

Socfin Membership Report



2022

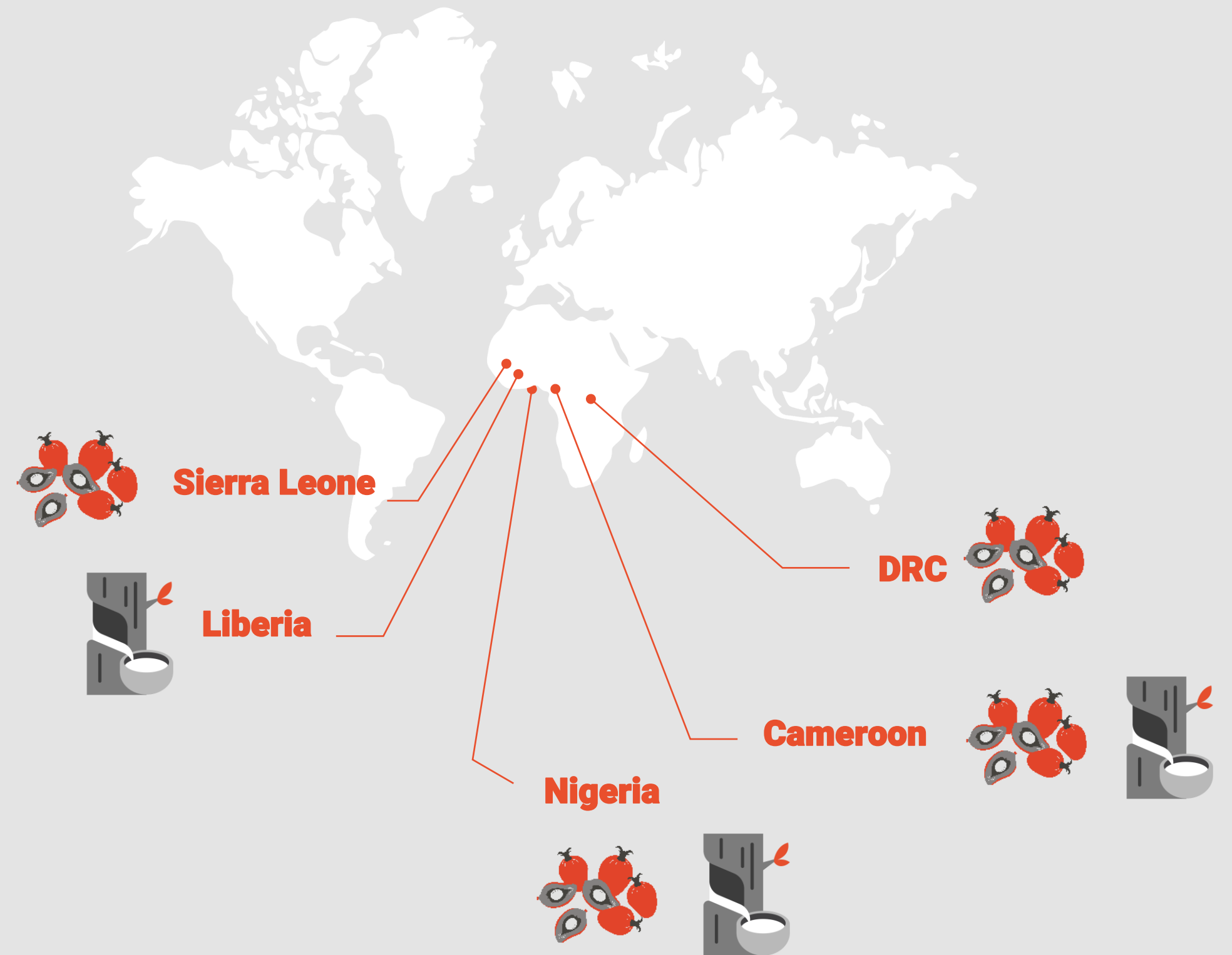


Our work in Africa

The Earthworm-SOCFIN partnership started in April 2017 with the primary objective of supporting the implementation of **Socfin's Responsible Management Policy** and has continued throughout 2022.

Socfin operates in eight African countries: São Tomé and Príncipe, Democratic Republic of Congo, Liberia, Nigeria, Ghana, Sierra Leone, Cameroon, and Ivory Coast.

In 2022, Earthworm's team visited the following countries: Cameroon, the Democratic Republic of Congo (DRC), Liberia, Sierra Leone and Nigeria.



| Global Impact in 2022: Socfin and Earthworm



5 countries

Engaged with Socfin teams in 5 countries through field visits in Cameroon, Sierra Leone, Liberia, DR Congo, and Nigeria



6 plantations and 6 mills

Engaged teams in 6 plantations and 6 mills on the implementation of Socfin's Responsible Management Policy



Capacity building

- 30 women from communities received training on entrepreneurship
- 172 workers received training on topics such as gender approaches in plantation, child labour monitoring and remediation systems, RSPO Internal audits and accident investigation



Forests

The compensation and remediation plan for 2,303 hectares of degraded forest received approval from RSPO.

The plans covered **SOCAPALM: Mbambou, Edéa & SAC**.

| 2022 Key Activities: Members of the Gender Committee Training

Cameroon, SOCAPALM

- SOCAPALM Kienké
13-14 January 2022:

19 members of the gender committees received a training session on gender approaches in the palm oil sector.

SOCAPALM workers from the host site and those coming from other sites were part of the training session.



| 2022 Key Activities: Action Plan Implementation

Cameroon, SOCAPALM

Earthworm conducted 2 visits of 5 days each in 2022.

September: one visit to SOCAPALM Kienké. October: one visit to SOCAPALM Edea.

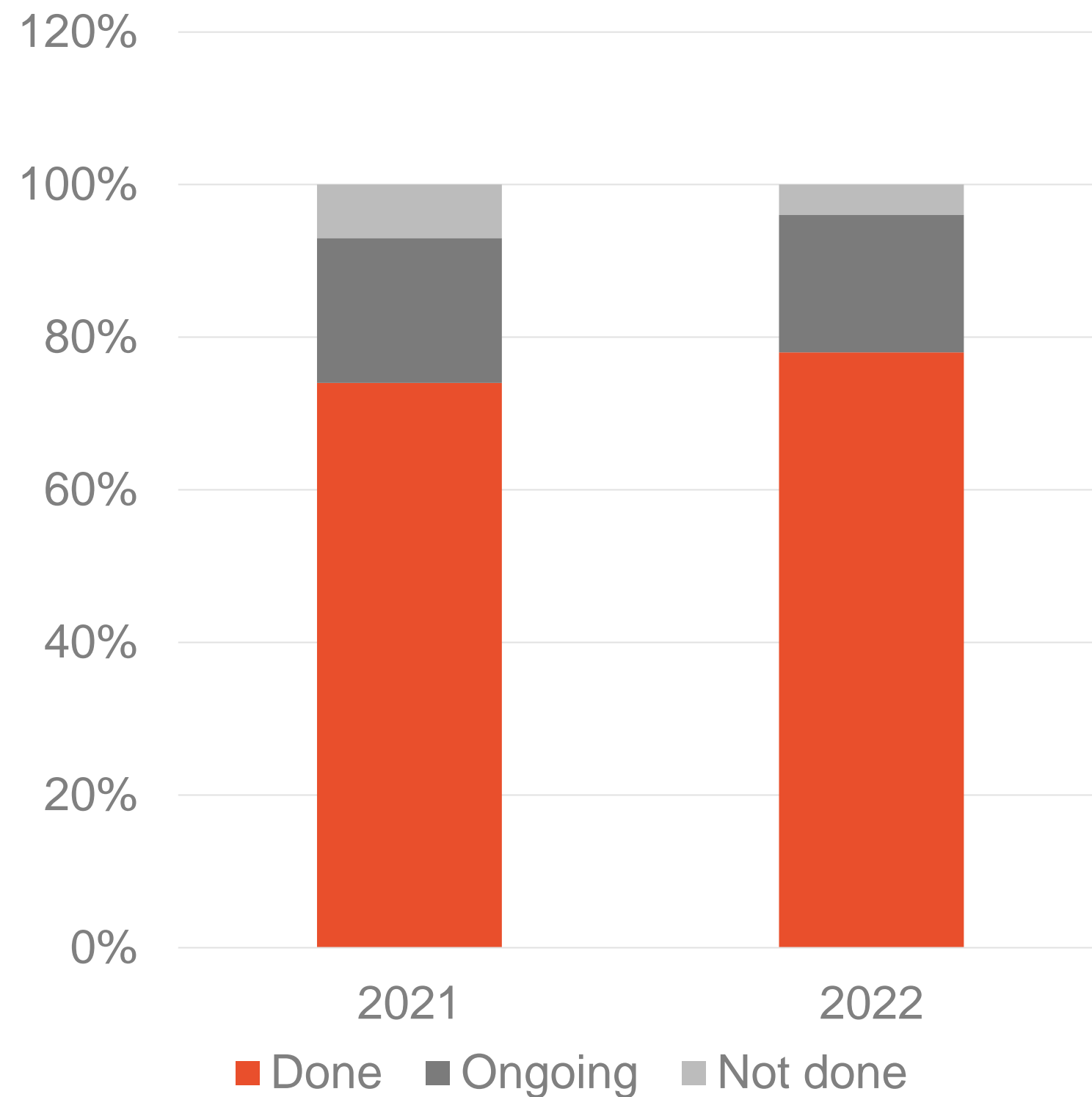
The objectives of the visits were to assess:

- Level of ownership and implementation of the action plan;
- Progress made on the implementation of the stakeholder engagement strategy;
- Progress on the implementation of the gender committee activities;
- Progress on the inclusion of smallholders in the SOCAPALM supply chain.





SOCAPALM **Kienké**: Progress in implementation of the Action Plan related to SOCFIN's Responsible Management Policy



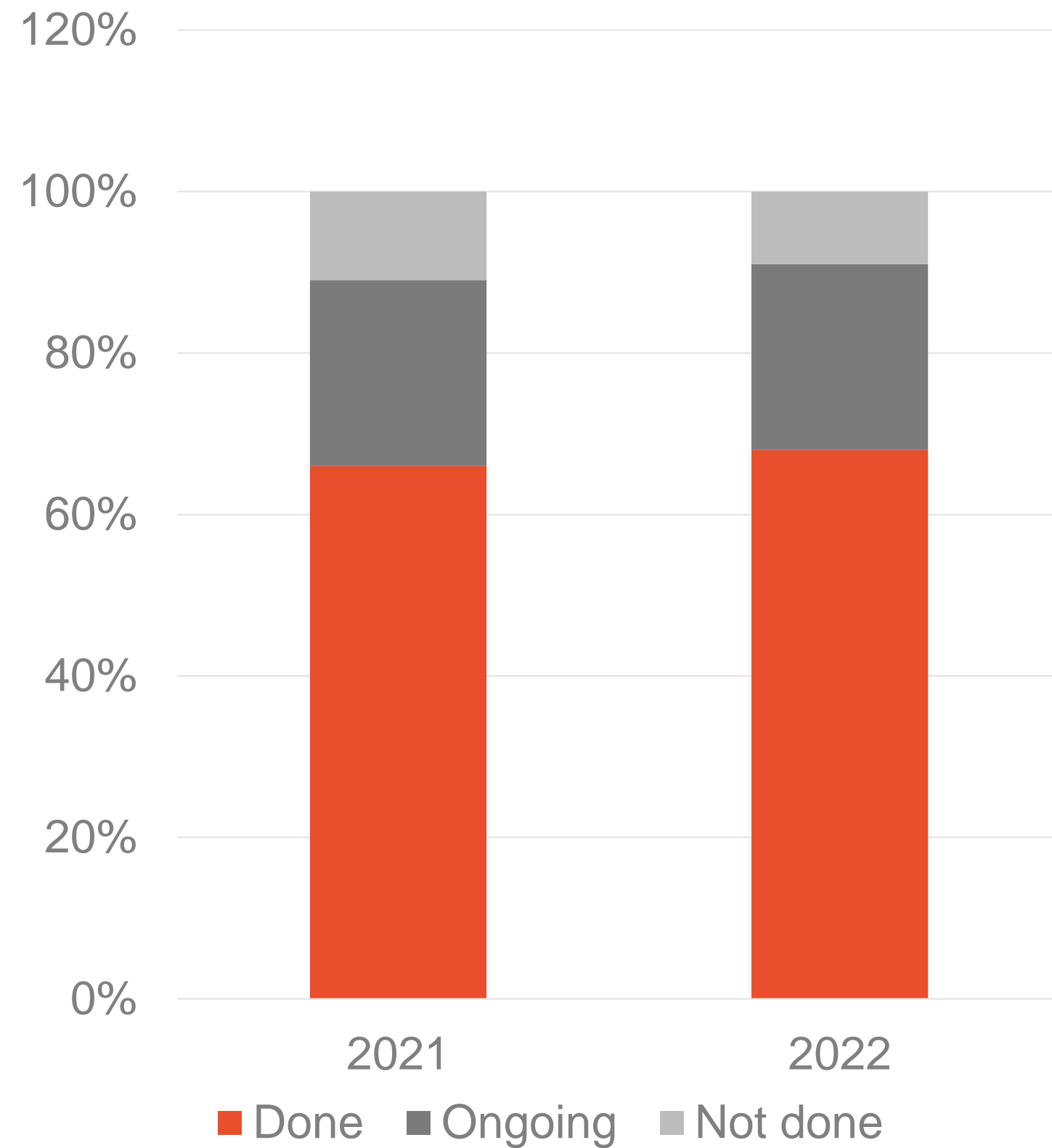
External social aspects: Deploying the stakeholder's engagement strategy allows us to observe certain dynamism in the engagement between SOCAPALM and the riparian communities. It should be noted that this process takes time, and both parties will need to emphasise dialogue to overcome the challenges they will face. The finalisation of the participatory social mapping process with all the riparian communities is still ongoing.

Environment: Efforts continue to be made to improve environmental practices. There is a monitoring system for buffer zones. A general action plan is being implemented to improve the functioning of the lagoons and will need to be adapted to the context of the Kienké site.

Concession Boundaries: The process is ongoing. The government has provided feedback on the report and indicated the next steps. A commission is expected on the field to continue the process, including final consultations with the stakeholders involved (communities and Socapalm) before the densification of the cornerstones and the validation of the final map.



SOCAPALM **Edéa**: Progress in implementation of the Action Plan related to SOCFIN's Responsible Management Policy



Environment: Efforts continue to be made to improve environmental practices. New actions have been taken, notably the communication on water analysis results.

Concession Boundaries: The process is ongoing. The government has completed its survey and produced its report. The technical commission has made a field visit and held meetings with the parties involved (SOCAPALM and communities).

Smallholders: The monitoring system of smallholders is gradually being set up. The mapping of plots (polygons) is 70% completed. The training component can be improved, for example, the training manual should be developed and reviewed when needed.

| Key 2022 achievements: **Cameroon**



Cameroon, SOCAPALM

- Stakeholder engagement strategy has been approved by SOCAPALM top management.
- A working session was done with the team in charge of stakeholder engagement to assess the implementation of the different engagement axes (communication, grievance management, etc.)
- The gender committees' focal points have been trained, and their roles and responsibilities clearly defined.
- An action plan has been elaborated for each gender committee.



Cameroon, SOCAPALM

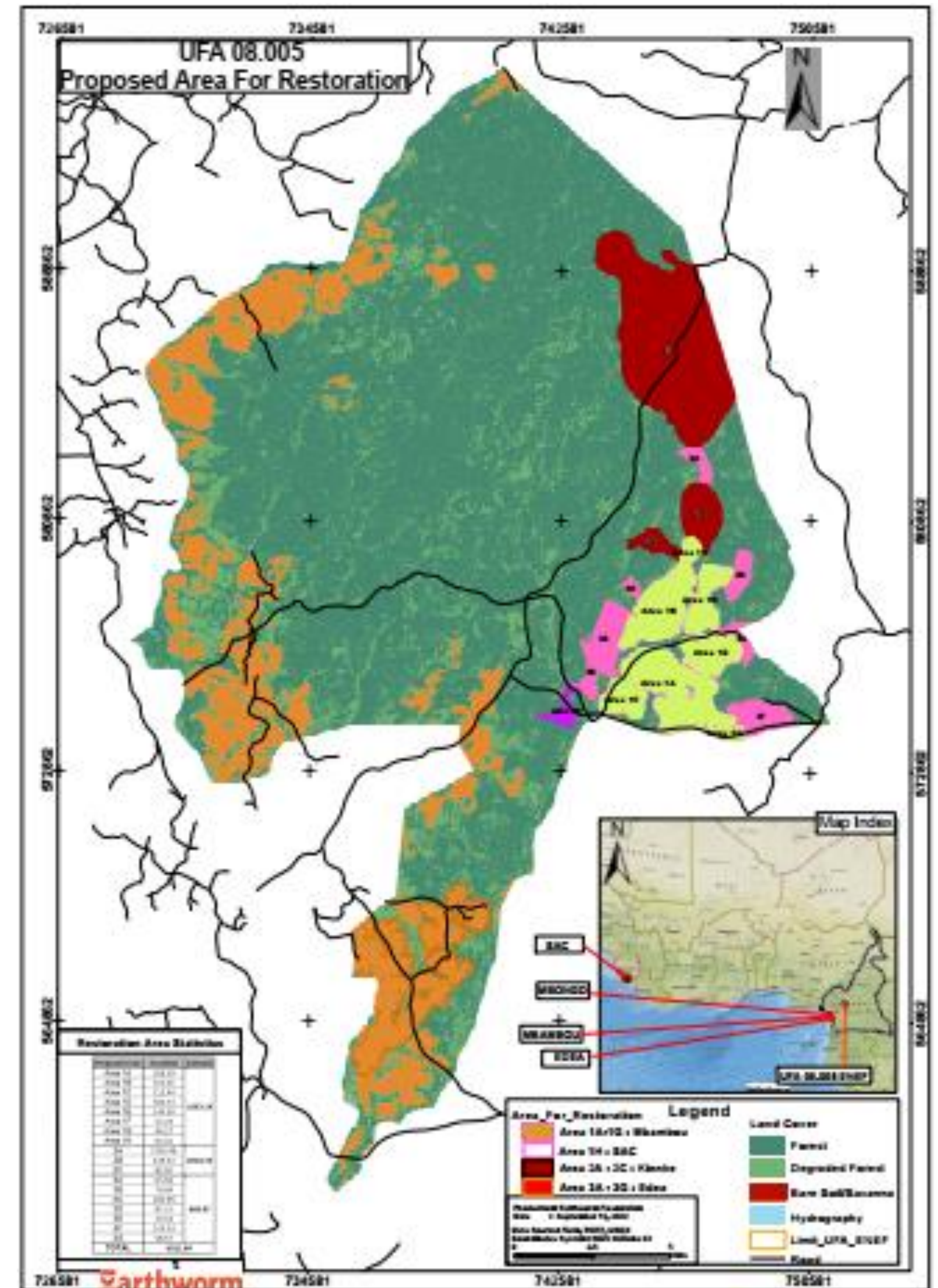
- Meetings were conducted by Earthworm and SOCAPALM's team with selected communities (Ongué, Dehané, Bongandi, Bvungangom, Nkonlong & Bikondo) to collect their feedback regarding their perception of the relationship with SOCAPALM.

Key 2022 achievements

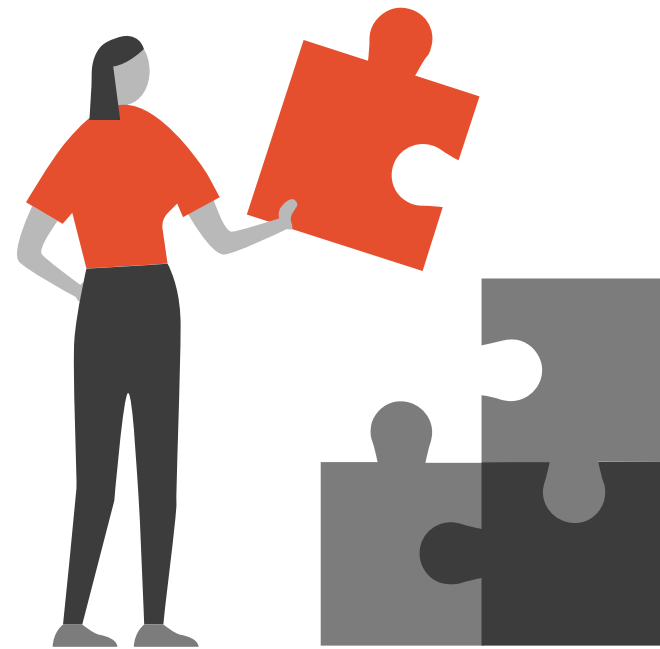
Cameroon, SOCAPALM

- The approval by RSPO of the compensation plan of SOCAPALM Mbambou and SOCAPALM Edéa for the restoration of 2,238 ha of degraded forest.
- The submission to RSPO of the concept note (Annex 7) for the restoration of 2018 hectares of degraded forest located in the Centre region of Cameroon as part of the RSPO certification process of SOCAPALM Kienké.
- The first meeting of the steering committee of the restoration project was held on the 4 November 2022 with the participation of SOCAPALM, Earthworm and the National Forestry School.

SOCAPALM Site	Area to compensate (ha)	Observations
Mbambou	1567.9	Annex 8 Approved – 28 January 2022
Edéa	669.82	Annex 8 Approved – 8 July 2022
Kienké	2018.40	Annex 7 in review – Last submission 17 March 2022
Total	4256.12	



| Key Recommendations : Socapalm



- Finalise the mapping of smallholder plantations and proceed to their superposition with the protected zones to implement, if necessary, appropriate actions.
- **Monitoring subcontractors remains a challenge**, and emphasis should be placed on the following aspects: availability of up-to-date contracts, consistency of data between the pay slip and the payroll register, compliance with salary deductions, and registration to the social security scheme.
- **The resolution of the land boundary issue is progressing**, and the government has provided feedback on the land survey report. A commission is expected in the field to continue the process, including final consultations with the stakeholders involved (communities and SOCAPALM) before the phase of densification of the cornerstones and the validation of the final maps. There is a need for SOCAPALM to ensure that common agreements are found with communities before the final visit of the commission and the densification of cornerstones.
- **Gender committee members have been trained, but fear of reprisals and lack of knowledge of rights are still the major factors that prevent workers from complaining**, there is a need to reinforce awareness and communication means (pictograms, toll-free numbers, etc.).

| 2022 Key Activities: Action Plan Implementation



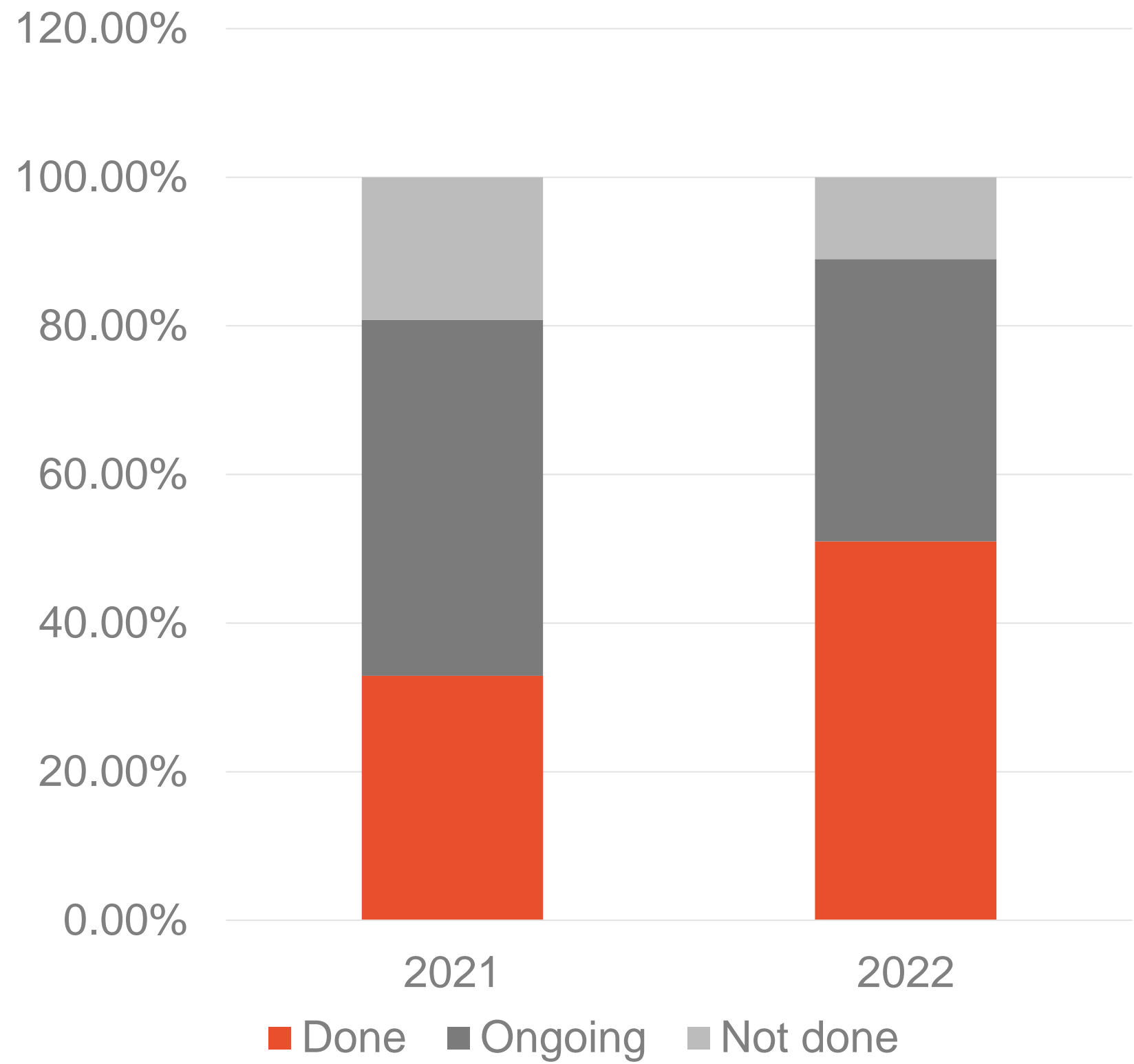
DRC, BRABANTA

In April 2022, Earthworm conducted a field visit of Brabanta's operations.

During that visit, the following activities were conducted:

- Training members of the gender committee.
- Training social team and some women from the communities on entrepreneurship and implementation of income-generating projects.
- Training the health and safety committee members.
- Training RSPO internal auditors.
- Workshop conducted on the child labour monitoring and remediation system.

| **Brabanta:** Progress in implementation of the Action Plan related to SOCFIN's Responsible Management Policy



Worker's housing: Efforts have been made in constructing houses for employees (96 houses constructed in 2021 and 2022 with 9 boreholes in the workers' camps.)

Management of subcontractors: The subcontractors have been aware of the Brabanta requirements. A rigorous follow-up will be needed to ensure the implementation of these requirements.

Stakeholder engagement: The external stakeholder's engagement strategy has been approved, and the implementation is ongoing.

| Key 2022 achievements: **Brabanta**



- Members of the Gender Committee were trained on gender, its concepts, its impacts for the company and the responsibilities of the gender committee.

| Key 2022 achievements: **Brabanta**



- Approximately 30 community members were trained in entrepreneurship. During the training session, project ideas were developed and presented by the participants (cultivation of cassava, corn, chicken farming, sale of salted fish) and Brabanta decided to put in place a funding plan for relevant projects.

| Key 2022 achievements: **Brabanta**



- Training on child labour and the child labour monitoring and remediation system has been completed.
- The form template to be used for household profiling was reviewed and tested at Kanangai camp.
- A camp profiling form was developed.
- A proposition for the structure of the Child Labor Monitoring and Remediation System (CLMS) committee was made.

| Key 2022 achievements: **Brabanta**



- 14 members of the health and safety committee were trained on the following aspects: the composition of health and safety committee, its missions, its activities and the tools to be used .

| Key 2022 achievements: **Brabanta**



- The training of 14 workers as RSP0 internal auditors was conducted.
- An audit plan template was developed and made available to the team.

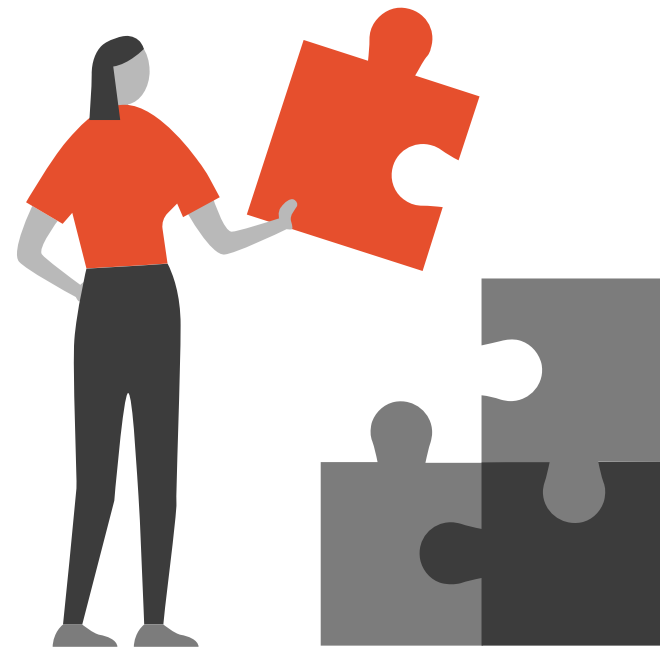
| Key 2022 achievements: **Brabanta**



- Four drinking water springs have been made operational by the company.



| Key Recommendations: **Brabanta**



- The training has been conducted on the Child Labour Monitoring and Remediation System (CLMRS). There is a need to support the implementation of the CLMRS by coaching the team, reviewing the profiling data, and establishing partnerships with other supporting organisations.
- The training of the health and safety committee was done, but **the company needs to monitor the following aspects: develop and implement an action plan for the health and safety committee, ensure that meetings are held regularly**
- **Continue to build the capacity of women** who have taken part in entrepreneurship training and **develop a rigorous plan to supervise and monitor the implementation of the projects that the company will finance.**
- **Ensure capacity building of the sectoral gender committees** that will be set up, **finalise the gender committee's action plan** (budget/logistics and timeline) and **ensure its implementation and follow-up.**
- **The implementation of the approved stakeholder engagement strategy needs to be strengthened** (regular meetings with communities, minutes of the meetings shared with communities, record keeping for all the requests).
- **Rehabilitation and/or construction of workers' accommodation needs to continue.**

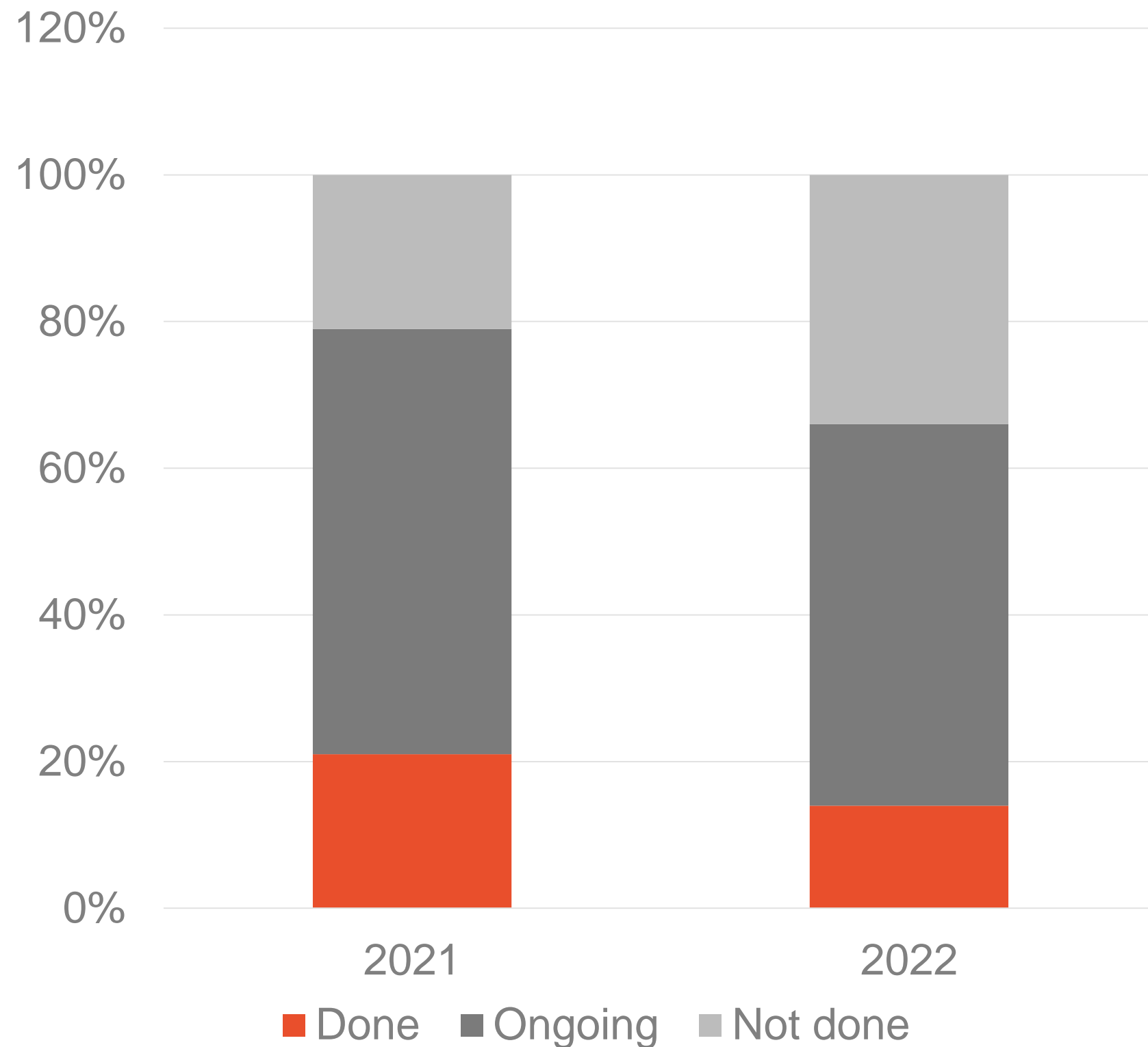
Liberia, LAC

Earthworm visited LAC's operation in July 2022. During that visit, the following activities were conducted:

- Assess the implementation of the action plan
- Conduct a workshop with the management team on their roles and responsibilities related to the implementation of the responsible management policy.
- Assess the progress made on LAC's stakeholder engagement strategy
- Assess progress done on child labour detection data collection
- Guide HCV identification, mapping, demarcation and monitoring



| LAC: Progress in the implementation of the Action Plan related to Socfin's Responsible Management Policy



Stakeholder engagement: External stakeholders engagement strategy drafted, awaiting management validation.

Health and safety: Contractors are involved in the majority of serious accidents; special attention should be paid to this, especially in the transport sector.

Management of workers' concerns: Complaints are not always systematically captured in the system, and the periodic analysis has not yet been done.

Environment: Efforts have been made for the implementation of buffer zones. A monitoring checklist for buffer zones needs to be developed and implemented.

| 2022 Key Activities: Trainings/Workshops



Liberia, LAC

In November 2022, trainings were conducted by Earthworm on the following topics:

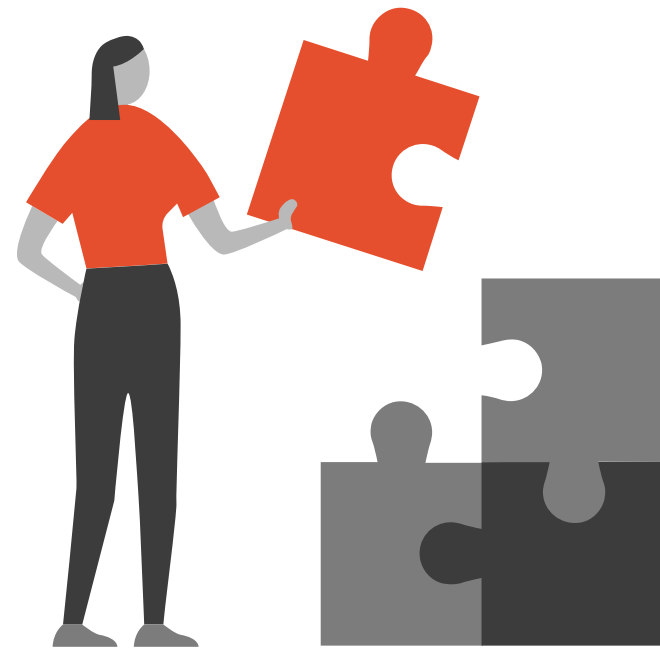
- Accident investigation to enable teams to understand the definition of an accident, the need to conduct an accident investigation, the process and knowledge to conduct an investigation and report findings
- Requirements of ISO14001/2015 to enable staff to be aware of the terminology and requirements of the standard in preparation for the gap analysis planned for 2023.

| Key 2022 achievements: LAC, Liberia

- A workshop was conducted with the management team on the responsible management policy and their roles and responsibilities for implementing it.
- 20 workers, including 6 Managers, participated in the training on accident investigation.
- As part of the data collection process for the Child Labour and Child Labour Monitoring and Remediation System, the profiling was completed for 71 camps.
- Construction of new workers' accommodation is ongoing, with improvements on designs, outside kitchens and individual toilets for each house unit/family).



| Key Recommendations: **LAC**



- Establish a well-coordinated and structured team in charge of sustainability to oversee and coordinate the implementation of the Responsible Management Policy. This local team needs to be headed up by someone who will directly report to the GM and be in regular relationship with the Head of Sustainability at HQ.
- Ensure that all internal and external complaints are recorded and addressed
- It is critical to strengthen the monitoring system of subcontractors regarding compliance with legal requirements and the SOCFIN Group's Responsible Management Policy (regular training and awareness-raising, audits/inspections of activities, etc.).
- The data collection process for the Child Labour Monitoring and Remediation System is still ongoing, and **LAC needs to analyse all the data collected and identify and implement appropriate action.**
- The external stakeholder engagement strategy drafted in collaboration with Earthworm has to be approved by the management with the associated work plan.
- **There is a need to develop and put in place an awareness training plan on accident investigation** to ensure that all the workers are aware of the process to be followed in case of accident.

| 2022 Key Activities: Action Plan Implementation

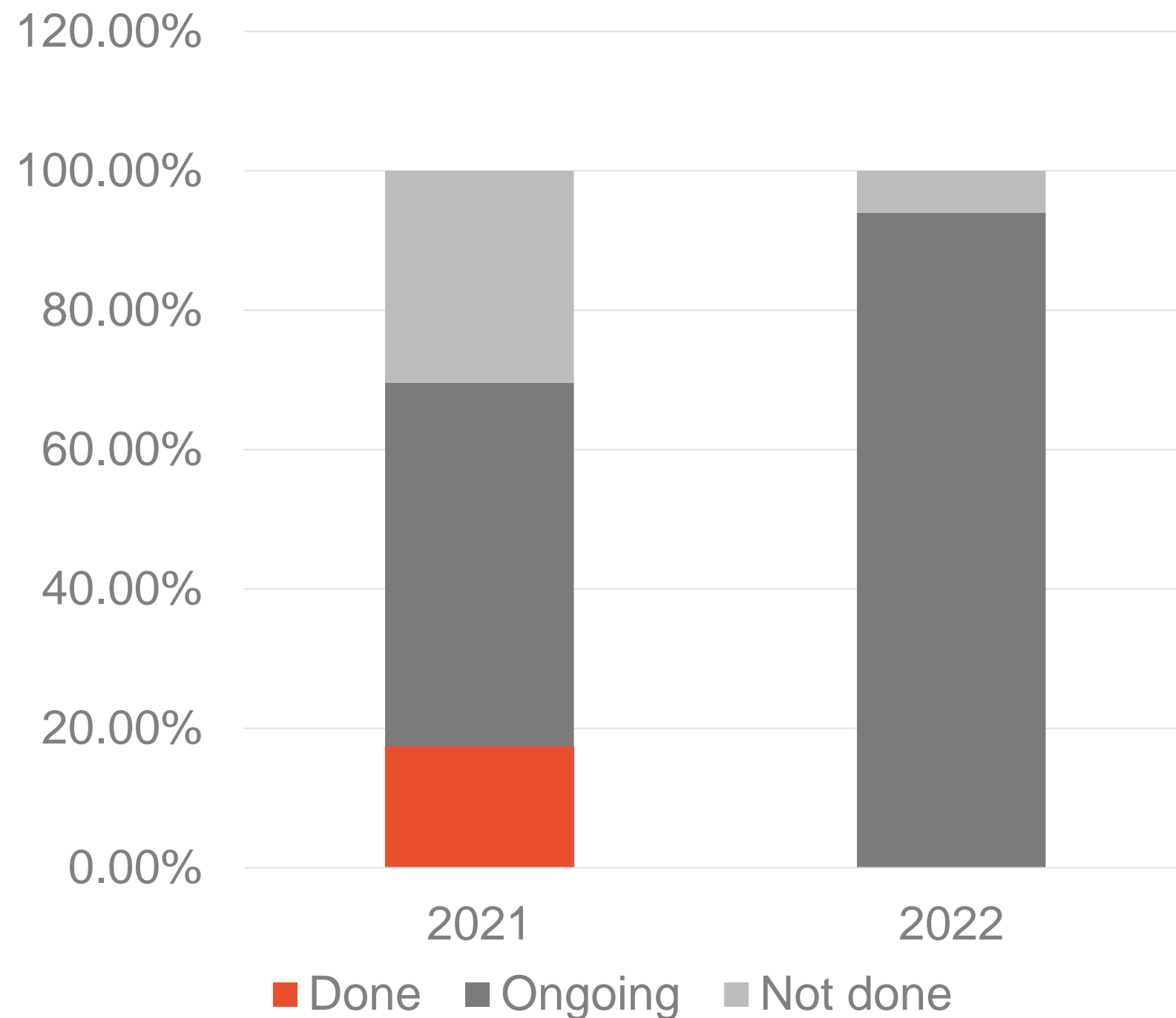
Sierra Leone, SAC

Earthworm visited SAC's operation in June 2022. During that visit, the following activities were conducted:

- Assess the implementation of the recommended action plans and define the next steps.
- Strengthen staff skills in accident investigation.
- Conduct a workshop with the management team on their roles and responsibilities for implementing the responsible management policy.
- Conduct a workshop with contractors on the responsible management policy
- Conduct a working session with the sustainability team on a social baseline study and define the next steps.



| SAC: Progress in implementation of the Action Plan related to SOCFIN's Responsible Management Policy



Workers' rights: The periodic analysis of the complaints and queries logbook is not yet done. It is observed that very few complaints are recorded.

Stakeholder engagement: The stakeholders mapping report captures only communities, NGOs and CSOs are not integrated. The engagement approach of NGOs and CSOs is not yet documented.

Management of sub-contractors: A model contract has been created for subcontractors, as well as a model of pay slips, and an office for subcontractors is under construction. At the level of the plantation, there are two workers in charge of monitoring subcontractors, using a checklist of about fifty points. Medical examinations are carried out for permanent workers, but not yet for contractor's workers.

| Key 2022 achievements: SAC, Sierra Leone



- The approval by RSP0 of the compensation plan for the restoration project of 64.9 hectares of degraded forest.
- 17 staff received training on accident investigation, reporting and monitoring.
- A workshop was conducted with fifteen contractors with the following objectives:
 - A better understanding of Socfin group's Responsible Management Policy and the contractor's requirements.
 - Brainstorm on the implications of implementing the policy in their daily activities.

| Key Recommendations: SAC



- The social baseline study remains important for measuring the project's impact and making better projections for the future (extension, replanting, smallholders). SAC has collected basic information and has a strong Community Liaison team. **However, a more robust approach to map and understand this challenge is needed.** SAC is not responsible for solving these problems alone, but having a clear picture of the issues and the leadership they show will have a big impact on how this pressure could be mitigated and effective solutions tested.
- Ensure that requests and complaints are recorded and addressed.
- **Analyse workers' perceptions** collected during the annual appraisal and put in place appropriate actions if necessary.
- Finalise the stakeholder mapping process and formalise the engagement approach with NGOs and CSOs.
- Regarding issues related to **past crop compensation**, SAC can **start working with community representatives to update the compensation list.** There is an **urgent need to share the compensation list with communities, collect feedback from them, address any concerns which may be raised, and also to clarify land user and landowner issues.**
- Finalise the accident investigation procedure and get it approved by the management.
- **Improve interaction between departments** considering the following aspects: **communication, responsibilities and authorities.**

Nigeria, Okomu OPC

A field visit was conducted in Okomu OPC in April 2022, with the following objectives:

- Understand the level of ownership and implementation of Socfin's Responsible Management Policy
- Understand stakeholders' perspectives
- Align together on priorities and associated action plan to support OOPC.

Based on the outcomes of this visit, an Action Plan was developed for follow-up in 2023. The 2023 Annual Membership Report will include an update on how Okomu OPC is progressing on its Action Plan.



| Global 2022 achievements

- 1 Workers rights:** The gender committees' members of **SOCAPALM** and **Brabanta** have been trained and their roles and responsibilities clearly defined. An action plan has been developed for each gender committee.
- 2 Health and safety:** The training was conducted on accident investigation in **SAC** and **LAC**.
- 3 Forest restoration:** The approval by RSPO of the compensation plan (Annex 8) for the restoration project of **SOCAPALM Mbambou**, **SOCAPALM Edéa** and **SAC**.
- 4 Child Labour:** The profiling process for the Child Labour Monitoring and Remediation System has started in **LAC** with 70% of workers camps already covered.
- 5 Livelihood:** A training session on entrepreneurship was done in **Brabanta** for the benefit of communities' members and the company has committed to fund the implementation of some relevant projects.

| Global challenges to be addressed in 2023

- 1 Communication:** The dynamic of the dialogue between SOCFIN and civil society is too reactive. There is a need for more open and proactive dialogues from all parties regarding the progress being done to address some factual allegations and the remaining challenges and how best to address these.
- 2 Stakeholder engagement:** The communities we met in 2022 remain open to dialogue and recognise the efforts made by SOCFIN Subsidiaries in the process of building trust. What remains to be done is to continue raising awareness in the communities and, above all, to insist more on their responsibilities, particularly concerning information sharing among communities' members, the formal transmission of their concerns to the company and also clear feedback from SOCFIN subsidiaries regarding requests and complaints raised by communities.
- 3 Contractor management:** The monitoring of subcontractors remains critical to ensure compliance with legal requirements and SOCFIN Group's policy for responsible management.
- 4 Worker housing:** SOCFIN must continue to improve worker's living conditions where necessary (housing, potable water, access to electricity).

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