

SUSTAINABILITY REPORT

2018

RESPONSIBLE TROPICAL AGRICULTURE

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Introduction

1.1 Message from the Chairman

It concerns us all... On a daily basis, and each at our own level, we increasingly pay attention to the « sustainability » of our region, our country, our continent, the world!

In this 7th edition of our sustainability report, our Group proudly highlights its role as a player in the « sustainable development » of the regions where it operates.

Indeed, oil palm and rubber are ancient crops of these regions and present real motors and opportunities for development in certain isolated areas.

On the ground, our Group develops agro-industrial projects and works in partnership with local smallholders.

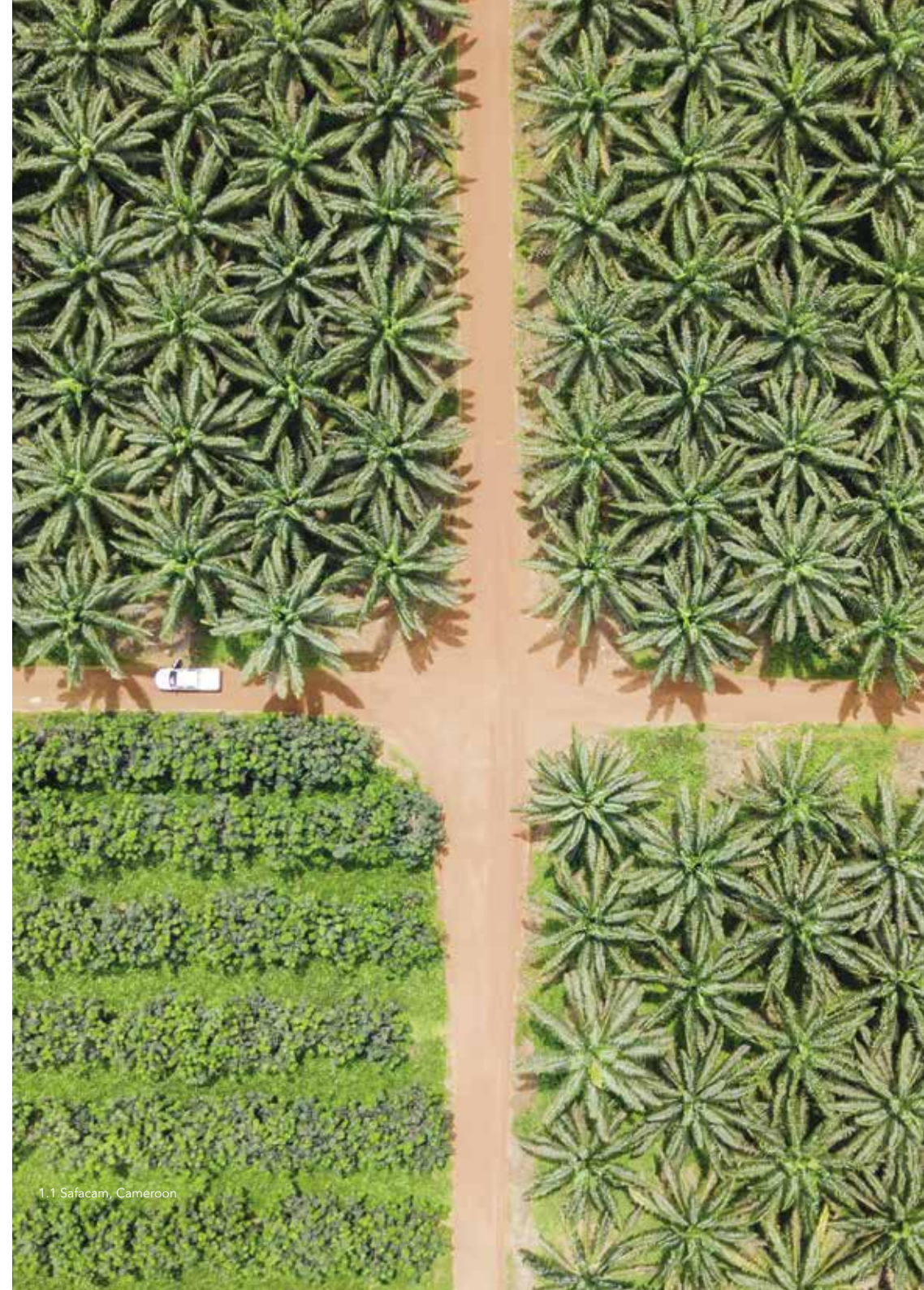
Contrary to the preconception, these two models, agro-industrial plantations and smallholder plantations, are complementary and interlinked. Coupled together, they efficiently and suitably address the need for economic development, food security and poverty reduction, while preserving the regional environment.

On the one hand, our agro-industrial activities contribute to the **national production required to improve each country's food security**. It is crucial to point out that Africa's demographic explosion demands a supply of raw materials that local family agriculture cannot meet, such as palm oil for example.

As a result, the continent becomes increasingly dependent on Asian imports to meet the needs of the major urban centers... while the agricultural potential to be self-sufficient is there.

On the other hand, **partnerships with smallholders foster the development of their own plantations and thereby reduce poverty in these regions.**

Indeed, these partnerships enable the smallholders to benefit from training and financial support, to access selected planting material, phytosanitary products, processing plants, and the international market, in the case of latex for example.



1.1 Safacam, Cameroon

Smallholders thus benefit from regular income throughout the year (contrary to coffee, cacao, cotton, etc.) resulting in a higher overall (industrial and smallholder) national production, welcomed on the international markets.

Lastly, the combination of these models has a third advantage: **environmental protection through modernization of agricultural practices.**

Smallholders are trained in the sector's « good agricultural practices » and consequently show greater respect for the environment and soils, resulting in higher soil productivity. In this way, smallholders achieve a yield similar to agro-industrial plantations (sometimes even 10 times higher).

The objective: Train smallholders to intensify agriculture by using modern techniques!

- Using less land while producing higher quantities of palm oil or rubber per hectare ensures better forest preservation and satisfaction of the host countries' needs!

We recognize the requirements for economic development, food security and poverty reduction in these areas, in combination with environmental protection.

In this document, you will learn about the long-term projects and actions implemented by our teams on a daily basis in response to these requirements.

In conclusion, we see a continuous improvement of living conditions in the regions where we operate, although much remains to be done. In each region, a real stable, local economic fabric develops, allowing for a progressive escape from isolation, and offering youngsters training possibilities, allowing them to secure their country's future development while also trying to preserve their country's unique biodiversity.

Hubert Fabri
Chairman
info@socfin.com



1.2 Commitments to environmental, social, societal and transparency aspects

The Socfin Group's commitments were formalized in its responsible management policy¹, approved by its Board of Directors on 22 March 2017.

This policy, developed with the input of many internal and external stakeholders, goes beyond a commitment to the traditional three pillars of sustainable development; it integrates henceforth societal, traceability and transparency issues, applicable to the Group's entire supply chain.

Through this policy, the Socfin Group commits to implementing best management practices and particularly to:

- reducing and preventing environmental impact;
- facilitating smallholder inclusion;
- guaranteeing fair and transparent price negotiations with smallholders;
- continuously improving its agricultural practices aimed at achieving higher yields.

The responsible management policy also comprises an indispensable commitment to implementing a zero deforestation policy, following the HCS « High Carbon Stock » approach. The impacts of this decision have been carefully evaluated and the ongoing projects have been suspended until the studies are finalized and authorize the continuation of these developments.

In its policy, the Socfin Group equally underlines its commitment to respecting human rights, and to maintaining a transparent and open dialogue with all, especially local population groups.

Concerning transparency, the Socfin Group undertakes to:

- make its commodity supply chain 100% traceable;
- implement an open, transparent and consultative grievance procedure;
- report publicly on policy implementation.

1.3 General profile

The Socfin Group was founded in 1909 and specializes in the development and management of agro-industrial plantations for palm oil and natural rubber production.

The Socfin Group is established in 8 countries in Central and West Africa and in 2 countries in Southeast Asia and comprises 15 agro-industrial estates.

The holding company, Socfin S.A., has its headquarters at Avenue Guillaume 4, L-1650 – Luxembourg.

For more details on Socfin's activities and operational subsidiaries, please visit the website: www.socfin.com



Best
management
practice



Responsible
development



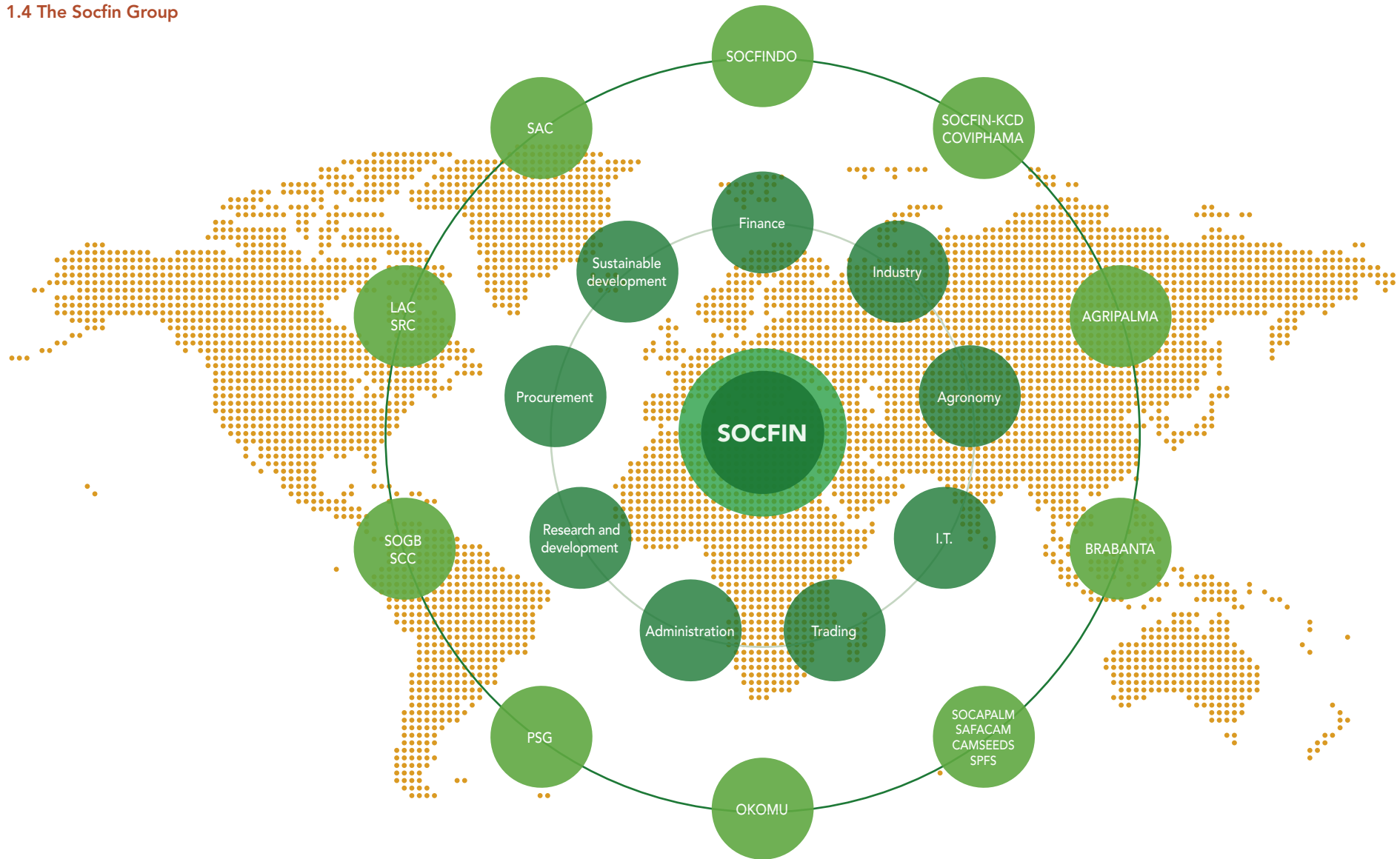
Respect
Human Rights



Transparency

¹ www.socfin.com/en/commitments

1.4 The Socfin Group



1.5 Shareholding

A detailed overview of the Socfin Group's shareholding is presented in its annual financial report.

1.6 Presence worldwide

1

SIERRA LEONE SAC

Created by Socfin in 2010
State-owned land with a lease
Concession of 18 473 ha
12 349 ha of oil palm planted
1 palm oil mill
19 155 T of palm oil produced
Workforce 3 365

3

COTE D'IVOIRE SoGB

Acquired by Socfin in 1994
State-owned land with a lease
Concession of 34 712 ha
16 530 ha of rubber planted
7 471 ha of oil palm planted
1 rubber factory
1 palm oil mill
1 palm kernel crushing plant
58 416 T of rubber produced
33 152 T of palm oil produced
Workforce 8 551

SCC

Created by Socfin in 2008
1 rubber factory
30 288 T of rubber produced
Workforce 383

Workforce: direct and indirect employees

2

LIBERIA SRC

Acquired by Socfin in 2007
State-owned land with a lease
Concession of 8 000 ha
4 147 ha of rubber planted
Workforce 716

LAC

Acquired by Socfin in 1998
State-owned land with a lease
Concession of 121 407 ha
12 882 ha of rubber planted
1 rubber factory
21 384 T of rubber produced
Workforce 4 565

4

GHANA PSG

Acquired by Socfin in 2012
State-owned land with a lease
Concession of 18 249 ha
958 ha of rubber planted
6 162 ha of oil palm planted
1 palm oil mill planned for 2019
Workforce 2 126

5

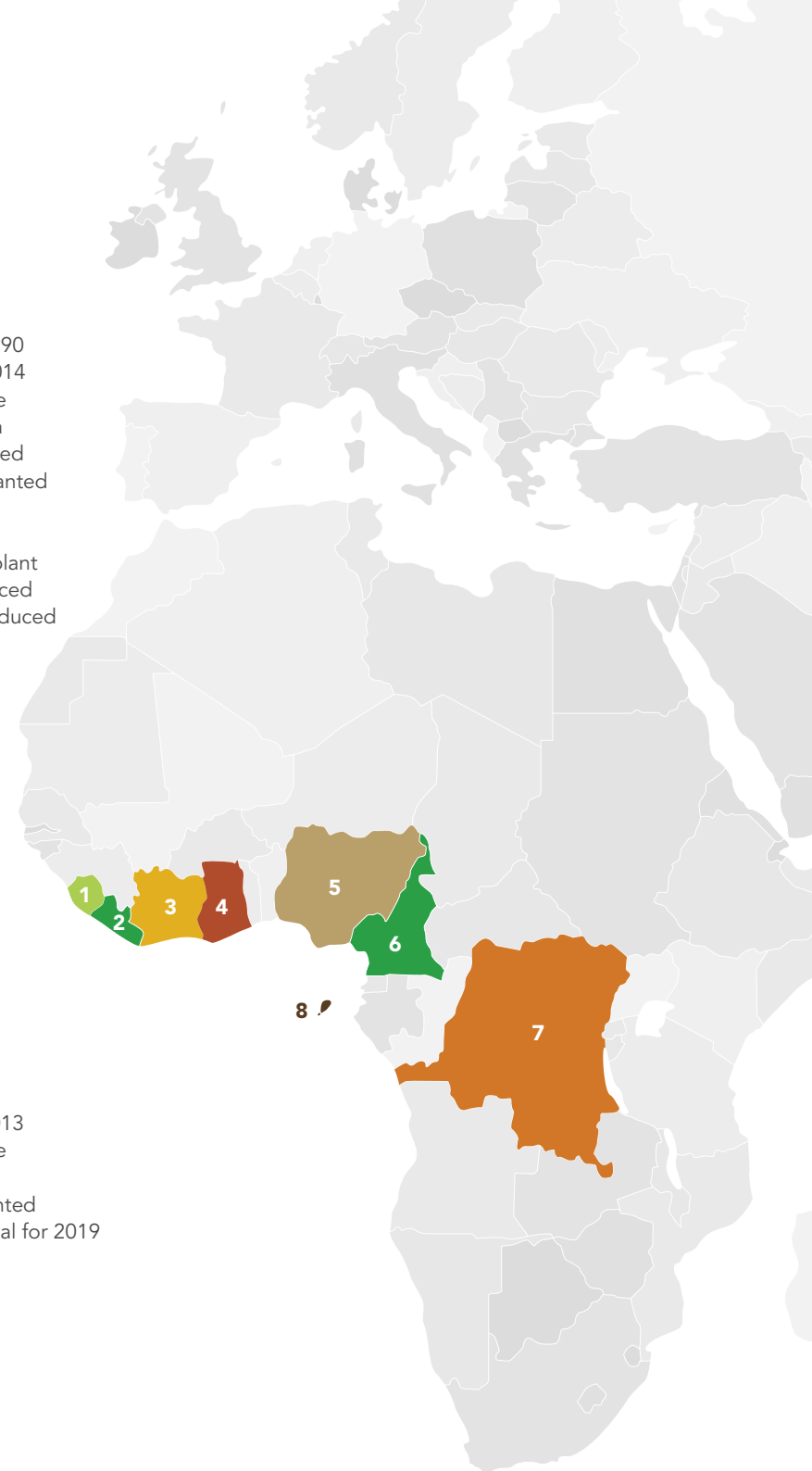
NIGERIA OKOMU

Acquired by Socfin in 1990
Extension acquired in 2014
State-owned with a lease
Concession of 33 112 ha
7 335 ha of rubber planted
18 879 ha of oil palm planted
1 rubber factory
1 palm oil mill
1 palm kernel crushing plant
7 536 T of rubber produced
39 791 T of palm oil produced
Workforce 3 769

8

SAO TOMÉ AGRIPALMA

Acquired by Socfin in 2013
State-owned with a lease
Concession of 4 917 ha
2 100 ha of oil palm planted
1 palm oil mill operational for 2019
Workforce 653



6

**CAMEROON
SAFACAM**

Acquired by Socfin in 2014
Concession of 15 529 ha
4 151 ha of rubber planted
5 327 ha of oil palm planted
1 rubber factory
1 palm oil mill
1 palm kernel crushing plant
6 524 T of rubber produced
17 053 T of palm oil produced
Workforce 2 764

SOCAPALM

Acquired by Socfin in 2000
State-owned with a lease
6 sites
Concession of 58 063 ha
2 067 ha of rubber planted
32 624 ha of oil palm planted
6 palm oil mills
135 641 T of palm oil produced
Workforce 5 387

7

**DEMOCRATIC REPUBLIC OF CONGO
BRABANTA**

Acquired by Socfin in 2007
State-owned with a lease
Concession of 15 416 ha
6 169 ha of oil palm planted
1 palm oil mill
17 841 T of palm oil produced
Workforce 4 286

CAMSEEDS

1 research laboratory
500 000 seeds produced
Workforce 205

SPFS

Acquired by Socfin in 1999
No plantation
1 refinery
5 340 T of olein produced
Workforce 29

9

**CAMBODIA
SOCFIN KCD**

Acquired by Socfin in 2007
State-owned land with a lease
Concession of 6 659 ha
1 rubber factory operational for 2018
3 898 ha of rubber planted
Workforce 695

COVIPHAMA

Acquired by Socfin in 2013
State-owned land with a lease
Concession of 5 345 ha
3 300 ha of rubber planted
Workforce 162

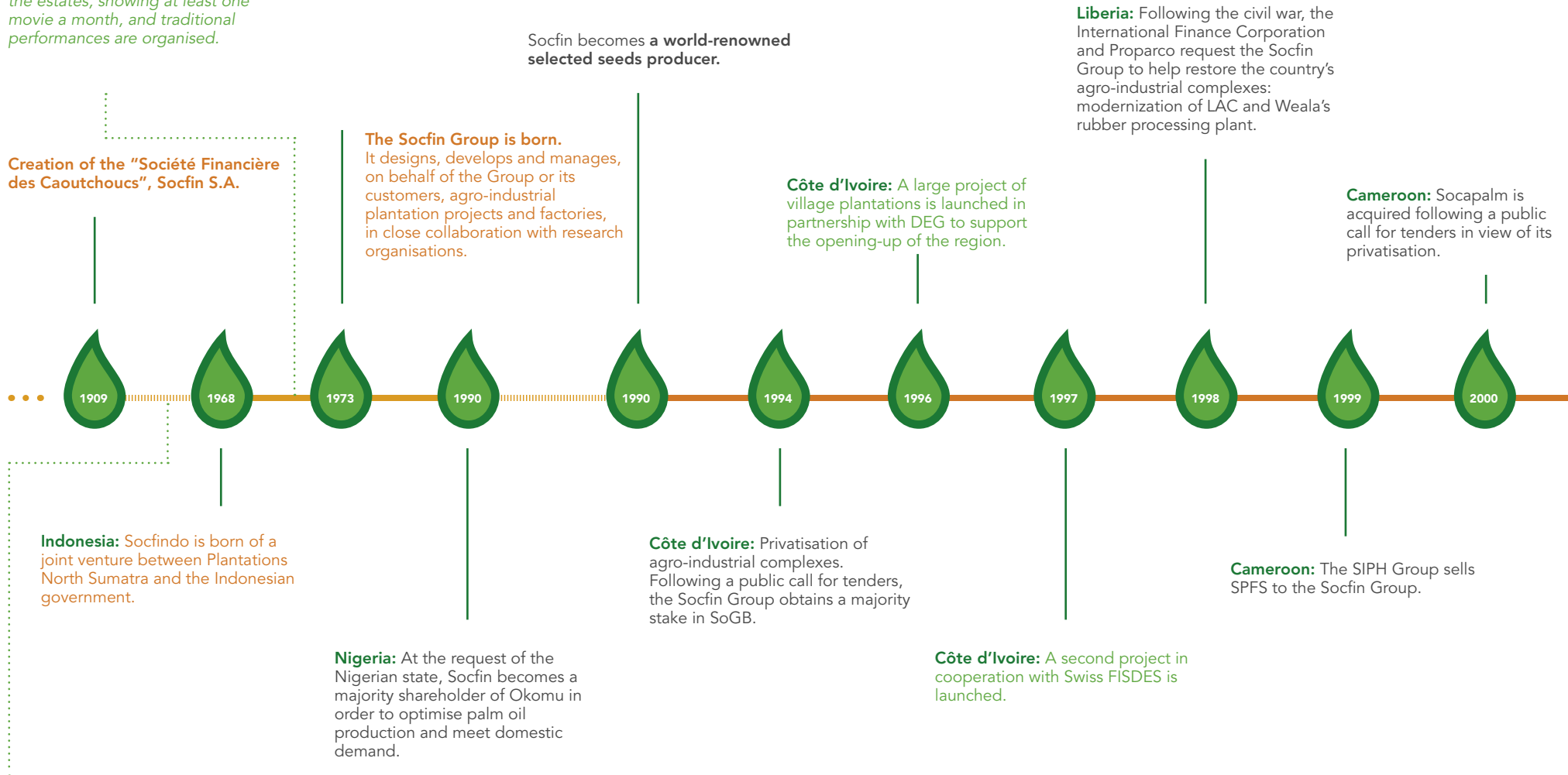
10

**INDONESIA
SOCFINDO**

Created by Socfin in 1968
State-owned land with a lease
Concession of 48 057 ha
8 490 ha of rubber planted
39 476 ha of oil palm planted
2 rubber factories
9 palm oil mills
1 refinery
1 palm kernel crushing plant
12 250 T of rubber produced
194 705 T of palm oil produced
14.875 million seeds produced
Workforce 10 855

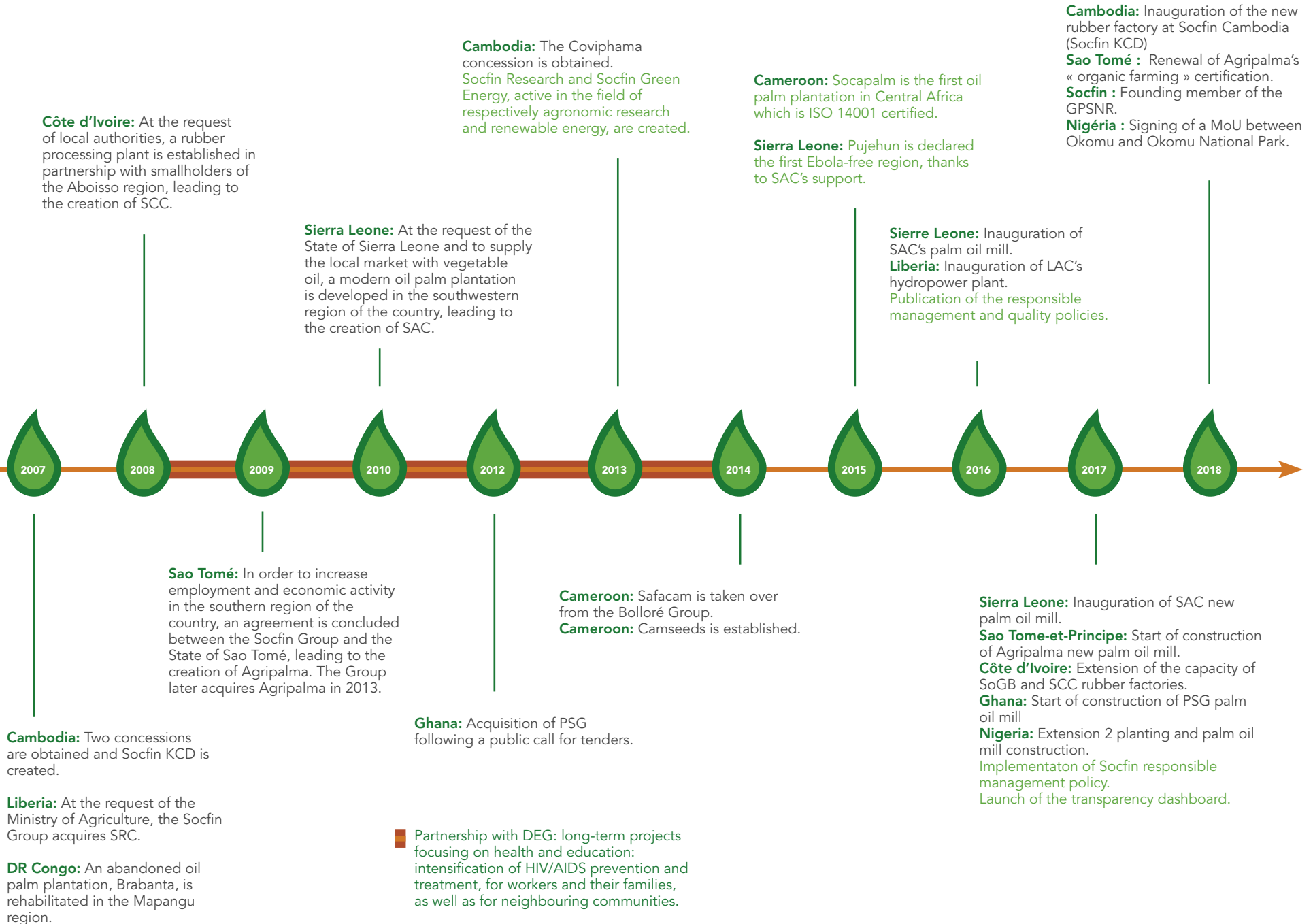
1.7 Some key dates

All houses are replaced by solid structures. A "movie truck" tours the estates, showing at least one movie a month, and traditional performances are organised.



Each village has a nursery and primary school, a clinic, a market place, a shop and a soccer field. Staff is accommodated at the expense of the Company within the vicinity of their working station. Medical care for employees and their families is borne by the Company. Expatriate doctors assisted by local teams run estate hospitals. The Group is a pioneer in responsible tropical agriculture.

- Historical context
- Project development
- CSR





Economic performance



+5.63%
PALM OIL
PRODUCTION



+11.7%
DRY RUBBER
PRODUCTION



€ 107.5 MILLION
INVESTMENTS



2

Economic performance

2.1 Turnover and planted area

The Socfin Group closed the fiscal year 2018 with a slightly lower turnover, € 545.8 million.

In 2018, the Group's total investments amounted to **€ 107.5 million** (compared to € 101.9 million in 2017). As a result of this continuous investment policy, the Socfin Group manages 193 104 hectares under cultivation on 31 December 2018.

2.2 Palm oil production

Palm oil production increased by 5.2% in 2018 compared to 2017. This production directly benefits the host countries, helping them to meet domestic vegetable oil demand.

Most African countries currently produce less than 50% of their domestic needs and depend on imports from Southeast Asia.



2.2 Oil palm fruits



2.3 Rubber cup lumps



€ 545.8 M
turnover



194 000
hectares under
cultivation

Gross palm oil production (tons)

	2016	2017	2018
Estate palm oil	356 012	407 741	426 277
Palm oil produced from FFB delivered by third parties	20 798	24 730	30 554
Total	376 810	432 471	456 831

2.3 Natural rubber production

Dry rubber production (tons)

	2016	2017	2018
Estate dry rubber	58 594	63 374	62 895
Rubber produced from cup lumps delivered by third parties	65 050	66 297	81 950
Total	123 645	129 671	144 845

Rubber production increased by 11.7% in 2018 compared to 2017.



456 831
tons of palm
oil produced

2.4 Seeds production

In 2018, 14 875 000 oil palm seeds were marketed by Socfindo, compared to 14 149 000 in 2017, or an increase of 5.13%. In 2017, Camseeds started marketing its seeds: in 2018, 500 000 seeds were sold, of which 45 000 to smallholders.

2.5 Research and development projects

The Group's research and development activities are generally carried out by its subsidiary, Socfin Research, together with its Indonesian subsidiary, Socfindo. **Socfin Research collaborates with research institutes and universities in both oil palm and rubber.**



144 845
tons of rubber
produced

In 2018, Socfin Reserach continued its scientific support at Camseeds: laboratory and « oil palm » seed selection and improvement unit.

At Socfindo, research also focuses on seed improvement and selection, supported by « oil palm » in-vitro culture.

Concerning « rubber », research also focuses on « in vitro » culture of plants, in order to produce plants grown on their own roots.



Research results in terms of yield and genetic disease resistance will have a significant impact on environmental protection, through improved soil use and a decrease in phytosanitary control measures (mechanical or chemical).

Likewise, Socfin Research continues its collaboration with the Catholic University of Leuven (CUL, Belgium) on rubber phytosanitary issues. The improvement of the trees' health by reducing (or completely replacing) pesticide and inorganic fertilizer use will have a marked impact on local ecosystem protection and on resource use.

The subsidiary Socfin Green Energy supervises the Group's green energy production projects; following the construction of a hydropower plant in Liberia and the installation of biomass boilers and dryers on various estates, Socfin Green Energy plans to install a solar power plant in Sierra Leone in 2019.

As part of its responsible management policy, the Group is committed to seeking alternatives for the so-called « dangerous » practices; one of those being the almost inevitable burning of old rubber plantations before replanting, in the fight against the fatal rubber disease provoked by Fomes. Zero burning is currently tested at SOGB and Safacam.

SOGB undertakes several projects related to:

- **the development of rubber tree varieties (in partnership with CNRA in Côte d'Ivoire and IFC/CIRAD in France) to improve yield and disease resistance;**
- **the development of agricultural practices to increase the productivity of rubber tree and oil palm blocks by reducing fertilizer and pesticide use;**
- **intercropping of rubber trees + cacao and rubber trees + teak in order to optimize economic and ecological land productivity.**



2.4 Grafting, rubber nursery, Socfindo, Indonesia



2.5 Hydropower plant, LAC, Liberia

In 2018, the sustainability department, in collaboration with the management of the agronomic rubber department, entered a partnership with MEO Carbon Solutions² to develop a carbon footprint calculator for its rubber plantations. The calculator will use agronomic research data from the Socfin Group estates in Liberia, among others.

2.6 Climate change impacts on operations

Preliminary studies conducted at the acquisition of an existing plantation or at the development of a new project, include an analysis of the risks related to climate change.

Yields, pest management, ecosystem services, soils, availability of water and resources for the village communities, are the areas with the highest risk of being positively or negatively affected.

Locally, after a risk is identified, the estates implement corrective measures to ensure land productivity and local communities' livelihood.

Direct employment, training on better agricultural practices (anti-erosion measures, cover crops, fertilization, herbicide and pesticide use), implementation of a zero deforestation policy in the supply chain, etc. are measures taken by the Group in order to limit climate change impact on local populations' livelihood.

DID YOU KNOW ?

In 2015 and 2016, the agronomic palm and rubber departments developed manuals aimed at standardizing agricultural operations and generalizing best practices: the « Rubber Field Handbook » and « The Socfin Oil Palm Manual ».

These manuals contain various guidelines related to the environment and to health and safety at the workplace. They are implemented on all estates and the agronomic departments audit field operations based on these manuals. The teams thus participate in the stronger integration of environmental and social issues in their daily operations.



2.6 Safacam, Cameroon

² www.meo-carbon.com



Responsible governance



2018

2021

▶ **37%** ▶ **100%**

**RESPECT
OF HUMAN
RIGHTS**



CODE OF
ETHICS





3

Responsible governance

3.1 Governance structure and management approach

A Governance Charter³ was adopted by Socfin’s Board of Directors on 21 November 2018 and will be regularly updated. Likewise, Socfin yearly publishes a Governance Declaration as a part of its annual financial report.

The Board of Directors plays an active role in guiding and formulating the sustainability strategy and recognizes that it is indispensable for the Group’s overall success; consequently, the Board approves all sustainability and responsible governance policies and provides the financial and human resources required to meet the objectives.

The Group is convinced that the health and safety of its employees and other stakeholders, as well as the protection of natural resources and biodiversity, are of strategic importance to its harmonious development.

The operational companies possess a broad set of country-specific development skills and knowledge in the following domains: tropical agriculture, engineering, finance, law, trade and sustainability.

3.2 Policies, charters and code of conduct

Since its creation in 1909, the Socfin Group has always adopted a sound long-term approach based on good business sense and goodwill.

Material, human, financial and natural resource efficiency is a core value in plantation development. Nowadays, this process is conceptualized within the « sustainable development » framework, considered at Group level as « responsible management ».

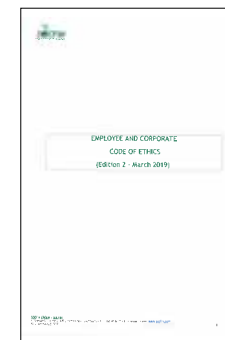


Companies	Socfin	Socfinaf	Socfinasia
Holding	Holding companies, with their head offices at avenue Guillaume 4, L-1650 Luxembourg. Established for an unlimited period and listed on the Luxembourg Stock Exchange.		
Date of incorporation	5 December 1959	22 October 1961	20 November 1972
Main activities	Management of a portfolio of shareholdings mainly centered on the exploitation of tropical oil palm and rubber plantations.		
Operational areas	Central and West Africa and Southeast Asia.	Central and West Africa and Southeast Asia.	Southeast Asia.

In its responsible management policy, the Socfin Group reaffirms its continuous commitment to respecting and endorsing the Universal Declaration of Human Rights, to recognizing and respecting the rights of all workers, including workers of subcontractors, temporary workers and migrant workers, and to recognizing and respecting the rights of local and indigenous communities.

Socfin clients and stakeholders rate this policy as strong.

Since the end of 2016, Socfin has collaborated with TFT (The Forest Trust); this partnership has as main objective assisting the Socfin Group with the implementation of its responsible management policy throughout its subsidiaries. In January 2019, TFT became EF⁴.



The Socfin Group updated its code of ethics to address its supply chain commitments. It appeared the code would be more effective if it was divided in 2: a « code of employee and business conduct » and a « code for suppliers ». Both codes are complemented by a « whistle-blower » policy.

³www.socfin.com/sites/default/files/2018-12/2018%2011%20Socfin%20-%20Charte%20de%20gouvernance.pdf
www.socfin.com/sites/default/files/2018-12/SAF%20Charte%20de%20gouvernance%2011%202018.pdf
www.socfin.com/sites/default/files/2018-12/2018%2011%20Socfinasia%20-%20Charte%20de%20gouvernance.pdf
⁴The Forest Trust (TFT) became Earthworm Foundation (EF) in January 2019 : www.earthworm.org

3.2.1 National environmental and social laws

The Socfin Group fully complies with the environmental, social and land laws of the host countries.

Since land ownership in the host countries is often insufficiently documented, the Socfin Group focuses on existing plantations, either operational or abandoned, which need to be rehabilitated and where land titles are well documented.

Apart from some exceptions (Safacam and part of Agripalma), the Group's subsidiaries do not own, directly or indirectly, the concessions; they are managed as a lessee under long-term leaseholds with the various governments.

Furthermore, plantation companies have developed legal watch procedures and integrated them into their management system, such as the various ISO standards or RSPO principles and criteria, in order to anticipate new regulations and avoid non-compliant practices.

3.2.2 No child labour

Socfin does not employ or make use of any individual below the minimum employment age set by national law or by ILO conventions (International Labour Organisation).

The plantation companies take adequate measures to prevent child labour; they verify the age of all employees, using documents such as birth certificates, school and church records, ID's and driving licenses.

The Socfin Group does not make any exception to this policy. All our managers are fully aware of this and are regularly audited by their line managers or local labour inspectors.

Regarding the supply chain, the Socfin Group developed an audit system to verify whether all commodity suppliers and subcontractors correctly adhere to this policy.

Socapalm, accused of working with unscrupulous subcontractors with regard to labour law, carried out a stringent audit of the administrative documents of all workers on its estates. It appeared that no workers younger than 19 are employed either directly or indirectly by Socapalm.

Under the « Rubberway » project, with participation of Socfin at the invitation of Michelin, checklists were developed and tested (at SCC and SOGB in Côte d'Ivoire) to identify possible child labour in the supply chain.

Please see section 3.4.3 of this chapter for more information.

3.2.3 No forced or compulsory labour

The Socfin Group strictly prohibits forced or compulsory labour, including prison labour, indentured labour, bonded labour, slavery, servitude or any form of human trafficking.

In 2018, no non-compliance was identified at the Group's operations or supply chain.



3.2.4 No corruption

The code of employee and business conduct explicitly specifies that nobody can make illegal payments in name of the Socfin Group or any of its subsidiaries.

It is prohibited to use company funds to make a payment, directly or indirectly, in money, goods, services, or any other form to a government official or political representative, election candidate or political party, to convince them to not perform their lawful duty or to exert influence.

Group employees are never allowed to make or receive illegal payments or gifts in their relations with anyone linked to the sale or purchase of goods or services.

Moreover, Sodimex (the Group's central purchasing body), the operational company most exposed to these practices, developed a specific business ethics code, strongly regulating and limiting these practices.

The new ethical codes contain anti-corruption provisions. They are consistent with the United Nations Convention of 31 October 2003 against corruption (article 12). Training is scheduled to inform all employees and suppliers about the new provisions compared to the 2009 code.

3.2.5 Anti-competitive behaviour

In compliance with the ethical codes and Sodimex business code, all employees have to abstain from practices limiting competition and, in the case of purchases, ensure that all competitors are treated equally during the entire procurement process.

3.2.6 Social contributions

All Socfin Group subsidiaries strictly comply with the social laws of their host countries. The obligatory pension and accident cover contributions are transferred to the official social security bodies.

In certain countries, with the employee's authorization, union contributions can also be deducted from his/her salary and transferred to the union of his/her choice.

3.2.7 Labour law compliance

All employees are fully informed about conditions of service and general regulations during the recruitment process.

The retention of travel documents, identification papers or any other type of bond from any of the employees is strictly forbidden. Regular audits are conducted by labour inspection to assess compliance with labour laws.

Moreover, only subcontractors that have been positively assessed by labour inspection can enter into an agreement with a Group company. They also have to sign the new code for suppliers and accept in writing to submit to the audits performed by the « compliance officers » (in charge of compliance).

3.3 Voluntary compliance with other standards

In line with the Group's « quality » and « responsible management » policies, all plantation companies must obtain certification for their management system to ensure compliance with national and international environmental and social performance indicators.

Management systems are managed locally and are not audited systematically by the head office, but by neutral certification bodies.

3.3.1 RSPO

Socfinco and Socfindo are active members of the Roundtable on Sustainable Palm Oil (RSPO) since 7 December 2004.

The RSPO is a private initiative aimed at promoting sustainable palm oil production and use.

The RSPO has defined a set of principles and criteria for sustainable palm oil production and has developed a certification system.

RSPO's principles and criteria are an integral part of the Socfin Group's environmental and social policies. In fact, all Indonesian oil palm plantations are already RSPO certified.

 **Anti-competitive behaviour**

 **Social contributions**

 **Labour law compliance**

In order to extend RSPO certification to all African subsidiaries, Socfin applied for single membership for the Socfin Group and this was obtained in February 2019.

With this membership, Socfin regroups all Indonesian and African operations under one membership number. The Socfin Group is now the RSPO member most representative for African realities.

All African Group plantations will be RSPO certified in the next three years.

3.3.2 ISO 14001

The ISO 14001 standard provides a very efficient framework for environmental management, allowing for continuous improvement of operations.

Although this standard allows for a demonstration of conformity by self-evaluation and self-declaration, the Socfin Group has decided to seek certification for its management systems through third-party certification bodies.

The ISO 14001 standard was revised in 2015. The estates have committed to obtain compliance with the standard's updated version and will now be audited in accordance with the new version.

3.3.3 OHSAS 18001

The Group's occupational health and safety management systems are based on the OHSAS 18001 standard.

In accordance with this standard, the subsidiaries develop an occupational health and safety (OHS) policy and determine the goals and procedures to meet policy commitments. They take the necessary measures to improve their performance and demonstrate their compliance.

The main goal of OHSAS is thus to support and improve best practices related to occupational health and safety, consistent with socio-economic needs.

For the « palm » operations that are not OHSAS 18001 certified, compliance with relevant RSPO criteria (criterion 6.7 of the new P&C RSPO 2018) and their certification will provide the required occupational health and safety compliance audit.



3.3.4 High Carbon Stock approach

Since the publication of its responsible management policy, the Socfin Group recognizes and implements the High Carbon Stock (HCS) approach as defined by the HCS Approach Steering Group and the HCS toolkit.

The HCS approach is developed to be used together with and as a part of other land management and conservation strategies, such as Free, Prior and Informed Consent (FPIC), protection of peat lands, buffer zones along watercourses, HCV (High Conservation Value) areas, and areas of high cultural or economic importance to the local communities or indigenous populations.

In 2018, complete HCV/HCS studies were conducted for two Group estates in Cameroon, Safacam and Socapalm (Mbambou).

3.3.5 Free, Prior and Informed Consent (FPIC)

The Group has always respected the rights of indigenous populations and local communities to give or withhold their Free, Prior and Informed Consent (FPIC) to all operations affecting the land or resources they are legally, communally or customary entitled to.



**100%
RSPO
in 2021**



3.3.1 RSPO principles

Therefore, the Group follows the « FAO Manual on Free, Prior and Informed Consent ».

This commitment was reaffirmed in its responsible management policy.

3.3.6 Other



In 2017, Agripalma's operations were certified following the « organic farming » requirements. For several years now, Agripalma has not used any chemical fertilizers or biocides in its plantation. In November 2018, this certification was renewed.

Concerning sustainable natural rubber production, the Socfin Group participated in the SNR-i initiative, whose results were unfortunately quite disappointing.

The TIP initiative (Tyre Industry Project) of the World Business Council for Sustainable Development (WBCSD) gave rise to the Global Platform for Sustainable Natural Rubber (GPSNR⁵); this platform, of which Socfin is a founding member, was launched in October 2018.

GPSNR has the advantage that it can count all natural rubber supply chain players among its members, as well as representatives from civil society (NGOs). Members are committed to respecting the 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.

3.4 Supply chain and traceability

The Group's responsibility does not end at the doors of its factories. The Group ensures that its sustainability and responsible management criteria apply to all its FFB (fresh fruit bunches) and rubber suppliers (smallholders).

The Group is also committed to making its entire supply chain fully transparent.

The rubber supply chain is much more complex and instable than the palm oil supply chain. Nevertheless, the Group obtained full traceability for the first level of both supply chains.

Group supply chain traceability (first level)

Sites	2016	2017	2018
SCC	85%	100%	100%
SoGB	95%	100%	100%
LAC	98%	100%	100%
Okomu	98%	100%	100%
Safacam	98%	100%	100%
Socfindo	100%	100%	100%
Others	100%	100%	100%

3.4.1 Identification

The Group buys wet rubber or FFB from thousands of smallholders. The smallholders deliver directly to the factories or sell to a cooperative responsible for transport and delivery to the factories.

The Group identifies all smallholders who deliver directly to the factories (name, number of hectares, GPS coordinates, etc.). However, in the case of a cooperative or a trader, it is more difficult to obtain full transparency beyond this level.

⁵www.wbcscd.org/Sector-Projects/Tire-Industry-Project/News/Launching-the-Global-Platform-for-Sustainable-Natural-Rubber

3.4.2 Transparency and fair procurement

In 2017, the Socfin Group developed a « transparency dashboard » in partnership with EF⁶.

Group objectives, road maps and performance related to responsible management policy implementation are regularly published herein.

Certain source documents from Group stakeholders are also available: full traceability data, factory coordinates, concession maps, etc.

These data, which are publicly available, are also disclosed to limit possible misinterpretation by external parties.

The Group adheres scrupulously and in all transparency to national or sectorial price setting regulations and exerts its influence as much as possible to ensure that the price paid to smallholders is sufficiently high to guarantee an adequate income.

The Group equally defends this principle with the sectorial agencies or within the sustainable rubber initiatives (see above).

Each month, SOGB receives the rubber price from APROMAC and the FFB price from AIPH. These prices are communicated to all planters through various dissemination channels and used by SOGB for all rubber and FFB sold at the weighbridges.

These provisions are included in the code of employee and business conduct and the code for direct suppliers. The suppliers (traders and cooperatives, for example) are audited.

3.4.3 Integration of environmental and social aspects in the supply chain

Now that the supply chains are identified and transparent, the Group's responsible management policy can be applied to all suppliers from whom it buys or with whom it maintains a commercial relation.

The Group ensures that all identified smallholder operations are in compliance with its policy and sustainability requirements.

The Socfin Group organises awareness and training sessions for smallholders and subcontractors. It offers them decision-making and technical support. And in the event of blatant reluctance, the planter can be banned from the Group's suppliers' list.

SOGB and SCC are the subsidiaries most dependant on smallholders and were therefore assigned to participate in the corporate responsibility risk mapping within the « Rubberway » project context. Michelin developed a smartphone application and the cup lump buyers and agricultural advisers in charge were trained to use this app in 2018. The results of this project in the Group's Ivorian operations will be available online.



In Cambodia, Socfin does not buy any rubber from smallholders yet. Nevertheless, in order to integrate smallholders into the supply chain, a complete identification and selection of possible smallholders will be done in collaboration with local partners in 2019.



3.4.3 Rubberway

⁶www.socfin.com/dashboard/

DID YOU KNOW ?

Brabanta only buys fruits from existing plantations or wild palm groves. These crops do not receive any pesticides or fertilizers and the villagers are informed that they cannot use any child or forced labour. Brabanta's agents regularly undertake fact-finding missions in the villages to verify whether work rules are respected.

3.5 Clients' standards

As mentioned, the Group joined and participated in the SNR-i initiative and among the other current initiatives only GPSNR initiated by TIP is promising. See section 3.3.6 of this chapter.

Meanwhile, all important buyers (Michelin, Bridgestone, Continental, Nestlé, etc.) require Group adherence to their policies, with the obligation of applying these commitments in the Group's supply chains.

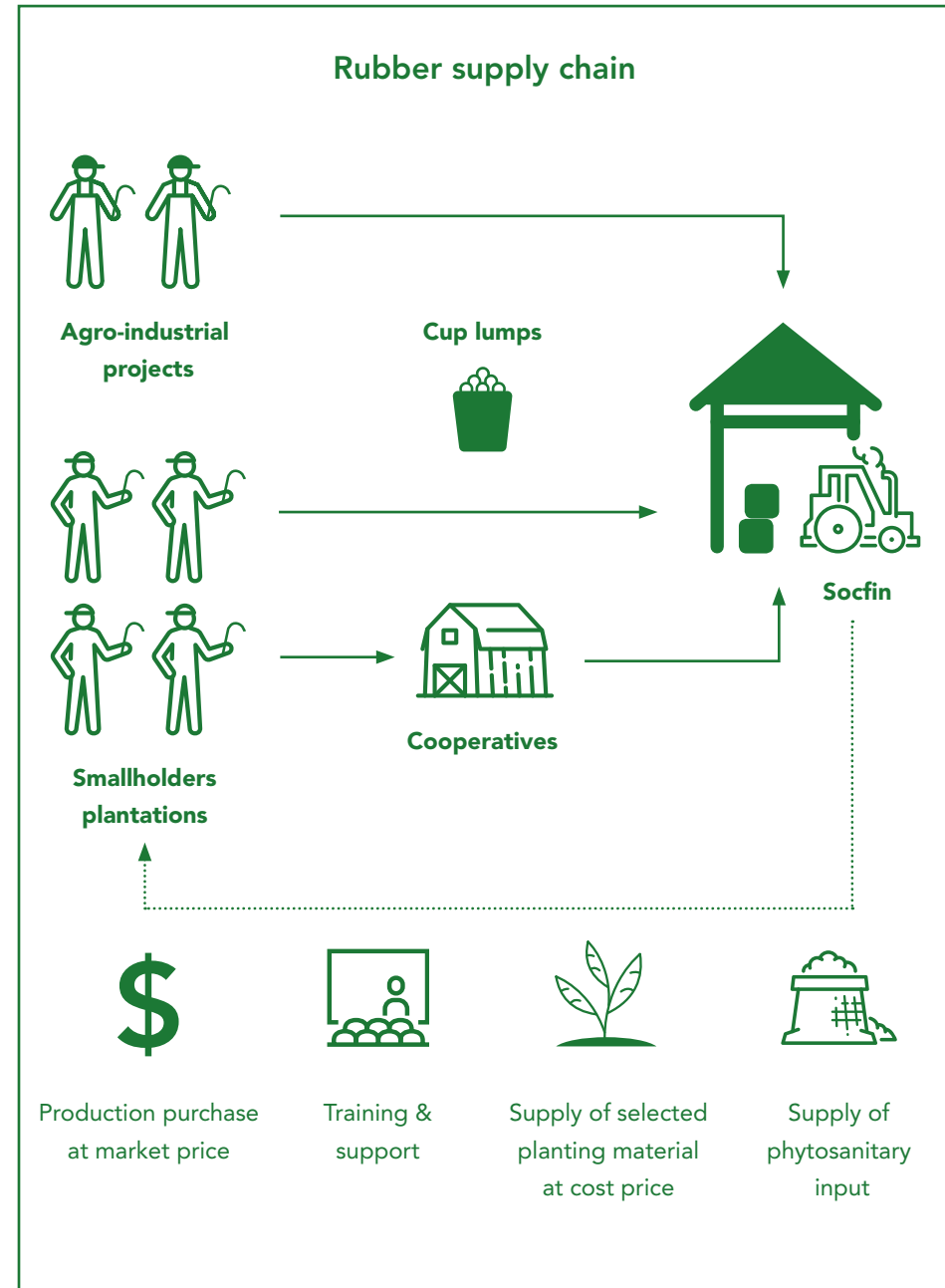
3.6 Third party evaluation

The Group's clients and service providers periodically audit its ethical, sustainable and responsible management performance

Some of them, such as most tyre manufacturers or large banks, call on the agency EcoVadis.

The Group was ranked « Silver » by EcoVadis, and has been continuously improving since 2013. Among other Michelin suppliers, Socfin is positioned above average for all criteria: environment, social, business ethics, and sustainable procurement.

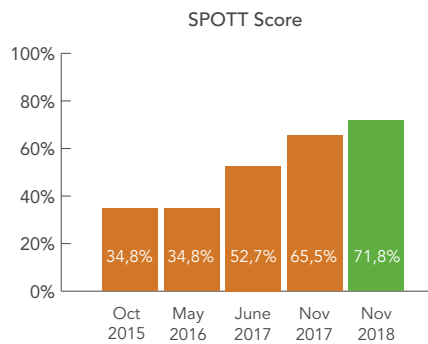
Its commitments are also assessed by neutral agencies, such as SPOTT⁷ or Global Canopy⁸.



⁷ Sustainability Policy Transparency Toolkit : <https://www.spott.org/palm-oil/>

⁸ www.globalcanopy.org

SPOTT is a tool developed by the Zoological Society of London (ZSL). SPOTT experts assess companies on the public availability of information related to environmental, social and corporate responsibility issues. The received scores are presented in the chart below.



The Group is ranked amongst the 20 best companies assessed by SPOTT, in particular because of the implemented transparency commitment and communication on its websites, by means of the sustainability reports and transparency dashboard.

Therefore, in 2018, the Socfin Group moved from the orange category to the green category, the highest possible category, and is rated 17th out of 70 companies surveyed.

Forest 500, in turn, rated the Group's responsible management policy 3 out of 5 in 2018, compared to 5 out of 5 in 2017. It should be noted that their criteria became more stringent. Only 30 out of 350 companies surveyed received a higher or similar score as Socfin.

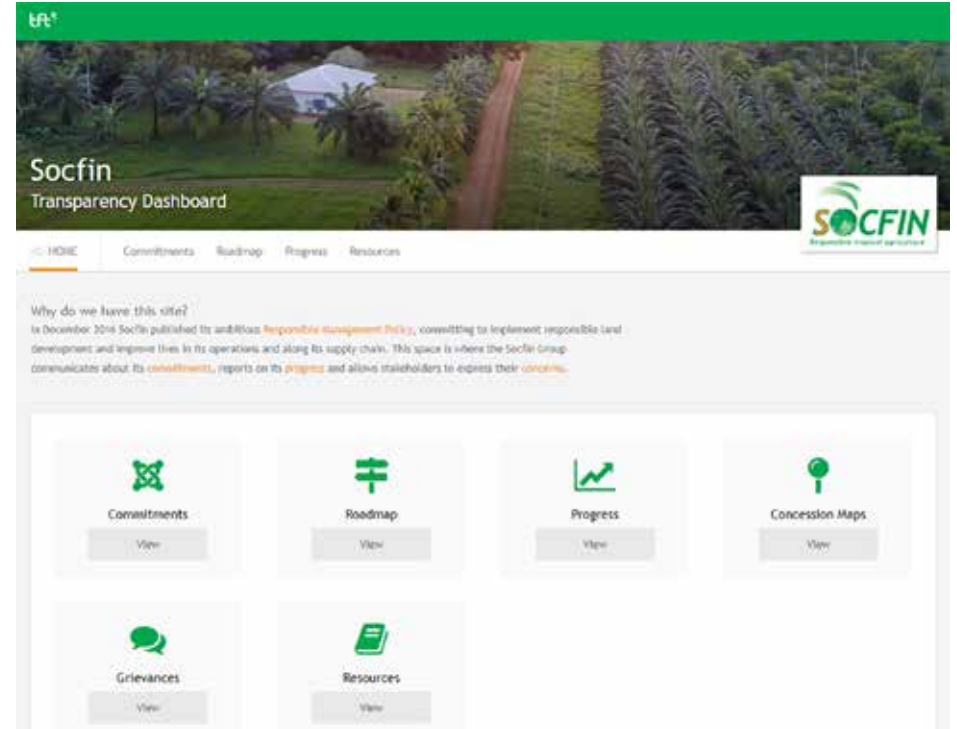
3.7 Complaints and grievances

All grievance procedures, both internal and external, of Group subsidiaries are documented and publicly available.

In 2017, the Group formalised its external grievance management procedure⁹ in collaboration with EF. This procedure is available on the transparency dashboard, together with the recorded grievances and their follow-up.

The transparency dashboard is managed together with EF, guaranteeing objective information on the follow-up status of the recorded grievances.

On 31 December 2018, 3 out of 5 recorded grievances were closed and 2 were still under investigation.



3.7 Tripartite committee meeting, Socfin Cambodia, Cambodia

⁹ www.socfin.com/dashboard/progress/grievances/



Strong social commitment





392 000

MEDICAL CONSULTATIONS



1 000

HOUSES CONSTRUCTED
AND RENOVATED



57 725

SCHOOL CHILDREN

4 Strong social commitment

Please note that this chapter is dedicated to the Group's social commitment to its employees. Please see chapter 7 for commitment to local communities.

4.1 The Group's social commitment

The Group's social commitment is described in its codes of conduct and policies. These documents further underline its commitment to high ethical standards and compliance with applicable laws.

The creation of long-term employment with decent conditions and wages, contributes significantly to the development of the countries in which the Group operates.

The occupational health and safety system is based on OHSAS 18001, whereas the labour and human rights policies are based on the standards set out in the SA 8000 guidelines, the RSPO principles and criteria, ILO conventions and the UN's Universal Declaration of Human Rights.

When national legislations, standards and conventions refer to the same subject, the Socfin Group applies the provision most favourable to its employees.

The Group strictly commits to freedom of association and non-discrimination, bans forced and child labour, and furthermore guarantees fair pay and decent housing to its employees.

Finally, its code of ethics was recently updated and split in two different codes: a « code for employee and business conduct » and a « code for suppliers ».

4.2 Overall assessment of key social indicators

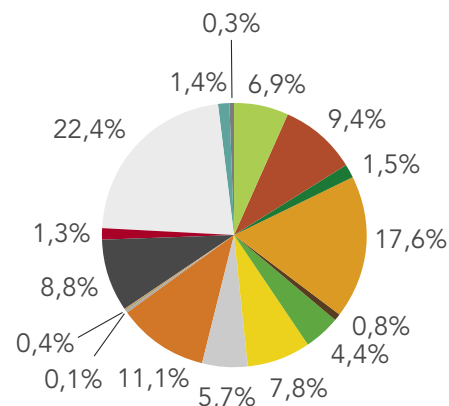
4.2.1 Human resources

On 31 December 2018, the Socfin Group had 48 511 direct and indirect employees (compared to 49 164 in 2017).

Direct employees represent 60% of the plantation companies' total workforce in 2018 compared to 59% in 2017.

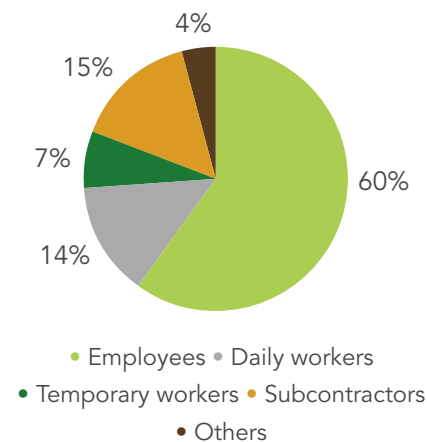
The plantation companies rely on contractual labour in order to meet their seasonal labour needs¹⁰.

Workforce distribution (direct and indirect) by estate (2018)



- SAC
- LAC
- SRC
- SOGB
- SCC
- PSG
- Okomu
- Safacam
- Socapalm
- SPFS
- Camseeds
- Brabanta
- Agripalma
- Socfindo
- Socfin KCD
- Coviphama

Direct and indirect jobs by status



In Cambodia, the company is committed to applying a strict policy of non-discrimination and equal pay for equal work. This policy is implemented by means of a transparent and standardised recruitment process, official salary grids and promotion procedures. The focus lies on internal training and competence improvement of local workers.

48 511
employees

These workers are made available for the plantation companies through specialized companies. When these workers occupy permanent positions within the company, they are progressively integrated in the plantation companies' permanent workforce (employees).

It is important to clarify that, because of the activity's seasonal nature, certain contract workers (mostly harvesters) follow the production peak and subsequently move towards other seasonal crops. Consequently, this labour is generally not settled.

If they are equally qualified, the Group encourages employment of local residents.

The Group's subsidiaries adhere to all local, national and international laws and regulations relevant to its sector concerning pay and employment conditions, such as working hours, compulsory legal deductions (such as pension contributions), overtime, holiday entitlement, maternity leave, notice periods, wages and allowances, staff benefits, resignation, termination of contract and retirement.

All Socfin employees receive a wage that is considerably above local minimum wage.

Each employee is allocated a house within the estate or a compensatory allowance.

As there is little mechanisation involved in harvesting, the rubber and oil palm field activities require the largest workforce. These job opportunities are received very positively in these isolated rural areas. Certain plantation companies, however, are confronted with an extremely high turnover, which can be explained by the lack of working experience with certain indigenous workers (overall Group turnover rate in 2018: 15%). A short-term vision results in many of them leaving the company as soon as they have received a few months' salary. A challenge the plantation companies try to resolve by considering and accepting cultural differences.

4.2.1.1 Workforce distribution

The Socfin Group strives to create an equal and fair workplace while encouraging diversity.

In 2018, almost 5 000 women were employed within the Group compared to 24 000 men. As in 2017, they represent 17% of employees hired in the various departments, compared to 16% in 2016. Each subsidiary makes efforts to further integrate women in the workforce in the best possible way. Camseeds (specialized in seed research and production) in Cameroon has the best gender distribution with 49% female employees, followed by Cambodia with 37,6%.

For example, during the last three years, the percentage of female employees has steadily increased from 18% to 23% at PSG and from 24% to 27% at Safacam.

However, it is appropriate to observe local customs, which in certain countries favour one gender for a specific position.

At Brabanta, a day care center was established and welcomes workers' children (2 to 5 years) in the morning, enabling their mothers to work.

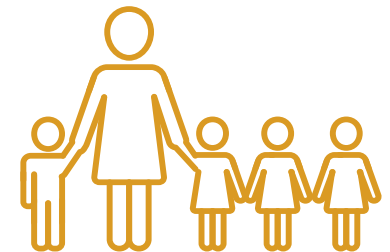


4 209 new employees in 2018 within the plantation companies



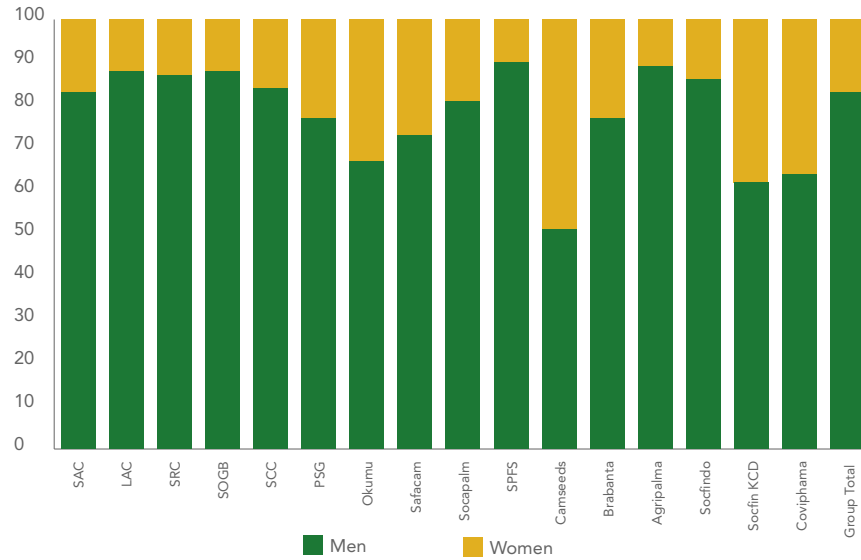
Wage above the legal minimum wage

DAY CARE CENTER = MOTHERS CAN WORK



¹⁰ For more details, see the key figures' table in appendix of this report.

Workforce distribution by gender and department



4.2.1.2 Integration of young people into the working world: opportunities

In 2018, young people – aged between 18 and 29 years – represented 18% of the total workforce.

The majority of internships and job requests come from young people living on the estates. Priority is given to people from the local communities in the vicinity of the estates.



4.2.1.1 International Women's day, Dizangué, Cameroon.



4.2.1.2 Students visiting Okomu, Nigeria

4.2.2 Protection of employees

The Group is committed to protecting its employees from workplace violence and harassment.

All employees are obliged to raise concerns and report any incidence of such behaviour.

Currently, the rate of reported incidents is low. Nevertheless, when harassment or violence occurs, appropriate disciplinary action is taken immediately, including dismissal.

Based on the recorded incidents, harassment does not appear to be a widespread problem, however, we recognize that this might not reflect reality. Indeed, many cases may not be recorded due to unwillingness or fear to report incidents, despite the fact that every employee has the right to report a concern or lodge a complaint in good faith, without reprisal or threat of reprisal.

In 2019, specific measures will be taken to reduce the potential risk of harassment: raise awareness about violence and harassment policies with employees and suppliers, set up discussion platforms on violence and harassment, reinforce anonymous complaints' procedures, etc.

4.2.3 Internal grievance management

Currently, all estates have written procedures for communication and negotiation between the employer, employees and legal representatives, for complaints as well as for grievances.

These procedures are described in the subsidiaries' official documents and communicated to staff by their representatives, but also through notice boards, newsletters and radio jingles (LAC radio, for example).

Employees have various means to express their grievances, including anonymously.

The communication channels may differ from one country to another taking into account local reality and available means.

During periodic meetings between management and staff representatives, these complaints are discussed and a formal reply or solution is prepared. Employees are represented by their union delegates and covered by a Collective Bargaining Agreement (CBA).

4.2.4 Meeting the financial needs of employees

Because of the absence of a banking system in the majority of the isolated regions where the Group operates, Socfin grants interest-free loans to its employees to enable them to:

- acquire means of transportation: bicycles, motorbikes, etc.;
- organise personal events: death, marriage, etc.;
- pay school fees and university studies;
- construct private houses, etc.

In 2018, more than € 1.8 million was lent to the Group's plantation employees.

Based on a long-term vision on regional development, the Group encourages major banks to set up branches in the vicinity of its estates. Facilitating workers' access to the banking system allows for bank transfers of remunerations and consequently safeguards the employees' personal savings.

DID YOU KNOW ?

In 2018, during 4 to 6 months, LAC received 86 interns, coming from 6 colleges, institutions and universities in the country. An employment opportunity was given to the best interns. LAC also implemented an « annual vacation job program », enabling students from LAC's school system and the vicinity to get a holiday job: 119 students in 2018.



LAC installed several « suggestion boxes » on the estate to allow all stakeholders (workers and local residents) to easily communicate their grievances to the plantation company so they can be addressed.

The presence of a banking system also allows for a standardisation of loan conditions. In fact, numerous informal personal associations exist to overcome the absence of credit institutions. Subject to the monthly contributions of its members, they offer personal loans at often outrageous interest rates.

Safacam offers 2 possibilities to help its employees:

- **school loans at a zero interest rate, repayable in 5 monthly instalments, to pay the school fees of their dependents;**
- **exceptional social loans at a zero interest rate, granted in strict observance of the assignable portion and repayable in 6 monthly instalments, to allow workers to deal with certain happy or unfortunate events.**

Brabanta put in place a voucher system, which employees can subscribe to in order to buy basic necessities.

Brabanta also allows its workers to purchase solar lanterns at a subsidised price and at an interest-free loan.

4.2.5 Training opportunities: employee capacity-building

The Socfin Group is committed to creating a stimulating working environment, full of opportunities. Therefore, each subsidiary has put in place a training program for its employees' professional development. Most Group employees attend professional training each year.

« Toolbox meetings », occupational health and safety awareness sessions, are regularly organised for all workers exposed to risks.

In 2018, the total number of training sessions organised in the subsidiaries increased by 70% from 4 954 to 8 430 (3 350 in 2016). We are talking about professional training, induction programs and toolbox meetings for a total budget of € 312 000.

4.2.6 Union membership and freedom of association

The Group is responsible for ensuring the right of all personnel to form and join the union of their choice and to bargain collectively.

All employees are informed about these rights and each plantation company has a Collective Bargaining Agreement in place, approved by all stakeholders.

Employee union membership is estimated at 85%.

Union representatives are chosen during union elections. All meeting reports are locally available for consultation.

Labour relations are good and no incident was reported where the right to exercise freedom of association or to collective bargaining has come under threat.

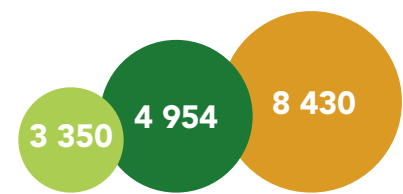
Following local legislation, competent Occupational Health and Safety Committees have been established on each estate.

See chapter 5.2 and 5.3.



Socfin Cambodia trained 500 students in two tapping schools in 2018.

SOGB trained 339 workers so they can be integrated in the permanent workforce.



2016 → **2018**
Evolution of total training sessions

4.3 Social infrastructure

4.3.1 In the villages

Each village, depending on their distance or proximity to certain more lively and urban centers, has the infrastructure required for village life: schools, health outposts, shops, boreholes, market places, sports fields, bars, etc.

4.3.1.1 Personal infrastructure and utilities

The Socfin Group is committed to ensuring that all its employees have decent quality housing.

Currently, certain estates are confronted with non-compliances, in terms of housing and overpopulation, inherited from the period before the Socfin Group was in charge. Certain houses are below the Group's standards on decent housing (for example, in Cameroon).

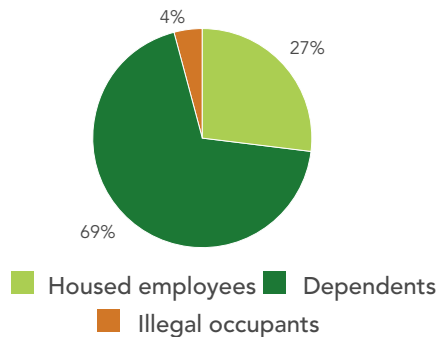
To address this problem, which can in some cases date back for decennia, the Group tries to find a solution case by case.

In 2018, the rate of outsiders living in the estate villages decreased by 2%, from 6% to 4%.

Efforts have been made to rapidly renovate the dilapidated housing units in Cameroon for several years now and specific Group support is once again scheduled in 2019.

At Group level, the budget dedicated to construction and renovation of housing has increased from € 5.9 million in 2017 to € 9.8 million in 2018, or an increase of 67%. This increase demonstrates the Group's willingness to continually improve its housing stock. Here below, we present the details of the work done within the Socfin Group during the past 4 years.

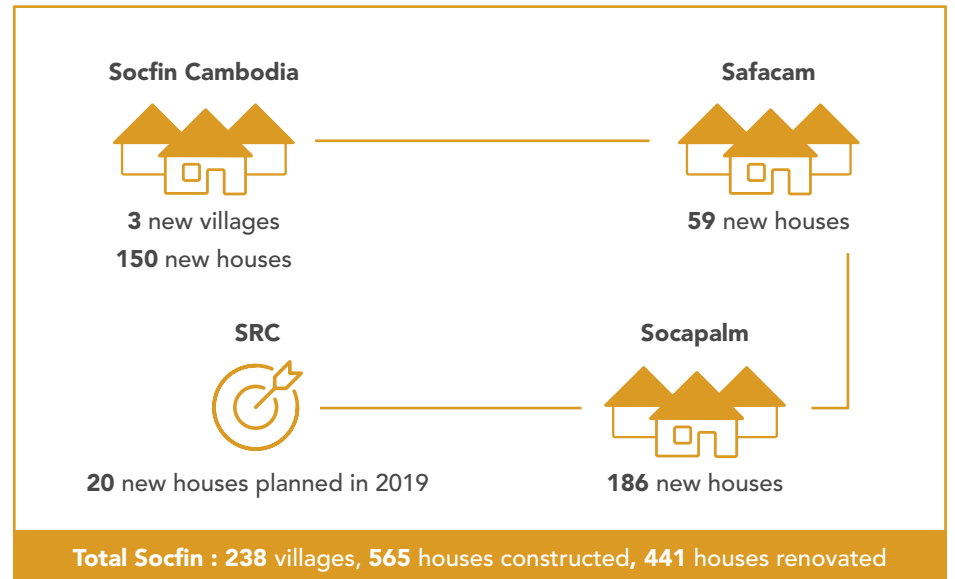
Village population distribution (2018)



Evolution of renovations and constructions in the estate villages				
	2015	2016	2017	2018
New housing	800	229	449	565
Renovated housing	1 101	121	1 164	441
New kitchens	443	199	494	622
Renovated kitchens	21	30	294	76
New latrines	608	264	637	1 006
Renovated latrines	N/R	N/R	111	225



4.3.1 New village, Socapalm, Cameroon



Another objective of the current construction program is, on certain estates, to offer the employees housing closer to their workplace, hereby facilitating their daily commuting. Latrines and kitchens are also constructed so that each employee has his/her own facilities.

One objective is that each village has, depending on its size, one or more water points in order to meet water supply needs. For the few villages where this is not the case yet, resources will be put in place to solve this without further delay. **In 2018, a budget of € 675 000 was allocated compared to € 280 000 in 2017, or an increase of 141%.**

Regular analyses are performed to guarantee consistent water quality. When necessary, a chloride treatment is done to ensure water potability.

In order to reduce dependence on tractors and tanks for water distribution, Brabanta constructs wells in the villages, while at the same time training villagers on safe and economical water use.

All plantation companies maintain the roads built within their estates and often also maintain the national roads and tracks around the estates. During the last 12 months, **more than € 8 million was needed to maintain or build new roads.** Les réseaux routiers de ces régions reculées sont souvent en piteux état.

Wherever possible, estates will offer logistic and/or financial support to local authorities in order to maintain the local road network in good condition and facilitate the movement of people in these remote areas.

The electrification of remote areas is another challenge. Often, electrification is limited to capitals and major cities and does not reach rural areas. In 2018, the Socfin Group spent € 4 million to bridge this gap.

4.3.1.2 Leisure infrastructure

Most estates organise sports competitions between the different villages and departments.

In total, 190 sports fields, 44 market places and 101 gathering places are available for Group employees and their families; the 613 shops, in turn, encourage trade and exchange of products, either locally grown or imported from urban centers.



€ 4 M
= electricity budget



€ 8 M
= road budget



+141%
+ €675 000
budget spent on water supply
in the villages



Leisure
Budget X 5



4.3.1.2 Sports fields, Socapalm, Cameroon.



4.5.5 First-aid training, Socapalm, Cameroon



Finally, more than 55 clubs/bars, generally managed by an external entrepreneur, offer village inhabitants the opportunity to follow their favourite soccer teams and other international sports events on television.

Evolution of leisure infrastructure		
	2017	2018
Sports fields	122	190
Shops	432	613
Clubs	30	55
Market places	57	44
Gathering places	55	101

At SOGB, each village has an entertainment center and a recreational area for the workers and their children. Soccer tournaments and other games, as well as cultural activities, are organised to maintain the cohesion between the inhabitants on the one hand and to create an atmosphere where different socio-professional players can meet on the other hand.

In 2018, the Group's budget spent on leisure infrastructure increased fivefold, from € 66 000 to € 340 000.

4.3.2 Mobility

Where needed, specially converted vehicles are used to transport workers to their workplace.

The plantation companies also provide motorbikes and bicycles to certain employees, provided they need them for work purposes.

The plantation companies offer other employees the possibility to buy their own means of transportation.

See chapter 4.2.4.

4.4 Security of people and property

Socfin is committed to ensuring the security of its employees and their families, as well as the security of their property. Security teams are therefore put in place on each estate to safeguard the workers and premises.

A systematic security check is carried out at the entrance of the estates. When necessary, the security team seeks to resolve security issues.

4.5 Health: an effective development tool

4.5.1 Health policy

Objective: Organise and provide quality medical care, both preventive and curative, to plantation employees and their direct dependents (spouses, children), in the most cost-efficient way for both patient and company.

Free medical care for employees is available at all estate health centers. When patients are referred to external specialised medical centers, part of the costs may be borne by the employee.

In 2018, a budget of € 5.7 million was allocated to the Group's medical services, an increase compared to 2017 and 2016: € 5.2 million and € 5.1 million respectively.

In certain countries, depending on the remoteness of the region, the medical department provides medical care, both preventive and curative, at an affordable price, to the local population living in the immediate vicinity of the estate (but not employed by the company).

Special attention is paid to occupational health issues both in terms of prevention and treatment, in line with local, national and international laws and standards.

4.5.2 Staff and infrastructure

The Socfin Group runs, among others, three fully equipped hospitals.

The Group's medical centers are accessible 24/24 and 7/7, they generally also have an ambulance. All hospitals are managed by doctors, while the medical centers are managed by a doctor or a chief nurse.

The outposts are generally located in the estate villages. They address the basic medical needs of the village population.

The laboratories and pharmacies are run by laboratory technicians and qualified assistant pharmacists. When delivery facilities are available, midwives, who are also in charge of prenatal and postnatal consultations, provide delivery assistance.

4.5.3 Disease prevention, detection and treatment

Prevention is the first pillar of the Socfin Group's medical services. All departments regularly organise health talks in the estate villages, and as much as possible in the surrounding communities. The objective is to sensitize the population to the prevention of common diseases and other medical issues.

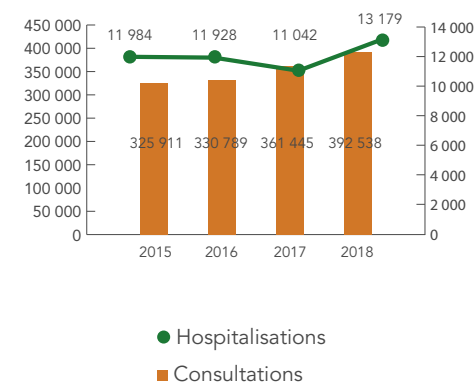
The second pillar of prevention is family planning: 12 plantation companies offer family planning services which are, at certain estates, organised in collaboration with government and NGO's (PSI through ACMS, ASF, PSK).

In 2018, more than 390 000 people were treated in the Group's medical centers (the graph below comprises employees, dependents, subcontractors and local population). The slight rise in consultations and hospitalisations can be explained by increased awareness with the populations on the importance of medical consultation and by rigorous treatment of certain pathologies.

In an attempt to standardise treatment at the plantation companies, **all medical services are equipped with clinical and therapeutic manuals and the essential drugs recommended by Doctors Without Borders.**

All medical services work closely together with national health ministries for treatments supervised by government. This generally comprises, but is not limited to, HIV, malaria and tuberculosis. In 2018, 87 611 patients were diagnosed with and treated for malaria.

Evolution of consultations and hospitalisations



Health infrastructure (2018)

Hospitals	3
Dispensaries and health centers	23
Outposts	65
Ambulances	18

Evolution of health staff in the estates' health services

	2015	2016	2017	2018
Doctors	28	30	31	34
Nurses	188	150	151	196
Midwives	33	33	33	37
Other staff	209	210	207	165
Total	458	423	422	432



4.5.2 Hospital in SOGB, Côte d'Ivoire.

4.5.4 Medical data collection

The medical services are obliged to share their medical information with government and other organisations. At Group level, an analysis of medical data is performed with dedicated software, facilitating adequate decision-making.

4.5.5 Preparedness for emergency situations

Basic first aid training was organised at most plantation companies, and they are now starting to organise more practical training.

These training programs, which are a result of the collaboration between the medical and HSE departments, aim at ensuring that trained workers can handle emergency situations on site before the arrival of the emergency service unit.

4.6 Supporting education and training

4.6.1 Education policy

Socfin is dedicated to improving the availability and quality of the schools in the countries where it operates.

4.6.2 Infrastructure and staff

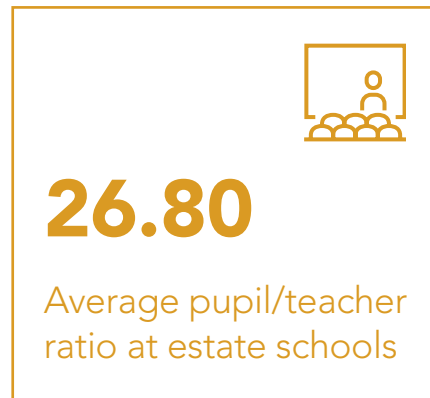
Government schools are available close to the estates. However, the Group supports them financially or logistically, in so far as possible, with renovations, new constructions and supply of furniture.

The Group also provides scholarships for the most meritorious pupils. See chapter 4.6.3.

The plantation companies equally support the teaching staff, often very limited in these remote areas.

14% of schoolteachers are assigned and paid by the plantation companies to improve the support structures for children.

At LAC and SRC, 100% of schoolteachers are paid by the plantation companies.



DID YOU KNOW ?

Following the 2014-2016 Ebola outbreak in Guinea, Sierra Leone and Liberia, the plantation companies SAC, LAC and SRC created an organisation (in collaboration with local governmental authorities) to identify and warn about any reappearance of the disease. Other plantation companies also put in place emergency procedures to prevent infectious diseases from spreading rapidly.

In RD Congo, 83 cholera cases were identified and treated in the Mapangu region, where Brabanta estate is located, between October 2017 and January 2018. The plantation company initiated, in close collaboration with the Government, awareness campaigns on cholera in the region. Prevention measures were put in place by offering the population improved access to clean water, soap and disinfectants. Additional preventive measures were taken to allow for rapid detection of new cases.

Between June and September 2018, new cholera cases were identified in the region. Nevertheless, thanks to the measures taken at the end of 2017, all 42 patients were diagnosed rapidly and treated successfully.

Efforts to raise awareness and implement prevention measures are ongoing within and around the estate.

The pupil/teacher ratio (number of pupils per teacher) at estate schools is on average 26.8 (calculation based on the ratio of each school independently

of one another) compared to 25.41 in 2017 and 29.37 in 2016¹¹.

¹¹ The 2015 and 2016 figures were modified following a change in calculation method (arithmetic average instead of weighted average).

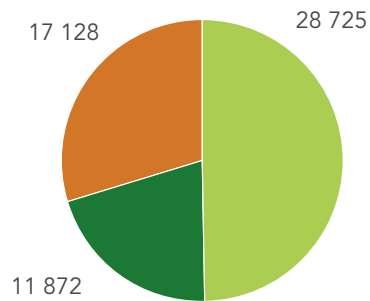
This ratio slightly increased in 2018 because of a higher rise in the number of pupils compared to the number of teachers.

SOGB constructed housing for the teachers. The Government assigns the teachers, who are public servants at the service of the schools.

Estate schools are open to children of employees, temporary workers, contractors or surrounding communities, in so far as infrastructure allows it.

57 725 pupils attended the schools in 2018, or 5 128 more than in 2017 (52 597) or 5 334 more than in 2016 (52 391).

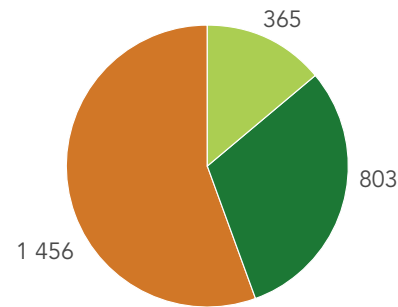
Breakdown of pupils by origin (2018)



- Children from employees
- Children from workers indirectly employed by the company
- Children from outside

In 2018, a total of 2 624 teachers were responsible for the education of the youngest children on the estates, or 131 teachers more than in 2017 (2 493) and 198 more than in 2016 (2 426).

Breakdown of teachers according to their status (2018)



- Plantation Company
- Private
- Government

Similarly to the 3 previous years, 30% of children attending the schools supported by the plantation companies are children from outsiders/local residents.



+1

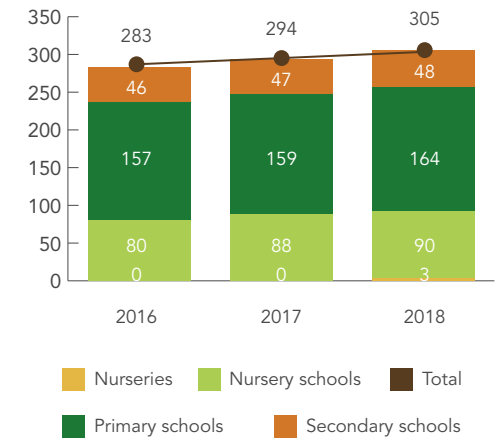
Creation of an additional English school at Socapalm

50% of all children attending these schools are girls.

School system support amounted to more than € 1.8 million in 2018.

11 new schools have opened since 2017 (32 since 2015).

Evolution of educational infrastructure on the estates



4.6.2 Pupils, Socfin Cambodia, Cambodia

4.6.3. School loans to employees/ parents

Group employees can take out zero interest loans with their employer at the start of the school year. In this way, they can buy school supplies and pay for their children's registration fees. See example 4.2.4. above concerning Safacam.



55 000 €
scholarships

In 2018, € 630 000 was lent and close to € 55 000 was spent on scholarships for the most meritorious pupils.

Each year, LAC gives a scholarship to 7 meritorious pupils graduating from LAC school system, enabling them to attend university. Moreover, 4 pupils from the William & Garblah Orphanage also receive a scholarship, enabling them to freely attend the estate's school system and this until the end of their school studies.

4.6.3.1 School transport

On certain estates (SRC, LAC, SOGB, Socapalm and Okomu), a system of school buses is available for children attending school.

In Cambodia, schools were constructed close to the employee villages to facilitate pupil transport. And to guarantee easy access to quality education for all, the plantation company provides, in collaboration with a local « Tuk-Tuk » company, free school transport for the children from the most remote villages.



4.6.2 School, Safacam, Cameroon



4.6.2 Pupils, Socfin Cambodia, Cambodia

RISK ASSESSMENT NOTICE BOARD



Ensuring employee safety



	ENVIRONMENTAL POLICY STATEMENT	Reference
		POL_001_P1

Created: 18 February 2014 | Revision: 12.06.2018 | Previous Status: 1

Health and Safety issues are of paramount importance to Socfin Agricultural Company (SAC). The welfare of its employees and contractors is such that the Company designs them to work and live in a safe environment with fair conduct of business and equal opportunities for all groups and minorities; this is a priority for the Company.

The conservation of natural resources and biodiversity is an integral part of the Company's values. SAC commits to continually improve its agricultural practices by identifying, preventing and minimizing the environmental impacts (water pollution, ground and air emissions of greenhouse gases, a zero burning policy promotion) of its activities on biodiversity and with local communities aiming to increase yields and rationalizing inputs and use of natural resources.

Considering the impacts of the Company's operations on the biotope, protection of the environment and conservation of natural resources and biodiversity has become a pillar of social responsibility for the business. Therefore the Company became certified with ISO 14001 and strives to implement RSPO standards for the extent of its activities.

The Company engages itself to:

- Continuously evaluate its efforts to decrease its needs of energy and natural resources by:
 - Installing water meters at source to monitor 100% of the water used;
 - Recording the water and fuel consumption on a monthly basis following determined indicators;
 - Reporting the gaps and disparities in Monthly Pilot Reports to all Departmental Managers and monitor all corrective actions developed per department;
 - Obtain traceability for 100% of its raw materials supplies;
 - Identify, maintain and protect High Carbon Stock (HCS) and High Conservation Values (HCV) areas;
 - Avoiding the use of fuel for preparing land or replanting operations.
- Implement mitigation measures to reduce the risks of pollution from its activities by:
 - Having all spraying staff trained and aware on the risks and hazards of chemicals;
 - Implementing preventive maintenance on Air Compressors with a monthly report;
 - Suppressing the dust by spraying water to limit footprints of wheel-treads on surfaces;
 - Managing, storing, treating and recycling all waste generated by the Company.
- Comply with the local and international laws, regulations and other requirements applicable to its operations.
- Encourage and maintain fair and transparent communication and open dialogue with its interested parties by:
 - Implementing an open, transparent and consultative grievance management mechanism;
 - Ensuring representation of affected groups including women, local communities and foreign workers;
 - Respecting the rights and consent of local communities in all its operations and supply chains;
 - Consulting, collaborating and participating with all the relevant stakeholders (internal and externally);
 - Promoting equal opportunities with the representation and identification of relevant affected local groups.
- Promote a safe and healthy workplace by:
 - Recognizing and respecting the rights of all workers, affected parties and local communities;
 - Preventing and reducing work accidents;
 - Sensitizing all employees on the prevention of sexual and all other forms of harassment and violence;
 - Informing employees on the risks of accidents and environmental degradation;
 - Displaying HSE Notice Boards at all workplaces with the identification of:
 - Hazards, precautions and prohibition signs;
 - Emergency Services and plans, Code of Conduct (ethics) and Work Related Instructions;
 - Supporting and encouraging its suppliers and contractors to implement this policy;
 - Sensitizing the employees on their social and environmental responsibilities via:
 - Training of employees to prevent accidents and pollution with an evaluation of their competences;
 - Thursday's "HSE Minutes" or various safety topics.

The Employees engage themselves to adhere to the safety and environmental protection principles by:

- Respecting the Company's safety and environmental regulations, procedures and documented information;
- Respecting the safety and environmental instructions, Policy, notices and signs of the Company;
- Reporting the dangers and helping on risk prevention at the workplace.

The General Manager engages himself to support and promote this Environmental Policy by consulting and involving its implementation, respect and efficiency, by fixing and reviewing yearly objectives and goals and by making available the human and financial resources necessary for the proper implementation of this policy. The General Manager assumes his environmental responsibility by engaging himself to promote the use of appropriate best practices in agriculture, to be aware on the potential of renewable energy sources, to conduct continuous improvement on biodiversity protection and to promote a safe and healthy work environment where each worker can feel secure.

[Signature] 19th July 2018 Dated and signed by the General Manager

0

Céline Schmitz

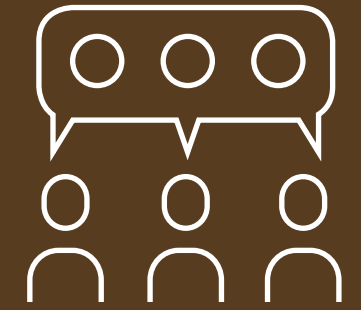
SAC

5. Information board

DANGER

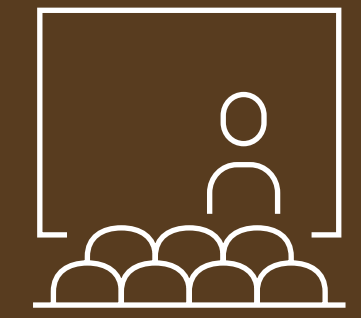


OCCUPATIONAL
**HEALTH AND
SAFETY**
COMMITTEES



8 430

TRAINING
SESSIONS



€ 1.1 MILLIONS

FOR OCCUPATIONAL
HEALTH AND SAFETY





5

Ensuring employee safety

5.1 Safety management system

The occupational safety management system is based on the OHSAS 18001 standard. For the « palm operations » that are not yet OHSAS 18001 certified, compliance with relevant RSPO criteria (criterion 4.7) and certification will guarantee the necessary verification for Occupational Health and Safety (OHS) compliance of operations.

5.2 Occupational health and safety policy

Employee health and safety is a top priority across the estates. More than € 1.1 million was spent on OHS in 2018, or an increase of 10% compared to 2017.

Each plantation company develops its own policy in line with the Group's commitment to follow the OHSAS 18001 standard.

Local policies are updated and comprise commitments towards:

- accident prevention and damages to health;
- continuous improvement of occupational health and safety management and performance.

Communication systems are in place to inform workers about obligations and possible risks, allowing for better risk management.

In this regard, **the Occupational Health and Safety Committees play a crucial role and work closely together with local management.**

5.3 Health and safety committees

In compliance with local legislation, competent Occupational Health and Safety (OHS) Committees have been established on each estate to:

- advise and propose rules to management on occupational accident prevention and occupational illnesses;
- stimulate and verify the proper functioning of the Occupational Health and Safety system;
- organise regular training sessions on Occupational Health and Safety.

5.4 Risk analysis

On all estates, and in compliance with local laws, and RSPO, OHSAS and other standards' requirements, Socfin has called upon specialized offices to perform a risk analysis of its operations: agricultural, industrial, medical and even administrative.



5.4 Sensitization on the use of PPE

The risk analysis defines the organisational measures and required resources to prevent all accidents and protect the workers.

Following these analyses, **plans define the measures to be implemented to protect staff, equipment, populations and the environment.**

While most working accidents on the plantations are minor, work-related fatalities occur. Every incident is treated with the utmost care and is followed by a thorough review of the cause and actions needed to avoid recurrence. The safety regulations are also mentioned in the « Oil Palm Manual » and the « Rubber Field Handbook ».

SAC developed a 2018 action plan, to reduce the noise that mill employees are exposed to, as a second boiler will soon be installed.

5.5 Training and sensitization

Upon employment:

A Group procedure, called « Health-Safety-Environment Induction » describes the welcoming process and employee training (newly hired employees or subcontractors). The procedure provides the minimum information that needs to be contained in the induction booklet for employees, before they have access to their workplace or job. The procedure is implemented after adaptation to the local context of each plantation company.

Continuous training:

Training programs are adapted to the various departments' needs and to the identified risks.

The local QHSE officer is charged with the implementation of training and sensitization programs, in close collaboration with the local OHS committee, of which this is a key task. Certain training sessions are long (several days) whereas others, called « toolbox meetings », are shorter and more repetitive.

These last ensure that workers stay focused and prevent that routine makes them forget about basic protection measures.

At Brabanta, the HSE department organises « toolbox meetings » four times a week at the various workplaces, more particularly in the garage, the mill, the workshop and the construction department (carpentry, masonry, plumbing, electricity, etc.).

Responsive training:

In case of an accident, the causes are identified and the results of the analysis are transmitted to the OHS committee.

A workers' sensitization will take place to reduce the occurrence of similar accidents in future.

A first aid training program was launched (see chapter 4.5.5). Following this training, all plantation companies created « first aid » posts where deemed necessary.



Training and sensitization					
Estates	2016	2017	2018	Diff % 2018/2017	Hours 2018
SAC	1 904	2 425	2 537	5%	385
SRC	52	100	30	-70%	836
LAC	13	22	162	636%	171
SoGB	94	48	238	396%	1 234
SCC	18	30	34	13%	163
PSG	17	249	366	47%	689
Okomu	72	85	604	611%	595
Safacam	277	487	608	25%	475
Socapalm	607	1 140	2 261	98%	2 656
Brabanta	73	132	380	188%	398
Agripalma	1	0	0	-	0
Socfin Cambodia	0	5	87	1 640%	8 798
Socfindo	222	231	1 123	386%	1 010
Total SOCFIN	3 350	4 954	8 430	70%	17 410



5.5 Safety Minute, Socfin Cambodia, Cambodia

5.6 Medical check-up

The company is responsible for ensuring each employee's medical fitness for the job.

A medical check-up is meant to guarantee the employee's fitness for work upon employment and periodically (while he/she is employed).

This also offers the opportunity to inform the employee about medical-job related risks.

In certain cases, additional medical check-ups are necessary, for workers exposed to specific risks (physical or chemical for example) or for handicapped workers, and pregnant or breastfeeding women.

5.7 Accident rate

Socfin harmonised the definition « accident » on all estates and uses from now on the most stringent international standards (OHS of the USA). An accident is defined as an injury or bodily harm resulting from an incident at the workplace. The plantation companies record all injuries that need treatment beyond first aid.

Consequently, a minor accident such as an insect bite, sprain, heat stroke or a major accident, such as a fatality or snakebite, is recorded in the same way. Also included are accidents on the way to and from work.

The Socfin Group estates achieved an average accident rate of 18.91 injuries/200 000 working hours (or 100 employees) in 2018, compared to 11.94 injuries in 2017, or an increase of 58%.

However, this accident rate is not representative for the Group's safety performance; the recent increase in rates can be explained by a better minor accident recording.

Consequently, the DART (Days Away from work, days of Restricted work activity or job Transfer) were also recorded this year. The DART are accidents that result in absence, or that prevent a worker to do his/her job or oblige a worker to mutate to another function for one or more days. In this case, minor accidents are not recorded.

For 2018, the DART is 12.31/200 000 working hours. Thus, more than one third of recorded accidents are minor accidents.

Rates need to be compared by estate in order to identify the progress made over time and in a comparable socio-economic environment. Accident rates are generally higher on new projects, where the lack of employee experience has an impact.

The increase in training and sensitization has an unforeseen secondary effect: a simultaneous rise in accident reporting.

This is because workers no longer consider an accident as minor. They go for treatment at the dispensary and the accident is finally registered. A rise in certain rates is thus normal and does not represent a failure in prevention policy but rather a rise in awareness.

The increase in accident recording results in better understanding of accidents and better-adapted training and sensitization.

5.8 Safety of people in the supply chain

In compliance with policy commitment, **plantation companies also provide training and sensitization on occupational health and safety at the workplace for subcontractors**, enabling each plantation company to monitor the subcontractors' accident rates.

The new « code for suppliers » also foresees various obligations regarding OHS and obliges all suppliers to submit to regular audits of their operations by the plantation company/s « compliance officers ».

Evolution of working accidents

	Accident rate per 200 000 hours			DART* per 200 000 hours	Lost days per 200 000 hours			Fatalities		
	2016	2017	2018		2016	2017	2018	2016	2017	2018
Estates										
SAC	10,26	9,43	12,20	9,27	24,79	29,10	38,78	0	0	0
SRC	0,37	5,81	5,20	4,35	0,00	7,41	10,03	0	0	0
LAC	46,17	33,14	26,71	24,39	351,83	132,56	65,74	0	0	2
SOGB	17,07	11,86	54,97	45,20	114,46	43,33	121,99	1	1	1
SCC	7,17	2,59	2,46	0,55	22,75	104,48	8,74	0	0	0
PSG	26,31	43,33	54,90	29,63	56,81	48,50	47,48	2	1	0
Okomu	3,39	2,54	1,58	1,11	71,08	8,48	15,26	2	1	2
Safacam	10,93	6,52	5,79	3,83	53,24	93,99	30,74	0	0	0
Socapalm	21,18	11,06	24,00	3,91	61,17	53,05	35,23	1	0	1
Brabanta	7,02	28,60	43,33	23,34	1,87	82,72	131,83	1	0	0
Agripalma	20,95	21,30	21,14	8,37	65,95	65,84	98,50	0	0	0
Cambodge	0,93	11,51	3,39	1,94	84,69	8,25	3,39	0	0	0
Socfindo	0,57	1,02	1,01	0,96	12,58	83,83	30,96	0	0	0
Socfin	13,26	11,94	18,91	12,31	69,71	58,46	50,11	7	3	6

* Days away from work, days of restricted work activity or job transfer. Note: The method for calculating the average changed from arithmetic average to weighted average.





Management of natural resources



+183%



OF ORGANIC FERTILIZERS

800 000L



OF DIESEL SAVED

€ 2.4 MILLIONS



FOR THE ENVIRONMENT



6

Management of natural resources

6.1 Environmental management system

In a business that is closely linked to the natural environment, the Socfin Group has concentrated, since the creation of the sustainability department, on obtaining ISO 14001 certification for its operations' environmental management systems.

Therefore, management of the environment, biodiversity, energy, water, emissions, effluents and waste are comparable on all Group plantation companies and are in line with the commitments described in the responsible management policy.

On the one hand, this approach guarantees compliance with all relevant environmental regulations and commitments made, and on the other hand, continuous performance improvement.

In this regard, **over € 2.4 million was allocated in 2018, or a 50% increase compared to 2017.**

6.2 Status of certifications in progress

Most African operations have now obtained ISO 14001 certification.

In 2018, the Group has continued its efforts to achieve compliance of all oil palm operations with RSPO principles and criteria.

Initial assessments identified the position of each African subsidiary (all Indonesian estates have already been RSPO certified for several years) related to each criterion; subsequently, action plans were implemented to achieve compliance.

HCV or HCV/HCS studies have initiated in Cameroon, at Safacam and Socapalm and in Sierra Leone, at SAC. In 2019, these studies will be carried out at SOGB, Brabanta and Agripalma.

The objective is to obtain RSPO certification for Safacam and Okomu estates in 2019, and for all other palm estates, SOGB, Agripalma, PSG, Brabanta, SAC and Socapalm in 2021.



6.3.2 Environmental awareness, Okomu, Nigeria



6.3.2 Environmental awareness, Okomu, Nigeria

In order to keep up with this planning, qualified bodies perform mock audits several months before certification bodies perform the RPSO certification audits.

For the plantation companies involved in both « palm » and « rubber », implementation of RPSO criteria will make rubber operations more sustainable, while awaiting the development of specific GPSNR criteria.

All certifications are displayed on the Group website:

www.socfin.com/en/certifications

Estates	RPSO	ISO 9001	ISO 14001	OHSAS 18001	GGAP Bio Agricert
SAC	🔄2021	🔄2019	✓		
LAC		✓			
SRC			✓		
SOGB	🔄2021	✓	✓		
SCC		✓	✓		
PSG	🔄2021				
Okomu	🔄2019	✓	✓	✓	
Safacam	🔄2019	✓	🔄2020		
Socapalm	🔄2021		✓		
Brabanta	🔄2021		🔄2020		
Agripalma	🔄2021				✓
Socfin Cambodia					
Socfindo	✓	✓	✓	✓	
Sogescol		✓			

🔄 In progress - Estimated certification date ✓ Obtained

RPSO





6.3.1 Water treatment through lagoons to protect surface waters, Socfindo, Indonesia



6.3.1 Monitoring water consumption through the use of drip irrigation, Okomu, Nigeria

6.3 Policies

6.3.1 Water

Water is a valuable asset and the Group sees to minimizing water consumption, maintaining water purity and safeguarding water sources.

Water is used in the palm oil mills and the rubber factories, in the nurseries for irrigation and in the villages.

Irrigation needs in the nurseries are closely monitored and based on rainfall data; only the water millimetres needed by the plants are applied.

Drip irrigation is preferred as it is more efficient and reduces erosion risks.

Water consumption is equally monitored at factory level, where appropriate action is taken to keep water consumption at its lowest level.

Water use per ton of processed FFB or produced dry rubber is stable and in line with industry standards (between 1 and 2m³/t of processed FFB).

The manufacturing processes (steaming) offer only limited possibilities for water consumption reduction per ton of FFB.

Water consumption per ton of dry rubber is also stable and consistent with the target set: below 20 m³/t. Water is used for cleaning the cup lumps: a step that is required to meet the clients' quality standards.

Drinking water

The plantation companies provide drinking water for estate villages through boreholes, wells and also protected springs.

Adequate measures are taken to prevent groundwater pollution:

- prevention of accidental chemical spills (fuel, fertilizers, pesticides) through adapted training on product handling and use of equipment against accidental spills;

- construction of storage facilities in compliance with international standards, using impervious slabs and adapted containment, and more than 15m from a water point;
- construction of latrines more than 15m from a water point.



6.3.1 Drinking water well, SOGB, Côte d'Ivoire

Water quality is regularly tested following WHO parameters (World Health Organisation) and local regulations. Samples are analysed in registered laboratories.

Surface water

A strategy for riparian buffer zone management, in line with RSPO criteria, was discussed in a student's thesis (Belgium). The strategy is gradually being implemented at all estates.

Surface water will be periodically analysed, every 2 to 3 years, in order to assess the impact of riparian zone management, all things being equal.

Moreover, cover crops are systematically sown to reduce:

- use of nitrogenous fertilizers;
- soil erosion;
- agrochemical leakage.

All palm oil mills and rubber factories have water treatment facilities

(anaerobic and aerobic effluent ponds).

Thanks to these systems, no water from a mill or factory can be discharged directly without treatment.

The discharge water from the ponds is regularly monitored to ensure that the BOD and COD values are within permitted levels (local regulations or IFC and/or RSPO standards, whichever applies).

In case the standards are exceeded, an internal audit is performed to identify the cause. Installation of a mechanical aerator is often sufficient to solve the problem.

6.3.2 Soil protection

The soil is the planter's main capital.

Techniques to reduce erosion have been applied systematically (and for decennia) and are thoroughly described in the Group's manuals:

- use of cover crops;
- contour planting and windrowing;
- structure improvement (compost);
- specific systems to reduce water velocity in the discharge channels, etc.

Block fertility is strictly monitored by the Group's soil science laboratory.

DID YOU KNOW ?

Maintenance and improvement of soil fertility are ensured by reasonable fertilization mainly applying organic fertilizers, by-products from the factory (685 993 tons applied in 2018).

6.3.3 Waste management

Each plantation company follows the Group procedure on waste management. All waste management procedures must be developed in relation to the hierarchy below, giving priority to the higher levels.

Recovery	Prevention	8
	Reuse	7
	Material or organic recycling (composting)	6
	Energy or biomethanisation waste recovery	5
Disposal	Incineration without energy recovery (for sanitary purposes)	4
	Engineered landfill or lagoon	3
	Non-engineered landfill, discharge in aquatic environment, biodegradation in the ground	2
	Concentration (collection in a bin or on a pile)	1

Collection, transport, recovery and disposal of both industrial and household waste are continuously monitored in accordance with the environmental management system.

For waste collection and handling, HSE guidelines are followed to ensure that Personal Protective Equipment (PPE) is used and that waste is stored in an appropriate manner.

Solid biodegradable waste is mainly reused on the estates:

- empty fruit bunches are used as organic fertilizer, applied on the soil or mixed with effluents to make compost (composting center at Socfindo);
- fibers and shells are used as biofuel for the boilers of the palm oil mills;
- rubber wood from a windthrow, or from logging operations before replanting, are used as fuel for the rubber factory dryers;
- when replanting, old palm trees (trunks) and roots are left in windrows to decompose. In this way, nutrients enter the soil, contributing to soil fertility and limiting agrochemical use.

Concerning hazardous waste, the QHSE officers organise the chemical product stores following the First Expired-First Out (FEFO) principle, in order to prevent as much as possible the accumulation of expired products. Registered companies collect hazardous waste such as used oil, oil filters or used batteries.

In addition to respecting waste procedures and installing waste bins, the plantation companies also focus on raising awareness about household waste management in the communities.

As at most estates, Brabanta has put in place a separate waste collection system and has informed its employees during « HSE toolbox meetings ».

It consists of 5 waste bins in different colours. This system permits waste recycling and re-use.

Eventually, separate waste collection will allow for composting and energy recovery by burning waste wood.



Agripalma signed a memorandum of understanding with a waste management company and NGO, to separate organic and non-organic waste.

From this waste, the partner makes 2 products it can sell:

- *from organic waste, it makes compost.*
- *from glass bottles, it makes sand for small constructions.*

These actions are also supported by some of the Group's tyre manufacturing clients, who reduce their packing requirements (Bridgestone, Michelin) and contribute to prevention. The Group raises awareness with other tyre manufacturers on these alternatives.



6.3.3 Composting centre, Socfindo, Indonesia



6.3.3 Separate waste collection, Okomu, Nigeria

6.3.4 Protection and enhancement of biodiversity

As mentioned previously, most Group plantations are old existing or abandoned industrial plantations, grasslands or previously developed agricultural areas.

In accordance with the results of the environmental impact assessment, certain areas are preserved.

Moreover, the Group applies the HCS approach: no new development on primary or secondary forest, peat lands, HCV areas, riparian areas, protected areas or critical habitats.

Riparian zones and wetlands are potential animal and plant biodiversity areas; they are either protected or restored, as they have been destroyed by the local population or the plantation company.

The riparian areas' management and rehabilitation strategy is in line with RSPO criteria (see above), and under implementation at all estates.



6.3.4 Protection of biodiversity; Socfindo, Indonesia

DID YOU KNOW ?

Okomu entered into a partnership with the national parc, to strengthen the conservation relations between both parties, aimed at the sustainable development of the entire Okomu landscape. This memorandum of understanding was signed in April 2018.

DID YOU KNOW ?

At SRC, about 125.5 ha of area has been protected because of its biodiversity or cultural values. EPA of Liberia (Environmental Protection Agency) highlighted on the importance of protection of buffer zones in the plantation during their visits and conducted a community awareness campaign on the importance of preserving these unique habitat.

Biodiversity monitoring by a group of experts or a local university is scheduled at regular intervals.

« Integrated Pest Management » procedures also include actions related to biodiversity protection (habitats for certain insects, or bird of prey, see below).

Various endemic, rare, vulnerable or endangered species are present in and around Group concessions.

Within its concessions, plantation companies monitor and prevent all illegal hunting (bush meat), fishing, logging or cutting, in respect of local legislation.

However, in biodiversity areas (national parks, classified forests or other) adjacent to the concessions (Sao Tomé, Nigeria, Ghana), the plantation company can only monitor passage between the concession and the biodiversity area, with the authorization of local authorities.

Of course, all workers, subcontractors, suppliers and local community members are informed and educated about these rules.

Action is nonetheless taken to improve the material resources of the authorities in charge of protecting these areas.

Brabanta encourages reforestation and has established nurseries. The plantation company also works, with the assistance of specialized agencies, on the diffusion of sedentary cultivation techniques to limit the traditional 'slash and burn' agricultural techniques.

6.3.5 Air emissions and ambient air

With regard to air emissions, the Group is committed to implementing best management practices to prevent and reduce greenhouse gas emissions (GHG).

The Group has initiated the assessment of the « carbon » impacts of its palm operations (using the PalmGHG calculator) as part of its RSPO obligations.

In 2018, a project was launched in collaboration with Michelin and a company specialized in carbon studies to develop a carbon footprint model for rubber plantations.

The results of the annual calculation with the PalmGHG tool are available on the RSPO website.

The objectives are reducing direct and indirect greenhouse gas emissions, in particular, linked to energy consumption (transport, generating sets, factories), by rational choice and use of fuel and technologies respecting the environment and by excluding the use of fire for land preparation in new developments.

DID YOU KNOW ?

+37%



**1 614 ha
2017**

**2 212 ha
2018**

SOGB has identified new forest blocks for conservation within its concession. Subsequently, the total protected area has increased from 1 614 ha to 2 212 ha of forest.

Under supervision of the industrial department, all plantation companies ensure monitoring and steady consumption reduction: rational energy use, technical maintenance, use of machines with low energy consumption, alternative and renewable energy source, etc.

Emissions from the chimneys are regularly measured, in compliance with local laws, and in absence thereof, with IFC guidelines.

The Group also actively seeks alternatives for the almost inevitable burning of old rubber plantations for replanting, as mentioned in chapter 2.5.

Air emissions in mg/m ³ (2018)		
Estates	S02	NOx
SAC	BDL ¹²	BDL ¹²
SOGB	61.00	21.00
Okomu	100.00	10.00
Safacam	N/A	49.00
Socapalm	50.00	14.00
Socfindo	129.00	378.50

¹² BDL : Below detection limit

Since the end of 2016, SOGB has been developing a field handbook on rubber replanting without burning the logging remains, thanks to trials conducted both internally and as part of the SAPH/Michelin/Cirad consortium. Research is still ongoing and other plantation companies, such as Safacam, wish to use this method in future and conduct tests to determine operational procedures.

The objective at short term is that net emissions in CO₂ (CO₂e) are calculated for each estate's agricultural and industrial activities (RSPO Palm GHG calculator for palm oil plantations, project with MEO Carbon Solutions for rubber plantations).

Gross emissions depend thus on:

- concession size;
- quality of converted vegetation;
- fossil fuel consumption;
- fertilizer application;
- transport, etc.

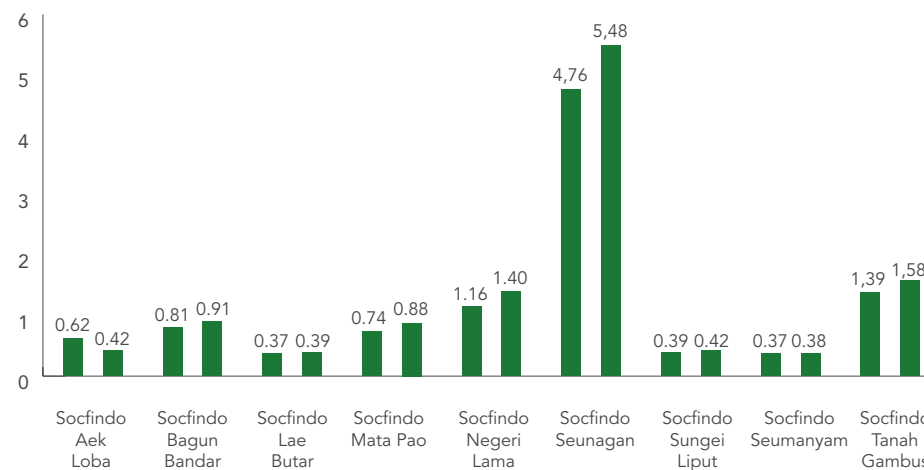
The quantities absorbed by the plantations (carbon sinks) are subsequently deducted from the emissions to obtain the net emissions.

Results are specific to each estate and differences are generally explained by the surface area of each plantation: a larger plantation emits more than a small one. Any comparison between the estates' environmental management is thus irrelevant.

Ambient air

Besides the efforts linked to air emission reduction, measures are taken to improve the ambient air quality by minimizing dust generation or solvent fumes: limit the speed in the estate (speed bumps), spray water on the roads during the dry season, buffer zones between the villages and the roads, hoods to suck solvent fumes, etc.

Net emissions (T CO₂e/ T CPO)



6.3.6 Input materials

In line with its commitments, the Group is continuously striving to reduce its chemical and inorganic fertilizer application.

Optimal use of organic fertilizers from the factory limits the need for chemicals: 685 993 tons of organic fertilizers were used in 2018, or an increase of 183% compared to 2017.

At Brabanta, trials of cover plants are being carried out to produce organic matter and limit the use of fertilizers (Leucaena and Flemingia).

The plantation companies succeed in **reducing the use of phytosanitary products thanks to their « Integrated Pest Management » procedures.**

The objective is to keep pests below a harmful level rather than systematically eradicate pests, and to create, improve and safeguard the habitats of their natural enemies (such as birdhouses and perches for birds of prey, so they can rest and easily fly around in search of rodents).

By reducing chemical use to a strict minimum, the exposure risk for workers and the number of occupational injuries and illnesses are reduced.

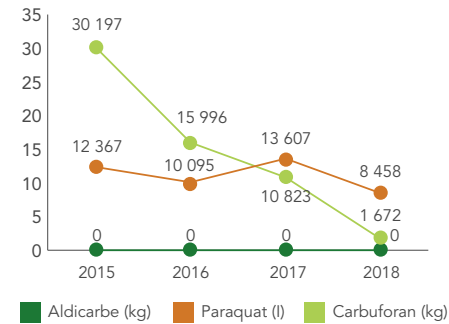
Small quantities of chemicals classified 1B by the WHO are still exceptionally used in the oil palm plantations.

The people in charge are actively searching for more adequate and less harmful alternatives for these products.

In 2015, the use of Aldicarb (class 1A) was definitely stopped.

As per its commitments, the Group reduced Carbofuran use (class 1B) by 84.55%, compared to 2017. It is used while taking into account all necessary precautions, only if there is no other alternative available and in case of a serious insect attack.

Evolution of specific hazardous products' use



6.3.7 Energy

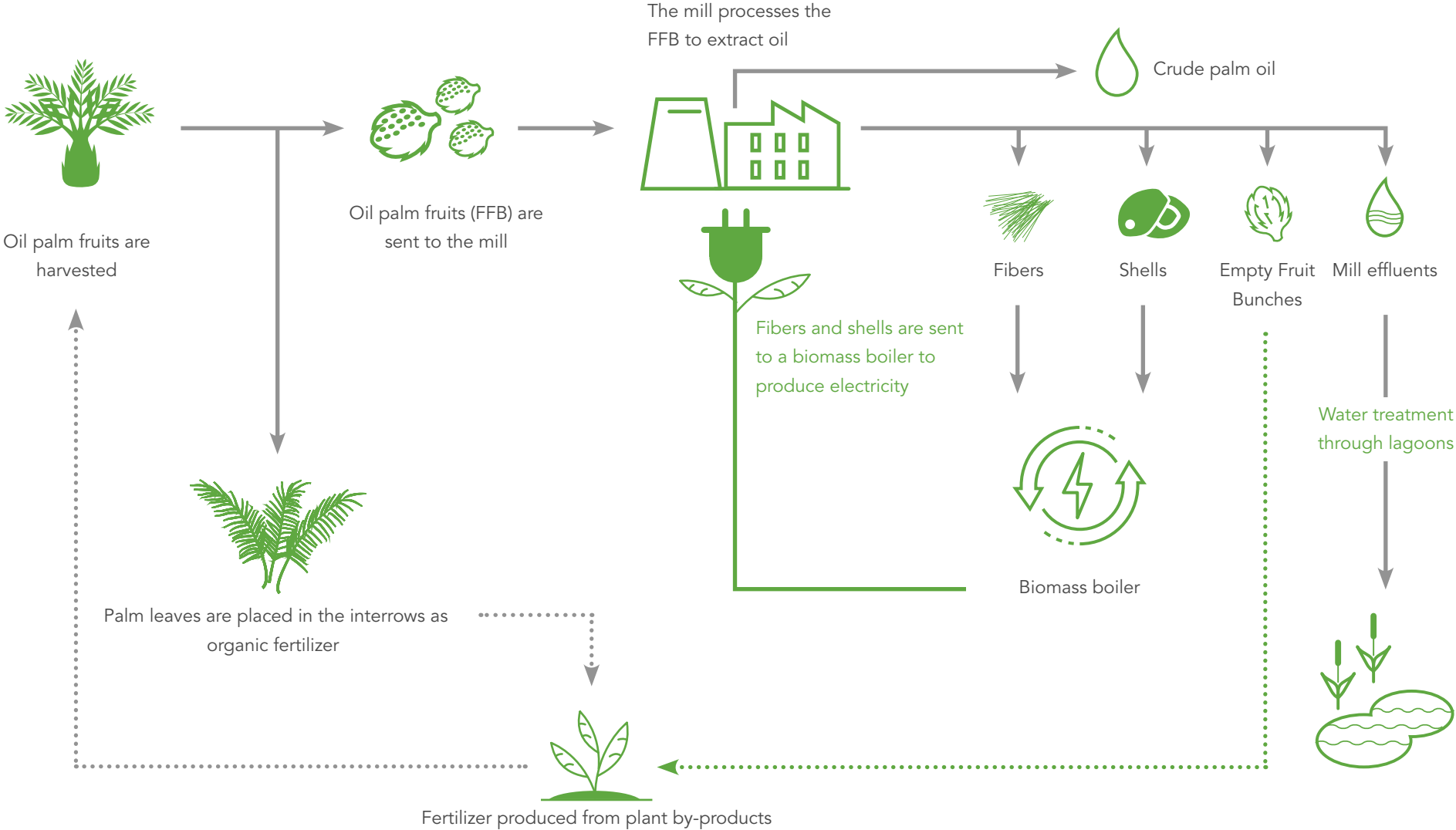
A reduction in energy consumption goes hand in hand with a reduction in greenhouse gas (GHG) emissions, and consequently in production costs.

Preventive maintenance of equipment and installations ensures better functionality and minimal energy consumption. All fuel, combustibles and electricity consumption is checked and monitored so as to optimize use.



6.3.6 Cover crop, Safacam, Cameroon

Recycling of oil palm by-products



The palm oil mills and rubber factories are almost entirely self-sufficient in energy.

- Palm oil mills: Fibers, EFB, shells, by-products from processing fuel the boilers; in this way the turbines produce energy for the factories, offices, hospitals and villages.

As a result, in 2018, 31 503 225 kWh was produced by the steam turbines fuelled by biomass compared to 27 915 017 kWh in 2017, or an increase of 12.85%. This production equals 91% of energy used in the oil mills in Africa and 91% in Asia.

- Rubber factories: rubber wood from block replanting or windthrows is used to feed the rubber dryers.

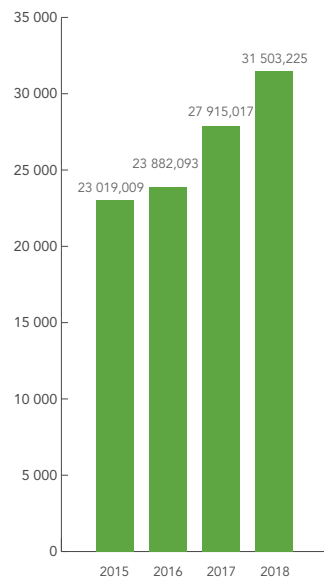
In 2018, LAC's biomass plant saved about 596 925 L of diesel, or 1 373 T CO₂.

Safacam's plant, on the other hand, saved about 227 990 L of diesel in 2018, or 524 T CO₂.

LAC's hydropower plant has been operational since June 2016. It produced 4 713 149 kWh of electricity in 2017 and 5 389 000 kWh in 2018 (+14.33%), guaranteeing a stable supply, 24/24h. An estimated 1 616 700 L of diesel was saved in 2018, or 3 718 T CO₂.

The carbon credits linked to this hydropower project are certified and put on the market in compliance with the VCS standard (Verified Carbon Standard). They are expected to bring in 3 600 tons of credits.

Energy produced by biomass turbines (kWh)



6.4 HCV, SAC, Sierra Leone



6.4 HCV, SAC, Sierra Leone



6.4 High Conservation Value Studies and High Carbon Stock Approach (HCV-HCSA)

The Group strictly applies the HCS approach: no new developments on primary and secondary forests, peat lands, high conservation value areas, riparian areas, protected areas or critical habitats.

In 2018, HCS studies were conducted at Safacam and Socapalm at the Mbambou estate, as part of the extension projects.

These studies allow for identification and protection of the forests within the concession, and determination of the potential development areas.

As part of the RSPO certification of its operations, HCV studies are to be conducted on all existing estates. Okomu already completed theirs in 2017, followed by Socapalm, Safacam and SAC in 2018; SOGB, Brabanta and Agripalma will complete theirs in 2019.

All HCV studies are and will be published on the Group's transparency dashboard.

6.5 Environmental non-compliances

Management of environmental non-compliances and systematic reporting of environmental accidents are required following the ISO 14001 standard; these data are locally available.

6.6 Training

All new employees receive an HSE induction and follow training adapted to their professional activities and environmental impacts.

After analysis of the estate's environmental performance, specific training needs are assessed and addressed.



Contribution to local development

EFFANNEWS
→ Soutenance des
projets le Samedi des
17 Juin 2017
→ Poussins de 21 jours
en vente



30%



OF PUPILS COME FROM
SURROUNDING COMMUNITIES

**2 AGRICULTURAL
FAMILY SCHOOLS**



57%

OF RUBBER PRODUCED
BY SMALLHOLDERS



Contribution to local development

Socfin's long-term success is the result of strong partnerships and collaborations with the communities in and around the estates.

Rubber and oil palm cultivation are an effective way to stimulate long-term local development.

In Cameroon, the dialogue platforms between the plantation companies, local communities and authorities had four meetings in 2018. Their aim is to strengthen relations and ensure a strict follow-up of the decisions taken.

7.1 Local partners

7.1.1 Subcontractors

To encourage local entrepreneurship, the plantation companies call as much as possible upon local SME and VSB. Although the plantation companies favour direct employment, they also offer opportunities to local subcontractors to stimulate entrepreneurship (Liberia, Nigeria and Cameroon).

Okomu collaborates with local SME; for example, for the development of Extension II, 80% of all subcontractors came from the surrounding communities.

Following the Group's commitments in its quality and responsible management policies, all subcontractors and suppliers have to adhere to the same rules as the plantation companies (specified in their subcontracting agreements). Their management systems are regularly audited to ensure their activities are consistent with the Group's social and environmental objectives.

7.1.2 Smallholders

The plantation companies maintain close relations, specific to each region, with the rubber and oil palm smallholders.

The plantation companies source from independent smallholders. Some have implemented, at their own initiative or within the context of government smallholder programs, technical assistance project aimed at:

- providing good quality seedlings;
- improving agricultural practices through training and supervision;
- ensuring purchase of their crop at market price.



In 2018, Socfin Cambodia organised 9 group trainings on the following topics: fire prevention in the rubber fields, identification and marking of mature trees, stimulation, rubber field maintenance and disease treatment. Smallholders also receive free training so they can benefit from the company's expertise to work their own plots.

Group supply chain traceability (01/2018 - 12/2018)

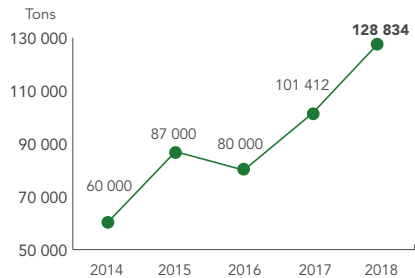
Estates	Fresh Fruit Bunches (FFB)			Natural rubber		
	Smallholders	Retailers*	Third parties	Smallholders	Retailers*	Third parties
SAC	0	0	0	N/A	N/A	N/A
LAC	N/A	N/A	N/A	2	9	0
SOGB	93	6	0	4 268	61	0
SCC	N/A	N/A	N/A	209	11	25
Okomu	0	0	1	0	23	0
Safacam	7	0	0	7	0	0
Brabanta	0	15	0	N/A	N/A	N/A
Socapalm	911	0	2	N/A	N/A	N/A
Socfindo	0	0	0	0	0	0
Total	1 011	21	3	4 486	104	25

*Retailers include the cooperatives and intermediate agents which may represent several hundreds of smallholders.

SCC's rubber factory has partnered with 6 500 smallholders.

Brabanta buys palm fruits from villages around the concession to encourage the smallholders and ensure financial flows into the neighbouring communities. Currently, only fruits harvested from existing oil palms (old palm groves or wild palms) are supplied to Brabanta, no smallholder plantation has recently been developed.

Evolution of FFB purchased from smallholders by Socapalm over 5 years



Socapalm purchased 128 834 tons of FFB from smallholders in 2018.

The Group ensures that all identified smallholder operations are in compliance with its responsible management policy and requirements.

7.1.3 Stakeholder engagement plan

The Socfin Group is not only concerned about its own workers and families, but also engages with local communities.

To further increase the impact and success of its social projects, the Socfin Group collaborates as much as possible with local and national governments, as well as non-governmental organisations. These « win-win » partnerships harness synergies between different competences for a common development goal.

Each plantation company has developed its own « stakeholder plan » and subsequent « community engagement plan » in recent years, to ensure the efficiency and relevance of local community projects. These plans are detailed and updated progressively as the dialogue structures in place validate the communities' needs.

7.2 Good neighbourly relations with local communities

Legal, community and customary rights on the land and its resources are not always clearly documented in the regions where the estates are located, and despite all precautionary measures, there are sometimes inevitable claims for the same area of land.

When land disputes or any other grievances occur, the Group facilitates a transparent and open dialogue with the stakeholders involved, at local, national or international level, if necessary. All grievances are recorded and documented, and the utmost is done to settle all grievances in a timely and amicable manner.



SCC purchases 100% of its rubber from smallholders.



Since the end of 2018, Socapalm together with WWF Cameroun organise information meetings in the community villages on the RSPO standard and its commitment towards certification.



7.1.2 Smallholders' training, Socfin Cambodia, Cambodia

Socapalm, for example, in partnership with EF and the relevant local ministry, identifies the blocks that were reconveyed to the Government of Cameroon, the landowner.

When the Group pursues the expansion of certain operations, it ensures local communities give FPIC.

The Group does not start any new development unless the process of FPIC is finalized (or in case of a non-resolved conflict for particular areas, it ensures that an appropriate conflict resolution process is started and approved independently by all stakeholders).

Quarterly meetings are organised between Okomu and the communities to ensure good communication and relations.

Simultaneously, several projects are carried out with and for the communities. In 2018, as in 2017, over € 2.1 million was spent.

Okomu also supports the surrounding communities. Each year, € 560 000 is invested. 29 communities surround Okomu's plantations, and in full cooperation, Okomu selects projects on the basis of the communities' propositions: construction of public buildings, drilling of water wells, purchase of generating sets, road renovations, scholarships, etc.

7.2.1 Community access to health and education

Mainly located in isolated areas, the estates' surrounding communities generally have very basic public infrastructure.

Therefore, in certain countries, depending on the region's level of isolation, our health services also provide medical care, both curative and preventive, at an affordable price, to the local population living in the vicinity of the estate (not employees).

SOGB and AVD (association of displaced villages) signed a memorandum of association that includes the allocation of an annual budget to realize projects of common interest with the local villages. The budget allocated to each village depends on the land area that each village gave away to the Government of Côte d'Ivoire, when SOGB's concession was created in 1969. Schools and health centers are constructed within the local villages to ensure village children have access to education and the local village population can feely access SOGB's health centers.

In collaboration with local communities and authorities, regular support is provided to public services to foster the education of youngsters: € 202 000 was spent on local schools in 2018.

DID YOU KNOW ?

At Safacam, a new Community Liaison Officer was appointed and currently follows a training at the « Center of Social Excellence » (CSE) organised by EF. This officer will start employment at Safacam in 2019.



61% of PSG school pupils come from local communities.

Almost 30% of the Group plantation school pupils come from local communities.

7.2.2 Energy and water supply

Improvement of public services is a frequently raised issue, which requires the involvement of local authorities, energy carriers and suppliers. The distance from certain villages to the main urban centers deprives many communities from public services.

To bridge this gap, the Group supports their requests to be connected to either government or private electricity grids and in certain cases finances the connection of these isolated communities: € 231 000 was spent on water, electricity and telecommunication connection in the past year.

7.2.3 Road access and maintenance

All plantation companies build, maintain and repair roads and bridges, even outside their concessions; these roads are indispensable to enable easy access to market places, schools, workplaces, villages, hospitals and neighbouring communities.

In isolated regions, getting around can be difficult: public transport is non-existent and roads are rarely maintained.

In so far as possible, the plantation companies provide logistic support to maintain the national road network in a good condition so that free movement of persons and goods is facilitated in these isolated regions and communities. A budget of € 503 000 was spent in 2018.

7.3 Partner in local development projects

Certain plantation companies double their efforts by offering the local youth the opportunity to work and/or benefit from training.

Socapalm and Safacam entered into a partnership with IECD in 2013. Their common goal is facilitating local socio-economic development through the construction of agricultural family schools (AFSs), aimed at training local youngsters in professions and rural entrepreneurship: agricultural production, small livestock, craftsmanship, manufacturing, etc.

Since 1992, IECD works towards improving the professional integration of Cameroon's rural youngsters, based on the concept of AFSs.

The AFSs of Kienké and Dizangué opened in 2014 under a dual learning model (15 days at school and 15 days at an agricultural project). In June 2017, the first agricultural entrepreneurs graduated from the AFSs.

In partnership with AMMCO (African Marine Mammal Conservation Organisation), courses were given at Safacam's schools to improve the knowledge of endangered species in Lake Ossa.

SOGB gave € 12 000 of financial support to the SOGB women's union for vegetable production projects to promote local products and make them available at affordable prices.



7.3 Soap production in Dizangué's AFS



*SAC repaired 64 wells.
Socapalm renovated 4 boreholes
and constructed 3 new ones for
the local communities.*



**SAC : 64 wells repaired,
4 boreholes renovated**



**Socapalm : 3 new boreholes
et 4 renovated**

7.4 Protection of indigenous populations

Two indigenous population groups live in the vicinity of the Group's operations:

- The Bagyéli pygmies, close to Kienké (Socapalm);
- The Phnongs in Cambodia.

These population groups participate in dialogue platforms set up to structure community relations. Their unique identity is recognized and a special position is attributed to them.

In its responsible management policy, Socfin commits to respecting the rights of indigenous communities by complying by the articles in the United Nations' Declaration on the rights of indigenous population groups.

In Cambodia, the Office of the United Nations High Commissioner for Human Rights supports the activities towards the Phnongs and regularly monitors the suitability of actions taken.

The Phnong Indigenous population

97.6% of Cambodia's population is Khmer. The balance consists of various indigenous groups, of which the Phnongs are primarily present in the Mondulkiri province.

Their culture is rich in myths, music, tales and traditions linked to nature, and is orally transmitted. The Phnongs traditionally live in close connection with their natural environment for food collection and other non-food products. They rely on slash and burn agriculture.

The main threat to their culture is probably the dominant position of the Khmer culture, which can eventually lead to complete acculturation.

Population of the Bousra Community – Mondulkiri Province

Mondulkiri is the largest and least populated province of Cambodia. The Bousra community, where the Group is present, counts seven traditional Phnong villages (1 500 families). However, it is not easy to obtain official data on the number of Phnong families within this population.

Socfin KCD and Coviphama wish to play a key role in the protection and promotion of Phnong culture as well as in the improvement of the dialogue between the community and the various local stakeholders.

Since the beginning of Group activities in Cambodia, a Phnong administration was put in place to facilitate dialogue and guarantee the survival of their traditions.

The Phnongs' traditional livelihoods are their sacred forests and cemeteries. These areas are widespread within the concessions and several measures were taken to identify and preserve these places of high cultural value (cooperation between the company's Phnong administration and local representatives).

Currently, the plantation protects more than 300 hectares of sacred places.



Socfin Cambodia protects more than 350 ha of sacred forest.



7.4 Traditional ceremonies, Socfin Cambodia, Cambodia

7.4 Protection of sacred forests, Socfin Cambodia, Cambodia



Communication



8



15 000

FACEBOOK FOLLOWERS



+700

LINKEDIN FOLLOWERS



5 448

VIEWS (BEST PUBLICATION)

8.1 Internal communication

The specific context of plantation companies, often several estates at several hours' distance, forced the Group to rely on adapted communication tools to inform each employee about the activities and current events of his/her plantation company.

For example, Socapalm has introduced a text message system « Messaging Pro » to strengthen the internal communication between the 6 estates. The plantation company also uses this system to send good wishes or birthday wishes to its team members. Already 17 694 messages were sent using this system.

Several plantation companies, which had put in place a newsletter or internal bulletin, continue to use these tools to improve communication with their employees.

Facebook, internal communication medium

During the year 2018, the use of Facebook pages intensified within the plantation companies, becoming an efficient internal communication tool. It facilitates communication and connects employees across the estates. In Central and West Africa, the Facebook network has become a crucial external and also internal communication tool.

In Cambodia, all the pictures of the « Team Building » sports day were published on the plantation company's Facebook page, a simple solution to share them with all employees!

Progressively, new Facebook pages were created: at the end of 2018, both Agripalma and Safacam became members of the social network!

Obviously, alongside these « modern » tools, the plantation companies ensure an oral and poster communication with their teams, as oral communication remains the traditional communication medium in the regions where the Group operates.



8.1 Sports day in Socfin Cambodia, Cambodia



8.1 The Okomu Parrot 2018, Nigeria



8.1 Newsletter, Les Echos de Socapalm, Cameroon

8.2 Communication with local communities and partners

The Group has always maintained an open communication and dialogue with the surrounding local communities and their partners. Socfin also ensures it shares its objectives, challenges, concerns and achievements with its partners transparently.

In that regard, SAC actively participated in the launch of a radio station, called « Radio Malen » in the Sahn Malen region. This new radio station facilitates communication between the region's local communities and partners. Since May 2018, « Radio Malen » has broadcast in compliance with the rules of the Independent Media Commission (IMC) of Sierra Leone.

LAC plantation company in Liberia has also supported the local radio station for several years.

Each estate manages the communication with the local communities by adapting to the local culture and customs.

Nevertheless, in order to facilitate the work of its Community Liaison Officers, the Group has decided to strengthen their field expertise by letting them participate in a long or short training,

depending on their needs, at the Social Excellence Center of EF in Yaoundé.

In total, 20 people participated in a training of 2 weeks and 5 people participated in a training of 4 months, as well as an internship of 5 months at the plantation companies.

The objective is to raise awareness with the teams about new challenges and to offer them new simple and useful communication tools and means to use in their exchanges with the communities.

8.3 External communication

In 2018, the Group has continued its communication efforts and made progress on many levels.

In December 2018, a new version of the website was launched to facilitate navigation and better address the needs of its visitors.

- www.socfin.com

Moreover, the Group continues to update its transparency dashboard, created in 2017 in partnership with EF.

- www.socfin.com/dashboard/

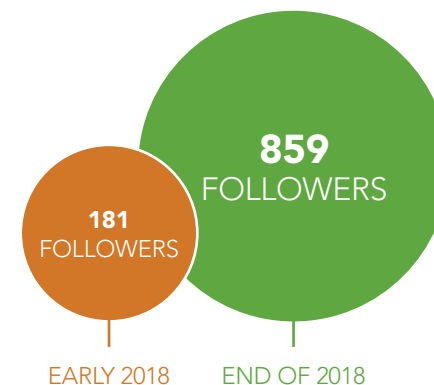
The followers of the different Facebook and LinkedIn pages of the Group subsidiaries are more and more numerous:

- **Facebook :**
 @SOCFINSierraLeone
 @SOCFINCambodia
 @socapalm
 @okomuoil
 @safacam
 @AgrisilmaSaoTome

- www.linkedin.com/company/socfingroup/

The Socfin-Cambodia followers have nearly doubled between January and December 2018 and the number of followers of the Group's LinkedIn page increased from 181 on 1 January 2018 to 859 on 31 December 2018.

LinkedIn





Appendix

Key figures

	Unit	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
Financial data (expenditures)																			
General infrastructure	EUR		1 241 568	296 362	2 027 146	2 303 026	445 847	1 302 325	5 329 435	996 571	6 500 470	N/R	N/R	299 328	61 015	1 460 456	851 046	1 315 715	24 430 306
Health	EUR		80 925	147 640	853 692	1 210 570	20 009	160 329	286 746	462 910	928 737	N/R	N/R	243 721	25	73.025	17 731	1 285 069	5 771 129
Education	EUR		48 386	200 395	548 075	145 558	0	10 768	69 365	56 317	589 579	N/R	N/R	3 301	3 718	10.182	3 315	85 500	1 774 459
Environment	EUR		694 084	50 042	18 157	168 165	91 955	79 788	365 589	28 443	129 504	N/R	N/R	15 411	23 713	295 722	1 306	493 410	2 455 289
Occupational health and safety	EUR		33 513	9 472	45 449	344 102	18 665	82 643	135 073	51 673	214 359	N/R	N/R	28 148	47 397	2 983	607	114 283	1 128 367
Trainings	EUR		1 658	3 183	49 887	178 712	16 063	6 111	3 749	25 663	23 014	N/R	N/R	0	0	341	0	8 239	316 620
Framework	EUR		33 079	55 980	0	114 163	136 436	69 378	196 038	32 640	52 889	N/R	N/R	22 602	5 267	51 745	27.186	40 779	838 182
Donations	EUR		27 801	76 602	46 141	335 760	20 821	35 450	37 409	0	5 891	N/R	N/R	10 178	5 399	477	170	129 673	731 770
Other specific projects	EUR		0	107 569	18 798	7 156	0	0	0	0	0	N/R	N/R	0	0	86 626	11 953	0	232 102
Total	EUR		2 161 015	945 369	3 607 345	4 807 211	749 794	1 746 792	6 423 404	1 654 217	8 444 442	N/R	N/R	622 689	146 533	1 981 557	913 314	3 472 668	37 678 224
Loans	EUR		72 236	33 927	0	1 136 681	112 449	56 395	0	89 545	1 645 314	N/R	N/R	92 317	5 094	0	0	0	3 243 957
Workforce																			
Permanent employees	nb		1 301	337	2 223	5 820	338	712	497	2 216	2 156	29	87	2 397	143	695	162	10 030	29 143
of which are female	nb		226	44	262	708	54	163	166	605	410	3	43	550	16	265	58	1 409	4 982
Daily workers	nb		2 064	0	43	2 660	45	1 414	0	0	0	0	0	297	510	0	0	0	7 033
Temporary employees	nb		0	0	0	0	0	0	926	416	1 748	0	118	0	0	0	0	0	3 208
Contractors	nb		0	379	2.299	71	0	0	2 036	132	1 483	0	0	198	0	0	0	825	7 423
Other: trainees, etc.	nb		0	0	0	0	0	0	310	0	0	0	0	1 394	0	0	0	0	1 704
Total workforce	nb		3 365	716	4 565	8 551	383	2 126	3 769	2 764	5 387	29	205	4 286	653	695	162	10 855	48 511
Staff turnover rate	%		15,09%	6,10%	5,64%	16,91%	7,67%	6,82%	3,75%	13,35%	5,57%	3,51%	1,32%	61,66%	3,68%	81,28%	56,49%	4,26%	15,14%
Employees eligible for maternity leave	nb		0	0	11	708	6	7	166	605	20	0	0	89	15	0	N/R	894	2.521
Employees on maternity leave	nb		12	0	3	47	6	7	3	19	20	1	0	89	0	0	4	66	277
Employees supposed to return to work	nb		12	0	10	47	6	7	3	19	20	1	0	104	0	0	4	216	449
Employees who have returned to work	nb		12	0	10	47	5	7	3	19	20	1	0	89	0	0	N/R	381	594
Maternity leave return to work rate	%		100%	N/R	100%	100%	83%	100%	100%	100%	100%	100%	N/R	86%	N/R	N/R	N/R	176%	132%
Employees eligible for paternity leave	nb		0	0	11	5 114	33	0	0	1 611	2	0	4	47	128	0	0	0	6 950
Employees on paternity leave	nb		0	0	0	1	33	0	0	31	2	0	4	47	2	0	0	0	120
Employees supposed to return to work	nb		0	0	11	1	33	0	0	31	2	0	4	51	2	0	0	0	135
Employees who have returned to work	nb		0	0	11	1	33	0	0	31	2	0	4	47	2	0	0	0	131
Paternity leave return to work rate	%		N/R	N/R	100%	100%	100%	N/R	N/R	100%	100%	N/R	100%	92%	100%	N/R	N/R	N/R	97%
Concessions and planted area																			

	Unit	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL	
Concession size	hectares		18 473	8 000	121 407	34 712	N/R	18 249	33 112	15 529	58 063	N/R	N/R	15 416	4 917	6 659	5 345	48 057	387 939	
Oil palm planted area	hectares		12 349	N/R	N/R	7 471	N/R	6 162	18 879	5 327	32 624	N/R	N/R	6 169	2 100	N/R	N/R	39 476	130 557	
Rubber planted area	hectares		N/R	4 147	12 882	16 530	N/R	958	7 335	4 151	2 067	N/R	N/R	N/R	N/R	3 898	3 300	8 490	63 758	
General infrastructure																				
Palm oil mills	nb		1	0	0	1	0	0	1	1	6	0	N/R	1	0	0	0	9	20	
Rubber factories	nb		0	0	1	1	1	0	1	1	0	0	N/R	0	0	1	0	2	8	
Refineries	nb		0	0	0	0	0	0	0	0	0	1	N/R	0	0	0	0	1	2	
Palm kernel crushing plants	nb		0	0	0	1	0	0	1	1	0	0	N/R	0	0	0	0	1	4	
Production																				
Crude palm oil	T		19 155	N/R	N/R	33 152	N/R	N/R	39 791	17 053	135 641	N/R	N/R	17 841	N/R	N/R	N/R	194 705	456 781	
Olein	T		N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	5 340	N/R	N/R	N/R	N/R	N/R	N/R	N/R	
Dry rubber	T		N/R	N/R	21 384	58 416	30 288	N/R	7 536	6 524	N/R	N/R	N/R	N/R	N/R	N/R	N/R	12 250	144 845	
Seeds	milliers		N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	500	N/R	N/R	N/R	N/R	14 875	15 375	
Health and Safety																				
Total hours worked	hr		7 095 931	1 654 526	4 739 910	9 339 905	731 876	5 555 472	13 390 320	4 182 926	5 983 324	N/R	N/R	5 681 763	1 362 428	1 237 352		19 580 160	80 834 490	
Work-related fatalities	nb		0	0	2	1	0	0	2	0	1	N/R	N/R	0	0	0		0	6	
Work-related injuries	nb		433	43	631	2 566	9	1 525	104	121	717	N/R	N/R	1 231	144	21		99	7 644	
Injury rate per 200,000 hours	nb / 200,000 hours		12,20	5,20	26,71	54,97	2,46	54,90	1,58	5,79	24,00	N/R	N/R	43,33	21,14	3,39		1,01	18,91	
Occupational injuries or illness resulting in DART	nb		329	36	578	2 111	2	823	74	80	117	N/R	N/R	663	57	12		94	4 976	
DART* incidence rate per 200,000 hours	nb / 200,000 hours		9,27	4,35	24,39	45,20	0,55	29,63	1,11	3,83	3,91	N/R	N/R	23,34	8,37	1,94		0,96	12,31	
Lost days	nb		1 376	83	1 558	5 697	32	1 319	1 022	643	1 054	N/R	N/R	3 745	671	21		3 031	20 252	
Lost day rate per 200,000 hours	nb / 200,000 hours		38,78	10,03	65,74	121,99	8,74	47,48	15,26	30,74	35,23	N/R	N/R	131,83	98,50	3,39		30,96	50,11	
Training and sensitization	nb		2 537	30	162	238	34	366	604	608	2 261	N/R	N/R	380	0	63	24	1 123	8 430	
Training hours	hr		385	836	171	1 234	163	689	595	475	2 656	N/R	N/R	398	0	7 278	1 520	1 010	17 410	
Workers that attended training	nb		34 817	508	1 094	3 877	485	4 089	20 923	15 135	42 705	N/R	N/R	13 862	0	1 195	81	78 341	217 112	
Consumption indicators																				
Factories																				
Fuel use per processed ton of FFB	L/T FFB		0,16	N/R	N/R	0,14	N/R	N/R	0,00	0,34	0,33	N/R	N/R	0,38	N/R	N/R	N/R	0,10	0,21	
Water use per processed ton of FFB	m3/T FFB		1,48	N/R	N/R	1,06	N/R	N/R	1,36	1,01	1,25	N/R	N/R	1,14	N/R	N/R	N/R	0,97	1,18	
Electricity use per processed ton of FFB	kWh/T FFB		17,71	N/R	N/R	20,63	N/R	N/R	21,85	11,79	16,74	N/R	N/R	14,02	N/R	N/R	N/R	18,52	17,32	

	Unit	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
Fuel use per processed ton of dry rubber	L/T dry		N/R	N/R	10,19	40,61	45,20	N/R	34,79	0,00	N/R	N/R	N/R	N/R	N/R	N/R	N/R	40,72	28,58
Water consumption per processed ton of dry rubber	m3/T dry		N/R	N/R	18,89	19,90	20,79	N/R	18,46	17,80	N/R	N/R	N/R	N/R	N/R	24,25	N/R	19,60	19,96
Electricity use per processed ton of dry rubber	kWh/T dry		N/R	N/R	187,59	212,01	207,41	N/R	184,68	187,31	N/R	N/R	N/R	N/R	N/R	131,99	N/R	156,96	181,14
Workshops and garage																			
Average fuel consumption – light vehicles	L/100 km	< 14.5	11,70	11,43	12,65	11,28	10,72	13,07	17,06	11,90	11,04	N/R	N/R	19,66	12,63	11,11	12,33	0,71	11,95
Average fuel consumption – trucks	L/100 km	< 55	57,05	0,00	28,15	20,17	29,21	29,48	37,43	34,79	37,86	N/R	N/R	68,48	33,35	23,06	18,05	2,35	29,96
Average fuel consumption – tractors	L/h	< 4.0	3,65	4,27	5,14	4,32	N/R	5,25	3,52	3,83	2,97	N/R	N/R	3,17	4,43	4,15	4,59	18,65	5,22
Average fuel consumption – gensets	L/kWh	<1.8	0,87	0,25	0,39	0,37	0,29	0,53	0,29	0,29	0,64	N/R	N/R	0,34	N/R	0,58	0,50	95,91	7,79
Renewable energy production																			
Steam turbines fed by biomass	kWh		1 127 541	N/R	N/R	2 660 333	N/R	N/R	4 212 834	876 100	8 630 824	N/R	N/R	N/R	N/R	N/R	N/R	13 995 593	31 503 225
Turbine power produced/ton FFB processed	kWh/T FFB		12,67	N/R	N/R	17,98	N/R	N/R	21,30	11,34	14,49	N/R	N/R	N/R	N/R	N/R	N/R	16,76	15,76
Turbine use POM	%		71,52	N/R	N/R	87,12	N/R	N/R	97,51	96,22	86,53	N/R	N/R	N/R	N/R	N/R	N/R	90,50	88,23
Hydroelectricity	kWh		N/R	N/R	5 389 000	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	5 389 000
Diesel fuel saved by biomass plants	L		N/R	N/R	596 925	N/R	N/R	N/R	N/R	227 990	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	824 915
Quality indicators																			
Air emissions and ambient air																			
SO2	mg/m ³	<500	sous le seuil de détection	N/R	N/R	61	N/R	N/R	100	N/A	50	N/R	N/R	N/A	N/R	N/R	N/R	129	N/R
NOx	mg/m ³	<200	sous le seuil de détection	N/R	N/R	21	N/R	N/R	10,00	49,00	14,00	N/R	N/R	N/A	N/R	N/R	N/R	378,50	N/R
Dust (PM2.5)	mg/m ³	<50	31,15	N/R	N/R	N/A	N/R	N/R	N/A	7,12	72,00	N/R	N/R	N/A	N/R	N/R	N/R	N/A	N/R
CO	mg/m ³	<9	sous le seuil de détection	N/R	N/R	419	N/R	N/R	330	139,71	N/R	N/R	N/R	N/A	N/R	N/R	N/R	N/A	N/R
Waste management: household and common industrial waste generation																			
Waste sold	T		N/R	35,62	36,19	265,92	22,30	0,00	216,62	182,81	259,15	N/R	N/R	0,00	0,00	0,00	N/R	N/R	1 018,61
Waste disposed of in a municipal landfill	T		0,00	N/R	N/R	0,00	N/R	N/R	N/R	N/R	1830	N/R	N/R	N/R	N/R	N/R	N/R	N/R	1 830,00
Waste collected by a registered dealer	T		18,53	4,39	0,00	271,03	22,30	21,69	0,00	183	32,88	N/R	N/R	0,00	0,00	0,00	N/R	17,84	571,46
Waste disposed of in the company landfill	m ³		13,74	129,00	N/R	0,00	5,67	N/R	489,66	12,62	N/A	N/R	N/R	N/R	N/R	14,40	N/R	1 138,00	1 803,09
Liquid waste disposed of in the lagoons	m ³		92 204,90	0,62	413 211,85	126 676,00	629 385,00	N/R	278 954,41	76 189,06	482 222,67	N/R	N/R	0,00	N/R	0,00	N/R	379 744,24	2 478 588,75
Waste incinerated (without energy recovery)	T		0,00	N/R	N/R	1,30	5,67	0,54	364,83	7,40	0,61	N/R	N/R	N/R	N/R	N/R	N/R	N/R	380,34
Waste recovered (energy recovery)	T		0,00	0,00	0,00	26 122,28	0,00	0,00	37 102,73	18 005,00	160 861,06	N/R	N/R	0,00	0,00	0,00	N/R	0,00	242 091,07
Waste recovered (organic recycling/composting)	T		N/A	0,00	0,00	37 854,50	0,00	0,00	469 210,00	18 005,00	141 642,15	N/R	N/R	19 281,50	0,00	0,00	N/R	0,00	685 993,15
Special industrial waste (SIW) generation																			
SIW collected by a registered dealer	T		0	N/R	N/R	1,877	N/R	N/R	N/R	N/R	1,25	N/R	N/R	N/R	N/R	N/R	N/R	N/R	3,13
Agricultural data																			

	Unit	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
Toxic products used																			
Use of Carbofuran	kg		0,00	0,00	0,00	1 500,00	N/R	76,00	33,17	0,00	0,00	N/R	N/A	63,10	0,00	0,00	0,00	0,00	1 672,27
Use of Paraquat	L		0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	N/R	N/A	0,00	0,00	0,00	0,00	8 457,94	8 457,94
Use of Brodifacum (WHO-1A)	kg		0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	N/R	N/A	0,00	0,00	0,00	0,00	2 394,42	2 394,42
Organic fertilizer used																			
Empty fruit bunches	T		9,97	N/R	N/R	31 145,00	N/R	N/R	37 036,35	18 005,00	128 288,89	N/R	N/R	19 281,50	N/R	N/R	N/R	166 748,00	400 514,71
PK fibers	T		0,00	N/R	N/R	459,00	N/R	N/R	0,00	10 042,94	32 202,26	N/R	N/R	3 732,00	N/R	N/R	N/R	0,00	46 436,20
Other solids	T		0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Medical data																			
Hospital	nb		N/R	0	1	1	N/R	0	0	0	0	N/R	N/R	1	N/R	0	0	0	3
Clinics	nb		N/R	1	0	0	N/R	1	1	1	6	N/R	N/R	0	N/R	1	0	12	23
Health outposts	nb		N/R	2	4	18	N/R	0	2	9	3	N/R	N/R	3	N/R	0	1	23	65
Ambulances	nb		1	1	3	2	N/R	1	3	1	6	N/R	N/R	0	N/R	0	0	0	18
Doctors	nb		N/R	0	2	1	N/R	0	1	1	6	N/R	N/R	1	N/R	1	0	21	34
Nurses	nb		N/R	3	11	43	N/R	6	7	27	22	N/R	N/R	20	N/R	1	1	55	196
Midwives	nb		N/R	4	4	1	N/R	0	2	0	1	N/R	N/R	6	N/R	1	0	18	37
Other staff	nb		1	12	45	35	N/R	8	16	6	18	N/R	N/R	11	N/R	0	1	12	165
Total medical staff	nb		1	19	62	80	N/R	14	26	34	47	N/R	N/R	38	N/R	3	2	106	432
Consultations	nb		N/R	8 133	54 305	97 464	N/R	11 368	36 582	35 669	45 597	N/R	N/R	15 578	N/R	4 952	1 503	81 387	392 538
Hospitalizations	nb		N/R	921	4 190	1 711	N/R	75	904	1 326	494	N/R	N/R	1 612	N/R	4	0	1 942	13 179
Family planning	nb		N/R	OUI	OUI	OUI	N/R	NON	OUI	OUI	OUI	N/R	N/R	OUI	N/R	NON	NON	OUI	N/R
HIV treatment	nb		N/R	OUI	OUI	OUI	N/R	NON	NON	OUI	OUI	N/R	N/R	OUI	N/R	NON	NON	NON	N/R
Tuberculosis treatment	nb		N/R	OUI	OUI	OUI	N/R	NON	NON	OUI	OUI	N/R	N/R	OUI	N/R	NON	NON	OUI	N/R
Diagnosed malaria	nb		N/R	2 998	9 522	32 251	N/R	3 046	11 440	9 851	10 283	N/R	N/R	8 213	N/R	5	2	0	87 611
Educational data																			
Crèches	nb		0	0	0	0	N/R	0	3	0	0	N/R	N/R	0	0	0	0	0	3
Nursery schools	nb		2	1	9	1	N/R	1	3	7	15	N/R	N/R	1	5	1	0	44	90
Primary schools	nb		21	3	10	10	N/R	1	2	12	32	N/R	N/R	9	3	6	0	55	164
Secondary schools	nb		2	2	3	0	N/R	1	0	4	7	N/R	N/R	6	2	1	0	20	48
Total	nb		25	6	22	11	N/R	3	8	23	54	N/R	N/R	16	10	8	0	119	305
Of which are plantation schools	nb		0	6	22	0	N/R	0	4	3	7	N/R	N/R	2	1	2	0	25	72
Teachers	nb		121	51	87	83	N/R	37	37	229	407	N/R	N/R	154	71	61	0	1.286	2.624
Of which are supported by the plantations	nb		11	51	87	3	N/R	0	22	47	88	N/R	N/R	0	4	0	0	52	365
	%		9%	100%	100%	4%	N/R	0%	59%	21%	22%	N/R	N/R	0%	6%	0%	0%	4%	14%

	Unit	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
Students	nb		5 216	2 486	6 684	4 277	N/R	1 215	880	4 220	9 231	N/R	N/R	4 274	936	1 535		16 771	57 725
Average ratio students/teacher	nb		50,12	47,59	85,87	51,19	N/R	32,01	21,96	24,74	28,49	N/R	N/R	40,76	14,87	24,86		12,22	26,80
Villages data (only for estate villages)																			
Estate villages	nb		7	12	84	23	N/R	1	5	13	30	N/R	N/R	40	0	8		15	238
Population - Housed employees	nb		182	446	4 791	5 054	N/R	207	2 787	1 902	5 069	N/R	N/R	1 153	0	803		2 252	24 646
Population - Dependents	nb		193	1 812	11 995	19 813	N/R	0	3 357	7 729	8 125	N/R	N/R	3 715	0	429		5 824	62 992
Population - Illegal occupants	nb		0	0	1 793	234	N/R	0	0	22	216	N/R	N/R	1 862	0	0		0	4 127
Total - Population	nb		375	2 258	18 579	25 101	N/R	207	6 144	9 653	13 410	N/R	N/R	6 730	0	1 232		8 076	91 765
Housing	nb		50	442	1 433	4 130	N/R	151	2 653	2 077	4 350	N/R	N/R	1 139	0	729		2 204	19 358
New housing	nb		0	0	6	27	N/R	0	114	59	186	N/R	N/R	23	0	150		0	565
Renovated housing	nb		37	1	120	15	N/R	3	24	50	81	N/R	N/R	5	0	1		104	441
New kitchens	nb		2	0	75	52	N/R	2	114	101	164	N/R	N/R	2	0	110		0	622
Renovated kitchens	nb		10	4	11	2	N/R	1	36	0	12	N/R	N/R	0	0	0		0	76
New latrines / showers	nb		1	0	44	187	N/R	0	114	181	144	N/R	N/R	133	0	152		50	1 006
Renovated latrines / showers	nb		22	39	24	76	N/R	0	36	0	13	N/R	N/R	1	0	0		14	225
Number of shops	nb		0	0	9	333	N/R	0	102	6	51	N/R	N/R	3	0	6		103	613
Number of markets	nb		0	2	2	15	N/R	0	2	12	1	N/R	N/R	5	0	0		5	44
Number of clubs	nb		1	2	2	11	N/R	1	4	6	9	N/R	N/R	2	0	2		15	55
Number of sport fields	Nb		0	5	47	23	N/R	1	5	12	24	N/R	N/R	12	0	8		53	190
Gathering places	Nb		0	3	22	13	N/R	2	6	12	19	N/R	N/R	0	0	2		22	101
Number of boreholes	Nb		7	29	189	511	N/R	151	2 659	69	222	N/R	N/R	37	0	88		1 134	5 096

10 Appendix GRI Index

GRI norms		Chapters
102-1	Name of the organization	1.3 General profile
102-2	Activities, brands, products and services	1.3 General profile
102-3	Location of headquarters	1.3 General profile
102-4	Location of operation	1.6 Presence worldwide
102-5	Nature of ownership and legal form	SOCFIN financial report 2018
102-6	Markets served	SOCFIN financial report 2018
102-7	Scale of organization	1.6 Presence worldwide 2 Economic performance SOCFIN financial report 2018
102-8	Information on employees and other workers	4.2.1 Human resources
102-9	Supply chain	3.4. Supply chain and traceability
102-10	Significant changes to the organization and its supply chain	2 Economic performance 3.4 Supply chain and traceability SOCFIN financial report 2018
102-11	Precautionary Principle or approach	3.2 Policies, charters and code of conduct
102-12	External initiative	3.3 Voluntary compliance with other standards
102-13	Memberships of associations	Sustainability report 2018
102-14	Statement from senior decision maker	1.1 Message from the Chairman
102-15	Key impacts, risks, and opportunities	1.2 Commitments to environmental, social, societal and transparency aspects
102-16	Values, principles, standards, and norms of behavior	3.2 Policies, charters and code of conduct
102-17	Internal and external mechanisms for seeking advice about ethics	3.2 Policies, charters and code of conduct 3.7 Complaints and grievances 4.2.3 Internal grievance management
102-18	Governance structure	3.1 Governance structure and management approach
102-19	Delegating authority	3.1 Governance structure and management approach
102-20	Executive-level responsibility for economic, environmental, and social topics	3.1 Governance structure and management approach
102-21	Consulting stakeholders on economic, environmental and social topics	3.1 Governance structure and management approach
102-22	Composition of the highest governance body and its committees	3.1 Governance structure and management approach
102-29	Identifying and managing economic, environmental, and social impacts	3.1 Governance structure and management approach
102-30	Effectiveness of risk management processes	3.1 Governance structure and management approach
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102-33	Communicating critical concerns	3.1 Governance structure and management approach

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102-41	Collective bargaining agreements	4.2.6 Union membership and freedom of association
102-42	Identifying and selecting stakeholders	7.1 Local partners
102-43	Approach to stakeholder engagement	7.1 Local partners
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102-49	Changes in reporting	1.2 Commitment to environmental, social, societal and transparency aspects 11 Methodology
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102-51	Date of most recent report	2018 : SOCFIN Sustainability report 2017
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	info@socfin.com
102-54	Drafting statement in accordance with GRI	1.1 Message from the Chairman
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201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	2.6 Climate change impact on operations
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302-4	Reduction of energy consumption	6.3.7 Energy
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413-2	Operations with significant actual and potential negative impacts on local communities	7. Contribution to local development



Appendix Approach

Reporting scope:

The plantation companies, the operational companies (Socfinco FR, Socfin Green Energy, Socfin Research, Sodimex FR and Sogescol FR).

Time frame and data collection:

To draft this report, the following actions were taken:

- On a monthly basis during the year 2018, we collected all environmental, HSE and medical data. These data were verified, corrected if necessary and statistically processed (descriptive statistics).
- Based on evaluations from third parties (such as the SPOTT program or EcoVadis survey), we identified the data that needed to be added to the indicators to be measured and to be collected from the estates.
- In December 2018, we determined the report's table of contents, in accordance with the most recent GRI indicators, the recommendations of the Luxemburg stock exchange, the specific transparency requirements (knowing that the data will be collected but not necessarily published).
- Then each estate was requested to draft its own sustainability report with the same table of contents, and to submit certain statistical data that generally remain unchanged during the year (such as number of schools, dispensaries, etc.)
- In February 2019, the finance department collected data related to investment costs, infrastructure maintenance and social and environmental actions.
- Subsequently, we verified the report of each estate and analysed the factual and statistical data, crosschecked and corrected them if needed and processed the consolidated figures statistically. Certain remarkable actions of the estates were selected to highlight in the report.
- The Group report is then drafted and includes extracts from the plantation companies' sustainability reports and achievements on departmental level.
- This report is validated by at least one member of Socfin S.A.'s Board of Directors.

Link with the recommendations of the Luxembourg Stock Exchange

The table below shows the link between the information presented in the report and that required by the Luxembourg Stock Exchange in accordance with the European guidelines on communication of non-financial information.

Corporate governance principles of the Luxembourg Stock Exchange (December 2017).	Corresponding information of Socfin S.A.	Chapter
Principle 9 – Corporate social responsibility.		
The company shall define its corporate social responsibility policy with respect to social and environmental aspects.	Responsible Management Policy	3.2
Recommendation 9.1 The company shall integrate the CSR aspects in its strategy for the creation of long-term value, and shall describe how the CSR measures are contributing thereto.	Responsible Management Policy	3.2
Recommendation 9.2 The company shall present the CSR information in a dedicated report or within its management report, in a specific section or in an appendix relating to sustainable development. It shall analyze the sustainability of its activities and shall provide clear and transparent non-financial information in support.	Sustainability report	Entire document
Guideline The company is encouraged to use a framework recognized at international level (Global Reporting Initiative, International Integrated Reporting Framework, SASB sustainability standards, FSB-TCFD Climate related financial disclosures and/or similar standards) in preparing such a report. It is invited to align itself with the 17 United Nations Sustainable Development Goals.	GRI Index	10

<p>Recommendation 9.3 The Board shall regularly consider the company's non-financial risks, including in particular the social, societal and environmental risks.</p>		3.1
<p>Guideline 1 The company shall define, precisely and explicitly, the quantitative and qualitative criteria linked to the CSR aspects when determining the variable part of the remuneration of members of Management.</p>	Scheduled for 2019	
<p>Guideline 2 The Board shall set up a specialised committee to deal with social and environmental aspects. It shall lay down the internal rules governing that committee.</p>	Scheduled for 2019	
<p>Recommendation 9.4 The company shall publish a methodological memorandum, either in its CSR report or on its website, relating to the way in which significant factors have been identified and data have been established.</p>	Approach	11
<p>Guideline 1 The company shall show, in the form of a scoreboard, the CSR performance indicators applicable to its business activities. The company is invited to present the indicators by making a comparison over time.</p> <p>By way of illustration, the significant indicators could include:</p> <ul style="list-style-type: none"> • workforce • staff training • safety • absenteeism • gender balance • subcontracting and relations with suppliers • energy consumption • water consumption • waste treatment <ul style="list-style-type: none"> • CO₂ emissions • adaptation to the consequences of climate change • measures taken to preserve or develop biodiversity 	<p>Workforce Staff training Safety Absenteeism Gender balance Subcontracting Energy consumption Water consumption Waste treatment CO₂ emissions Adaptation to the consequences of climate change Measures taken to preserve or develop biodiversity</p>	<p>4.2.1 4.2.5, 5.5 & 6.6 5 4.2.2 & 5.7 4.2.1 7.1 6.3.7 6.3.1 6.3.3 6.3.5 2.6 6.3.4 & 6.4</p>

Abréviation	Sens	Abréviation	Sens
ACMS	Cameroonian association for the social marketing - Association Camerounaise pour le Marketing Social	IECD	Institut Européen de Coopération et de Développement
AFS	Agricultural Family Schools	IFC	International Finance Corporation
AIPH	Association Interprofessionnelle de la filière Palmier à Huile	ILO	International Labour Organization
ALIMA	The Alliance for International Medical Action	ISO	International Organization for Standardization
AMMCO	African Marine Mammal Conservation Organisation	NA	Not Available
APROMAC	Association des Professionnels du caoutchouc naturel de Côte d'Ivoire	NGO	Non-Governmental Organization
ASF	Family Health Association	NR	Not Relevant
AVD	Association of Displaced villages	OHS	Occupational Health and Safety
BOD	Biological Oxygen Demand	OHSAS	Occupational Health and Safety Assessment Series
CBA	Collective Bargaining Agreement	PM	Particulate Matter
CIRAD	Centre de coopération International en recherche Agronomique pour le Développement (Agricultural research for development)	PPE	Personal Protective Equipment
CNRA	Centre National de Recherche Agronomique – Côte d'Ivoire	PSI	Population Services International
COD	Chemical Oxygen Demand	PSK	Population Services Khmer
CSR	Corporate Social Responsibility	QHSE	Quality, Health, Safety and Environment
EF	Earthworm Foundation (formerly named The Forest Trust – TFT)	RSPO	Roundtable on Sustainable Palm Oil
FAO	Food and Agriculture Organization	S.A.	Société Anonyme
FEFO	First Expired-First Out	SAPH	Société Africaine de Plantations d'Hévéas
FFB	Fresh Fruit Bunches	SME	Small and Medium Enterprise
FPIC	Free, Prior and Informed Consent	SNR-i	Sustainable Natural Rubber - initiative
GHG	Greenhouse Gas emissions	SPOTT	Sustainability Policy Transparency Toolkit
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German International Development Cooperation Agency)	TIP	Tire Industry Project
GPS	Global Positioning System	VSB	Very Small Business
GPSNR	Global Platform for Sustainable Natural Rubber	WHO	World Health Organization
GRI	Global Reporting Initiative	ZSC	Zero Deforestation Supply Chain
HCS	High Carbon Stock	ZSL	Zoological Society of London
HCV	High Conservation Value		
HIV	Human Immunodeficiency Virus		
HSE	Health, Safety, Environment		



"One can do nothing with nothing,
but one can do plenty with little". **Adrien Hallet**