Doe
Citizen: Prince Teah
Citizen: Alice Teah
Citizen: Eric Teah
Citizen: Leye Teah
Citizen: Romeo Samuel
Citizen: Jerry Weyeg
Citizen: Isaac Weyeg
Citizen: Thomas Teah

Citizen: ______________________
Citizen: ______________________
Citizen: ______________________
Citizen: ______________________
Citizen: ______________________
NUMOPOH MOU SIGNATURE PAGE

Bayee Community

Community Chairman: Junior Kaye

Women Leader: Helena Dornbah

Youth Leader: ____________________________

Elder: ____________________________

Town Chief: Hon. Joseph Jergba

Traditional Leader: Moses Kaygor

Sr. Elder: Gireh Allen
Numoph MOU Signature Page - continues

Town: Bayee Town
Citizen: Stephen Fazbo & Fozbo - 28/04/2017
Citizen: Nanie Fazee
Citizen: Onis J Kama
Citizen: ____________________
Citizen: ____________________
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NUMOPOH MOU SIGNATURE PAGE

Fanfin Community

Community Chairman: [Signature]

Women Leader: [Signature]

Youth Leader: 

Elder: 

Town Chief: [Signature]

Traditional Leader: [Signature]

Sr. Elder: [Signature]
Numoph MOU Signature Page - continues

Town: Finefin / Nyampan Town
Citizen: Andrew Kanswen
Citizen: Billson Jafhi
Citizen: Melwin Njap
Citizen: Bernadyn Kapon
Citizen: Agnes Toulco
Citizen: Victoria Chawee
Citizen: Emma Nyampan
Citizen: Evelyn Kanswen
Citizen: __________________________
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NUMOPOH MOU SIGNATURE PAGE
Pandia Community

Community Chairman: Emmanuel Barber

Women Leader: Dorothy Familia

Youth Leader: ____________________________

Elder: ____________________________

Town Chief: Hon. Nyenwal Pen

Traditional Leader: Hon. ____________________________

Sr. Elder: ____________________________

Page 1
NUMOPOH MOU SIGNATURE PAGE
Jewee Pyne Community

Community Chairman: __________________________ Name

Women Leader: ________________________________ Name

Youth Leader: _________________________________ Name

Elder: ________________________________________ Name

Town Chief: _________________________________ Name

Traditional Leader: ___________________________ Name

Sr. Elder: _________________________________ Name
A Brighter Future for Liberia
Provisional Memorandum of Understanding Incorporating Social Agreement Between Numopoh Community and Golden Veroleum (Liberia)
28 April 2014
Working in the Liberian Southeast, we aspire to be among the best Oil Palm developers in the global industry. We stand to be measured on eight key values.

1. **Successful Investing**, meeting the expectations of investors and funders
2. **Ending Rural Poverty** and bringing the beginnings of long term prosperity, education and health to communities where we develop
3. **Preserving the Natural Environment**, helping conserve flora, fauna, water and carbon in Liberia
4. **Respecting Community Self-determination**, sovereignty, culture and traditions of our hosts, through free, prior and informed choice of communities to work with us and preserving their sacred heritage
5. **Developing the Skills and Careers** of our Liberian employees and suppliers, especially of the people originating from our partner communities
6. **Practicing the Best Methods of Legal Compliance**, regulatory adherence, procedures and Oil Palm agriculture, founded on highly developed skills, systems and attitudes
7. **Building Value Added**, helping the country of Liberia escape a traditional role as a supplier of cheap raw materials
8. **Continuing Improvement** and betterment in what we do, with engagement of credible organizations who share all or same of these objectives, whether partnering with us, challenging us, or critical of us.

A Brighter Future for Liberia