

# SUSTAINABILITY POLICY

*Creating a Bio-economy*



## Message from the CEO

Sustainability is the integral part of JOil Group's strategy and way of doing business. No commercial venture big or small can have goals that are not keeping in view its impact positive or negative, on nature and its resources. At JOil we understand this very well, both by virtue of the highly reputed shareholders that own us as well as by the reason we see the chances of success in our business in Jatropha clearly hinging on delivering an end-to-end sustainable model.

As a group, sustainability is fundamental to JOil's operation across regions. Our choice of business strategy is determined by positive sustainable impact of technologies we research, business model we adopt and products we deliver.

Our upstream subsidiary, Smart Oil in Ghana, West Africa, has nucleus plantations that are certified by ISCC. Mindful of the Climate Change impact on our planet and people, we are consciously looking at our carbon

footprint and find that Jatropha trees are potentially positive sources of carbon.

Not only are our strategies and plans driven by sustainability as a differentiator, but also, our people, who are key to delivering outcomes. While we have been a research focused company for almost a decade since inception, we have and are putting in place policies and processes covering every aspect of sustainability – operations, people, local communities, other stakeholders and our values that govern the way we conduct business.

The Sustainability policy that follows, reflects our commitment to this goal and will be dynamically improved to reflect us through process in this area and set tone for doing business.

**Mr. Vasanth Subramanian**  
Chief Executive Officer  
30 October 2020



“Sustainability is the backbone of our business operations. It is not only a policy, but a strong belief, a culture deeply embedded within us ”

Our subsidiary, Smart Oil upstream operations are based in the Brong Ahafo region of Ghana. Smart Oil Ltd, is into developing nucleus as well as outgrower Jatropha plantations in Yeji and Abaese region of Brong Ahafo.

Smart Oil has a long-term plan on developing 6,000 ha and 14,000 ha of land for nucleus and OG plantations respectively and has planted Jatropha on 1,330 ha with plans to expand completely by FY 2023. Through plant sciences we have developed elite Jatropha seed varieties and supply advanced planting materials with higher yield capabilities and oil quality traits to our plantations.

Our Jatropha plantation is ISCC EU certified in 2019 according to the Renewable Energy Directive (RED) (EU-ISCC-Cert-DE100-39892019)

We are committed to sustainable development in all locations where we operate by implementing the best practices in Environmental, Social and Economic spheres as guided by our business policies and philosophies.

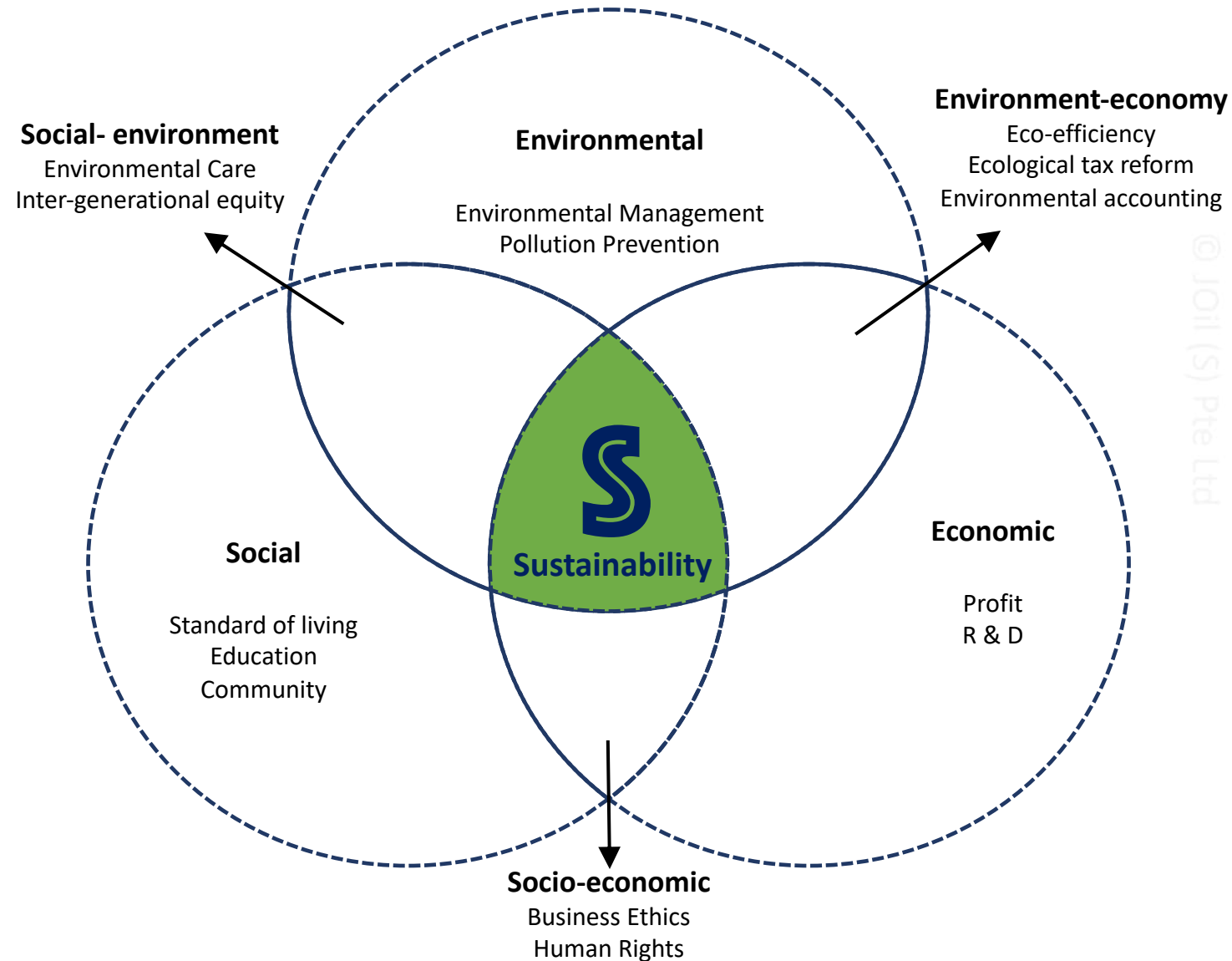
Our Plantations are managed to a very clear and concise environmental and social criteria whereby it is ensured that the responsibility towards the environment is well imbibed within the organization which will ultimately ensure the sustainability of not only the business, but also the larger community around it. By implementing Good Agricultural Practices (GAP) it is construed that the company presents excellent opportunities for economic maximization and environmental footprint minimization



**Vision:** JOil aims to create a bio-economy leveraging R&D capabilities developing elite planting materials to establish sustainable and carbon positive Jatropha plantations as a non-food source of feedstock for industrial applications of high value through proprietary technologies, thereby maximizing economic returns to its shareholders while conducting business in an ethical manner & positively impacting environment and communities

**Long term Sustainability Objective:** JOil’s objective is to

- Establish sustainable plantations, provide employment opportunities and economic wellbeing to the community and conservation of environmental and social values.
- To implement sustainability policy for economic prosperity, environmental management, community development and social impact.



**Fig-1: Sustainable Development Model <sup>1</sup>**

Source: <sup>1</sup> SUSTAINABILITY ASSESSMENT AND REPORTING FOR THE UNIVERSITY OF MICHIGAN'S ANN ARBOR CAMPUS. Sandra I. Rodriguez, Matthew S. Roman, Samantha C. Sturman & Elizabeth H. Terry Center for Sustainable Systems, Report No. CSS02-04. University of Michigan, Ann Arbor, Michigan April, 2002. [http://css.umich.edu/sites/default/files/css\\_doc/CSS02-04.pdf](http://css.umich.edu/sites/default/files/css_doc/CSS02-04.pdf).

## Components of Sustainability policy

- **Environment:** We are committed to protect the environment and conservation of environmental biodiversity through proper compliance with local regulations and guidelines
- **People:** We acknowledge and respect local cultures and the rights of the indigenous people.
- **Thriving communities:** We are committed to the upliftment of the local community by providing appropriate employment and development opportunities.
- **Ethics & Governance:** We will strive to conduct ourselves in line with the good corporate governance with the highest standards of respect, integrity, teamwork and excellence
- **Employees:** We value our employees and workers as a key resource towards its progress and development. Health and safety of our workers form a key component of the policy.
- **Transparency:** We will strive to hold ourselves accountable to our stakeholders and communicate in a transparent manner on all matters relevant to our operations
- **Livelihood improvement:** We will strive to enhance livelihoods, promote mutual respect, adhere to human rights, respect and support land tenure rights of indigenous and local communities.



Fig 2: The 5-P's of sustainable Development <sup>2</sup>

## JOil Commits to

### Environment protection and conservation:

- Zero-Burning policy on plantations controlled by the company.
- No new plantation development on high conservation value (HCV) areas within the land concession besides committing to identify and effectively protect areas with high carbon stock (HCS). Adherence to the definitions and integrated approach set out by the HCV resource network and HCS approach steering group.
- No plantation development on peat lands , regardless of depth or spread.
- Restoration and protection of natural vegetation and trees within our plantations wherever appropriate.
- Prevent contamination of ground water and water bodies in and around the plantations.

### Social upliftment and justice:

- No exploitation of workers, women, children, small holders, indigenous people and /or other communities.
- Zero tolerance on child labour , discrimination, sexual harassment and other forms of abuse.
- Strict adherence to all applicable government law, policies and regulations.

### Community rights:

- Respect land tenure rights
- Respects the rights of indigenous and local communities to give or withhold their free, prior and informed consent (FPIC) to operations in lands to which they hold legal, communal or customary rights

### Continuous Stakeholder Engagement

- Establish a transparent, responsive grievance mechanism with input from stakeholders that is readily accessible to stakeholders and will respond to grievances in a timely and transparent way;
- Recognise the importance of this policy and the fact that ensuring its effectiveness will need the support and co-operation of all stakeholders to meet the objectives of the sustainability commitments.

### Recognise the Rights of all Employees

- Respect and uphold the rights of all workers, including contract, temporary and migrant workers, in accordance with the Universal Declaration of Human rights and the International Labour Organization's core conventions
- Provide fair and equal opportunities regardless of race, nationality, religion or gender.
- Provide equipment and trainings on the implementation of safety and health policies and equip its workers to protect them from exposure to occupational health and safety hazards

### Implement Good Agricultural Practices (GAP), thereby reducing its carbon foot print

- Phase out or reduce the use of Class 1a (Extremely hazardous) and class 1b (highly hazardous) chemicals on the plantations.
- Implement optimum nutrient recycling, soil improvement and waste reduction on the plantations by using the by- products effectively.
- Develop and commence to implement a plan for progressive reduction of greenhouse (GHG) gas emission from all operations.
- Increase its carbon sequestration through conservation and ecosystem restoration and continuous improvements in sustainable plantation management practices.

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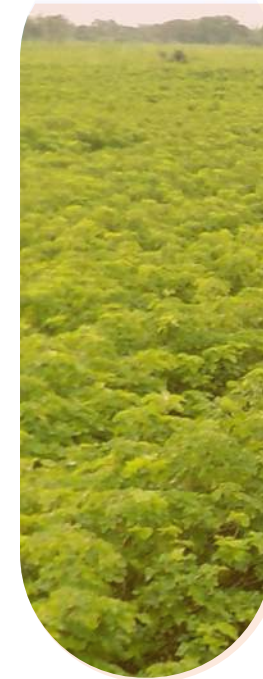
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