EQUATORIAL PALM OIL

Mr Mark Wielga
Director
NomoGaia
730 17th St. Suite 925
Denver CO 80202
USA

07 December 2016

Dear Mr Wielga,

EQUATORIAL PALM OIL PLC ("EPO") AND THE NOMOGAIA REPORT

Thank you for your email dated 15 November 2016.

With regard to correspondence with Dr Salcito, I assure you we will be contacting her. More pressingly we are disappointed with what we feel is reticence on your part about supplying the information on your findings that we have requested.

In Liberia we have built up systems and processes to try to ensure working and employment practices are safe and of best practice. Part of this means that we will investigate further to evaluate the alleged risks you have brought to our attention, and to take action if they are substantiated. Leaving aside any matters of opinion I would, for the third time of asking, like to request:

1. A detailed written statement relating to exactly what was said or conveyed regarding any alleged sightings of underage workers

2. Specific detail on the safety breaches you witnessed while on site, with photographic evidence

3. Detail on the comparator statistics on plantation employment on which you based your finding that we are exceptional in our practices. Please provide the numbers you have on Firestone and others so we can cross reference them with those plantation managers as—despite the fact that we are not yet being in production like those other groups—we do not think our operations are out of kilter for the sector.

EPO has taken the position that we will be active and engage with any criticism and will look into issues brought up by any third parties and address them. We like to feel our work in the communities and workforce has yielded real social benefits and, also, we do

not ignore criticism. Your report surprised us in its content and—as we mentioned earlier in the year—we are carrying out reviews across the Company to see if any of the alleged risks you identify are substantive. Particularly worrying among these is the mention of child labour, which we take very seriously; but we do need your active input to help us do that.

Finally, you would be very welcome to visit Palm Bay for a day visit. My next trip will likely be towards the end of March 2017 – I will be able to confirm the actual dates in the New Year.

Yours faithfully,

Sandy Barblett
General Manager - Commercial

Cc Dr. Kendyl Salcito
Executive Director
NomoGaia