

LAND DISPUTE MANAGEMENT**A. PURPOSE**

1. The purpose of this document is to provide guidance on managing any land dispute encountered by Hap Seng Plantations Holdings Berhad or its subsidiary with any third party such as natives or any person claiming interests on the land or part thereof.

B. MANAGING LAND DISPUTE

2. The Plantation Advisory Department will conduct an initial negotiation with the claimant to resolve the land dispute.
3. Upon failure of the initial negotiation, the Plantation Advisory Department shall report the negotiation outcome and provide adequate information and documents about the land, the claimant and the claim to the head office in Kuala Lumpur particularly the Group Compliance Department.
4. The Group Compliance Department will gather from the Plantation Advisory Department all related information and documents such as land title details and development plans.
5. The Company's authorised representatives may conduct further negotiations with the claimant to resolve the land dispute.
6. The Company may appoint any professional consultants such as the land surveyor and legal practitioner to represent the Company in the negotiations.
7. The negotiation process may involve any necessary consultation with or reference to the relevant authorities such as the land authority.
8. Any legal proceeding will follow suit upon any failure of the above procedures. However, any negotiation process may still be conducted at this juncture for an out-of-court settlement.

C. DOCUMENTATION

9. All negotiation and consultation outcomes shall be properly documented and filed such as minutes of meetings, mappings and agreed compensation.
10. Negotiations (if any) will involves mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation.
11. Negotiations (if any) will involves mutually agreed procedure for calculating and distributing fair and gender – equal compensation (monetary or otherwise) and its implementation is monitored and evaluated in participatory way and corrective actions taken as a result of this evaluation.
12. Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of Free, Prior, Informed and Consent (FPIC).

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