

Date: 3 May 2016

Gehring-Montgomery, Inc
701 Louis Drive
Warminster, Pennsylvania 18974
United States

Dear Sir/Madam,

RE: Confirmation of Membership (RSPO)

We are pleased to inform you that your application for membership has been approved with effect from 30 April 2016.

The membership details are as follows:

Membership Category : Associate
Membership Sector : Supply Chain Associate
Membership Number : 9-1557-16-000-00
Membership Period : Apr 2016-Mar 2018

The initial membership period shall be for two (2) years and will be automatically renewed upon expiry. The first year's membership fee has been made with your membership application and the subsequent year's fee shall be due on your first anniversary as a member. Membership fees for subsequent years shall be paid annually.

As a new member of the RSPO it is important that you familiarise yourself with the rules of membership as described in the RSPO Statutes 2015 and Code of Conduct which you may access from the RSPO website.

Should you require any further assistance, please do not hesitate to contact us.

With best wishes.

Yours sincerely,
For and on behalf of RSPO



Datuk Darrel Webber
Chief Executive Officer