

SUSTAINABILITY REPORT

2019

RESPONSIBLE TROPICAL AGRICULTURE



An aerial photograph of a tropical landscape. A wide, reddish-brown dirt road runs diagonally from the bottom left towards the upper right. To the left of the road is a lush green field with scattered palm trees. To the right is a dense, organized plantation of palm trees, likely oil palms, arranged in neat rows. In the background, there are more trees and a few small buildings. The entire image is framed by a large, stylized white outline of a teardrop or leaf shape, set against a solid green background at the top and bottom.

Improving rural living conditions

Through promotion of
respectful and transformative
tropical agriculture.

Message from the Chairman

It is our ambition to produce palm oil and rubber in a way that is beneficial to all, including the environment: employees, smallholders, communities and consumers.

The oil palm “*Elaeis Guineensis*” is the most generous plant of our planet, the best converter of solar energy (photosynthesis) on a given surface, it produces at least five times more food than its competitors such as soy, sunflower or rapeseed. Palm oil production is thus nature’s most efficient solution to a fundamental humanitarian issue: world hunger.

The palm oil we produce is primarily consumed in the producing countries; it contributes significantly to the food security of the population in those regions with huge demographic growth.

As for natural rubber, it is a renewable vegetable substitute to the synthetic rubber produced by the petrochemical industry. Moreover, rubber culture provides efficient carbon sequestration from our atmosphere. It equally represents an attractive income diversification for smallholders.

Essentially, our business has a long-term focus, as it takes several years before you can harvest the trees. It requires a large workforce and surface. Hence, it can only be considered in a harmonious environment and with a strong social involvement from our neighbouring communities and employees.

The new sustainability report you are reading, presents the work accomplished by our Group to continue its responsible socio-economic development: create added value for all those who contribute to our success on a daily basis.

Socfin’s creation was based on traditional oil palm and rubber cultivation. Ever since, while ensuring a respectful implantation within its environment in the broadest sense, Socfin’s mission has always been to improve its agricultural practices, to share them with our employees as well as our smallholders. These respectful and evolving practices allow for yield optimisation, and as such increased production without expanding the area under cultivation.

Our commitment to relentlessly share our know-how and continuous innovation capacity has ensured Group performance for more than a century. Furthermore, we are well aware of our activities’ impact on the neighbouring environments, natural or inhabited. Therefore, we strive to reduce and prevent our impact through implementation of innovative, transforming, and if possible, regenerating agricultural practices.

Our plantations are situated in isolated rural areas, with high levels of social, health and food insecurity. Identification of those risks is an integral part of our responsible management and every day we strive to improve the living and working conditions in 10 countries, on 36 operational estates, for

50 000 local employees and 40 000 smallholders. To this end, our infrastructure includes 311 schools where over 61 000 pupils are educated by 2 800 teachers. We have also established 92 hospitals and clinics managed by 36 doctors. They have performed 440 000 consultations in 2019. The cost of these social commitments is € 36.3 million in 2019, expenditures fully covered by the Group Budget.

Our activities generate the creation of dozens of small businesses associated to our plantations, or simply close to them. We are talking about thousands of direct and indirect jobs, strengthening the foundations of a real local economic fabric in the long run.

Through our commitment, we wish to demonstrate the important role the private sector plays in these regions. This means bringing new ideas, innovative approaches and resources to manage the challenges we are facing. Hence, we have concluded partnerships with various organisations, scientific research centers, universities or health and educational experts.

While we are writing this report, we are confronted with the exceptional Covid-19 epidemic and our activities are obviously impacted, from a commercial perspective but above all, from a human and health perspective. We follow thus the evolution on a daily basis and implement significant complementary measures on each estate in line with our advice and local authorities.

We invite you to discover our strategy in this report and encourage you to share your ideas so that together we can go forward and have an even greater positive impact in the coming years. For all this work, we are guided by our company’s purpose, namely improving the rural living conditions by promoting respectful and transformative tropical agriculture.

Hubert Fabri
Chairman
info@socfin.com

€ 36.3 MILLION
SUSTAINABILITY
BUDGET



TABLE OF CONTENTS



1

Our Group

6



2

For a local and rural development

22



3

For our local employees and communities

34



4

For our environment

60



5

Focus on our products

74



6

Appendix

84

THE SUSTAINABLE DEVELOPMENT GOALS

"To achieve a better and more sustainable future for all"

The Sustainable Development Goals (SDGs), as adopted by the UN in 2015, define the global sustainability priorities, by emphasizing our planet's biggest social and environmental challenges. They comprise 17 goals to achieve by 2030 and are "the blueprint to achieve a better and more sustainable future for all". As an international Group, we wish to contribute to the achievement of these goals. We have selected the ones where we can make a contribution thanks to the sustainability strategy we have implemented.

Our performance in relation to these goals is highlighted throughout this report.

01



NO POVERTY

End poverty in all its forms everywhere

02



ZERO HUNGER

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

03



GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages

04



QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

05



GENDER EQUALITY

Achieve gender equality and empower all women and girls

06



CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all

08



DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

10



REDUCED INEQUALITIES

Reduce inequality within and among countries

12



RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

13



CLIMATE ACTION

Take urgent action to combat climate change and its impacts

15



LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and biodiversity loss

1

OUR GROUP



1.1 Our key figures



1.2 Our organisation



1.3 Our history



1.4 Our worldwide presence



1.5 Our governance system



1.6 Our ambition



1.7 The implementation of our responsible governance



1.8 Our commitments by 2025



Aerial view Safacam, Lake Ossa, Cameroon



€ 73.4 MILLION
TOTAL GROUP
INVESTMENTS



€ 36.3 MILLION
SUSTAINABILITY
BUDGET

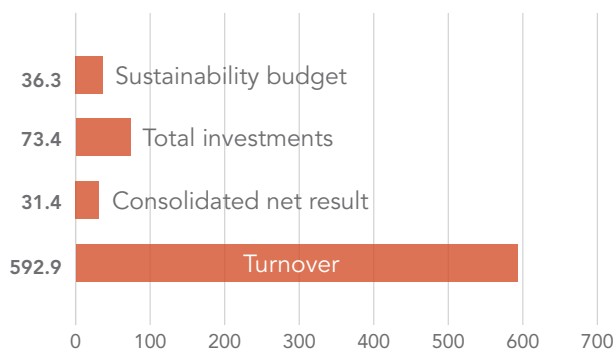


47 600 JOBS
DIRECT AND
INDIRECT

1.1 Our key figures

We are convinced that the continuity of our activities is the necessary foundation for each sustainability program. And the year 2019 has been rather positive with a slight increase in our turnover to € 593 million.

Turnover and investments in 2019 (M€)



On all our operational estates, our main aim is to develop palm oil and rubber activities to the benefit of all: our employees and their families, smallholders and communities by improving their living conditions.

For example, the palm oil we produce in Africa is for local consumption, thereby contributing to the food security of these communities, where population is exploding.

Gross palm oil production (tons)

	2017	2018	2019
Palm oil produced by our estates	407 741	426 277	434 013
Palm oil produced from FFB delivered by third parties	24 730	30 554	34 428
Total	432 471	456 831	468 441

In fact, in these regions, palm oil has been the food base of traditional cuisine of hundreds of million people for centuries.

Africa's demographic explosion demands an increasing commodity supply that current local family agriculture cannot meet in terms of quantity, while respecting international standards related to health and environmental compliance.

This situation makes these countries dependant on imports from Southeast Asia while the agricultural potential to be self-sufficient is there.



Nigeria, for example, imports 1.25 million tons of palm oil every year to meet its population's oil needs, or an expenditure of hundreds of million dollars in imports.

We have built partnerships with smallholders, fostering the development of their own plantations, increasing the quantity of locally produced oil and finally reducing the poverty in these regions by improving living conditions.

And, 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 environment.

Dry rubber production (tons)			
	2017	2018	2019
Dry rubber produced by our estates	63 374	62 895	68 873
Rubber produced from cup lumps delivered by third parties	66 297	81 950	94 102
Total	129 671	144 845	162 975



468 441 TONS
OF PALM OIL PRODUCED



162 975 TONS
OF RUBBER PRODUCED



SEED SALES:
6.74 MILLION



192 859 ha
OF PLANTATIONS

33% RUBBER
67% OIL PALM

1.2 Our organisation

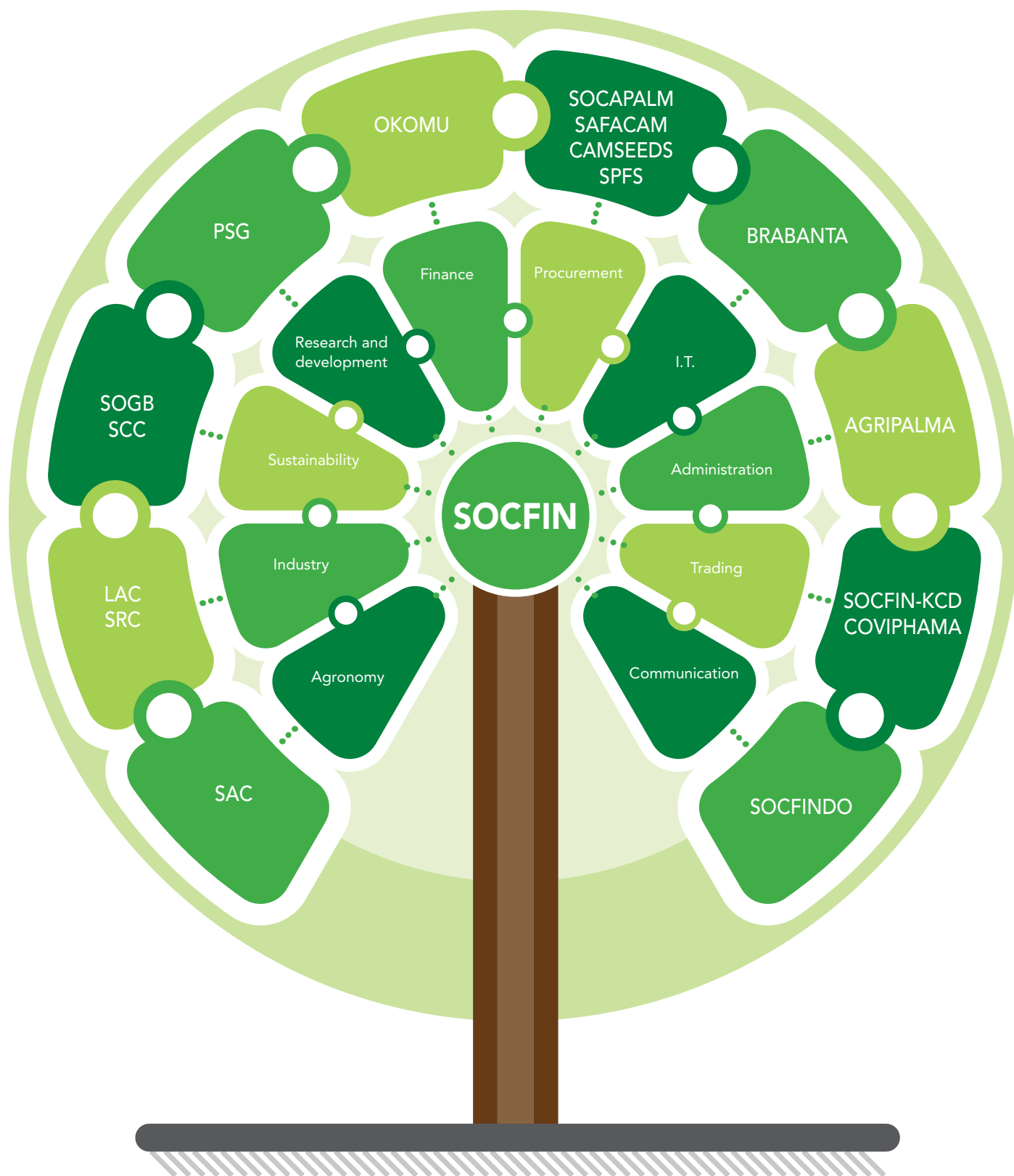
We want to support our operational teams in an efficient way. Therefore, along the way, we have structured ourselves into various subsidiaries, with each one having a specific field of expertise:

- **Socfinco FR:** agro-industrial plantation management and technical assistance;
- **Sodimex FR:** central purchasing body for the plantations companies;
- **Sogescol FR:** marketing and export of natural rubber and palm oil;
- **Socfin Research:** scientific research in the agricultural domain;
- **Socfin Green Energy:** development and management of green energy installations;
- **Induservices FR:** development and provision of administrative and IT solutions.

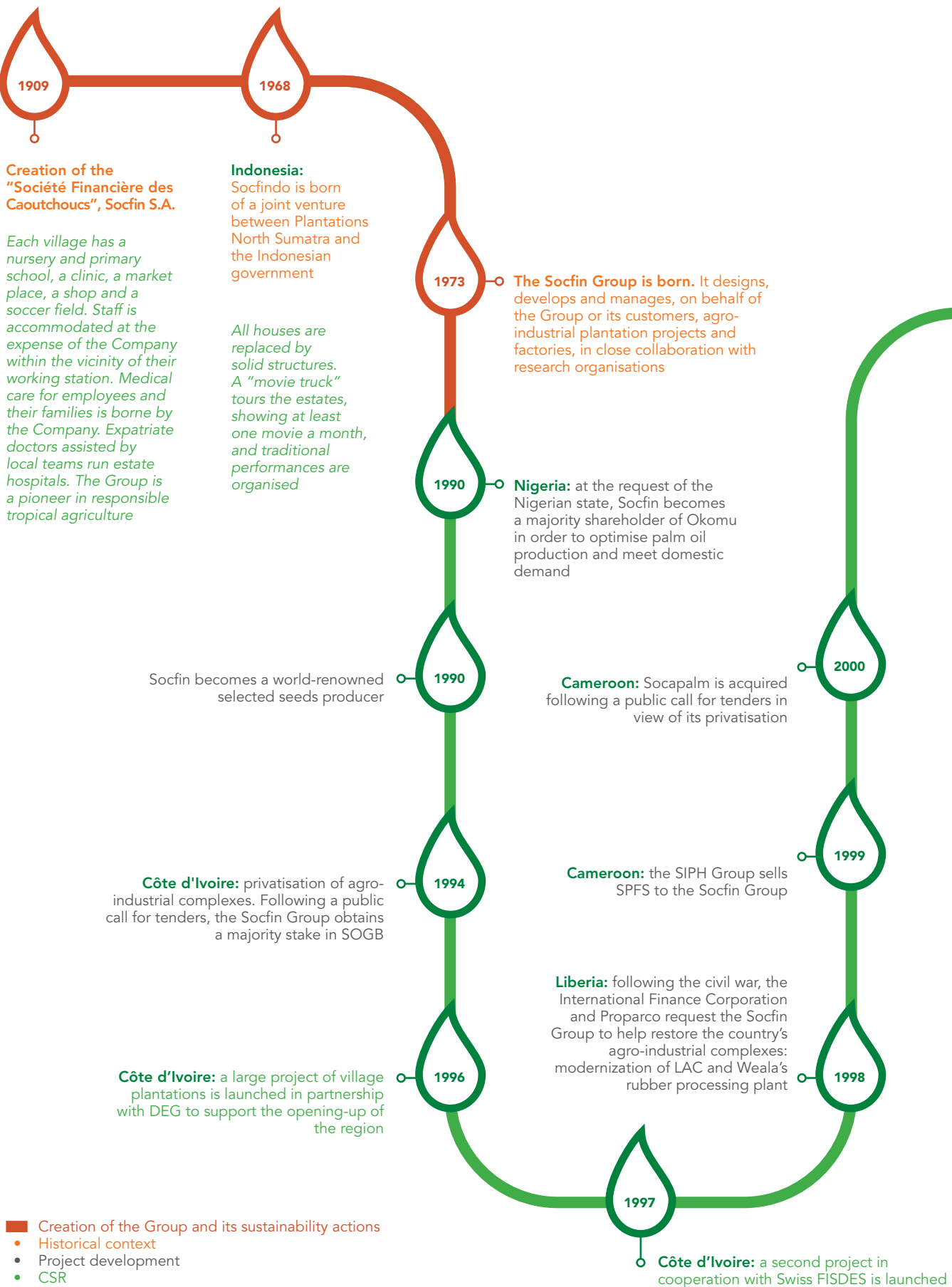
Our local subsidiaries comprise 16 agro-industrial estates (36 operational estates) and 2 research centers.

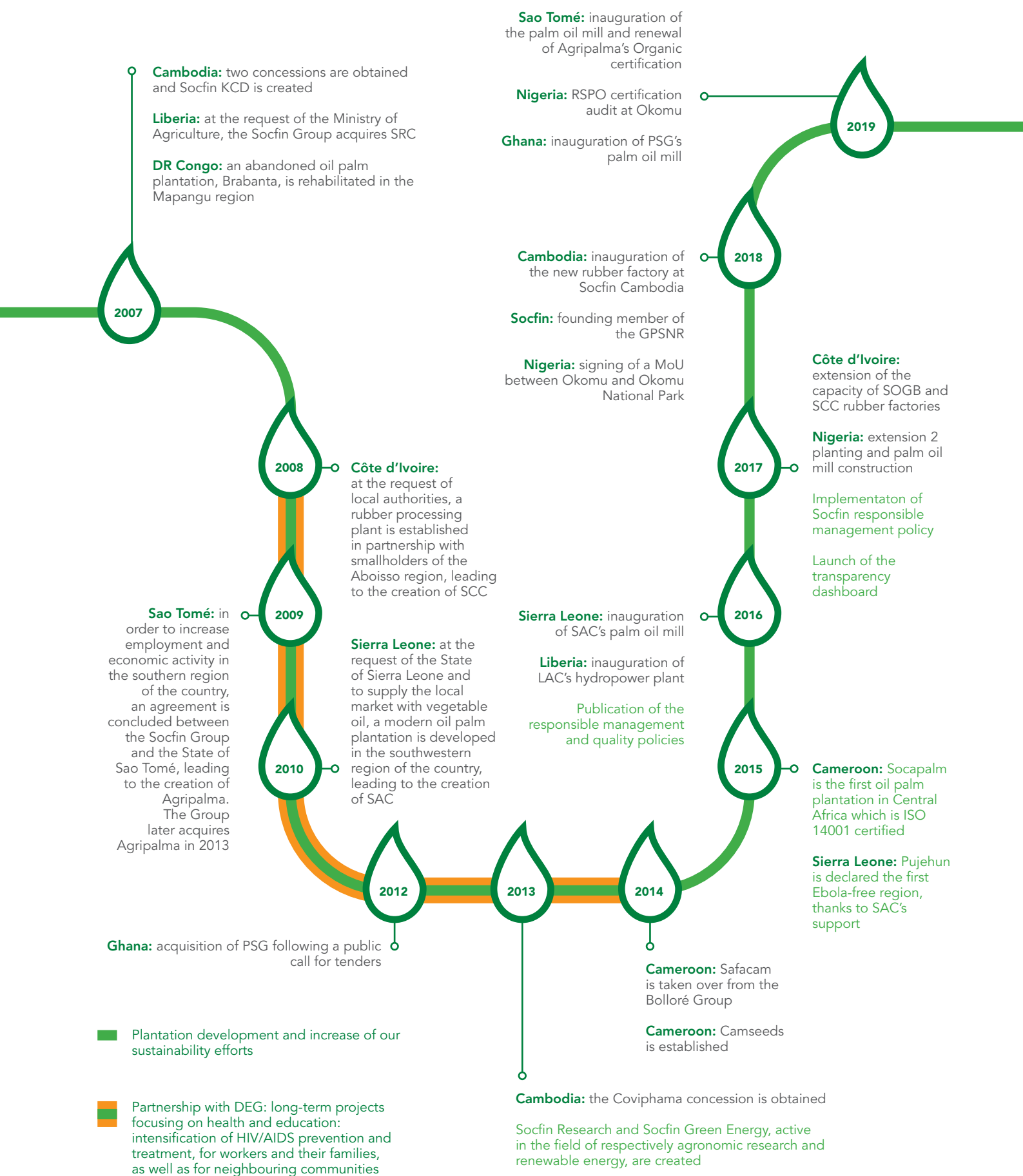
On a daily basis, we work in close collaboration to ensure a consistent integration of the Group's overall development, field operations, and the implementation of our sustainability commitments to move towards responsible, transformative tropical agriculture.

OUR ORGANISATION



1.3 Our history





1.4 Our worldwide presence

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
24 297 T of palm oil produced
Workforce 3 287

2

LIBERIA SRC

Acquired by Socfin in 2007
State-owned land with a lease
Concession of 8 000 ha
4 445 ha of rubber planted
Workforce 736

LAC

Acquired by Socfin in 1998
State-owned land with a lease
Concession of 121 407 ha
12 817 ha of rubber planted
1 rubber factory
24 939 T of rubber produced
Workforce 4 292

3

CÔTE D'IVOIRE SOGB

Acquired by Socfin in 1994
State-owned land with a lease
Concession of 34 712 ha
16 432 ha of rubber planted
7 489 ha of oil palm planted
1 rubber factory
1 palm oil mill
1 palm kernel crushing plant
62 678 T of rubber produced
38 579 T of palm oil produced
2 551 T of palm kernel oil produced
Workforce 8 237

SCC

Created by Socfin in 2008
1 rubber factory
38 233 T of rubber produced
Workforce 437

4

GHANA PSG

Acquired by Socfin in 2012
State-owned land with a lease
Concession of 18 303 ha
958 ha of rubber planted
6 140 ha of oil palm planted
1 palm oil mill
1 523 T of palm oil produced
Workforce 2 104

5

NIGERIA OKOMU

Acquired by Socfin in 1990
Extension acquired in 2014
State-owned land with a lease
Concession of 33 113 ha
7 335 ha of rubber planted
19 061 ha of oil palm planted
1 rubber factory
1 palm oil mill
Second palm oil mill operational in 2021
1 palm kernel crushing plant
7 248 T of rubber produced
42 204 T of palm oil produced
2 332 T of palm kernel oil produced
Workforce 4 752

6

7

DEMOCRATIC REPUBLIC OF CONGO BRABANTA

Acquired by Socfin in 2007
State-owned land with a lease
Concession of 8 362 ha
6 169 ha of oil palm planted
1 palm oil mill
16 243 T of palm oil produced
Workforce 3 280

8

Workforce: direct and indirect employees

6

**CAMEROON
SAFACAM**

Acquired by Socfin in 2014
 Concession of 17 690 ha
 4 307 ha of rubber planted
 5 328 ha of oil palm planted
 1 rubber factory
 1 palm oil mill
 1 palm kernel crushing plant
 7 393 T of rubber produced
 16 065 T of palm oil produced
 8 190 T of palm kernel oil produced
 Workforce 2 759

SOCAPALM

Acquired by Socfin in 2000
 State-owned land with a lease
 6 sites
 Concession of 58 063 ha
 2 067 ha of rubber planted
 32 584 ha of oil palm planted
 6 palm oil mills
 140 349 T of palm oil produced
 Workforce 5 197

CAMSEEDS

1 research laboratory
 Sale of 430 000 seeds
 Workforce 248

SPFS

Acquired by Socfin in 1999
 1 refinery
 5 500 T of refined oil produced
 Workforce 37

9

**CAMBODIA
SOCFIN KCD**

Acquired by Socfin in 2007
 State-owned land with a lease
 Concession of 6 659 ha
 3 898 ha of rubber planted
 1 rubber factory
 3 722 T of rubber produced
 Workforce 763

COVIPHAMA

Acquired by Socfin in 2013
 State-owned land with a lease
 Concession of 5 345 ha
 3 300 ha of rubber planted
 Workforce 219

9

10

**INDONESIA
SOCFINDO**

Created by Socfin in 1968
 State-owned land with a lease
 Concession of 48 106 ha
 7 632 ha of rubber planted
 38 448 ha of oil palm planted
 2 rubber factories
 9 palm oil mills
 1 refinery
 1 palm kernel crushing plant
 11 334 T of rubber produced
 189 462 T of palm oil produced
 Sale of 6.308 million seeds
 Workforce 10 526

10

8

**SAO TOMÉ-AND-PRINCIPE
AGRIPALMA**

Acquired by Socfin in 2013
 State-owned land with a lease
 Concession of 4 917 ha
 2 100 ha of oil palm planted
 1 palm oil mill
 1 075 T of palm oil produced
 Workforce 793



Develop a responsible tropical agriculture

1.5 Aerial view Safacam, Cameroon

1.5 Our governance system

At the end of 2018, we adopted a Governance Charter, approved by our Board of Directors, and we publish a Governance Statement in our annual financial report each year.

The Board of Directors plays an active role in guiding and formulating the sustainability strategy and recognises that sustainability has to lie at the core of all Group activities and that it is indispensable to ensure long-term success. Consequently, the Board approves and encourages all sustainability and responsible governance policies and provides the financial and human resources required to meet the objectives. More specifically, the Socfin Group CEO is responsible for the Group's sustainability department, managed by a sustainability manager and his team; each subsidiary also has a sustainability department. Within the Group, on a total of 205 administrator positions, women hold 2 in the different holdings and subsidiaries.

1.6 Our ambition

"Develop a responsible tropical agriculture".

Our aim is to develop palm oil and rubber production activities to the benefit of all: local employees in the field, smallholders and communities; to help them build a better future for the next generations.

Our sustainability program is based on 3 impact areas: rural development, employees and communities, and the environment, for which we implement various initiatives resulting in long-term economic performance, respect for human rights, social well-being, health, security and natural resource management such as a "zero-deforestation" commitment.

1.7 The implementation of our responsible governance

1.7.1 Our responsible management policy and code of conduct

Since our creation in 1909, we have always adopted a sound long-term approach based on good business sense and goodwill.

We believe that optimisation of natural, human, material and financial resources is imperative to ensure a performance, which is at the same time sound, ethical and sustainable in the long term.

Building on this vision, we have opted for a management approach that is both responsible and transformative.

Our approach is formalised in our responsible management policy¹, rated as strong by our clients and other stakeholders.

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

These commitments we made are not only applicable to our plantations but also to our subcontractors and suppliers. These rules are specified in the contracts binding us to them and they are regularly audited, as part of the management systems, in order to ensure that their activities are in line with the Group's environmental and social objectives.

Furthermore, we have a "code for employee and business conduct"² and a "code for suppliers"³. Both codes are complemented by a "whistle blower"⁴ policy.

1.7.2 Our commitments

1.7.2.1 Strict respect of national environmental and social laws

We have always been committed to full compliance with the environmental, social and land laws of the host countries.

Furthermore, our teams have developed legal watch procedures and integrated them into their management systems, such as the various ISO standards or Roundtable on Sustainable Palm Oil (RSPO) principles and criteria, in order to anticipate new regulations and avoid non-compliant practices.



1.7.2.2 Code of conduct, SAC, Sierra Leone

WE APPLY A ZERO TOLERANCE AGAINST:

1.7.2.2 Zero tolerance of:

Child labour



We cannot tolerate that school-aged children are taken to work. Therefore, we are committed to not employ or make use of any individual below the minimum employment age set by national law or by ILO conventions (International Labour Organisation).

Our staff takes adequate measures to prevent child labour; they verify the age of all employees, using documents such as birth certificates, school records, ID's and driving licenses.

We do not make any exception to this policy. Our staff is regularly audited by their line managers or local labour inspectors.

Each violation of this commitment will lead to severe punishment.

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

As part of the "Rubberway" project, with Socfin participation, checklists were developed and tested (at SCC and SOGB in Côte d'Ivoire) to identify different social and environmental risks in the supply chains, including child labour.

Forced or compulsory labour



We are all free and equal and will not tolerate forced or compulsory labour, including prison labour, indentured labour, bonded labour, slavery, servitude or any form of human trafficking.

In 2019, no non-compliance was identified and each violation of this commitment will lead to severe punishment.

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.

Moreover, the Group's central purchasing body Sodimex is the most exposed to these practices and has therefore developed a specific business ethics code, strongly regulating and limiting these practices. This first version will be updated in 2020.

Anti-competitive behaviour

In compliance with the ethical codes and business code (Sodimex), 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.





1.7.3 EF and Safacam teams in the plantation, Cameroon

1.7.3 Our daily partners

For us, a “win-win” partnership with a development organisation, a university, a microfinance institution, etc. allows for a synergy between different competences for a common development goal.

We believe our competences, and our resources are complementary and balancing them serves our common development goals even better. For example, we have formalised our commitments in our responsible management policy and we have decided to become a member of the Earthworm Foundation (EF, Ex TFT, The Forest Trust) to assist us in the implementation of this policy within our subsidiaries.



1.7.4 Our stakeholder evaluation

Our clients, service providers and/or specialised evaluating bodies periodically evaluate our ethical, sustainable, responsible management and transparency performance. Some of them, such as most tyre manufacturers or large banks, call on the agency EcoVadis, who gave us a score of 51%, corresponding to “Silver”.

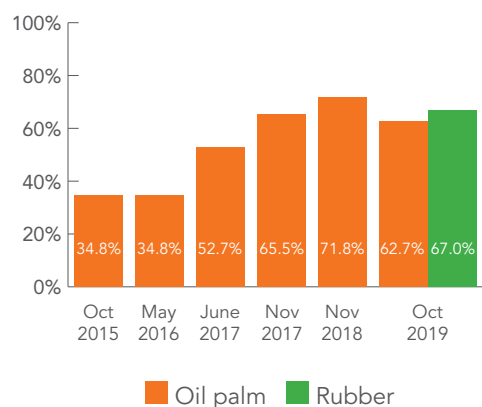


Among other Michelin suppliers, Socfin is positioned above average for all criteria: environment, social, business ethics and sustainable procurement.



The public availability of information related to environmental, social and corporate responsibility issues is also assessed by neutral agencies, such as SPOTT⁵ or Global Canopy⁶. The received scores are represented in the graph below.

SPOTT Score



⁵ www.spott.org/palm-oil and www.spott.org/natural-rubber

⁶ www.globalcanopy.org

Until 2018, the SPOTT evaluation was done only for oil palm. The Socfin Group gradually improved its score, from 28% in 2014 to 71% in 2018. The Group is ranked among the 20 best companies assessed, in particular because of the implemented transparency commitment and communication on its websites, by means of the sustainability reports and transparency dashboard. Consequently, the Socfin Group moved from the orange to the green category in 2018, the highest category, and is ranked 17th out of 70 companies surveyed.

As from 2019, SPOTT added rubber evaluation to the oil palm evaluation.

The SPOTT results published in October and November 2019, for respectively oil palm and rubber, are 62.7% and 67% (the average of all companies evaluated is 35.2% for oil palm and 36% for rubber). This ranks us 24th out of 99 for palm and 3rd out of 15 for rubber.

The oil palm score is lower than the one received in 2018; this can be explained by a new methodology that rather emphasizes follow-up methods and elements demonstrating implementation of commitments made.

Socfin has developed an action plan allowing for a score increase at the next evaluations.

Global Canopy Program, Forest 500, conducted a new evaluation and published the last scores in February 2020; we moved from the 30th to the 9th place out of 350, with a score of 59% or 3/5. (We would like to point out that their evaluation methodology has also changed and made the criteria more stringent).

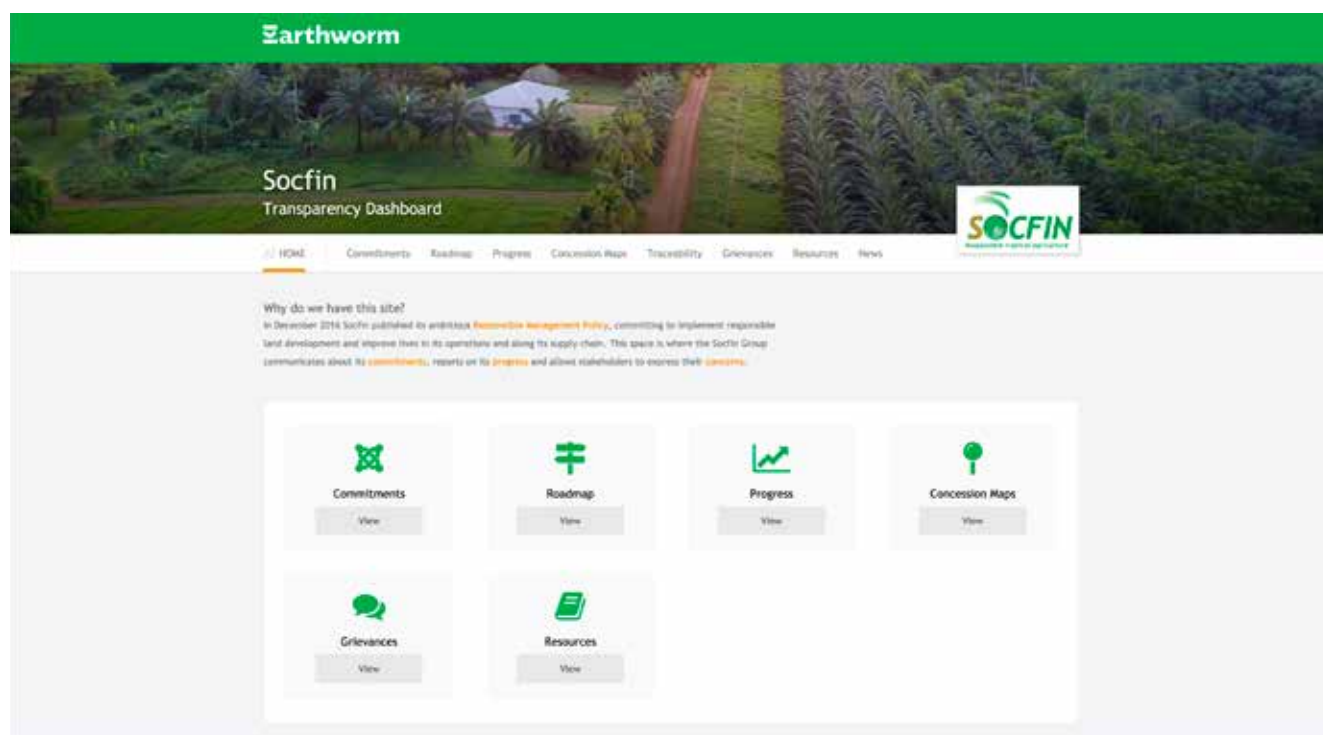
1.7.5 Our grievance management system



To strengthen our transparency, we have also developed a “transparency dashboard”, which is available online and managed in partnership with EF.

With their support, **we have also formalised our external grievance management procedure**⁷. This procedure is available online, as well as all recorded external grievances and their follow-up.

On 31 December 2019, 4 out of 6 recorded grievances were closed and 2 were under investigation. This joint management of grievances and the dashboard guarantee visitors neutral and transparent information.



⁷ www.socfin.com/dashboard

Estates	RSPO	ISO 9001	ISO 14001	OHSAS 18001	GGAP Bio Agricert	ISO 17025 ISCC - ISPO SMK3 - SNI SIR
SAC	🔄2021		✓			
LAC	N/A	✓	🔄2022			
SRC	N/A		✓			
SOGB	🔄2021	✓	✓			
SCC	N/A	✓	✓			
PSG	🔄2021		🔄2021			
Okomu	01/2020	✓	✓	✓		
Safacam	🔄2021	✓	🔄2021			
Socapalm	🔄2021		✓			
Brabanta	🔄2021		🔄2021			
Agripalma	🔄2021		🔄2021		✓	
Socfin Cambodia	N/A	🔄2020	🔄2021			
Socfindo	✓	✓	✓	✓		✓
Sogescol	N/A	✓	N/A			

🔄 In progress - Estimated certification date ✓ Obtained

1.8 Our commitments by 2025

Our sustainability program focuses on 3 impact areas in which we have made strong and global commitments by 2025. To achieve these goals, we implement action plans, programs and field projects that strengthen our current actions:

- 100% guarantee the transfer of technical, responsible and adapted agricultural skills;
- Respect and improve social well-being of employees, their families and the communities;
- Integrated action to fight deforestation and protect ecosystems.

✓ Our obtained and on-going certifications

As an international player in responsible tropical agriculture, it is essential for us to demonstrate our compliance with globally recognized and shared quality standards.

✓ ISO 9001 and ISO 14001

Most of our African operations are now ISO 14001 certified.

As ISO 14001 certification was revised in 2015, our estates have undertaken compliance with the standard's new version and are henceforth audited following the new version.

Similarly, the quality management system proposed by ISO 9001 certification, provides a suitable structure for our approach, and is also highly valued by the rubber industry, more specifically the tyre manufacturers.

✓ RSPO (Roundtable for Sustainable Palm Oil)

We are active RSPO members since 7 December 2004 through Socfinco and Socfindo. In February 2019, we obtained unique membership, allowing us to extend RSPO certification to all our African subsidiaries. The Socfin Group is now the RSPO member most representative of African realities.

As such, all our palm operations are in the process of obtaining RSPO certification. We aim to certify all our palm oil producing estates by 2021.

✓ GPSNR (Global Platform for Sustainable Natural Rubber)

We are a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR)⁸. It 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 – Non-Governmental Organisations). Members are committed to respecting the 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.

Concurrently with these certifications and initiatives, the leading industry buyers: Michelin, Bridgestone, Continental, Nestlé, etc. impose their suppliers, including our Group, adherence to their policies and commitments, in turn applicable to our entire supply chain.

⁸ www.socfin.com/en/certifications
www.gpsnr.org/files/shares/GPSNR-leaflet.pdf

ISO 14001 CERTIFICATION PLANNING (BY SUBSIDIARY)



RSPO CERTIFICATION PLANNING (AREA)



Other initiatives

In 2017, Agripalma's operations were certified following the "organic farming" requirements. This certification was renewed in 2018 and 2019.



At the end of 2019, the subsidiary was audited to obtain the Bio Suisse Certification, which was obtained in January 2020. All our certifications are visible on our website⁸.



1.8 Alley of palm trees, Agripalma organic plantation, Sao Tome and Principe



2 FOR A LOCAL AND RURAL DEVELOPMENT



2.1 Context



2.2 Our commitments



2.3 Commitments validated by certifications



2.4 Our actions for local and rural development



2.5 Our supply chain



AFS student Kienké, Socapalm, Cameroon

58%

OF RUBBER PRODUCTION
COMES FROM
SMALLHOLDERS



100%

TRANSPARENCY
AT THE FIRST LEVEL

9 TECHNICAL TRAINING CENTERS



2.1 Context

Our activities mainly take place in remote and in some cases poorly developed areas. We are confronted with: post-conflict situations like in Sierra Leone, Liberia or Cambodia, forgotten areas like the Democratic Republic of Congo (DRC), or areas with security problems such as Nigeria.

The years of war, without any investments in infrastructure (roads, electricity networks, etc.) have left their traces. The impact on young generations is easily perceived: little training and few development opportunities for small businesses.

Based on this observation, we are convinced that linking agro-industrial activity and smallholder plantation development is an efficient and adapted response to those regions' economic development and food security needs. Moreover, this approach integrates environmental protection practices and thus allows for a local agriculture taking into account the economic, social and environmental dimension.

It is indispensable to underline once more that our presence in these countries is often at the request of local Government, as in Cameroon and Sierra Leone or of the World Bank, as in Liberia. Our Group has most often taken over old plantation companies to modernize or resumed agro-industrial activities that were abandoned due to lack of investments in the 1990s. In other words, entire regions gradually come back to life.

2.2 Our commitments

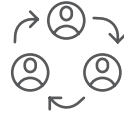
Based on the socio-economic development state of our host regions, we have formalised our main commitments in this area to better structure our action and efficiently contribute to long-term development.



OUR COMMITMENTS

- Ensure ethics and continuously improve transparency and traceability;
- Offer solutions to accelerate rural development while preserving the environment;
- Facilitate development and accountability of workers and youngsters (trainings, internships...);
- Improve or create most needed local infrastructure (for example, road construction, technical training schools, etc.);
- Contribute to local food security in the palm oil producing countries;
- Establish partnerships to stimulate innovation and sustainability performance (examples: micro-credit, rice cultivation, EFA (Agricultural Family Schools), etc.).

✓ Our stakeholder engagement plans



We are not only concerned about our workers and their families. We are equally committed to the local communities and our suppliers.

In recent years, each plantation has developed its own "stakeholder engagement plan" and ensuing "community development plan", to ensure the efficiency and relevance of projects to the benefit of the local communities. These plans are detailed and updated progressively as the dialogue structures validate the communities' needs.

More specifically, we collaborate as much as possible with local and national governments, and with the non-governmental organisations in the host regions to carry out common development projects.



2.3.1 RSPO community awareness training, Socapalm Kienké, Cameroon

2.3 Commitments validated by certifications

The commitments we made are regulated and structured by various certifications or organisations we have decided to adhere to.

2.3.1 RSPO



Our responsible management policy is entirely in line with RSPO principles and criteria.

The Socfin Group became an RSPO member in February 2019 (membership number: 1-0269-19-000-00). For Socfindo, a member since 2004, nothing has changed, except that they now also use the new membership number.



All our Indonesian oil palm plantations are already certified and our African subsidiary in Nigeria, Okomu, carried out its certification audit in November 2019 and received its certificate in January 2020.

All our African oil palm plantations will be certified in 2020 and 2021.

2.3.2 GPSNR



In October 2018, the Global Platform for Sustainable Natural Rubber (GPSNR) was established by a group of founding members, including Socfin.

The mission of GPSNR is to lead socio-economic and environmental performance improvement in the natural rubber supply chain.

The vision of GPSNR is to have a natural rubber supply chain that is just, fair and respects the environment.

GPSNR members have to adhere to 12 principles for sustainable natural rubber⁹.

Shortly after its creation, GPSNR put in place governance elements: statutes, code of conduct, Executive Committee, which includes Socfin, etc. Subsequently, workshops¹⁰ and working groups enabled progress on objectives and strategy to achieve the desired state (process equivalent to the one used by RSPO with its "Theory of change").

⁹ www.gpsnr.org/files/shares/GPSNR-leaflet.pdf

¹⁰ www.gpsnr.org/news-publications/smallholders-representation-working-group-update-march-2020



2.3.1 Annual RSPO conference in November 2019, Bangkok, Thailand



2.4.1.1 Contractor awareness training in partnership with EF, Safacam, Cameroon

2.4 Our actions for local and rural development

"It is not a secret for those who live close to large company like Socapalm Kienké, that it is the company that drives, whether knowingly or not, the level of development; and the surrounding populations live at the company's rhythm. This impacts the entire environment, not only because the landscape is dominated by its infrastructure but also because of the dependence it creates with its neighbours on its schools, hospitals and other basic infrastructures. In the context of developing countries, this reality is a truism; the life offered by the company is a solution to the villagers' poverty and vulnerability problems. We are entitled to ask what would become of the local residents today, if Socapalm Kienké would disappear, besides the economic aid, the social impact is enormous".

Extract from an interview with the Prefect of the department l'Océan, Cameroon

2.4.1 Our collaboration with local partners

2.4.1.1 Our subcontractors

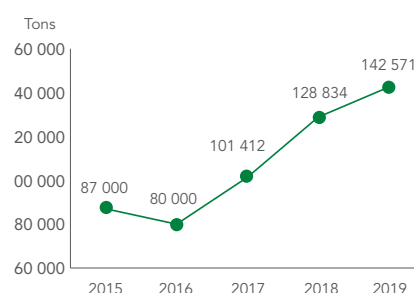
With as objective stimulating local entrepreneurship, plantation companies call as much as possible upon local Small and Medium Sized Enterprises (SME) and Very Small Businesses (VSB).

Okomu collaborates with local SME; for example, during the development of Extension 2, 80% of the subcontractors came from the surrounding communities.

2.4.1.2 Our smallholder partners

The plantation companies maintain close relations, and specific to each region, with the rubber and palm smallholders. They purchase from them and some have put in place, at their own initiative or within the framework of a state program, support and supervision projects.

Evolution of FFB purchased from smallholders by Socapalm over 5 years



These partnerships stimulate smallholder development, thereby reducing poverty in those regions.



These partnerships allow planters to benefit from training and financial support, access to selected planting material, production processing plants and thereby the international market, etc. For example, in Côte d'Ivoire, 8 500 smallholders deliver their production to our factory SCC on a daily basis.

"The arrival of SCC has improved our well-being. This partnership has allowed us to be credible before certain banks, financial structures, in order to obtain a loan and be able to invest.

SCC has also enabled us to school a large number of our children, who are attending college today. Furthermore, the payment of our deliveries within a short time, facilitates the payment of medical treatment, among others".

Mr Etile, smallholder, Ayamé association representative, SCC, Côte d'Ivoire



2.4.1.2 Mr Etile, smallholder, Ayamé association representative, SCC, Côte d'Ivoire

"Since the privatisation I believe that Socapalm's facilities are welcome in our village, thanks to them I am alive".

Pierre Mbaka, smallholder, Socapalm Mbambou, Cameroon



2.4.1.2 Pierre Mbaka, smallholder, Socapalm Mbambou, Cameroon



2.4.1.2 Smallholder training in financial management, Socapalm Mbongo, Cameroon

Traceability of the Group's supply chains through third parties (01/2019 - 12/2019)

Estates	FFB			Natural wet rubber		
	Smallholders	Retailers*	Third parties	Smallholders	Retailers*	Third parties
LAC	N/A	N/A	N/A	73 (1 145)	8 (1 005)	1
SOGB	59 (59)	8	0	5 247 (5 247)	73	0
SCC	N/A	N/A	N/A	241 (5 978)	15 (2 590)	0
Okomu	0	0	1	0	16	0
Safacam	6 (6)	0	0	5 (5)	0	0
Socapalm	954 (1 353)	2	2	N/A	N/A	N/A
Brabanta	1 (130)	0	0	N/A	N/A	N/A
Total	1 020 (1 548)	10	3	5 566 (12 375)	112 (3 595)	1

In brackets you find the minimum number of people involved in the smallholder groups

* The retailers include the cooperatives and middlemen who can represent several hundred smallholders

Hence, smallholders benefit from regular income throughout the year (contrary to coffee, cacao, cotton production, etc.); and, as a result, global (industrial and smallholder) production increases.

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

2.4.1.3 Our partners for development projects

In Cameroon, Socapalm and Safacam have entered into a partnership with the IECD (European Institute for Development Cooperation) in 2013. Their common objective is to facilitate local socio-economic development through the creation of Agricultural Family Schools¹¹ (AFS) aimed at educating youngsters from the region in professions and rural entrepreneurship (agricultural production, small livestock, crafts, processing, etc.).

The AFSs of Kienké and Dizangué opened their doors in 2014 following an alternating pattern: 15 days at school and 15 days at a rural project. In June 2017, the first agricultural entrepreneurs graduated from the AFS. A large number of them became agricultural entrepreneurs (7), others continued their studies (10), and finally, some secured qualified jobs (4).

"The students we welcomed at the start of the AFS were mainly school dropouts; their parents had given up hope. So, giving them a dream, a consistent project for their future thanks to the AFS, is a result I didn't expect and which I find very rewarding. Moreover, in the community, the spirit of the young AFS graduates is positive. The communities appreciate their technical skills and attitude, which makes me proud".

Cyril Ledoux TEKEUNDO, Regional AFS Coordinator to the IECD and former senior trainer at the AFS of Dizangué, Cameroon



2.4.1.3 Cyril Tékeundo, Regional AFS Coordinator, ICED, Cameroon

¹¹ Since 1992, the IECD works to improve the professional integration of rural youngsters in Cameroon based on the concept of AFSs.



FUNDACIÓN
Real Madrid

Since the end of 2019, Agripalma formed a partnership with the Real Madrid Foundation to link sport and education and as such contribute to children's well-being. Our goal is to create a passion for sport, while promoting education and respect for values as equality, self-esteem, team spirit, tolerance, etc. More than 85 children benefit from Agripalma's project. They are divided in 7 groups and train twice a week. Worldwide, 306 schools were created by the Real Madrid Foundation, in 76 countries, for more than 40 000 youngsters.



2.4.1.3 Young players of the Real Madrid Foundation team, Agripalma, Sao Tomé-and-Príncipe

"In order to promote the socio-educational development of Agripalma's children, we hope that the introduction of sports activity, in this case soccer, can develop values such as discipline, social inclusion, respect for rules, self-esteem and many others, which are tools for the development of human dignity".

Joao Carlos, Coach, Real Madrid Foundation project, Agripalma, Sao Tomé-and-Príncipe



2.4.1.3 Young players of the Real Madrid Foundation team, Agripalma, Sao Tomé-and-Príncipe



2.4.2 Road and bridge maintenance, SOGB, Côte d'Ivoire

2.4.1.4 Our educational initiatives to support regional development

We believe that the development of remote areas starts with education of youngsters, women and each motivated person. To succeed, our plantation companies implement various programs, projects and initiatives to strengthen the capacities of each and everyone.

"There are many programs that have been introduced to our local inhabitants, such as tie and dye, sewing, soap making, baking, and a tapping training program. Most of our people have benefited from these programs through skills that they use for income generation. A lot of people make soap, clothes, etc. Tappers trained at LAC leave with good skills allowing them to easily get a job with other plantation companies. I know the company buys the sewing machines for most of these women and also organises the training. People benefiting from these programs are within and outside of LAC".

Mr. Philip N. Phoko Sr., Chairman of the largest tribal community, LAC, Liberia

These roads are crucial for access to markets, schools, workplaces, cities, hospitals and neighbouring communities.

Indeed, in the remote regions, travel is difficult: public transport is non-existent and roads are rarely maintained.

"Since you came to the community, we have received several boreholes, an ultra-modern town hall, equipment for our health center, regular grading of our roads, market stalls, bursaries for our children, skills acquisition training, employment of our youths and jobs for our contractors. These gestures are unprecedented in our economic history, so we wholeheartedly welcome Okomu to our community".

Chief Isaac Osasuyi, Odighi community, Okomu, Nigeria



2.4.2 Chief Isaac Osasuyi receives his training certificate from Okomu's Managing Director, Nigeria

2.4.2 We encourage movement of goods and people

Operating in isolated areas, all our plantation companies construct, maintain and repair roads and bridges, even outside the concessions.

We encourage as much as possible movement of people and goods, and we spent a budget of € 9.7 million in 2019.



ROAD BUDGET: € 9.7 million in 2019

"I have noticed that the company has spent a lot of money to contribute to Bousra's development since the beginning and this is good for all of us. The company has rehabilitated the road I use on a daily basis, now my wife can give birth in good conditions in the public hospital that the company supports. My children attend the public school that equally benefits from company support".

Kraeun, member of the Bunong administration, Socfin Cambodia, Cambodia

2.5 Our supply chain

We are committed to making our supply chain transparent.

Our responsibility does not end at the doors of our factories. Our Group ensures that its sustainability and responsible management criteria apply to all its FFB (Fresh Fruit Bunches) and rubber suppliers (smallholders).

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

Since 2019, we have started to report on the traceability elements of the most stringent levels¹².

We achieve 95% for the 2nd level and 93% for the 3rd level for fresh fruit bunches and 81% for the 2nd level and 50% for the 3rd level for rubber. We will implement action to gradually achieve 100% in the highest traceability levels.

Group supply chain traceability (first level)

Natural wet rubber

Estates	2017	2018	2019
LAC	100%	100%	100%
SOGB	100%	100%	100%
SCC	100%	100%	100%
Okomu	100%	100%	100%
Safacam	100%	100%	100%
Socfindo	100%	100%	100%
Socfin KCD	N/A	N/A	100%

Fresh fruit bunches

Estates	2017	2018	2019
SAC	100%	100%	100%
SOGB	100%	100%	100%
PSG	N/A	N/A	100%
Okomu	100%	100%	100%
Safacam	100%	100%	100%
Socapalm	100%	100%	100%
Brabanta	100%	100%	100%
Agripalma	N/A	N/A	100%
Socfindo	100%	100%	100%



2.5.1 Smallholder production delivery, Socapalm Mbongo, Cameroon

2.5.1 We identify our suppliers

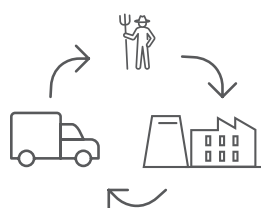


The Group buys wet rubber or fresh fruit bunches from thousands of smallholders who deliver directly to the factories, or who sell to a cooperative that is responsible for transport and factory delivery.

¹² www.socfin.com/dashboard

Partner smallholders who deliver their production directly and individually to our factories are identified based on their names and delivered quantities. Concerning the cooperatives or traders, transparency beyond that level is more difficult to obtain.

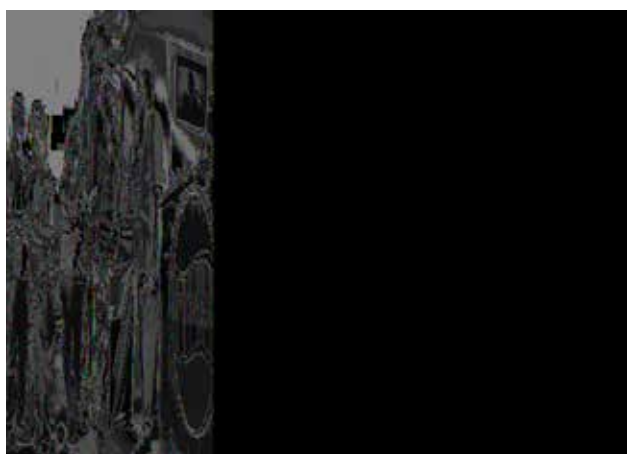
2.5.2 Transparency and fair procurement



Our full traceability data, factory coordinates, concession maps, etc. are also available on the “transparency dashboard” which was launched in 2017 with the support of EF.

These data are publicly available and 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.



2.5.2 APROMAC meeting, Côte d'Ivoire

Every month, SOGB receives the rubber price from APROMAC (Association of Natural Rubber Professionals of Côte d'Ivoire) and the FFB price from ALPH (Interprofessional Association of Oil Palm). These prices are communicated to all planters through various dissemination channels and used by SOGB for all rubber and FFB sold at the weighbridges.

2.5.3 Integration of environmental and social aspects in the supply chain

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

We organise awareness and training sessions for smallholders and subcontractors and offer them decision-making and technical support. And in the event of blatant reluctance, the smallholder 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 enable us to identify the action required to correct certain weaknesses.

2.5.4 Security in the supply chain

In line with the commitments made in their policies, our plantation companies also ensure part of the subcontractors' training and awareness sessions on occupational health and safety, resulting in follow-up of subcontractors' accident rates at each plantation.

Similarly, the “code for suppliers” created in 2019 includes various obligations in Occupational Health and Safety (OHS) and obliges our suppliers to accept regular audits of their operations, at this level as well, by an estate “compliance officer”.



2.5.3 Awareness training on responsible management policy, Socapalm Mbongo, Cameroon



3 FOR OUR LOCAL EMPLOYEES AND COMMUNITIES



3.1 Context



3.2 Our commitments to our local employees and communities



3.3 Our commitment to respecting the human rights of the communities



3.4 Our social commitment to our employees and respect of their human rights



Safacam employee, Cameroon



61 300 PUPILS

92



HEALTH CENTERS AND HOSPITALS

€ 2.7 M

FOR COMMUNITY
PROJECTS



3.1 Context

Since our employees are the heart of our Group, we strive to offer them a solid framework and the best possible social protection taking into account the respective specific contexts of our plantation companies and the possibilities to strengthen their awareness and know-how.

In the isolated regions where we operate, our workers rarely benefit from long experience in an agro-industrial structure like ours. Therefore, we conducted an awareness campaign and intensive training of our staff, for example on respect for the rules concerning safety at the workplace.

As we are generally the only private employer in the region, long-term job opportunities, coupled with the working conditions and salary we offer, often represent a unique professional opportunity for certain communities.

3.2 Our commitments to our local employees and communities

To ensure respect and improvement of our employees' social well-being, their families and communities, we have made specific commitments, in addition to the commitments made in our responsible management policy.



OUR COMMITMENTS

Zero tolerance concerning non-respect of the Universal Declaration of Human Rights:

- Raise awareness;
- Solve grievances and publicly report on progress made.

Local employees (of producing countries):

- Allow local employees and their families to benefit from the infrastructure, health coverage and access to education;
- Improve living conditions: water, electricity, leisure, etc.;
- Strengthen gender equality.

Communities:

- Encourage long-term collaboration to implement projects with the local communities in order to increase social impact: social life, health, education, etc.

3.3 Our commitment to respecting the human rights of the communities

We are aware that an agro-industrial plantation has an impact on the region where it operates. Taking this into account, our research and choice of concessions focuses primarily on existing plantations, operational or abandoned (former private or state plantations) that need rehabilitation and where the land titles are well documented.

3.3.1 Our compliance with land legislation

We spare no effort to strictly comply with not only the legal and environmental laws of the host countries where we operate, but also the requirements and standards we adhere to: ISO, RSPO, GPSNR, Global GAP, Bio Suisse, etc.

Apart from some exceptions (Safacam and part of Agripalma), our subsidiaries do not own, directly or indirectly, the concessions; they are managed as a lessee under long-term leaseholds with the various governments, the legitimate owners of the land. All our estates' concession maps are available here¹³.

Unfortunately, land ownership in some countries can be poorly documented. The legal, community and customary rights on the land and its resources are not always clearly documented, and despite all precautionary measures, there are sometimes inevitable claims for the same area of land.

At Socapalm for example, the disappearance or absence of demarcation in certain places, indicating the borders of the concessions as defined by Government upon creation of the concession, lies at the basis of the tension. The absence of precise demarcation leads to mutual encroachment and creates tension and misunderstanding between the communities and the plantation.



3.3.1 Demarcation at Socapalm Mbambou, Cameroon

Furthermore, because of the recent demographic explosion in certain regions, we notice that land pressure has strongly increased around certain plantations – more specifically at Dibombari (Socapalm, Cameroon) – even though they have often existed for more than 50 years.

In order to resolve these at times complex situations, we rely on the Governments and their local land registry departments, and on the communities concerned to carry out a precise status report and clarify the situation objectively and practically: demarcation, mapping, etc.

This process can be time consuming, but can provide positive satisfactory results for all stakeholders, improving the good neighbourly relations between the communities and the plantation.

Socapalm, for example, in collaboration with the competent local Ministries, proceeds with the identification of land parcels retroceded by Socapalm to the Government of Cameroon, the land owner.

¹³ www.socfin.com/dashboard

3.3.2 Our commitment to respecting the right of the communities: FPIC

We have always respected the rights of indigenous populations and local communities to give or withhold their consent to all operations affecting the land or resources they are legally, communally or customary entitled to.

Practically, when starting a new development project, environmental and social impact studies are always carried out. They comprise environmental and social impact plans, impact mitigation measures, a community development plan and a stakeholder engagement plan; all an integral part of the occupancy agreement with the Government and the communities.

In Cambodia, the plantation protects more than 350 hectares of land identified as sacred sites.

"At the beginning, I worked on the identification of the sacred forests and cemeteries on company land so that they would be protected. Nowadays, I control and protect these areas as well as the natural forests.

In the Bunong tradition, a sacred forest is like a temple. We go there to organise ceremonies. It is important to organise these ceremonies to ask the sacred forest spirits to protect the population or to bring us good luck. For example, we ask for luck in business, or to help school children to learn quickly, or when a parent is sick, the family asks the sacred forest spirits to help heal".

Kraeun, member of the Bunong administration, Socfin Cambodia, Cambodia



3.3.2 Kraeun, member of the Bunong administration, Socfin Cambodia, Cambodia



3.3.2 Kraeun, member of the Bunong administration, FPIC meeting 2010, Socfin Cambodia, Cambodia

Simultaneously, in our responsible management policy, we have formally committed to apply Free, Prior and Informed Consent (FPIC)¹⁴, a concept legally supported by the UNDRIP¹⁵ (United Nations Declaration on the Rights of Indigenous Peoples) before every operation impacting land, with as objective to minimize as much as possible any negative impact on local communities.

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

Our commitment to the RSPO certification of our African subsidiaries, including adherence to the principle of FPIC, is an additional guarantee of the proper implementation of this concept on all our estates.

3.3.3 Compensation for land occupation

When we choose to rent a concession from Government, we are aware that the land concerned is often abandoned, and even though it belongs to the Government, the surrounding communities have often used it for several years.

Compensations are therefore provided for these specific situations and are paid as indemnity to the communities that planted food crops on the land. In most cases, the amount of these compensations is set by local legislation with great accuracy.

3.3.4 We encourage community dialogue



Our plantation companies' local residents participate in dialogue platforms organised to structure community relations.

"Representatives from each community are invited to a meeting with SAC management once a month in order to address the issues and needs in their respective communities".

Amanda Swart, medical administrator, SAC, Sierra Leone



The particularities of each community are recognized and particular attention is given to each and every one.

"The platforms have made it possible to express themselves and to say what they resent deeply and this enabled us to resolve many issues, to offer solutions even on an environmental level. No topic is taboo during this trilateral dialogue platform".

Extract from an interview with the Prefect of the department l'Océan, Cameroon

In the case of a land conflict, for example, we discuss transparently and openly with the stakeholders concerned, at a local, national and international level to resolve the situation.

All complaints are recorded and documented, and we do our utmost to settle all grievances in due course.

¹⁴ www.rspo.org/resources/free-prior-and-informed-consent-fpic-

¹⁵ en.wikipedia.org/wiki/Declaration_on_the_Rights_of_Indigenous_Peoples

"Personally, I have to say that since 3 or 4 years the relations have improved tremendously, that sometimes we wonder if the company is not on an equal footing with other public services of the city as the contacts are very cordial and very frequent. They call us, they try to find out about company life, and even when we are not the ones asking the question, the company representative wants to makes us aware of the situation. This enables us to anticipate very frequently to certain situations that could have impeded the company's progress and I believe that the reports they have established have to be copied by others. I tell you this very sincerely, from the bottom of my heart, it is a win-win partnership because as a Prefect, I gain from peace within the company because I do not have the time to intervene with every strike. Outsiders cannot believe it but we try to see what the company can do to make their employees happy and what the employees can do to retain their jobs, with dignity and respect for a number of values. Hence, whereas this is how we do it with Socapalm Kienké, I believe and I have often thought that this the best possible relation one can have with a company. The relations are more than good and even satisfactory, it is of paramount importance".

Extract from an interview with the Prefect of the department l'Océan, Cameroon

"Without hesitation, this change in direction suggests a promising future relation, beneficial to all; in the long term, the results will be more visible and appreciated. It is important that the stakeholders involved continue to support this climate of mutual confidence and guarantee this shared interest in justice and peace, praying that no disruptive element comes and interferes with this serenity between Socapalm Kienké, the local residents and authorities. The evidence is there, for more than 4 years, the company has not had any strike or major disturbance, therefore maintaining the success recipe that lead to this result is only a way to find sustainable solutions, moreover since it concerns a win-win partnership".

Extract from an interview with the Prefect of the department l'Océan, Cameroon

3.3.5 Implementation of a grievance management system



At Group level, we have developed an external grievance management system with the support of EF (see 1.7.3, above).

Additionally, each plantation company has developed its own external grievance management system in order to resolve each grievance or complaint as quickly as possible in full transparency and collaboration with all stakeholders.

3.3.6 Protection of indigenous populations

Two indigenous population groups live in the vicinity of the Group's operations: the Bagyéli pygmies, close to Kienké (Socapalm)¹⁶ and the Phnongs in Cambodia¹⁷.

In our responsible management policy, we committed to respecting the rights of indigenous communities by complying with the articles in the United Nations' Declaration on the rights of indigenous population groups.



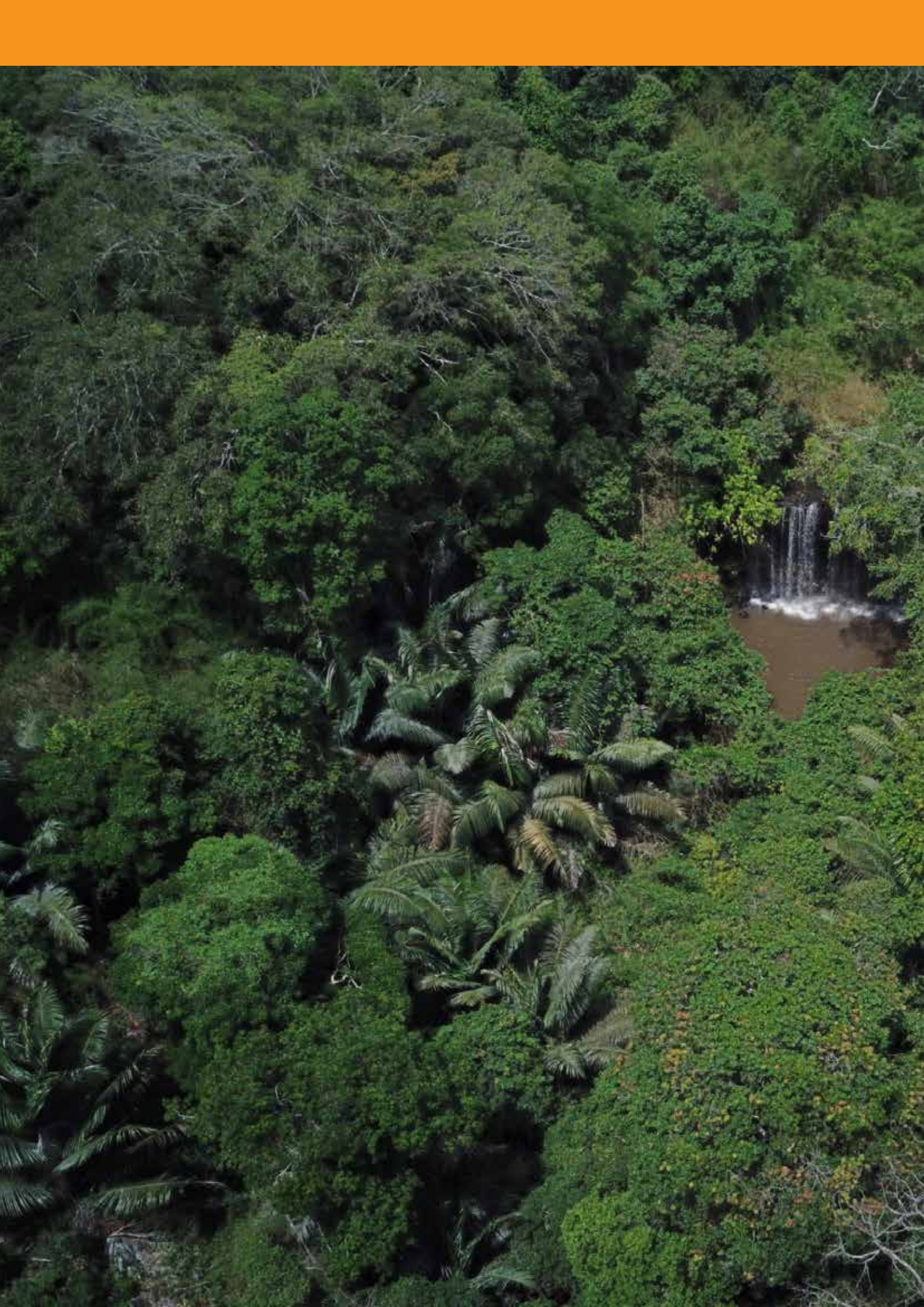
In Cambodia, the Office of the United Nations High Commissioner for Human Rights (OHCHR) supports the activities towards the Phnongs and regularly monitors the suitability of actions taken.

"I would like to thank the company for taking care of these places and also for protecting the natural forest within the plantation. The forest is protected for our children, so they know the various types of trees that exist. People cut the trees illegally and in my opinion that is a serious offence. People that harm the forest do not live long. With my work, I protect the forest and the animals so they protect me as well".

Kraeun, member of the Bunong administration, Socfin Cambodia, Cambodia

¹⁶ www.socfin.com/en/locations/cameroon

¹⁷ www.socfin.com/en/locations/cambodia





3.3.7 Our specific commitment to the communities' long-term development

Particularly within the framework of our community engagement plans, although not exclusively, various projects are carried out with and for the communities.

In 2019, more than € 2.7 million was spent.

Okomu permanently supports the surrounding communities. Each year, € 750 000 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 boreholes, purchase of generating sets, road renovations, scholarships, etc.

SOGB and ADV (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 freely access SOGB's health centers.

"Due to the fact that SAC has communities inside their concession, it provides a good platform for us to establish relations with the communities and work in partnership. In line with SAC's vision of promoting education, health and sanitation, many communities have benefited from the renovation of health centers, school buildings and toilets as a few examples. Improvement in the access to health care facilities and higher enrolment in schools can be partly attributed to the company, which is a success in itself. CSR projects such as the ploughing of the bollilands to help communities grow rice benefits the communities hugely, fostering good working relations between the communities and the company. There is a feeling of goodwill and pride for both the company and the communities building a cohesive bond".

3.3.7 Amanda Swart, medical administrator, SAC, Sierra Leone

Amanda Swart, medical administrator, SAC, Sierra Leone



3.3.7.1 We contribute to energy and water supply in community villages

Improvement of public services (water, electricity and telecommunications) 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.



€ 5.1 million was spent on water, electricity and telecommunication connection in the past year.

"Without Okomu, it would have been impossible for the people of Gbelebu to have pipe borne water, a town hall, an access road, bursary awards, skills acquisition training, etc. For us, Okomu is acting like a government, developing infrastructure, and we are thankful for that".

Chief Enoch Sulubor, Gbelebu community, Okomu, Nigeria



3.3.7.1 Chief Enoch Sulubor, Gbelebu community, Okomu, Nigeria

3.3.7.1 Dialogue with the local communities, Okomu, Nigeria





3.3.7.2 Presentation of bursaries by Okomu's Finance Manager, Nigeria

3.3.7.2 Our policy to support youth education

We are dedicated **to improve the availability and quality of the schools in the regions where we operate.**

The public schools situated in and around the estates are open to children of employees, temporary workers, contractors and the local communities, in so far as public infrastructure allows it.

Together with the local communities and local authorities, support to public services is often provided so as to improve youth education: € 144 000 was spent on schools surrounding the estates in 2019.

To ensure the longest possible schooling of the children from these remote areas, we also provide scholarships for the most meritorious pupils.

"Some of our children who meet the requirements are given scholarships after high school to further their education to any university of their choice in Liberia".

Mr. Philip N. Phoko Sr., Chairman of the largest tribal community, LAC, Liberia



61 293 pupils attended these schools in 2019, and among them, 19 876 pupils are children from the local communities, or more than 30% of the total number of pupils.

3.3.7.3 Access to health for the communities

Considering the remoteness of certain regions where we operate, we provide 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).

"The hospital is open 24/7 to the general public. LAC hospital offers treatment to complete outsiders (people who are not LAC employees or dependent on any employee and in most cases are not residents at LAC). The complete outsider pays a minimal fee for diagnosis and treatment.

As part of our corporate social responsibility, we serve as a referral center for the Zondo clinic in district 4 and compound 3 clinic for pregnant women and children under 5 years old, which are treated free of charge".

Doctor Jean Machayo, medical head LAC hospital, Liberia



At the request of communities and as part of our community engagement plans, we have also, at certain estates, offered logistic support, renovated and/or constructed and donated health centers to the communities: Socapalm, Safacam, SOGB; Socfin Cambodia, etc.; for a total budget of € 60 000.

"The health care and educational facilities at LAC are benefiting us greatly, our sons and daughters receive almost free and quality education at LAC schools, and at the same time our families receive free medical care. The facilities are also helping people in other communities outside LAC".

Mr. Philip N. Phoko Sr., Chairman of the largest tribal community, LAC, Liberia



3.3.7.3 Mr. Philip N. Phoko, Sr., Chairman of the tribal community, LAC, Liberia

"Our hospital at Bousra serves the entire community population, or 6 854 inhabitants. The cooperation with Socfin Cambodia made several renovations possible and allows us to provide optimal medical care.

In the name of the population and hospital staff, I want to sincerely thank Socfin Cambodia for the existing cooperation between the company and the health center, and I request to continue our collaboration in this way".

Extract from a speech from Mr Chang Khun – director of Bousra hospital, Socfin Cambodia, Cambodia



3.3.7.3 Renovation of the Bousra health center, Socfin Cambodia, Cambodia

For more details on the operation of our medical infrastructures, we would like to refer to chapter 3.4.4 below.

3.4 Our social commitment to our employees and respect of their human rights

As formalised in our commitments described in the beginning of this chapter, we are committed to providing a working environment that promotes our employee well-being by offering them the social protection and security they are entitled to. This is described, among others, in our code of conduct and policies, which further underline our adherence to ethical standards and compliance with applicable local laws.

To strengthen and regulate our social commitments, we have based our labour and human rights policies 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 (United Nations). When national legislations, standards and conventions refer to the same subject, we apply the provision most favourable to our workers.

Furthermore, we strictly commit to freedom of association and non-discrimination and ban forced and child labour. We also guarantee fair pay and decent housing to our employees.

3.4.1 Social protection of our employees

3.4.1.1 Labour law compliance



We ensure that each employee is fully informed about the applicable conditions of service and general regulations during the recruitment process.

Moreover, only subcontractors that have been positively assessed by labour inspection can enter into an agreement with us. They also have to sign the new code of conduct and accept in writing to submit to the audits performed by the "compliance officers" (in charge of compliance).

It is clear that the retention of employee identification papers or travel documents, or any other type of bond is strictly forbidden. Labour inspection conducts regular audits to assess compliance with labour laws.

3.4.1.2 Social contributions



All our 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 directly deducted from the salary and transferred to the union of a worker's choice.

3.4.1.3 Union membership and freedom of association



We ensure 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 (CBA) 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 on our estates are good and no incident was reported where the right to exercise freedom of association or to collective bargaining has come under threat.

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

In addition to our own social commitments, we strictly adhere to all local, national and international laws and regulations relevant to our sector concerning pay and employment conditions: compulsory legal deductions (such as pension contributions), working hours, overtime, leave entitlement, maternity leave, notice periods, allowances, retirement, etc. Additionally, we also offer social advantages such as food at a price subsidised by the company, zero-interest loans, etc.

3.4.1.4 All our employees receive a wage above legal minimum wage

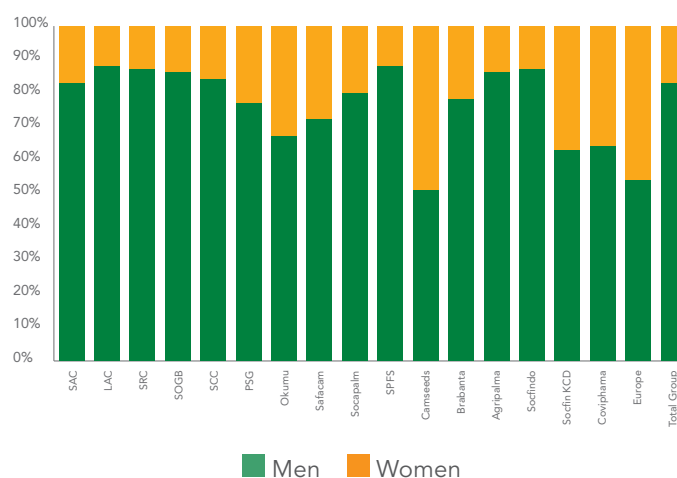
At each subsidiary, we apply a salary policy in compliance with local legislation and even exceed that.

The current wages correspond to a salary grid fixed by local legislation and are completed by a collective bargaining agreement and/or a company agreement specific to the agricultural sector, depending on the country. The monthly gross minimum wage paid by the subsidiaries is set by these legal documents and strictly respected and equal for men and women, depending on experience, education and equivalent position.

3.4.1.5 Within the Socfin Group we strive to create an equal and fair workplace encouraging diversity

In 2019, our direct employees consisted of more than 5 100 women and 24 700 men. As in 2018, women thus represented 17% of direct employees compared to 16% in 2016. On the total number of direct, temporary and daily employees, **they represent more than 22% of the workforce.**

Workforce distribution by gender by plantation (direct employees (2019))



Each subsidiary makes efforts to further integrate women in the workforce in the best possible way. Camseeds (specialised in seed research and production) in Cameroon has the best gender distribution with 49% female employees, followed by our plantation companies in Cambodia (36 and 37%) and Nigeria with 33%.

However, it is appropriate to observe local customs, which in certain countries favour one gender for a specific position. We are committed to do our utmost to avoid discrimination against women. Our operational estates have therefore put in place internal policies and organised workshops and awareness sessions on the topic.

Currently, **we have 174 women out of 1 124 supervisors and managers**, or 15% (28 women out of 265 managers and 146 women out of 859 overseers/supervisors).

"My name is Mary P. Biomah, nursery department, and I have been working with SRC for almost 16 years.

I enjoy working at SRC. Since I started at the company, I have experienced a lot of things, no negative but positive things in my life. As a woman, I never knew where to start in life when I begun at SRC but now I have experienced a lot of good things, that even if I leave the company, I won't have any regrets. I came without any knowledge and now I am the budding technician".

Mary P. Biomah, agronomic department, SRC, Liberia



3.4.1.5 Mary P. Biomah, agronomic department, SRC, Liberia

3.4.1.6 We encourage integration of young people in the working world

In 2019, youngsters – aged between 18 and 29 years – represented 17% of our 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.



3.4.1.6 Mechanical trainees, SOGB, Côte d'Ivoire

3.4.1.7 The Socfin Group applies a zero-tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions

All employees are obliged to raise concerns and report any incidence of such behaviour. When such an incident takes place, appropriate disciplinary action is taken immediately, including dismissal.

We take specific measures to reduce the potential risk of harassment:

- Raise awareness with all employees and suppliers about our violence and harassment policies;
- Set up discussion platforms on violence and harassment;
- Strengthen anonymous complaints' procedures;
- Raise awareness with women during family planning campaigns;
- Raise awareness and offer specific support to the "women associations" within the estates, etc.

Based on the recorded incidents, harassment does not appear to be a widespread problem, however, we recognise 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.

3.4.1.8 Internal grievance management system

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



3.4.1.6 Interns at Socapalm's head office, Cameroon

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 CBA.

3.4.1.9 Meeting certain financial needs of our employees

Because of the absence of a banking system in the majority of the isolated regions where our plantation companies operate, we grant interest-free loans to our employees enabling 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 October 2019, my son was in a severe traffic accident, where he got seriously injured. Regardless of the fact that he was already adult and my status as a worker, the general management, through the human resources manager, and the health department sent my child urgently to the General Hospital in Douala for treatment. Throughout his stay, he had 3 operations and could benefit from the best possible care to save him, and I did not even have to worry once about the financial aspects. Even after his discharge from the hospital, I still benefit from financial support for his care (bandages). And, today, despite the accident scars that are still clearly visible, I would like to personally thank all people involved for their work and ingeniousness. I am reimbursing the costs incurred to save my son's life monthly and without interest".

Kopoko Itoyo Emmanuel, industrial department employee, Safacam, Cameroon

In 2019, more than € 1.9 million was lent to the Group's plantation employees.

Based on a long-term vision on regional development, we encourage major banks to set up branches in the vicinity of the estates, facilitating our workers' access to the banking system. In the long run, this accessibility allows for bank transfers of remunerations and consequently safeguards the employees' personal savings.

3.4.2 Our key human resources data

On 31 December 2019, **we had 47 554 direct and indirect employees** (compared to 48 511 in 2018).

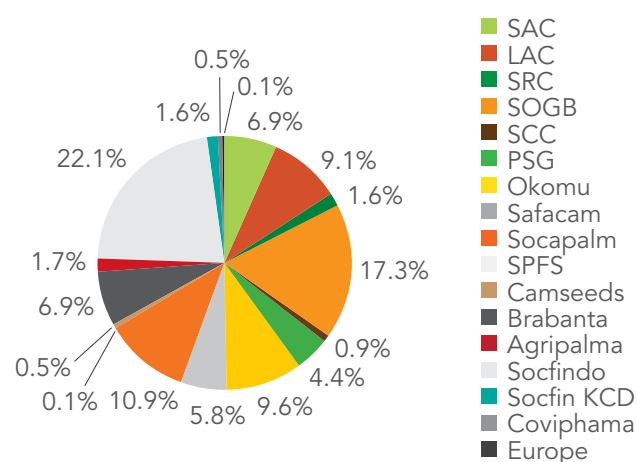


On certain estates, we rely on contractual labour in order to meet seasonal labour needs¹⁸.

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

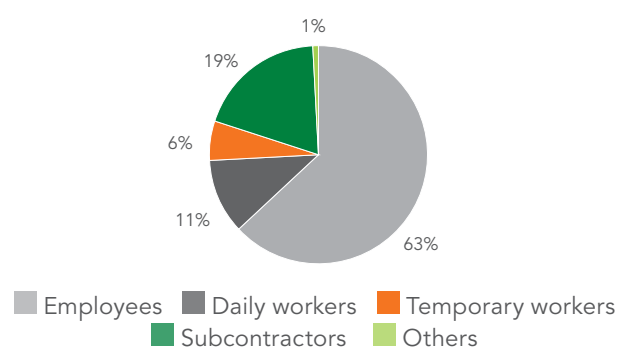
It is important to clarify that, because of the activity's seasonal nature, certain contract workers (mostly harvesters) follow the production peak and subsequently move towards other seasonal crops. Consequently, this labour is generally not settled.

Workforce distribution (direct and indirect) by estate (2019)



Our direct employees represent 63% of the plantation companies' total workforce in 2019 compared to 60% in 2018.

Direct and indirect jobs by status (2019)



¹⁸ Please see the table with key figures attached to this report for more information.

Even though these job opportunities are received very positively, certain plantation companies are confronted with an extremely high turnover. This can be explained by the lack of working experience of certain indigenous workers.


A short-term vision results in many of them leaving the company as soon as they have received a few months' salary. A challenge we try to resolve by considering and accepting cultural differences.

The Group's overall turnover rate in 2019: 10.74% compared to 15% in 2018, a significant improvement.

3.4.3 Occupational safety of our employees, a priority

3.4.3.1 Our occupational health and safety policy

OHSAS 18001

 The Group's occupational safety management system is based on the OHSAS 18001 standard. The main goal of OHSAS is to support and promote best practices related to OHS, consistent with socio-economic needs.


For our "palm operations" that are not yet OHSAS 18001 certified, RSPO certification will guarantee the necessary verification for Occupational Health and Safety (OHS) compliance of operations through the relevant RSPO criteria (criterion 6.7).

All plantation companies have formalised these commitments in policies (updated continuously). Their commitments comprise: prevent accidents and health damage, continuous improvement of OHS management and OHS performance.

As the health and safety of our employees is one of our key priorities, more than € 1.4 million was spent in 2019, or an increase of 18% compared to 2018.

3.4.3.2 A policy supported by adequate certifications

RSPO certification of our palm oil producing estates

 Seeking to confirm and regulate our employee OHS commitments and policy specifically, we have initiated the RSPO certification process on all our African oil palm estates. Our Asian subsidiary has been certified since 2015.

This comprehensive certification integrates a set of principles and criteria¹⁹ linked to social, environmental and sustainability aspects; the social principles and criteria concern both our employees and the surrounding communities.

Occupational health and safety committees for risk prevention

We strive towards preventive risk management. In this regard, the OHS committees play a crucial role and work closely together with local management.

It is their mission 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 OHS.

Risk management for better prevention

On all estates, and in compliance with local laws, and RSPO, OHSAS and other standards' requirements, we have called upon specialised offices to perform a risk analysis of our operations: agricultural, industrial, medical and even administrative. The risk analysis defines the organisational measures and required resources to prevent all accidents and protect the workers.

Following these analyses, we develop action plans to be implemented to protect staff, equipment, populations and the environment.

While most working accidents on the plantations are minor, work-related fatalities can 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", internal manuals that we developed for both industries.

3.4.3.3 Staff training and sensitization



We are committed to offering a stimulating working environment full of opportunities. Therefore, each subsidiary has put in place a training program to encourage the professional development of staff. The majority of our employees attend a professional training course each year.

¹⁹ www.rspo.org/principles-and-criteria-review

In 2019, the number of trainings organised in the plantation companies increased by 51% from 8 430 in 2018 to 12 700 (4 954 in 2017). We are talking about professional training, induction programs and toolbox meetings for a total budget of € 260 000.

✓ Upon employment

At Group level, we have developed a procedure called "Health-Safety-Environment (HSE) Induction" describing the welcoming process and employee training (newly hired employees or subcontractors). This 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

We have adapted our training programs to the various departments' needs and to the identified risks.

Each local QHSE (Quality, Health, Safety and Environment) 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.

Training and sensitization

Estates	2017	2018	2019	Δ 19/18	Hours 2019
SAC	2 425	2 537	2 233	-12%	745
SRC	100	30	119	297%	637
LAC	22	162	638	294%	54 846
SOGB	48	238	1 075	352%	1 931
SCC	30	34	29	-15%	33
PSG	249	366	1 393	281%	16 278
Okomu	85	604	1 231	104%	1 817
Safacam	487	608	1 680	176%	638
Socapalm	1 140	2 261	2 626	16%	3 051
Brabanta	132	380	836	120%	476
Agripalma	0	0	3	N/A	24
Socfin Cambodia	5	87	109	25%	4 034
Socfindo	231	1 123	731	-35%	1 961
Socfin	4 954	8 430	12 703	51%	86 471

✓ 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 then take place to reduce the occurrence of similar accidents in future.

A first aid training program was launched, prompting the plantation companies to create "first aid" posts where deemed necessary.

3.4.3.4 We ensure each employee's medical fitness for the job



Employee protection is paramount and a medical check-up is a tool to guarantee each employee's fitness for the job, not only upon employment but also periodically (while they are 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, etc.

3.4.3.5 Accident rate



Within the Socfin Group, we have harmonised the definition "accident" on all estates and use from now on the most stringent international standards (OHSA 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.

We have achieved an average bodily accident rate of 20.71 injuries/200 000 working hours (or 100 employees) in 2019, compared to 19.18 in 2018, or an increase of 8%.

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

The DART (Days Away from work, days of Restricted work activity or job Transfer) are recorded since 2018. 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. For 2019, the DART is 12.87/200 000 working hours, compared to 12.31 in 2018. The difference between the accident rate and the DART represents more than one third of recorded accidents and are minor accidents. (38% in 2019 and 35% in 2018).

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. On the contrary, 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.

3.4.4 Our employee health policy

We organise and provide quality medical care, both preventive and curative, to plantation employees and their direct dependents (spouses, children), in the most efficient way for both patient and company, and at our cost.

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

In 2019, a budget of € 6.2 million was allocated to the Group's health services, an increase compared to 2018 and 2017: € 5.7 million and € 5.2 million respectively.

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.



3.4.4 Health center, Héké 2, SOGB, Côte d'Ivoire

3.4.4.1 Our health staff and infrastructure



We run, among others, three fully equipped hospitals. Our health centers are accessible 24/24 and 7/7

and have an ambulance. All hospitals are managed by doctors, whereas the health centers are managed by a doctor or a chief nurse.

"LAC hospital has a positive impact on the communities within and around LAC. LAC hospital provides curative services, preventive services, health and education as well as well-being promotion to the communities. A substantial amount of our patients come from communities around LAC and Grand Bassa at large".

Dr Jean Machayo, medical head LAC hospital, Liberia



3.4.4.1 Doctor Jean Machayo and her team, LAC, Liberia

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

Health infrastructure (2019)

Hospitals	3
Dispensaries and health centers	23
Health outposts	66
Ambulances	22

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.

Evolution of health staff in the estates' health services

	2017	2018	2019
Doctors	31	34	36
Nurses	151	196	161
Midwives	33	37	36
Other staff	207	165	216
Total	422	432	449

3.4.4.2 Our disease prevention, detection and treatment system



Prevention is our first pillar. 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 achievements are results of my entire team, who has worked tirelessly over the years. During the last few years, the hospital has always opted for the preventive approach, staying safe and ensuring others are safe and well. During the Ebola crisis, none of my staff got infected, as was the case in other health centers and hospitals around the country, the same story for Lassa so far. More notably, LAC hospital appeared in the local newspaper as a case study globally, for a place where other health practitioners could learn about preventive and curative measures for Lassa fever".

Dr Jean Machayo, medical head LAC hospital, Liberia

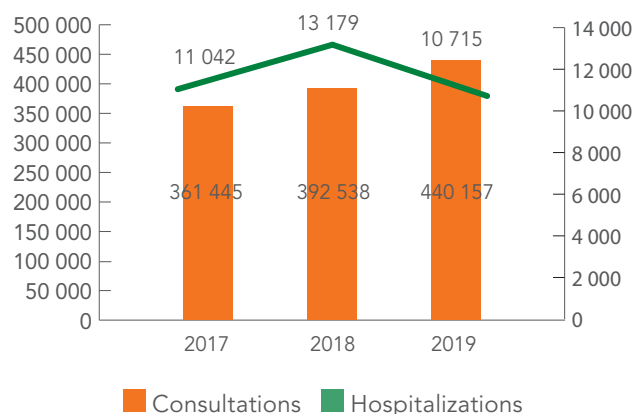
The second pillar of prevention is family planning: 11 plantation companies offer family planning services which are, at certain estates, organised in collaboration with government and NGO's (PSI through ACMS, ASF, PSK).

In 2019, more than 440 000 people were treated in the Group's health centers (the graph below comprises employees, dependents, subcontractors and local population). The slight rise in consultations 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, **more than 65% of health services are equipped with clinical and therapeutic manuals and the essential drugs recommended by DWB (Doctors Without Borders).**

All health 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 2019, 82 165 patients were diagnosed with and treated for malaria.

Evolution of consultations and hospitalizations



The health 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.

3.4.4.3 We are prepared 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 health and HSE departments, aim at ensuring that trained workers can handle emergency situations on site before the arrival of the emergency service unit.

Following the Ebola epidemic in West Africa, and while writing this report, we are facing the Covid-19 epidemic. We are adapting our preventive measures and our internal organisation in function of the situation's evolution, and this in order to better protect all our employees.

Our teams show great flexibility, drawing on their experience with the Ebola epidemic, and have been mobilised for several weeks to implement the required prevention and sensitization measures.

3.4.5 Our education policy for employees' children

We are dedicated to improving the **availability and quality of the schools** in the regions where we operate.

As explained in chapter 3.3.7.2 above, public schools are available close to the estates. We support these schools financially or logistically, in so far as possible, with renovations, construction of new school buildings and supply of furniture.

The teaching staff, often very limited in these remote areas, is also supported by the plantation companies.

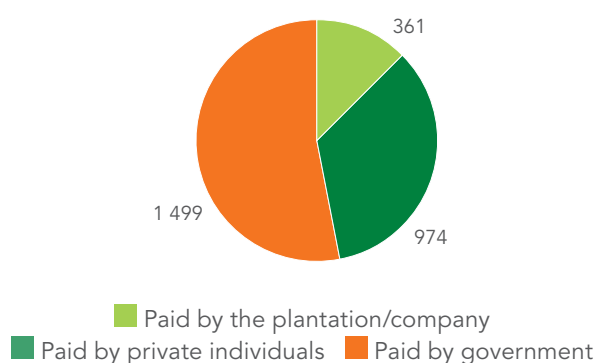


13% of school teachers are assigned and paid by the plantation companies to improve the support structures for children. The pupil/teacher ratio (number of pupils per teacher) at estate schools is on average 26.10 compared to 26.80 in 2018 and 25.41 in 2017.

Calculation based on the ratio of each school independently of one another.

This ratio slightly decreased in 2019 because of a higher rise in the number of teachers compared to the number of pupils.

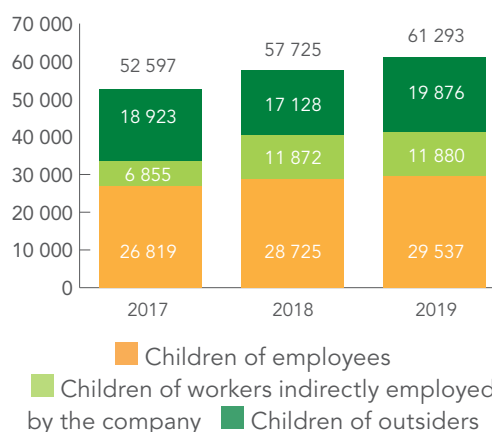
Breakdown of teachers by status (2019)



In 2019, a total of 2 823 teachers were responsible for the education of the youngest children on the estates, or 199 teachers more than in 2018 (2 624) and 330 more than in 2017 (2 493).

61 293 pupils attended the schools in 2019, or 3 568 more than in 2018 (57 725) or 8 696 more than in 2017 (52 597).

Breakdown of pupils by origin



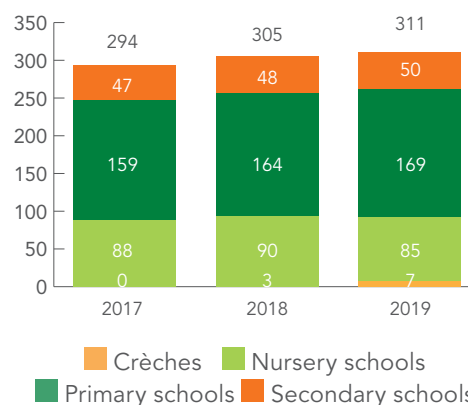
49% of all these school-attending children are girls. To guarantee the longest possible schooling for the children of these remote areas, we offer scholarships to the most meritorious pupils.



Support to the public schools on and around the estates amounted to more than € 2 million in 2019.

6 new schools have opened in 2019 compared to 2018 and 17 compared to 2017.

Evolution in the number of schools



3.4.5.1 We offer financial support to our employees for their children's schooling

Our employees can take out zero-interest rate loans at the start of the school year. With these loans they can buy school supplies and pay their children's school fees.

We also offer scholarships to the most meritorious pupils to encourage them to pursue their schooling.

In 2019, € 781 000 was donated and almost € 52 000 was spent on scholarships.



"We must all prepare ourselves for sleepless nights and rainy days.

But most of all, I am thankful to LAC management for their continuous support through the LAC school system, enabling many young men and women, including myself, to have better careers.

More than 10 of my peers are currently working at higher offices in Liberia and contributing to the country's development while others are pursuing master and doctorate degrees for the greater good of our country. We would be no one in society today if we had not gotten education from the very community where we were born and raised.

Our world can get better if we see everything as an opportunity and not as a challenge".

Fayiah Moses Bouquet, son of a LAC employee, who obtained a master's degree in agronomy in Europe and became an expatriate employee of the Socfin Group

3.4.5.2 Children's 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.

3.4.6 Our employee infrastructure

Our goal within the Socfin Group is to ensure an agreeable environment adapted to our employees and their families; let them benefit from the necessary social and health infrastructure and enjoy good living conditions.

3.4.6.1 Within the estate villages

Each new employee is attributed, depending on availabilities, accommodation within the plantation, adapted to family composition and job level.

We are committed to ensuring that all employees have decent quality housing. Unfortunately, certain estates are currently facing 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 decennial, we try to find a solution case by case.

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 2020.

At Group level, **the budget dedicated to construction and renovation of housing was € 5.1 million in 2019.**

This massive investment 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 3 years.

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.

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

Evolution of renovations and constructions in the estate villages

	2017	2018	2019
New housing	449	565	277
Renovated housing	1 164	441	455
New kitchens	494	622	264
Renovated kitchens	294	76	53
New latrines	637	1 006	907
Renovated latrines	111	225	311

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.

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



In 2019, a budget of € 500 000 was allocated.

“At Socapalm, we have implemented two important monitoring actions to ensure good water quality for the village populations, namely: bi-annual analyses of physico-chemical and bacteriological water parameters by accredited laboratories and monitoring of all our water intake and distribution points. As soon as one of the parameters surpasses the regulatory limits, we implement corrective action plans. As I always say, water is life”.

William Doumtsop, CHSE, Socapalm Mbongo, Cameroon



3.4.6.1 William Doumtsop, CHSE Mbongo, Socapalm, Cameroon

All plantation companies maintain the roads within their estates. In 2019, **more than € 9.6 million was needed to maintain or build new roads**. Wherever possible, plantation companies 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. Certain plantation companies have financed access to electricity through extension of the power lines to the workers' housing. In 2019, the Socfin Group spent € 3.8 million on this.

3.4.6.2 Our leisure infrastructure

In total, 201 sports fields, 43 market places and 122 gathering places are available for our employees and their families. On most estates, we organise sports competitions between the different villages or departments.

The 734 shops, in turn, encourage trade and exchange of products, either locally grown or imported from urban centers.

Evolution of leisure infrastructure			
	2017	2018	2019
Sports fields	122	190	201
Shops	432	613	734
Clubs	30	55	92
Market places	57	44	43
Gathering places	55	101	122

Lastly, more than 92 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. **In 2019, the Group budget spent on leisure infrastructure was € 550 000.**



3.4.6.2 Teams of the interplantation soccer tournament, Cameroon



3.4.6.2 Final of the interplantation soccer tournament, Cameroon

3.4.6.3 We ensure employee transport to their workplace

Where needed, specially converted vehicles are used to transport workers to their workplace. We also provide motorbikes and bicycles to certain employees, provided they need them for work purposes. The plantation companies also financially support their employees by offering them "purchase facilities" for their own means of transportation: zero-interest loans.

3.4.6.4 Security of people and property

Our Group 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 FOR OUR ENVIRONMENT



4.1 Context



4.2 Our environmental commitments



4.3 Approved commitments



4.4 Our natural resource management system



4.5 Research and development



Socapalm, Cameroon

RSPO CERTIFICATION

44%



OF OIL PALM
SURFACE CERTIFIED



€ 4.2 M

SPENT ON THE ENVIRONMENT

12 842 000

LITERS OF
FUEL SAVED



4.1 Context

As with all agricultural commodities, perennial crops, such as oil palm and rubber, have an environmental impact that has to be managed and minimised to guarantee the right balance between environmental preservation and basic commodities' production.

Oil palm culture has various benefits stimulating environmental preservation, contrary to its competitors such as sunflower or soy, etc.

Rubber culture also has several benefits, among others, they constitute a significant carbon sink.

(See chapter 5 for more details on these topics).

4.2 Our environmental commitments

As part of our responsible management policy, we are committed to environmental preservation aimed at fighting deforestation and protecting the plantations' ecosystems.



OUR COMMITMENTS

- Increase in green energy production and reduction in fossil fuel use;
- Respect ISO 14001 planning and certifications;
- 100% RSPO certified by 2021;
- Founding member of the platform governing the process of sustainable rubber production: "GPSNR".

4.3 Approved commitments

In order to regulate our commitments towards environmental preservation, and to further develop our expertise, we have prioritised certain certifications.

4.3.1 To ensure continuous improvement of our environmental management system: ISO 14001

In a business that is closely linked to the natural environment, we are committed to certifying our environmental management systems according to the ISO 14001 standard, which provides a very efficient framework for environmental management, allowing for continuous improvement of operations. All our ISO 14001 certified plantations are audited by external and accredited certification bodies, according to the new ISO 14001:2015 standard.

4.3.2 For sustainable palm oil production: RSPO



RSPO certification includes, for example, zero-deforestation, resource preservation, ecosystem improvement, etc.

We are committed to certifying all our oil palm plantations by 2021. Our Indonesian subsidiary, Socfindo, has been certified since 2015 and our Nigerian subsidiary, Okomu, was audited in November 2019 and received its RSPO certification in January 2020.

We are planning to certify the remaining 7 plantations by 2021: however, it is difficult at the moment to predict the impact of the current Covid-19 impact on our certification planning.

4.3.3 For organic palm oil production: Global Gap, Bio Suisse, etc.

Since 2017, Agripalma's operations have been certified according to the "organic farming" criteria. For several years now, Agripalma has not used any chemical fertilisers or biocides in its plantation. This certification was renewed in 2018 and 2019. Moreover, at the end of 2019, Agripalma was audited to obtain the Bio Suisse certification, which was obtained in January 2020.



4.3.4 For sustainable rubber production

The TIP initiative (Tire Industry Project) of the World Business Council for Sustainable Development (WBCSD) gave rise to the Global Platform for Sustainable Natural Rubber (GPSNR); 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.

4.4 Our natural resource management system

The management systems for the environment, biodiversity, energy, water, emissions, effluents and waste have been standardised in all our plantation companies, particularly through the obtained certifications, and are in compliance with the commitments made in our responsible management policy.

Our natural resource management system ensures, on the one hand, compliance with all relevant environmental regulations and commitments made, on the other hand, ensure continuous performance improvement.

More than € 4.2 million were allocated in 2019, or an increase of 68% compared to 2018.

4.4.1 Our water and soil management

4.4.1.1 We strive to protect underground and surface water

Water is a valuable asset and we see to minimizing water consumption, maintaining water purity and safeguarding water sources.

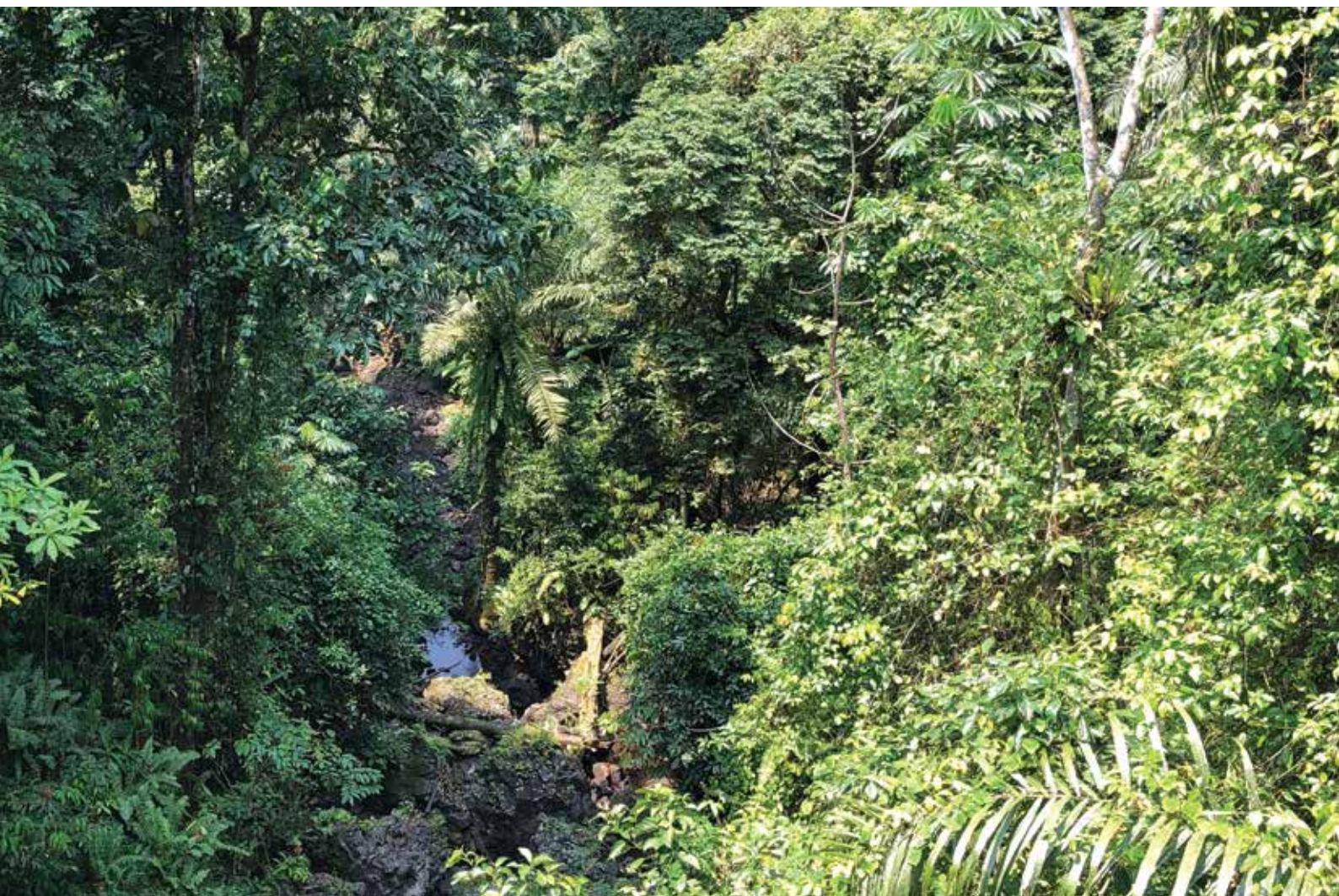
The plantation companies use groundwater that reaches the surface by means of electric or manual pumps.

These boreholes or wells supply water to the plantation villages, factories and nurseries.

Specific measures are implemented to prevent groundwater pollution:

- Prevention of accidental chemical spills (fuel, fertilisers, 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 15 metres from a water point;
- Construction of latrines more than 15 meters from a water point.

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





4.4.1.1 Riparian buffer zones, SOGB, Côte d'Ivoire

We have developed a strategy for riparian buffer zone management, or surface water protection, in line with RSPO criteria, which is gradually implemented on all estates. Surface water will be periodically analysed in order to assess the impact of riparian zone management, all things being equal.

Moreover, cover crops are systematically sown to prevent every risk of surface water pollution through reduction of:

- Nitrogenous fertiliser use, possibly resulting in eutrophication;
- Soil erosion;
- Agrochemical leakage.

Furthermore, 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 (Biological Oxygen Demand) and COD (Chemical Oxygen Demand) values are within permitted levels (local regulations or IFC (International Finance Corporation) 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.

4.4.1.2 We strive to keep our water consumption as low as possible

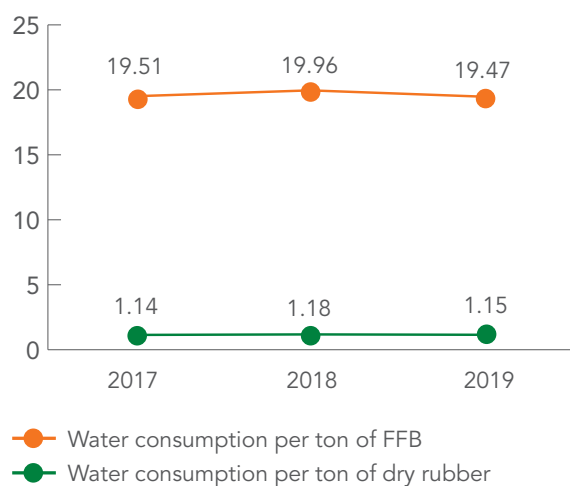
Water consumption is equally monitored at factory level, where appropriate action is taken to keep water consumption at its lowest level. Water use per ton of processed FFB or produced dry rubber is stable and in line with industry standards (Africa: 1.28 m³/T of processed FFB; Asia: 0.97 m³/T of processed 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.

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.

Evolution of average water consumption (m³/T)



4.4.1.3 We protect the soil, a planter's main capital

For decennia, techniques to systematically reduce erosion have been applied. An important chapter in the Group's agronomic manuals is dedicated to these techniques:

- Use of nitrogen-fixing cover crops;
- Contour planting and windrowing;
- Structure improvement through encouragement of compost use;
- Specific systems to reduce water velocity in the discharge channels, etc.

Maintenance and improvement of soil fertility are ensured by reasonable fertilisation mainly applying organic fertilisers, by-products from the factory (755 534 tons applied in 2019). Block fertility is strictly monitored by the Group's soil science laboratory.

4.4.2 We recycle our waste

4.4.2.1 We sort and recycle our waste

Each plantation company follows the Group's waste management procedure.

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 biometanisation waste recovery	5
Elimination	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, recycling and disposal of both industrial and household waste are continuously monitored in accordance with the Environmental Management System (EMS).

For waste collection and handling, HSE guidelines are followed to ensure that PPE (Personal Protective Equipment) is used and that waste is stored in an appropriate manner. 136 training sessions were organised on this topic in 2019.

4.4.2.2 Solid biodegradable waste is mainly reused on the plantations

- **Empty fruit bunches are used as organic fertiliser**, 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 windrow**, or from logging operations before replanting, are used as fuel for the rubber factory dryers or left in the windrows;
- 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.

The plantation companies focus on respecting waste procedures and installing waste bins, but also 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 has to enable compost production and energy recovery by burning waste wood.

These actions are also supported by some of our tyre-manufacturing clients, who reduce their packing requirements (Bridgestone, Michelin) and contribute to prevention. We raise awareness with other tyre manufacturers on these alternatives.

4.4.3 We protect biodiversity and support its enhancement

4.4.3.1 We apply the "High Carbon Stock" (HCS/HSC) and "High Conservation Value" (HCV/HVC) approach

Since 2017, and our commitment to eliminate deforestation, we apply the HCS²⁰ approach: a HCS study has to be conducted for every new extension project to identify the HCS areas to be conserved and action plans are implemented to efficiently protect these areas.

This approach is developed to be used together with and integrated into other land management and conservation strategies, such as Free, Prior and Informed Consent (FPIC) and identification of High Conservation Value (HCV) areas. This allows for an identification of: riparian areas, protected areas or rare ecosystems, culturally or economically important areas to local communities and indigenous populations, and consequently, proposition of the required protection measures.

To prepare for our RSPO certifications, we have started the required HCV studies in 2018; they are completed on our plantations in Cameroon, Sierra Leone, Côte d'Ivoire and DRC (Democratic Republic of Congo).

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

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

Various endemic, rare, vulnerable or endangered species (according to the list of the IUCN - International Union for Conservation of Nature) are present in and around Group concessions; this has been confirmed by specialised studies on the fauna and flora as part of the HCV studies. Therefore, we monitor and prevent all illegal hunting (bush meat), fishing, logging or cutting, in respect of local legislation.

Concerning the areas around our concessions, we support the authorities in charge of their protection by supplying material resources. In biodiversity areas (national parks, classified forests or other) adjacent to the concessions (Sao Tomé, Nigeria, Ghana), we can only monitor passage between the concession and the biodiversity area, with the authorisation of local authorities. Of course, all workers, subcontractors, suppliers and local community members are informed and educated about these rules.



²⁰ www.highcarbonstock.org/the-hcs-approach-toolkit



4.4.3 Biodiversity preservation, Socapalm Kienké and Edéa, Cameroon

"It is crucial for SOGB, as part of its CSR approach, to emphasize environmental protection, and more specifically, preservation of the forest canopy, which has degraded substantially nationwide since several years. Therefore, we monitor and protect the forest blocks or patches within the SOGB concession and identify the fauna and flora that is present. It is important to point out that certain blocks are well-conserved forest and that we have identified animal and plant species that are rare, threatened or endangered.

Initially at 1 614 ha, the surface of protected area was recently increased to 2 212 ha, or 6.37% of the total concession surface. This was done to give an official internal "protection" status to various existing and undeveloped forest blocks, so as to preserve territories that can serve as refuge or transit areas for animals.

The creation and maintenance of these protected areas is important as they offer animals a biodiversity and circulation corridor over a distance covering TAï National Park in the North to the coast. Preservation of these forests also allows for stabilisation of the region's water balance and rainfall.

Our dedicated rangers protecting the forests have the following mission:

- Be present and visible to discourage any violation resulting in the hunt of wild animals or destruction of flora through the creation of vegetable gardens;
- Identify animal and plant species according to the well-developed protocols;
- Contribute to the development of a management plan for the protected areas".

Zedia Jean Roland, Head of the Sustainability Department, SOGB, Côte d'Ivoire



4.4.3.1 Jean-Roland Zédia, Head of the Sustainability Department, SOGB, Côte d'Ivoire



Brabanta encourages reforestation and works together with specialised agencies, on the diffusion of sedentary cultivation techniques to limit the traditional 'slash and burn' agricultural techniques.

"We have started a reforestation project to cover an area of 400 ha. Indeed, these areas – Shanga Valley, Cathédrale, Molokaï River – suffered from severe deforestation by the communities. Therefore, since 2019, more than 7 000 young rubber trees were planted (we have sacrificed our old rubber nursery) and we are planning to continue this reforestation with acacia trees".

Héritier Diadia, in charge of HSE, Brabanta, DR Congo



4.4.3.1 Héritier Diadia, in charge of HSE, Brabanta

4.4.3.2 We are committed to implementing best management practices to prevent air emissions and improve air quality

One of our objectives is reducing our greenhouse gas emissions (GHG).

We have initiated the assessment of the "carbon" impacts of our palm operations (using the PalmGHG calculator).

The results of the annual calculation with the PalmGHG tool are available on the RSPO²¹ website.

A project was launched to develop a carbon footprint model for rubber plantations in 2018. This carbon calculator was validated in our Liberian plantations in 2019 and will be implemented on all our plantations shortly.

Our goal is 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.

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

Our rubber plantations SOGB, LAC and Safacam, etc. optimised their replanting techniques without using fire. These techniques are gradually being implemented on all Group rubber plantations. The phytosanitary risk related to rubber root rot seems to be controlled but further follow-up is needed to be sure. In addition, studies are conducted on the recovery of wood through co-generation.

Net emissions in CO₂ (CO₂e) are calculated for each estate's agricultural and industrial activities.

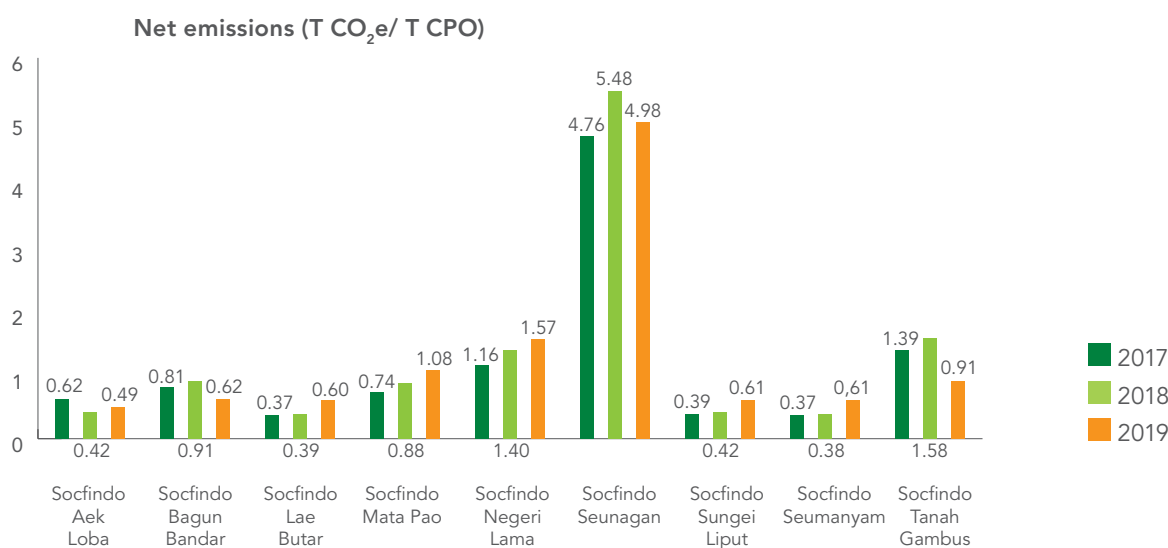
Gross emissions depend on:

- Concession size;
- Converted vegetation quality;
- Fossil fuel consumption;
- Fertiliser 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.

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.



²¹ www.rspo.org/certification/palmghg/palm-ghg-calculator

4.4.3.3 We strive to reduce our chemical and inorganic fertiliser use

Optimal use of organic fertilisers from the factory limits the need for chemicals: 755 534 tons of organic fertilisers used in 2019, or an increase of 69% compared to 2018.

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, we reduce the exposure of workers and the risks of occupational injuries and illnesses.

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

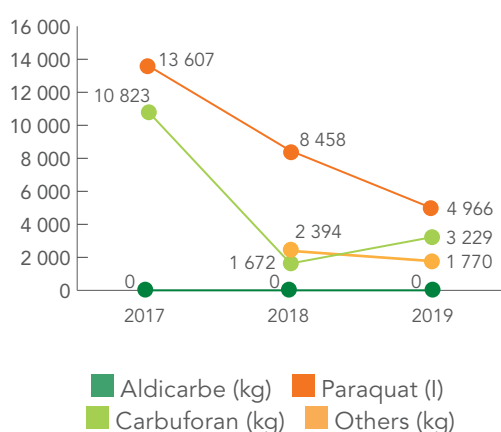
The people in charge are actively searching for more adequate and less harmful alternatives for these products.

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

As per our commitments, the use of dangerous chemicals is reduced to a strict minimum and only when taking into account all necessary precautions.

We are committed to stopping paraquat use. Our African plantations have not used it for long time and our Indonesian plantations have also gradually reduced its use. It was used for the last time in 2019. Our objective has now been achieved.

Evolution of specific hazardous product use



4.4.3.4 We perform preventive maintenance to reduce energy consumption

In line with our commitment to protect ecosystems, we work intensively to reduce energy consumption, which goes hand in hand with a reduction in greenhouse gas emissions (GHG).

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 optimise use.

(See chapter 4.5.3 on renewable energy production).

4.4.3.5 Prevention through 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.

In 2019, 248 environmental awareness trainings were organised.



4.4.3.5 Training at SAC, Sierra Leone

4.4.3.6 Reporting on environmental non-conformities

Handling of environmental non-conformities and systematic reporting of environmental accidents, as required by the ISO standard, are available locally.

4.5 Research and development

4.5.1 Research and development projects

Our research and development activities are generally carried out by our subsidiary, Socfin Research, which monitors and supports our subsidiaries and collaborates with research institutes and universities in both oil palm and rubber.

Improvement and selection of oil palm seeds is one of the major challenges of our research. Our goal is to achieve oil palms with higher yields and better disease resistance. This to optimise the use of the planted area, but also to reduce as much as possible the use of phytosanitary control methods. **Both will have a significant impact on environmental preservation.** Research is performed in our two laboratories: Camseeds in Cameroon and Socfindo in Indonesia.

Socfin Research is also **at the forefront of biotechnology research applied in rubber culture.** Through rubber cuttings, Socfin Research aims to obtain stronger trees, with higher yields and increased wind and disease resistance. Improved tree health by reducing the use of pesticides and inorganic fertilisers has a significant impact on the protection of local ecosystems and resource use.



SOGB undertakes various projects related to:

- The development of rubber tree varieties (in partnership with CNRA in Côte d'Ivoire and International Finance Corporation /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 fertiliser and pesticide use;
- Intercropping of rubber trees + cacao and rubber trees + teak in order to optimize economic and ecological land productivity.



In 2018-2019, the sustainability department, in collaboration with the management of the agronomic rubber department, entered a partnership with MEO Carbon Solutions to develop a carbon footprint calculator for its rubber plantations. The calculator is ready and enables us to calculate our operations' CO₂ emissions. Based on these results, we can study the possibilities of environmental impact reduction. However, the calculator also allows for measurement of the effects of net carbon sequestration in the form of biomass in our plantations and in natural rubber (contrary to synthetic rubber, which is derived from petroleum products). With this knowledge, we will study the possibilities to obtain carbon credits (VSC).

4.5.2 We implement risk management measures linked to climate change

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 by climate change.

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, fertilisation, 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.

4.5.2 Natural environment, SAC, Sierra Leone



Socfin Green Energy



4.5.3 We invest in renewable energy production

Our 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 started the installation of a solar power plant in Sierra Leone at the end of 2019. Works are currently suspended because of the Covid-19 epidemic.

The palm oil mills and rubber factories are almost entirely self-sufficient in energy, as they are fuelled by biomass boilers that produce the required steam for processing and for the turbines' electricity generation required for the functioning of equipment.

We continuously improve the energy balance of the rubber factories through the installation of biomass boilers allowing for a replacement of fossil fuel dyers by boiler steam dryers.

Our factories' electricity consumption has increased simultaneously with production quantities. Nevertheless, we have maintained our portion of green energy consumption thanks to:

- An increase in turbine generation rates;
- The construction of a hydropower dam in Liberia;
- Heat production through the use of biomass;
- Feeding the gen sets with palm oil;
- Electricity production from solar panels.

4.5.3.1 A hydropower dam

In 2016, we constructed a **hydropower dam** at LAC plantation in Liberia to meet the energy needs of the estate, which is cut off from the national electricity grid.

The advantages of this dam:



- No CO₂ or other emissions from fossil fuels;
- Stable supply 24h/24: electricity supply at request, without the uncertainties of enough sun or wind;
- Independence from foreign fuel suppliers: price stability and no logistic risks;
- Very low exploitation costs, giving a good return on the initial investment.

This dam benefits from a natural vertical drop in the watercourse (9m) with a maximum debit of 22 m³ per second to generate electricity.

In 2019, 6 206 000 kWh of electricity was produced compared to 5 389 000 in 2018 (+15%).

1 800 000 liters of fuel was saved, or 4 550 T CO₂ thanks to the dam.

Value of green energy produced in 2019: € 1 764 000.

The carbon credits linked to this hydropower dam are certified and put on the market in compliance with the VCS standard (Verified Carbon Standard). They are expected to bring in 9 100 tons of credits.

4.5.3.2 Steam turbines and biomass dryers

The required heat and electricity for the mills are co-generated by a steam boiler fuelled by biomass and a turbine.

By-products from the oil extraction process are used as biomass: fibers, EFB, shells. These boilers and turbines produce the energy needed for the factories, offices, hospitals and houses in the nearby villages, etc.

Their advantages:



- A closed carbon cycle: no net CO₂ emissions;
- Use and optimisation of the energy value of the biomass from the industrial process;
- Independence from foreign fuel suppliers: price stability and no logistic risks;
- Green energy production at request: biomass is easily stored.

36 turbines are currently operational within the Socfin Group, in Africa and Asia.

Total production capacity is about 35 GWh per year.

9 604 000 liters of fuel was saved thanks to the turbines and boilers.

Value of green energy produced in 2019: € 3 522 000.

In 2019, 32 014 000 kWh was produced by steam turbines compared to 31 911 225 kWh in 2018, or an increase of 0.32%. This production represents 89% of energy used in the oil mills in Africa and 94% in Asia.

4.5.3.3 Biomass dryers

Biomass dryers use steam from the biomass boilers to heat the air and dry the wet rubber. Rubber wood from block replanting or windthrows is used as biomass.

Their advantages:



- A closed carbon cycle: no net CO₂ emissions;
- Production of green energy at request: biomass is easily stored;
- Independence from foreign fuel suppliers: price stability and no logistic risks;
- An economical solution: rubber wood waste is much cheaper than fossil fuels.

In 2019, Safacam's biomass central saved about 296 000 liters of petrol.

Value of the heat produced in 2019: € 266 000.

1 400 000 liters of fuel was saved thanks to the dryers.

Certain estates use generating sets fuelled by palm oil produced on the plantation to supply electricity to the offices, hospitals, villages and factories on the estate.

Their advantages:



- A closed carbon cycle: no net CO₂ emissions;
- Production of green fuel at request: biomass is easily stored;
- A green fuel suitable for generating sets;
- Independence from foreign fuel suppliers:

price stability and no logistic risks.

38 000 liters of fuel was saved thanks to the generating sets.

Value of green energy produced in 2019: € 69 000.

4.5.3.5 Solar panels

All equipment for SAC's solar panel project arrived in March 2020, and the engineering works are finalised. However, because of the current Covid-19 pandemic, the BlueSolutions team has to wait until restrictive measures are lifted before installing and starting the solar panels.

This "off-grid supply" comprises:

- 585 solar panels with a total capacity of 170 kW/c on a surface of 1 800 m²;
- Storage capacity of 400 kWh on batteries;
- A gen set of 100 kVA as "back-up", fuelled by diesel;
- An energy conversion and management system.

Their advantages:



- No CO₂ or other emissions from fossil fuels;
- Independence from foreign fuel suppliers: price stability and no logistic risks;
- Electricity production at request;
- The best total operating cost per kWh among all green energy sources.

Potential diesel savings are about 115 000 liters per year.

4.5.3.4 Gen sets



5 FOCUS ON OUR PRODUCTS



5.1 We produce two agricultural commodities



5.2 Palm oil



5.3 Natural rubber



Aerial view Safacam, Cameroon

GLOBAL **PALM OIL**
PRODUCTION IN 2019

75.7 MILLION
TONS²²



> 3 MILLION

SMALLHOLDERS
LIVING OF PALM OIL
WORLDWIDE²³

GLOBAL **RUBBER**
PRODUCTION IN 2019

13.64 MILLION
TONS²⁴



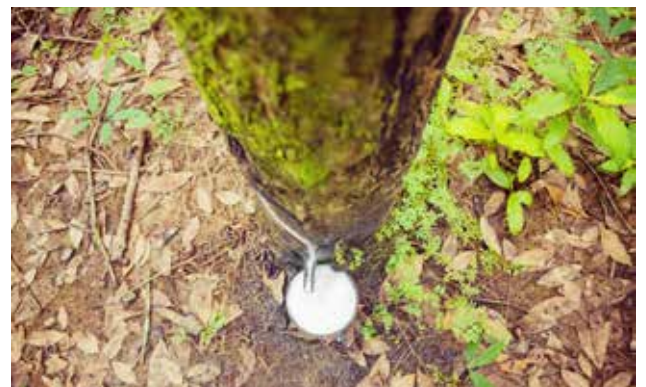
5.1 We produce two agricultural commodities

Our plantations produce two commodities: palm oil and natural rubber.

The first one is derived from the fruits of the oil palm tree cultivated in tropical regions, and the second one is derived from the bark of the rubber tree, cultivated in the same regions.



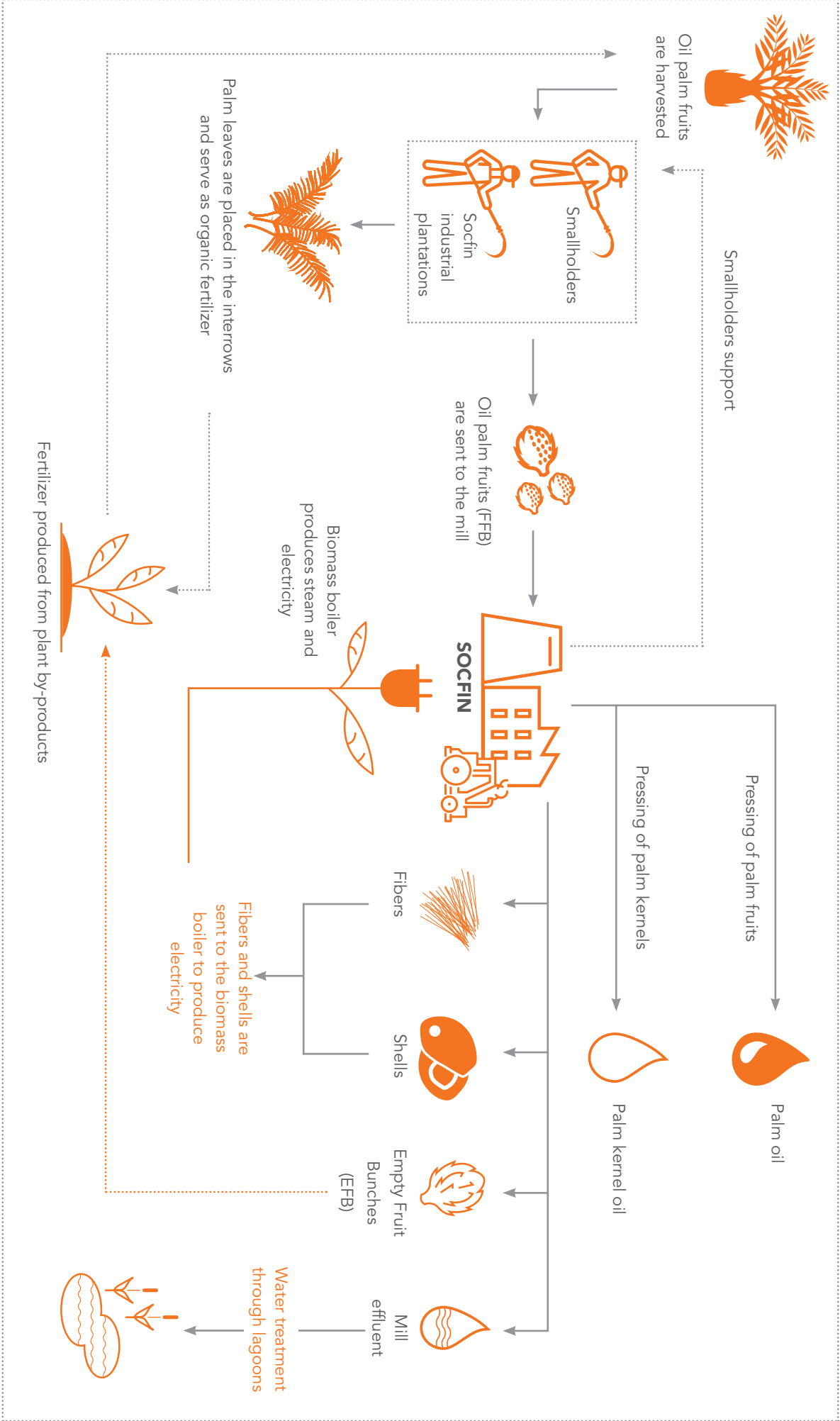
5.1 FFB, Safacam, Cameroon





5.1 Rubber tapping, Safacam, Cameroon

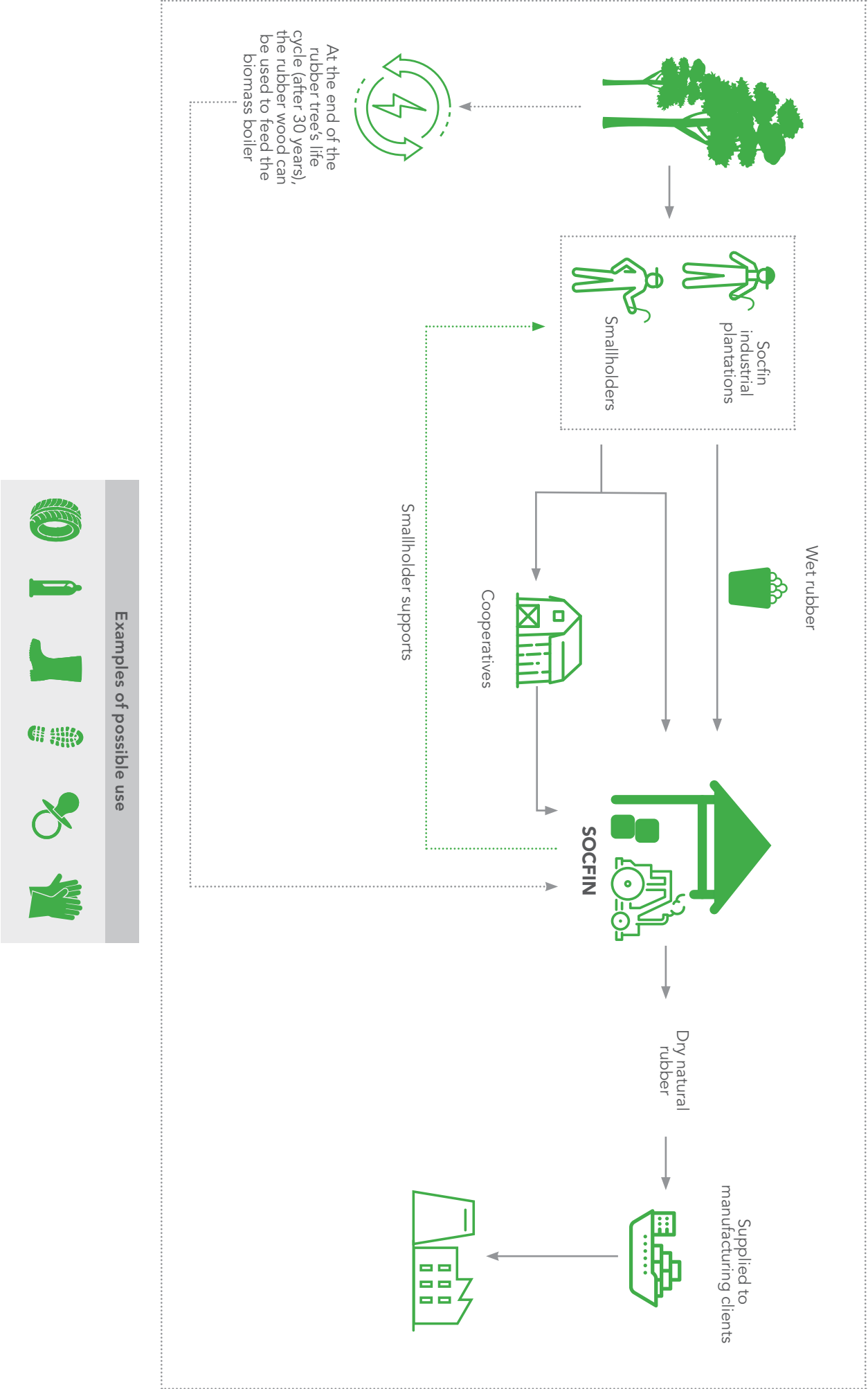
²² Source: Oil World ²³ Source: RSPO ²⁴ Source: IRSG

5.1.1 Palm oil production



Examples of possible use		
		
Food	Cosmetic	Biofuels

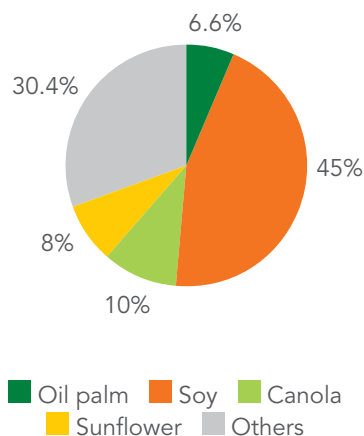
5.1.2 Natural rubber production



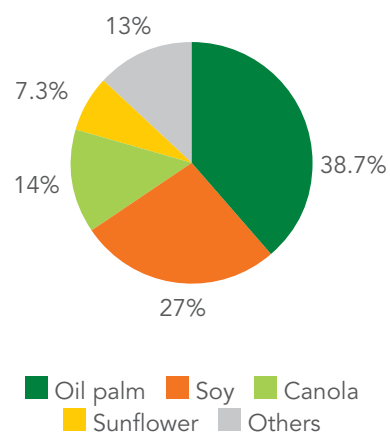
5.2 Palm oil

Palm oil is globally the most consumed oil, representing 39% of consumption, although it only covers 7% of the area planted with oil crops. An efficient and hardy crop to feed the populations of tropical regions.

Global surface of the main oil crops
(million hectares)²⁵



Global vegetable oil production
(million tons)²⁵



²⁵ Source: European alliance for sustainable palm oil (2016)



5.2 Palm oil mill Agripalma, Sao Tomé-and-Príncipe

5.2.1 Our palm oil production improves the regions' food security

Contrary to Europe, there is no production of butter or even milk in the tropical regions where we operate. Palm oil has thus been the main fat intake of these populations for millennia.

It is also important to point out that the demographic explosion in Africa requires an increasingly important supply of commodities. The surplus produced by local family agriculture is not sufficient to meet these countries' national oil needs, making them dependent on imports from Southeast Asia, even though the agricultural potential is there to be self-sufficient.

In conclusion, **local production from the large plantations and smallholders together progressively contributes to the improvement of these regions' and sub regions' food security.**

5.2.2 Palm oil is highly appreciated in tropical regions

For centuries, palm oil – also known as red oil – has been the food base of traditional cuisine of hundreds of millions of people in tropical regions.

Thanks to its qualities, it is an important and stable source of vitamin A and antioxidants in the daily diet. A common saying in Cameroon is: "the red oil made us grow".

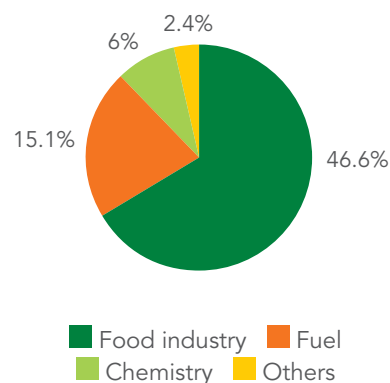
The oil is indeed highly appreciated for its taste and nutritional qualities as well as for its low cost.

5.2.3 Palm oil is consumed for various reasons

Palm oil is mainly used for:

- Food consumption:
 - Refined: table oil
 - Processed: margarines, spreads, biscuits, pastries, etc.
- Cosmetic production: soap, shampoo, etc.;
- Biodiesel production.

Global palm oil consumption in 2018²⁶

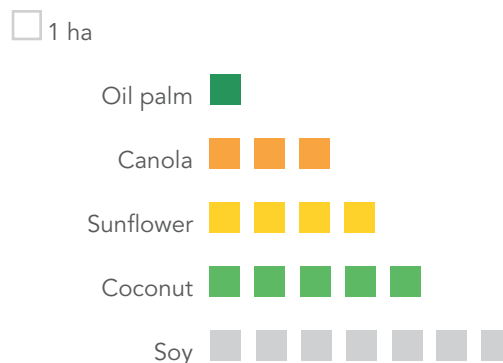


5.2.4 The oil palm's productivity favours environmental preservation

Palm oil is, compared to its competitors (soy, sunflower, olive, etc.), the crop with the highest oil yield per hectare.

In practice, to feed the same population, the oil palm needs 3 to 7 times less surface.

Areas required to produce 4 tons of vegetable oil²⁷



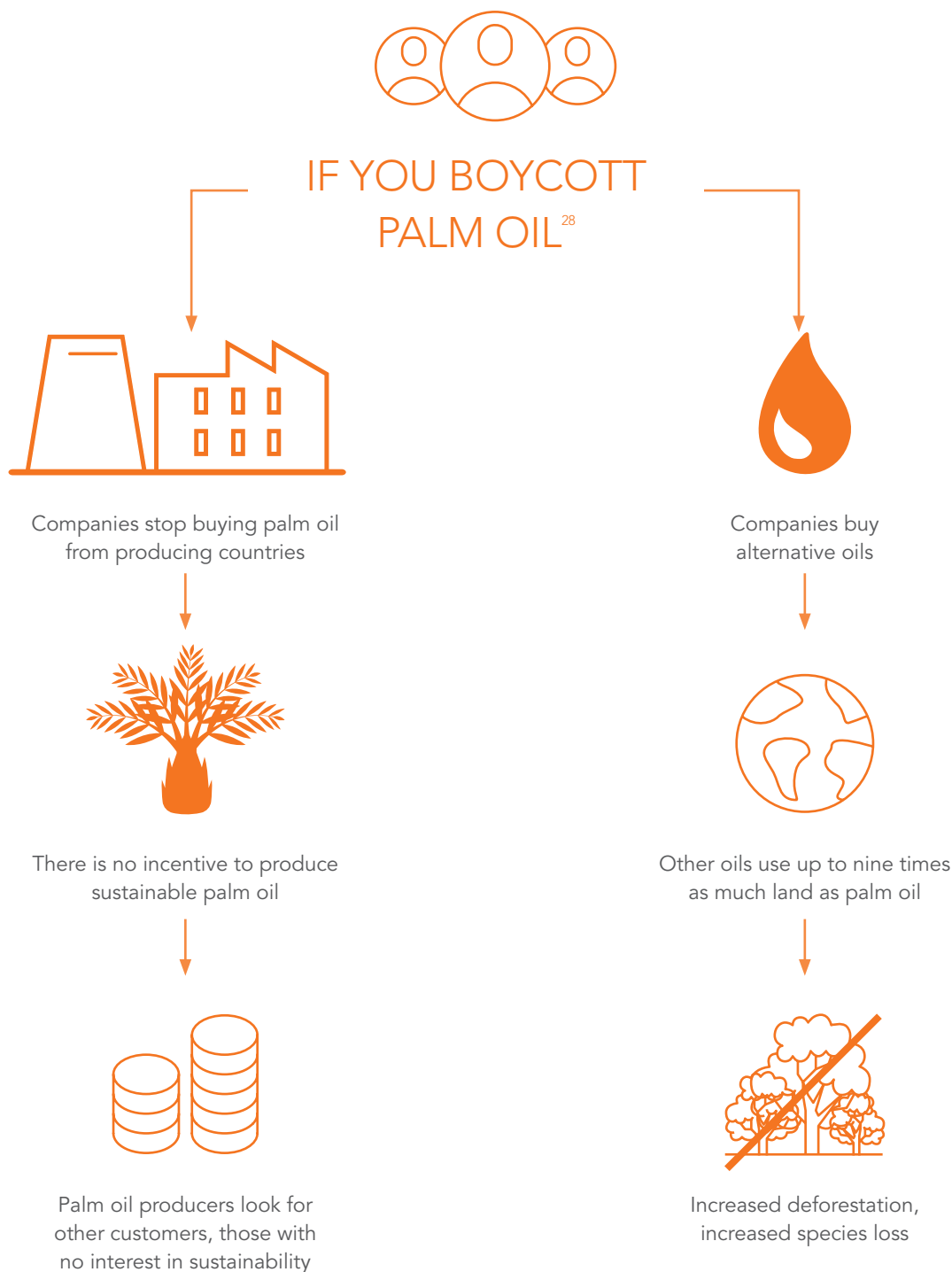
²⁶ Source: Oil World

²⁷ Source: European alliance for sustainable palm oil (2016)

5.2.5 Why not boycott palm oil?

On the one hand, palm oil production provides a livelihood for millions of people in the world's

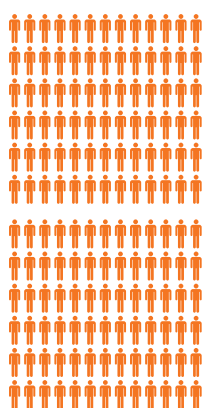
tropical regions, and on the other hand, it is the most environmentally friendly solution to meet the global population's vegetable oil needs.



²⁸ Source: WWF Australia

5.2.6 Evolution of palm oil consumption by 2050²⁹

IN 2050



CURRENTLY



7.7 BILLION - CURRENT WORLD POPULATION

EXPECTED POPULATION GROWTH OF **2 BILLION**

+ 60% INCREASE IN GLOBAL FOOD DEMAND

POPULATION GROWTH OF **1.05 BILLION** EXPECTED IN AFRICA

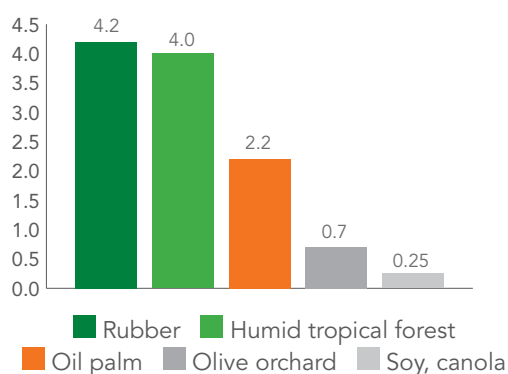
5.3 Natural rubber

Natural rubber represents 46% of global annual rubber consumption, compared to 54% of synthetic rubber (derived from natural gas and oil by-products).

5.3.1 The rubber tree is a carbon sink

The rubber tree is a significant carbon sink, very valuable in the fight against climate change.

Carbon fixation (C) in tons per ha per year



Natural rubber is a biopolymer with a positive carbon footprint. It is a renewable plant alternative to the elastomers derived from the petrol industry, namely synthetic rubber. Rubber culture allows for efficient carbon sequestration.

5.3.2 Natural rubber is a renewable material

Rubber trees are planted in the field; after 6 years, they reach physiological maturity and a vegetative stage, which will allow the start of tapping.

They have a lifecycle of almost 30 years: when the trees' yield decreases, rubber wood can be used for furniture manufacturing, paper pulp or even as firewood, otherwise it is left in the field to decompose naturally and maintain a good level of organic material in the soil.

After logging, the young trees are replanted on the same area to regenerate the plantation, starting a new cycle.

²⁹ Source: ONU

5.3.3 Natural rubber is wanted for its qualities

Natural rubber has the advantage that it is a renewable commodity with various benefits.

Manufacturers want it for its physical properties:

- Its low heat build-up;
- Its elasticity;
- Its shock resistance;
- Its vibration and sound damping properties.

5.3.4 Natural rubber is used in the composition of numerous objects³⁰

Worldwide, the rubber commodity is at the basis of numerous households, medical and industrial objects: cars, tractors, airplanes and bicycle tyres, boots and soles, medical utensils, feeding bottles, car accessories (windshield wiper blades, seals), adhesives and many other.

Tyre manufacturing represents 70% of the market and household and medical objects represent 30% of the market.

GLOBAL **NATUREL RUBBER**
DEMAND

14 **MILLION**
TONS



RUBBER MAKES THE WORLD GO AROUND

3 **BILLION TYRES**
PRODUCED
PER YEAR



3 KG OF NATURAL
RUBBER PER TYRE
1.5 RUBBER TREES PER TYRE

4.2 TONS OF CARBON IS
CAPTURED BY RUBBER CULTURE
PER HECTARE PER YEAR

92%

OF **NATUREL RUBBER**
IS PRODUCED BY **6 MILLION**
SMALLHOLDERS



WITHOUT
NATURAL RUBBER
THE WORLD STOPS
TURNING

³⁰ Source: Halcyon Agri



5.3.4 Rubber tree tapping, Safacam, Cameroon

6.1 Key figures

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Financial data (expenditures)									
General infrastructure	EUR		1 657 587	326 279	2 152 372	2 548 031	84 002	1 040 157	4 165 134
Health	EUR		108 233	192 354	1 093 097	1 219 083	17 907	127 681	271 514
Education	EUR		49 512	269 826	659 823	78 467	6 026	10 046	122 785
Environment	EUR		676 256	0	21 709	229 016	135 032	669 946	417 205
Occupational health and safety	EUR		64 808	16 581	93 353	311 706	37 266	74 159	146 512
Trainings	EUR		6 261	0	50 935	153 855	8 257	6 423	0
Framework	EUR		0	38 599	0	396 415	209 823	183 576	0
Donations	EUR		46 021	5 770	39 336	246 470	15 839	227 302	8 926
Other specific projects	EUR		0	0	12 963	5 941	0	5 748	0
Total investments	EUR		2 608 679	849 409	4 123 589	5 188 985	514 152	2 345 037	5 132 075
Loans	EUR		160 188	0	0	1 132 887	109 336	49 810	0
Workforce									
Permanent employees	nb		1 434	331	2 139	6 007	373	737	487
of which are female	nb		246	42	260	839	59	166	159
Daily workers	nb		1 102	0	0	2 230	0	1 367	0
Temporary employees	nb		0	0	0	0	64	0	922
Contractors	nb		751	405	2 090	0	0	0	2 658
Other: trainees, etc.	nb		0	0	63	0	0	0	505
Total workforce	nb		3 287	736	4 292	8 237	437	2 104	4 572
Staff turnover rate	%		1.24%	1.80%	6.10%	15.37%	7.88%	12.15%	4.22%
Employees eligible for maternity leave	nb		31	1	7	50	0	4	0
Employees on maternity leave	nb		31	0	7	50	0	4	0
Employees supposed to return to work	nb		31	1	6	50	0	4	0
Employees who have returned to work	nb		31	0	6	44	0	2	0
Maternity leave return to work rate	%		100%	0%	100%	88%	N/R	50%	N/R
Employees eligible for paternity leave	nb		0	0	7	0	0	0	0
Employees on paternity leave	nb		0	0	7	0	0	0	0
Employees supposed to return to work	nb		0	0	7	0	0	0	0
Employees who have returned to work	nb		0	0	7	0	0	0	0
Paternity leave return to work rate	%		N/R	N/R	100%	N/R	N/R	N/R	N/R
Concessions and planted area									
Concession size	hectares		18 473	8 000	121 407	34 712	N/R	18 303	33 113
Oil palm planted area	hectares		12 349	N/R	N/R	7 489	N/R	6 140	19 061
Rubber planted area	hectares		N/R	4 445	12 817	16 432	N/R	958	7 335
General infrastructure									
Palm oil mills	nb		1	0	0	1	0	1	1
Rubber factories	nb		0	0	1	1	1	0	1
Refineries	nb		0	0	0	0	0	0	0
Palm kernel crushing plants	nb		0	0	0	1	0	0	1
Production									
Crude palm oil	T		24 297	N/R	N/R	38 579	N/R	1 523	42 204
Of which RSPO certified palm oil	T		N/R	N/R	N/R	N/R	N/R	N/R	0
Refined oil	T		N/R	N/R	N/R	N/R	N/R	N/R	N/R
Palm kernel oil	T		N/R	N/R	N/R	2 551	N/R	N/R	2 332
Dry rubber	T		N/R	N/R	24 939	62 678	38 233	N/R	7 248

* 67 employees at the head office in Europe are included in the total number. The 31 employees at the head office in Europe are included in the total number.

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
	597 037	5 208 452	N/R	N/R	277 447	192	463 017	331 403	1 555 040	20 406 151
	474 493	882 613	N/R	N/R	288 657	0	30 318	52 536	1 407 128	6 165 613
	59 018	644 686	N/R	N/R	16 230	5 425	11 342	6 112	101 197	2 040 496
	316 203	199 011	N/R	N/R	127 472	279 785	92 261	21 998	1 027 974	4 213 868
	89 125	215 316	N/R	N/R	47 879	57 704	4,295	487	191 940	1 351 131
	24 670	0	N/R	N/R	3 721	0	0	0	8 001	262 124
	24 697	0	N/R	N/R	27 750	5 040	61 212	39 938	37 410	1 024 461
	991	78 544	N/R	N/R	4 514	5 810	0	0	101 129	780 652
	14 975	19 520	N/R	N/R	0	15,000	0	0	0	74 146
	1 601 210	7 248 142	N/R	N/R	793 670	368 955	662,445	452 476	4 429 819	36 318 642
	92 992	1 430 998	N/R	N/R	169 604	8 158	0	0	0	3 153 974
	2 286	2 244	33	90	2 915	222	697	157	9 713	29 932*
	633	441	4	44	636	30	258	57	1 270	5 175*
	0	0	0	0	10	571	0	0	0	5 280
	320	1 389	4	158	0	0	0	0	2	2 859
	153	1 564	0	0	355	0	66	62	811	8 915
	0	0	0	0	0	0	0	0	0	568
	2 759	5 197	37	248	3 280	793	763	219	10 526	47 554
	11.68%	3.83%	0.00%	3.39%	22.59%	7.12%	66.43%	39.50%	4.83%	10.74%
	24	22	1	0	76	3	15	7	71	312
	24	22	1	0	76	3	15	7	71	311
	24	22	1	0	93	3	5	5	65	310
	24	22	1	0	76	3	3	1	65	278
	100%	100%	100%	N/R	82%	100%	60%	20%	100%	90%
	42	0	0	5	42	0	0	0	0	96
	42	0	0	5	42	0	0	0	0	96
	42	0	0	5	47	0	0	0	0	101
	42	0	0	5	42	0	0	0	0	96
	100%	N/R	N/R	100%	89%	N/R	N/R	N/R	N/R	95%
	17 690	58 063	N/R	N/R	8 362	4 917	6 659	5 345	48 106	383 150
	5 328	32 584	N/R	N/R	6 169	2 100	N/R	N/R	38 448	129 668
	4 307	2 067	N/R	N/R	N/R	N/R	3 898	3 300	7 632	63 191
	1	6	0	N/R	1	1	0	0	9	22
	1	0	0	N/R	0	0	1	0	2	8
	0	0	1	N/R	0	0	0	0	1	2
	1	0	0	N/R	0	0	0	0	1	4
	16 065	140 349	N/R	N/R	16 243	1 075	N/R	N/R	189 462	469 797
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	189 462	189 462
	N/R	N/R	5 500	N/R	N/R	N/R	N/R	N/R	0	5 500
	8 190	N/R	N/R	N/R	N/R	N/R	N/R	N/R	0	13 073
	7 393	N/R	N/R	N/R	N/R	N/R	3 722	N/R	11 334	155 547

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Sale									
Seeds	million		N/R	N/R	N/R	N/R	N/R	N/R	N/R
Health and Safety									
Working accidents - Only for permanent and temporary workers									
Total hours worked	nb		2 325 036	805 224	4 756 760	13 190 301	887 624	4 637 072	1 512 392
Work-related fatalities	nb		0	0	0	1	0	0	0
Work-related injuries	nb		374	15	190	2 815	43	1 099	10
Injury rate per 200 000 hours	nb/200 000 h		32.17	3.73	7.99	42.70	9.69	47.40	1.32
Occupational injuries or illness resulting in DART	nb		325	0	188	2 577	0	326	7
DART incidence rate per 200 000 hours	nb/200 000 h		27.96	0.00	7.99	39.07	0.00	14.06	0.93
Lost days	nb		1 169	22	6 080	6 707	25	550	18
Lost day rate per 200 000 hours	nb/200 000 h		100.56	5.46	31.62	101.70	5.63	23.72	2.38
Training									
Training and sensitization	nb		2 233	119	638	1 075	29	1 393	1 231
Training hours	h		745	637	54 846	1 931	33	16 278	1 817
Workers that attended training	nb		42 777	1 057	928	20 815	221	17 024	257 593
Are the reported training sessions only for daily and temporary workers?	Yes/No		No	No	No	Yes	Yes	No	No
Consumption indicators									
Factories									
Fuel use per processed ton of FFB	L/T FFB		0.26	N/R	N/R	0.15	N/R	1.04	0.50
Water use per processed ton of FFB	m3/T FFB		1.51	N/R	N/R	0.97	N/R	1.78	1.39
Electricity use per processed ton of FFB	kWh/T FFB		18.66	N/R	N/R	23.24	N/R	21.28	22.09
Fuel use per processed ton of dry rubber	L/T dry		N/R	N/R	1.75	40.19	42.58	N/R	13.25
Water consumption per processed ton of dry rubber	m3/T dry		N/R	N/R	21.07	17.77	24.00	N/R	17.12
Electricity use per processed ton of dry rubber	kWh/T dry		N/R	N/R	205.14	210.97	209.97	N/R	188.83
Workshops and garage									
Average fuel consumption – light vehicles	l/100 km	< 14.5	12.04	12.03	13.33	11.33	10.92	13.42	16.85
Average fuel consumption – trucks	l/100 km	< 55	68.79	15.18	58.65	19.64	36.22	31.02	38.34
Average fuel consumption – tractors	l/h	< 4.0	3.90	3.65	4.07	4.13	N/R	4.99	3.63
Average fuel consumption – gensets	l/kWh	<1.8	0.29	0.49	0.47	0.35	0.15	1.29	0.33
Renewable energy production									
Steam turbines fed by biomass	kWh		1 598 721	N/R	N/R	3 147 941	N/R	111 393	4 459 057
Turbine power produced/ton FFB processed	kWh/T FFB		14.72	N/R	N/R	18.37	N/R	16.32	21.76
Turbine use POM	%		78.85	N/R	N/R	79.03	N/R	76.72	98.48
Hydroelectricity	kWh		N/R	N/R	6 206 000	N/R	N/R	N/R	N/R
Diesel fuel saved by biomass plants	l		N/R	N/R	956 000	N/R	N/R	N/R	148 050
Quality indicators									
Air emissions and ambient air									
SO2	mg/m³	<500	BDL	N/R	N/R	BDL	4	N/R	BDL
NOx	mg/m³	<200	BDL	N/R	N/R	BDL	35	N/R	BDL
Dust	mg/m³	<50	18.50	N/R	N/R	N/R	N/R	N/R	N/R
CO	mg/m³	<9	BDL	N/R	N/R	1 350.00	563.00	N/R	0.37
Waste management: household and common industrial waste generation									
Waste sold	kg		32 237	N/R	56 583	525 910	18 780	N/R	110 241
	m³		68 429	10 140	N/R	N/R	N/R	N/R	39
Waste disposed of in a municipal landfill	kg		N/R	N/R	N/R	N/R	N/R	N/R	N/R
	m³		N/R	N/R	N/R	N/R	N/R	N/R	N/R
Waste collected by a registered dealer	kg		32 237	14 700	N/R	542 950	19 180	4 385	N/R

* Data in brackets correspond to work-related fatalities of contractors, daily workers and others

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
	N/R	N/R	N/R	0,43	N/R	N/R	N/R	N/R	6,31	6,74
	4 483 745	4 821 959	N/R	N/R	5 595 300	1 557 014	1 716 310		19 616 622	65 905 359
	0	0 (1)	N/R	N/R	1	0	0		1	3 (1)*
	124	247	N/R	N/R	1 536	255	13		101	6 822
	5.53	10.24	N/R	N/R	54.94	32.76	1.51		1.04	20.71
	37	106	N/R	N/R	569	0	7		98	4 240
	1.65	4.40	N/R	N/R	20.34	0.00	0.82		1.00	12.87
	1 506	1 421	N/R	N/R	3 890	295	17		3 417	25 117
	67.18	58.94	N/R	N/R	139.05	37.89	1.98		34.84	60.05
	1 680	2 626	N/R	N/R	836	3	79	30	731	12 703
	548	3 051	N/R	N/R	476	24	2 315	1 719	1 961	86 381
	18 792	34 898	N/R	N/R	73 448	1 057	1 157	53	24 105	493 925
	Yes	No	N/R	N/R	No	No	No	No	Yes	N/R
	0.41	0.32	N/R	N/R	0.41	0.45	N/R	N/R	0.08	0.40
	1.28	1.35	N/R	N/R	1.23	0.74	N/R	N/R	0.99	1.25
	11.44	17.49	N/R	N/R	16.97	14.42	N/R	N/R	18.37	18.22
	0.00	N/R	N/R	N/R	N/R	N/R	85.94	N/R	42.80	32.36
	11.25	N/R	N/R	N/R	N/R	N/R	25.58	N/R	19.17	19.42
	211.22	N/R	N/R	N/R	N/R	N/R	136.87	N/R	146.93	187.13
	12.51	12.33	N/R	N/R	18.83	10.18	10.93	11.42	0.11	11.97
	46.94	42.56	N/R	N/R	79.48	59.36	24.56	15.98	0.38	39.92
	3.86	3.26	N/R	N/R	2.65	5.86	2.98	3.29	3.31	3.64
	0.29	1.80	N/R	N/R	0.29	3.64	0.62	0.64	0.33	1.05
	747 923	9 952 169	N/R	N/R	0.00	0.00	N/R	N/R	14 066 041	34 083 246
	10.12	15.88	N/R	N/R	0.00	0.00	N/R	N/R	17.25	16.40
	88.48	90.80	N/R	N/R	0.00	0.00	N/R	N/R	93.87	88.22
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	6 206 000
	295 720	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	1 399 770
	12	BDL - 112	N/R	N/R	N/R	N/R	N/R	N/R	67	N/R
	14.00	2 - 8	N/R	N/R	N/R	N/R	N/R	N/R	95.82	N/R
	47.00	BDL - 78	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R
	110.00	175 - 254	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R
	98 240	233 950	N/R	N/R	43	N/R	N/R	N/R	N/R	1 075 984
	N/R	18 000	N/R	N/R	N/R	N/R	N/R	N/R	N/R	96 608
	N/R	74 542	N/R	N/R	N/R	N/R	N/R	N/R	N/R	74 542
	N/R	1 330	N/R	N/R	N/R	N/R	N/R	N/R	N/R	1 330
	98 240	98 460	N/R	N/R	N/R	N/R	14	N/R	33 651	843 817

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
	P/C		68 429	N/R	N/R	N/R	N/R	N/R	N/R	
Waste disposed of in the company landfill	kg		N/R	329	N/R	N/R	9 362	N/R	569 720	
	m³		17 502	N/R	N/R	N/R	N/R	N/R	N/R	
Liquid waste disposed of in the lagoons	m³		111 996	N/R	494 419	131 131	917 916	N/R	281 490	
Waste incinerated (without energy recovery)	kg		N/R	N/R	N/R	1 218	9 362	N/R	276	
Waste recovered (energy recovery)	kg		N/R	N/R	N/R	30 510 365	N/R	N/R	38 192	
Waste recovered (organic recycling/ composting)	kg		N/R	N/R	N/R	41 670 500	N/R	N/R	680	
	m³		16 632	N/R	N/R	N/R	N/R	N/R	N/R	
Special industrial waste (SIW) generation										
SIW collected by a registered dealer	kg		N/R	N/R	N/R	21 360	N/R	N/R	N/R	
	m³		N/R	N/R	N/R	N/R	N/R	N/R	N/R	
Agricultural data										
Toxic products used										
Use of Carbofuran	kg		0	0	0	875	0	69	2 131	
Use of Paraquat	l		0	0	0	0	0	0	0	
Others OMS 1a / 1b	kg		0	0	0	0	0	0	0	
Organic fertilizer used										
Empty fruit bunches	T		5	N/R	N/R	41 657	N/R	642	20 019	
PK fibers	T		0	N/R	N/R	14	N/R	0	596	
Other solids	T		0	N/R	N/R	0	N/R	0	0	
Medical data										
Hospitals	nb		N/R	0	1	1	N/R	0	0	
Clinics	nb		N/R	1	0	0	N/R	1	1	
Health outposts	nb		N/R	1	4	18	N/R	3	3	
Ambulance	nb		1	1	5	2	N/R	1	4	
Doctors	nb		N/R	0	2	1	N/R	0	1	
Nurses	nb		N/R	3	15	6	N/R	5	11	
Midwives	nb		N/R	4	3	1	N/R	0	2	
Other staff	nb		N/R	12	48	77	N/R	8	15	
Total medical staff	nb		N/R	19	68	85	N/R	13	29	
Consultations	nb		6 751	7 653	63 354	104 386	N/R	11 225	38 905	
Hospitalizations	nb		50	716	3 751	1 277	N/R	13	446	
Family planning	Yes/No		Yes	Yes	Yes	Yes	N/R	No	Yes	
HIV treatment	Yes/No		Yes	Yes	Yes	Yes	N/R	No	No	
Tuberculosis treatment	Yes/No		Yes	Yes	Yes	Yes	N/R	No	No	
Diagnosed malaria	nb		213	1 856	5 549	34 492	N/R	3 115	12 727	
Educational data										
Crèches	nb		0	0	0	0	N/R	0	2	
Nursery schools	nb		2	1	10	1	N/R	1	2	
Primary schools	nb		23	3	10	14	N/R	1	2	
Secondary schools	nb		2	2	3	0	N/R	1	0	
Total	nb		27	6	23	15	N/R	3	6	
Of which are plantation schools	nb		0	6	23	0	N/R	0	4	
Teachers	nb		140	53	86	86	N/R	37	30	
Of which are supported by the plantations	nb		15	53	86	2	N/R	0	21	
	%		11%	100%	100%	2%	N/R	0%	70%	
Students	nb		5 558	2 469	6 870	4 203	N/R	1 209	805	
Ratio students/ teacher	nb		39.84	43.68	59.09	47.63	N/R	31.70	26.37	

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
	N/R	2	N/R	N/R	N/R	N/R	N/R	N/R	N/R	68 431
	30 360	72 000	N/R	N/R	N/R	N/R	22 360	N/R	1 120	705 251
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	17 502
	109 739	447 927	N/R	N/R	0	N/R	N/R	N/R	313 608	2 808 226
	906	2 142	N/R	N/R	N/R	N/R	N/R	N/R	N/R	13 904
	N/R	19 807 489	N/R	N/R	N/R	N/R	N/R	N/R	N/R	50 356 046
	18 705	75 307 536	N/R	N/R	N/R	N/R	N/R	N/R	N/R	116 997 421
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	16 632
	1 960	79 840	N/R	N/R	N/R	N/R	N/R	N/R	N/R	103 160
	N/R	2 000	N/R	N/R	N/R	N/R	N/R	N/R	N/R	2 000
	0	0	N/R	N/R	155	0	0	0	0	3 229
	0	0	N/R	N/R	0	0	0	0	4 966	4 966
	131	36	N/R	N/R	0	0	0	0	1 603	1 770
	18 962	306 574	N/R	N/R	11 880	0	N/R	N/R	162 909	562 649
	0	57 791	N/R	N/R	2 334	0	N/R	N/R	0	60 736
	0	0	N/R	N/R	0	0	N/R	N/R	34 242	34 242
	0	0	N/R	N/R	1	N/R	0	0	0	3
	1	6	N/R	N/R	0	N/R	1	0	12	23
	9	3	N/R	N/R	3	N/R	0	1	21	66
	1	5	N/R	N/R	0	N/R	1	1	0	22
	1	6	N/R	N/R	1	N/R	1	1	22	36
	28	24	N/R	N/R	15	N/R	1	1	52	161
	0	3	N/R	N/R	5	N/R	0	0	18	36
	6	23	N/R	N/R	15	N/R	0	0	12	216
	35	56	N/R	N/R	36	N/R	2	2	104	449
	48 702	53 700	N/R	N/R	16 879	N/R	4 798	1 085	82 719	440 157
	1 265	679	N/R	N/R	1 292	N/R	0	0	1 226	10 715
	Yes	Yes	N/R	N/R	Yes	N/R	Yes	Yes	Yes	N/R
	Yes	Yes	N/R	N/R	Yes	N/R	No	No	Yes	N/R
	Yes	Yes	N/R	N/R	Yes	N/R	No	No	Yes	N/R
	7 461	11 931	N/R	N/R	4 813	N/R	6	2	0	82 165
	0	0	N/R	N/R	0	5	0		0	7
	8	15	N/R	N/R	1	0	0		44	85
	12	30	N/R	N/R	12	3	5		54	169
	4	7	N/R	N/R	8	2	1		20	50
	24	52	N/R	N/R	21	10	6		118	311
	0	6	N/R	N/R	0	1	0		24	64
	229	402	N/R	N/R	302	61	58		1 339	2 823
	46	81	N/R	N/R	0	5	0		52	361
	20%	20%	N/R	N/R	0%	8%	0%		4%	13%
	4 314	9 759	N/R	N/R	5 965	1 286	1 608		17 247	61 293
	27.81	28.80	N/R	N/R	25.62	19.93	24.43		11.90	26.10

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Villages data (only for estate villages)									
Estate villages	nb		8	11	79	23	N/R	1	5
Population - Housed employees	nb		177	466	1 924	5 941	N/R	198	3 047
Population - Dependents	nb		222	1 850	7 982	16 862	N/R	0	3 596
Population - Illegal occupants	nb		0	0	2 615	156	N/R	0	0
Population - Number of other occupants	nb		0	0	6 457	1 995	N/R	32	0
Total - Population	nb		399	2 316	18 978	24 954	N/R	230	6 643
Housing	nb		66	470	1 299	3 961	N/R	151	2 707
New housing	nb		6	0	1	28	N/R	0	54
Renovated housing	nb		35	0	12	10	N/R	4	0
Kitchens	nb		49	470	876	3 809	N/R	147	1 237
New kitchens	nb		5	0	16	24	N/R	0	66
Renovated kitchens	nb		16	4	3	0	N/R	4	0
Latrines / showers	nb		53	224	933	3 783	N/R	151	2 189
New latrines / showers	nb		2	0	31	25	N/R	0	135
Renovated latrines / showers	nb		34	0	78	24	N/R	0	0
Sport fields	nb		2	7	39	23	N/R	1	6
Shops	nb		0	2	7	369	N/R	0	105
Clubs	nb		1	2	4	17	N/R	1	4
Market places	nb		0	2	4	13	N/R	0	2
Gathering places	nb		1	3	27	16	N/R	2	6
Water points	nb		8	30	239	486	N/R	151	2 767

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
	13	31	N/R	N/R	41	1	8		15	236
	1 971	5 739	N/R	N/R	1 119	112	707		3 473	24 874
	8 033	9 106	N/R	N/R	3 872	351	407		6 752	59 033
	23	180	N/R	N/R	1 500	53	0		3 534	8 061
	0	1 983	N/R	N/R	365	0	0		141	10 973
	10 027	17 008	N/R	N/R	6 856	516	1 114		13 900	102 941
	2 072	4 624	N/R	N/R	1 108	138	728		2 415	19 739
	1	166	N/R	N/R	21	0	0		0	277
	114	30	N/R	N/R	14	138	0		98	455
	1 016	3 659	N/R	N/R	463	138	728		2 415	15 007
	7	144	N/R	N/R	2	0	0		0	264
	0	19	N/R	N/R	7	0	0		0	53
	988	2 477	N/R	N/R	983	138	862		1 244	14 025
	134	211	N/R	N/R	300	0	0		69	907
	0	125	N/R	N/R	2	0	0		48	311
	12	25	N/R	N/R	11	1	11		63	201
	6	116	N/R	N/R	2	1	6		120	734
	6	43	N/R	N/R	1	1	2		10	92
	12	2	N/R	N/R	4	1	0		3	43
	12	15	N/R	N/R	4	6	2		28	122
	86	562	N/R	N/R	37	4	110		2 197	6 677

6.2 GRI index

GRI norms		Chapters
102	General elements of information	
102-1	Name of the organization	Message from the Chairman
102-2	Activities, brands, products, and services	1.1 Our key figures 1.2 Our organisation
102-3	Location of headquarters	Last page of the report
102-4	Location of operations	1.4 Our worldwide presence
102-5	Ownership and legal form	Socfin financial report 2019
102-6	Markets served	Socfin financial report 2019 5.1 We produce two agricultural commodities issues de l'agriculture
102-7	Scale of the organization	3.4.2 Our key human resources data 1.4 Our worldwide presence Socfin financial report 2019
102-8	Information on employees and other workers	3.4.2 Our key human resources data 6.1 Key figures
102-9	Supply chain	2.4.1 Our collaboration with local partners 2.5 Our supply chain 5. Focus on our products
102-10	Significant changes to the organization and its supply chain	1.4 Our worldwide presence 2.5 Our supply chain Socfin financial report 2019
102-11	Precautionary Principle or approach	1.7 The implementation of our responsible governance 2.5.3 Integration of environmental and social aspects in the supply chain 3.4.3 Occupational safety of our employees, a priority 4.4.1 We strive to protect underground and surface water
102-12	External initiatives	1.8 Our commitments by 2025 2.3 Commitments validated by certifications 3.4.3 Occupational safety of our employees, a priority
102-13	Membership of associations	Sustainability report 2019
102-14	Statement from senior decision-maker	Message from the Chairman
102-15	Key impacts, risks, and opportunities	1.5 Our governance system 1.7 The implementation of our responsible governance 1.8 Our commitments by 2025 2.1 Context 3.1 Context
102-16	Values, principles, standards, and norms of behavior	1.5 Our governance system 1.7 The implementation of our responsible governance
102-17	Mechanisms for advice and concerns about ethics	1.7 The implementation of our responsible governance 3.2 Our commitments to our local employees and communities 3.3 Our commitment to respecting the human rights of the communities 3.4.1.7 The Socfin Group applies a zero-tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions 3.4.1.8 Internal grievance management system
102-18	Governance structure	1.5 Our governance system
102-19	Delegating authority	1.5 Our governance system

102-20	Executive-level responsibility for economic, environmental, and social topics	1.5 Our governance system
102-21	Consulting stakeholders on economic, environmental, and social topics	1.5 Our governance system
		1.7 The implementation of our responsible governance
102-22	Composition of the highest governance body and its committees	1.7 The implementation of our responsible governance
102-29	Identifying and managing economic, environmental, and social impacts	1.5 Our governance system
		1.7 The implementation of our responsible governance
		1.8 Our commitments by 2025
102-30	Effectiveness of risk management processes	1.5 Our governance system
102-31	Review of economic, environmental, and social topics	1.7 The implementation of our responsible governance
102-32	Highest governance body's role in sustainability reporting	1.5 Our governance system
102-33	Communicating critical concerns	1.7 The implementation of our responsible governance
102-40	List of stakeholder groups	1.7.3 Our daily partners
		1.7.4 Our stakeholder evaluation
		2.5 Our supply chain
		3. For our local employees and communities
		6.5 Glossary
		Socfin financial report 2019
102-41	Collective bargaining agreements	3.4.1.3 Union membership and freedom of association
102-42	Identifying and selecting stakeholders	Sustainability report 2019
102-43	Approach to stakeholder engagement	Sustainability report 2019
102-44	Key topics and concerns raised	Sustainability report 2019
102-45	Entities included in the consolidated financial statements	Socfin financial report 2019
102-46	Defining report content and topic Boundaries	1.8 Our commitments by 2025
		6.3 Approach
102-47	List of material topics	1.8 Our commitments by 2025
102-48	Restatements of information	Sustainability report 2019
102-49	Changes in reporting	Structure of the sustainability report 2019
		6.3 Approach
102-50	Reporting period	2019
102-51	Date of most recent report	Sustainability report 2018 published in May 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	info@socfin.com
		www.socfin.com/en/contact
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with GRI standards: Extended Compliance Option
102-55	GRI content index	6.2 GRI Index
102-56	External assurance	An external audit is planned for the sustainability report 2020

200	Economic	
201	Economic performance	
201-1	Direct economic value generated and distributed	1.1 Our key figures
		6.1 Key figures
		Socfin financial report 2019
201-2	Financial implications and other risks and opportunities due to climate change	4.5.2 We implement risk management measures linked to climate change
201-3	Defined benefit plan obligations and other retirement plans	3.4.1.3 Union membership and freedom of association
201-4	Financial assistance received from government	Socfin financial report 2019
202	Market presence	
202-2	Proportion of senior management hired from the local community	3.4.1.5 Within the Socfin Group we strive to create an equal and fair workplace encouraging diversity
		6.1 Key figures
203	Indirect economic impacts	
203-1	Infrastructure investments and services supported	Sustainability report 2019
		6.1 Key figures
203-2	Significant indirect economic impacts	1.1 Our key figures
		3.4.1.9 Meeting certain financial needs of our employees
		3.4.5.1 We offer financial support to our employees for their children's schooling
		3.4.6.3 We ensure employee transport to their workplace
204	Procurement practices	
204-1	Proportion of spending on local suppliers	2. For a local and rural development
205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	1.7.2.2 Zero tolerance of:
205-2	Communication and training about anti-corruption policies and procedures	1.7.2.2 Zero tolerance of:
206	Anti-competitive behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0
300	Environmental	
301	Materials	
301-1	Materials used by weight or volume	4.4.2 We recycle our waste
		4.4.3.3 We strive to reduce our chemical and inorganic fertiliser use
302	Energy	
302-1	Energy consumption within the organization	3.3.7.1 We contribute to energy and water supply in community villages
		4.4.3.4 We perform preventive maintenance to reduce energy consumption
		4.5.3 We invest in renewable energy production
		6.1 Key figures
302-3	Energy intensity	6.1 Key figures
302-4	Reduction of energy consumption	4.4.3.4 We perform preventive maintenance to reduce energy consumption
		4.5.3 We invest in renewable energy production
		6.1 Key figures
302-5	Reductions in energy requirements of products and services	4.4.3.4 We perform preventive maintenance to reduce energy consumption
		4.5.3 We invest in renewable energy production
		6.1 Key figures
303	Water	
303-1	Water withdrawal by source	4.4.1 We strive to protect underground and surface water
303-2	Water sources significantly affected by withdrawal of water	4.4.1 We strive to protect underground and surface water

304	Biodiversity	
304-2	Significant impacts of activities, products, and services on biodiversity	2.4.1.3 Our partners for development projects
		4.4 Our natural resource management system
304-3	Habitats protected or restored	3.3.6 Protection of indigenous populations
		4.4.3 We protect biodiversity and support its enhancement
305	Emissions	
305-1	Direct (Scope 1) GHG emissions	4.4.3.2 We are committed to implementing best management practices to prevent air emissions and improve air quality
		6.1 Key figures
305-4	GHG emissions intensity	6.1 Key figures
305-5	Reduction of GHG emissions	4.4.3.4 We perform preventive maintenance to reduce energy consumption
		6.1 Key figures
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	6.1 Key figures
306	Effluents and Waste	
306-1	Water discharge by quality and destination	4.4.1 We strive to protect underground and surface water
306-2	Waste by type and disposal method	4.4.2 We recycle our waste
		4.4.3.3 We strive to reduce our chemical and inorganic fertiliser use
		4.5.3.3 Biomass dryers
		6.1 Key figures
307	Environmental compliance	
307-1	Non-compliance with environmental laws and regulations	4.4.3.6 Reporting on environmental non-conformities
308	Supplier environmental assessment	
308-1	New suppliers that were screened using environmental criteria	2.5 Our supply chain
400	Social	
401	Employment	
401-1	New employee hires and employee turnover	3.4.2 Our key human resources data
		6.1 Key figures
401-3	Parental leave	6.1 Key figures
403	Occupational health and safety	
	Occupational health and safety management system	2.5.4 Security in the supply chain
		3.4.3 Occupational safety of our employees, a priority
	Hazard identification, risk assessment and investigation of adverse events	3.4.3 Occupational safety of our employees, a priority
	Occupational Health Services	3.4.3 Occupational safety of our employees, a priority
	Occupational health and safety training for workers	3.1 Context
		4.4.3 We protect biodiversity and support its enhancement
	Promotion of workers' health	3.4.3 Occupational safety of our employees, a priority
		3.4.4 We encourage community dialogue
	Accidents at work	3.4.3.5 Accident rate
		6.1 Key figures
404	Training and education	
404-1	Average hours of training per year per employee	3.4.3.3 Staff training and sensitization
		6.1 Key figures
404-2	Programs for upgrading employee skills and transition assistance programs	3.4.3.3 Staff training and sensitization

405	Diversity and equal opportunity	
405-1	Diversity of governance bodies and employees	3.4.2 Our key human resources data
		6.1 Key figures
408	Child labor	
408-1	Operations and suppliers at significant risk for incidents of child labor	1.7.2.2 Zero tolerance of:
409	Forced or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.7.2.2 Zero tolerance of:
410	Security practices	
410-1	Security personnel trained in human rights policies or procedures	3.4 Our social commitment to our employees and respect of their human rights
413	Local communities	
413-2	Operations with significant actual and potential negative impacts on local communities	3.3.2 Our commitment to respecting the right of the communities: FPIC
		4.4.3 We protect biodiversity and support its enhancement

6.3 Approach

Reporting scope:

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

Calendar and data collection:

To draft this report, the following actions were taken:

- On a monthly basis during the year 2019, 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.
- 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 January 2020, we determined a new table of contents for the Group's sustainability report, in accordance with the most recent GRI indicators, the recommendations of the Luxembourg stock exchange, the specific transparency requirements (knowing that the data will be collected but not necessarily published) and commitments made.
- In February 2020, 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 be highlighted 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 was validated by at least one member of Socfin S.A.'s Board of Directors.

6.4 Link with the recommendations of the Luxembourg Stock Exchange

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	1.7.1
Recommendation 9.1	Responsible Management Policy	1.7.1
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		
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	1.7.1
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	6.2
Recommendation 9.3 The Board shall regularly consider the company's non-financial risks, including in particular the social, societal and environmental risks	Social, societal and environmental risks are treated by the Board bi-annually	1.5

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		Methodology	6.3
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		Some indicators are present in dedicated chapters, others are spread over several chapters	
By way of illustration, the significant indicators could include:			
<ul style="list-style-type: none"> workforce 		Workforce	3.4.1.5, 3.4.1.6 and 3.4.2
<ul style="list-style-type: none"> staff training 		Staff training	2.2, 2.4.1.2, 2.4.1.4, 2.5.3, 2.5.4, 3.1, 3.4.3.2, 3.4.3.3, 3.4.3.5, 3.4.4.3, 4.4.1.1, 4.4.2.1, 4.4.3.5 and 4.5.2
<ul style="list-style-type: none"> safety 		Safety	2.5.4, 3.1 and 3.4
<ul style="list-style-type: none"> absenteeism 		Absenteeism	3.4.3.5
<ul style="list-style-type: none"> gender balance 		Gender balance	1.5, 3.4.1.4, 3.4.1.5 and 3.4.1.7
<ul style="list-style-type: none"> subcontracting and relations with suppliers 		Subcontracting	1.7.1, 1.7.2.1, 2.4.1.1, 2.5.3, 2.5.4, 3.4.1.1, 3.4.4.2 and 4.4.3.1
<ul style="list-style-type: none"> energy consumption 		Energy consumption	3.3.7.1, 4.2, 4.4 and 4.5.3
<ul style="list-style-type: none"> water consumption 		Water consumption	3.2, 3.3.7.1, 3.4.6.1, 4.2 and 4.4
<ul style="list-style-type: none"> waste treatment 		Waste treatment	4.1, 4.4 and 4.5.3.3
<ul style="list-style-type: none"> CO₂ emissions 		CO ₂ emissions	4.4.3.2 and 4.5.3
<ul style="list-style-type: none"> adaptation to the consequences of climate change 		Adaptation to the consequences of climate change	4.5.2
<ul style="list-style-type: none"> measures taken to preserve or develop biodiversity 		Measures taken to preserve or develop biodiversity	4.4

6.5 Glossary

Abbreviation	Meaning
ACMS	Cameroonian association for the social marketing - Association Camerounaise pour le Marketing Social
ADV	Association of Displaced Villages
AFS	Agricultural Family Schools
AIPH	Interprofessional Association of Oil Palm
AMMCO	African Marine Mammal Conservation Organisation
APROMAC	Association of Natural Rubber Professionals of Côte d'Ivoire
ASF	Family Health Association
BOD	Biological Oxygen Demand
CBA	Collective Bargaining Agreement
CIRAD	Centre de cooperation International en recherche Agronomique pour le Développement (Agricultural research for development)
CNRA	Centre National de Recherche Agronomique – Côte d'Ivoire
COD	Chemical Oxygen Demand
COVID-19	Coronavirus 2019
CSR	Corporate Social Responsibility
DART	Days Away from work, days of Restricted work activity or job Transfer
DEG	Deutsche Investitions und Entwicklungsgesellschaft
DRC	Democratic Republic of Congo
DWB	Doctors Without Borders
EF	Earthworm Foundation
EMS	Environmental Management System
FEFO	First Expired – First Out
FFB	Fresh Fruit Bunches
FISDES	Fonds Ivoir- Suisse de Développement Economique et Social
FPIC	Free, Prior and Informed Consent
GHG	Greenhouse Gas emissions
GPSNR	Global Platform for Sustainable Natural Rubber
HCV/HVC	High Conservation Value
HIV	Human Immunodeficiency Virus
HSC/HCS	High Carbon Stock
HSE	Health, Safety, Environmen
HSE	Health, Safety, Environment
IECD	European Institute for Development Cooperation
IFC	International Finance Corporation
ILO	International Labour Organisation
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
MoU	Memorandum of Understanding
N/A	Not Available
N/R	Not Relevant
NGOs	Non Governmental Organisations
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHS	Occupational Health and Safety
OHSA	Occupational Safety and Health Administration
OHSAS	Occupational Health and Safety Assessment Series
PPE	Personal Protective Equipment
PSI	Population Services International

Abbreviation	Meaning
PSK	Population Services Khmer
QHSE	Quality, Health, Safety and Environment
RSPO	Roundtable on Sustainable Palm Oil
SA	Social Accountability
SDGs	Sustainable Development Goals
SME	Medium Sized Enterprises
TFT	The Forest Trust
TIP	Tire Industry Project
UN	United Nations
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
VCS	Verified Carbon Standard
VSBS	Very Small Businesses
WBSCD	World Business Council for Sustainable Development
WHO	World Health Organisation

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

Adrien Hallet

