

Sustainability Report 2020



SOCFIN
— CAMBODIA —

Foreword

The present report is the fourth edition of Socfin Cambodia's Sustainability report and gives an overview of the company's activities for 2020 in terms of sustainable and responsible management.

Under the name "Socfin Cambodia", this report covers the activities of two registered companies: Socfin-KCD Co., Ltd. and Coviphama Co., Ltd..

In all aspects of its activities, Socfin Cambodia respects the Socfin Group's commitments, policies, charters and codes, which are detailed in the Socfin Group's 2020 Sustainability report and on its corporate website.

This report is developed to be used in addition to the Socfin Group's 2020 Sustainability report and focuses only on activities conducted through the year in Cambodia, and particularly on activities that are specific to the local context and environment.

All reports related to the Socfin Group in general, and to Socfin Cambodia in particular, are available on socfin.com.

Some pictures used in this report were taken before the Covid-19 pandemic reached Cambodia and the area where the plantations are located. That is why wearing a mask was not mandatory when these pictures were taken. Socfin Cambodia and its team complied at all times with recommendations from the Royal Government of Cambodia and from health authorities to prevent the spread of Covid-19.

Enhancing rural livelihood

By driving respectful
tropical transformative
agriculture.



Message from the general manager

Looking back at 2020, it is impossible not to think of the Covid-19 pandemic and its effects on the global socio-economic environment. All sectors have been impacted in a way, and we all had to react quickly and take unprecedented measures to protect our employees and their families, our neighbouring communities, business partners, and others.

In such exceptional circumstances, an organization and its social programs are put to the test, and Socfin Cambodia has been no exception. However, when I look back at this past year, I can only observe with great pleasure that we have faced these challenges confidently, as a team, and with an extraordinary determination to come out stronger. Thanks to our employees' dedication, we can proud ourselves with the positive achievements of the year: the plantation department has increased its production exponentially while maintaining the quality we are renown for and the factory is transforming our field production into a commercial product recognized on the international market. This was only possible thanks to the tremendous efforts made by all supporting departments: our workshop, logistics, administration, commercial, HR and finance services.

The year has been full of uncertainties, especially economically. In this context, our activities have never stopped, we have always paid all our employees in full and on time, and our social and especially health activities have been strengthened. We have taken every necessary measure to protect our employees and community, and I take this opportunity to praise our health department (doctor and nurses) for the dedication they have shown every step of the way. They greatly contributed to making our employees and their families feel safe in our plantations.

Although contacts with external organizations had to be reduced, sustainability has not been relegated to the background. On the contrary, challenging times show that efforts put for sustainability and CSR programs can help an organization to be more resilient. At Socfin Cambodia, we can proud ourselves for always being at the forefront of sustainability.

We are inevitably humbled by the current situation and 2021 will surely bring its load of challenges. But today, let us hope for a better future for all. Here at Socfin Cambodia, we are more committed than ever to meet and promote our sustainability commitments and to drive the transition to a more sustainable private sector.

Socfin Cambodia is proud to look back at this past year through the fourth edition of its Sustainability report.

Jef Boedt
General manager
info@socfin.com



View in Socfin Cambodia's plantation

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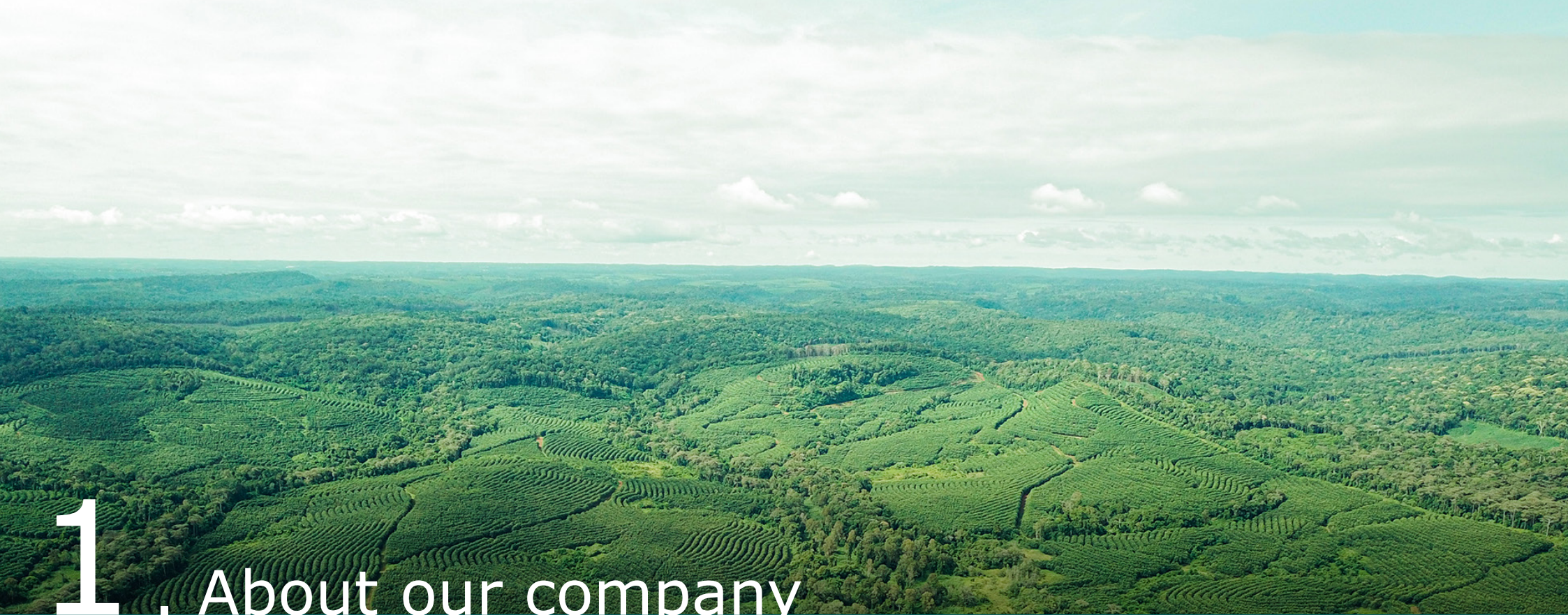
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1. About our company

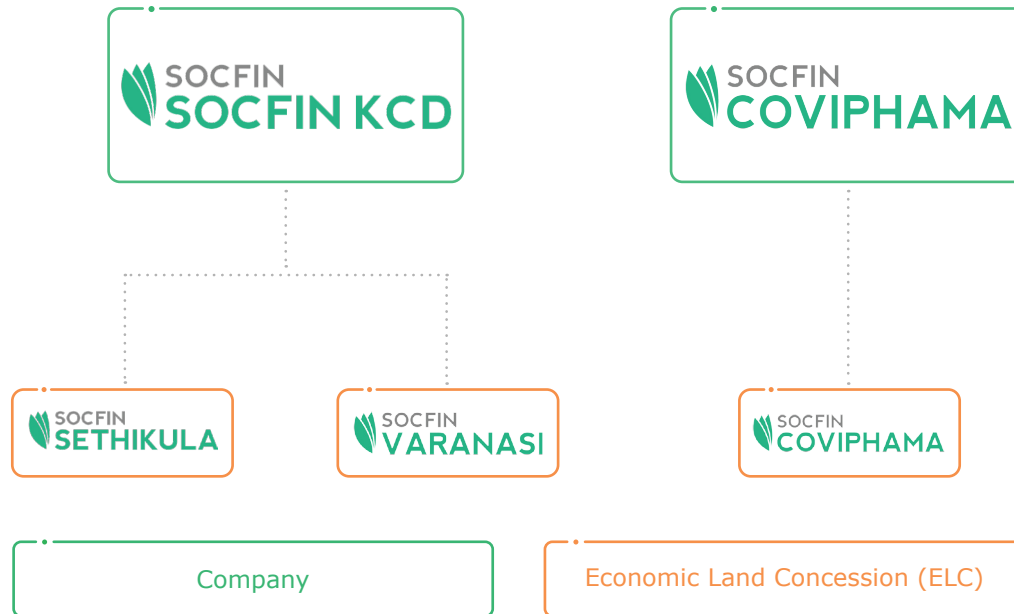
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-  1.2 Geographical presence
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-  1.6 Economic performance
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1.1 General profile

Socfin Cambodia is present in the Kingdom through two companies registered with the Ministry of Commerce: Socfin-KCD Co., Ltd. and Coviphama Co., Ltd.. Both companies have their headquarter based in Phnom Penh.

Socfin-KCD is operating through two Economic Land Concessions (ELCs), Varanasi and Sethikula; and Coviphama through one ELC of the same name.



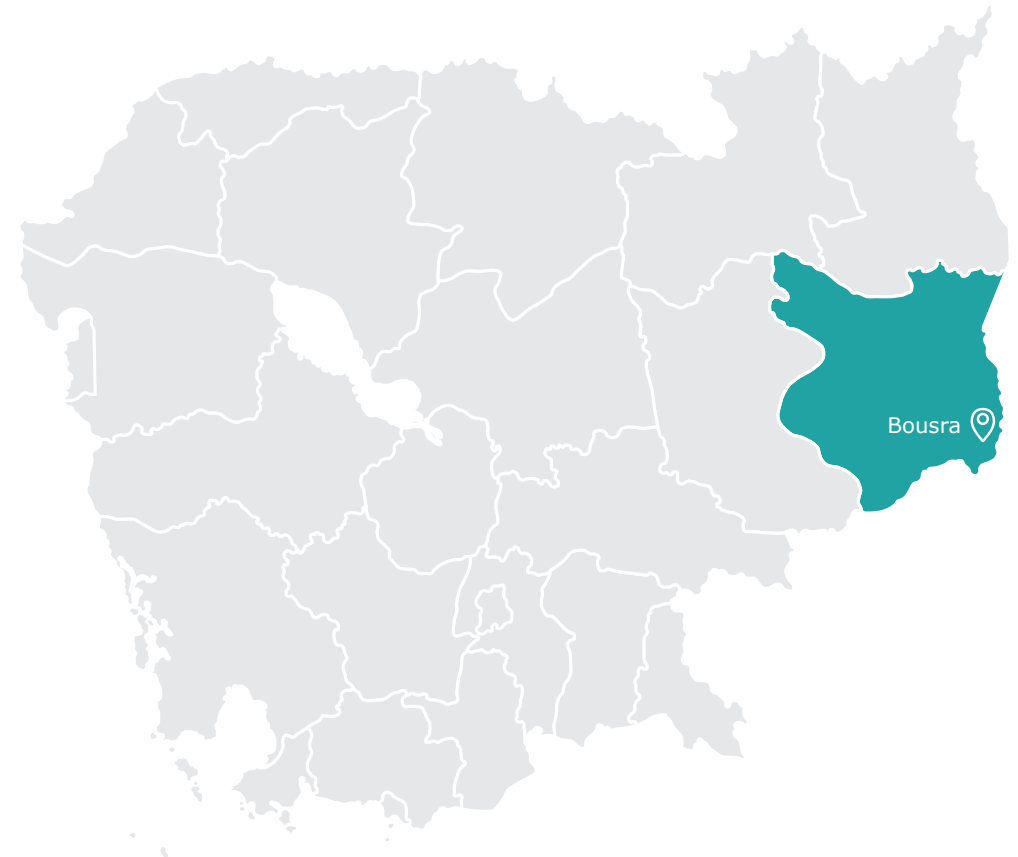
Socfin-KCD and Coviphama develop and manage rubber plantations in Mondulhiri Province. Since 2018, Socfin Cambodia operates its own rubber-processing factory located on Socfin-KCD’s estate. It processes the production of the two plantations and does not purchase production from smallholders yet.

The totality of the factory’s production is sold locally.



1.2 Geographical presence

Socfin Cambodia’s two rubber plantations are located in Bousra Commune, Pech Chreada District, Mondulhiri Province, where the company manages 7 127 hectares of rubber trees.

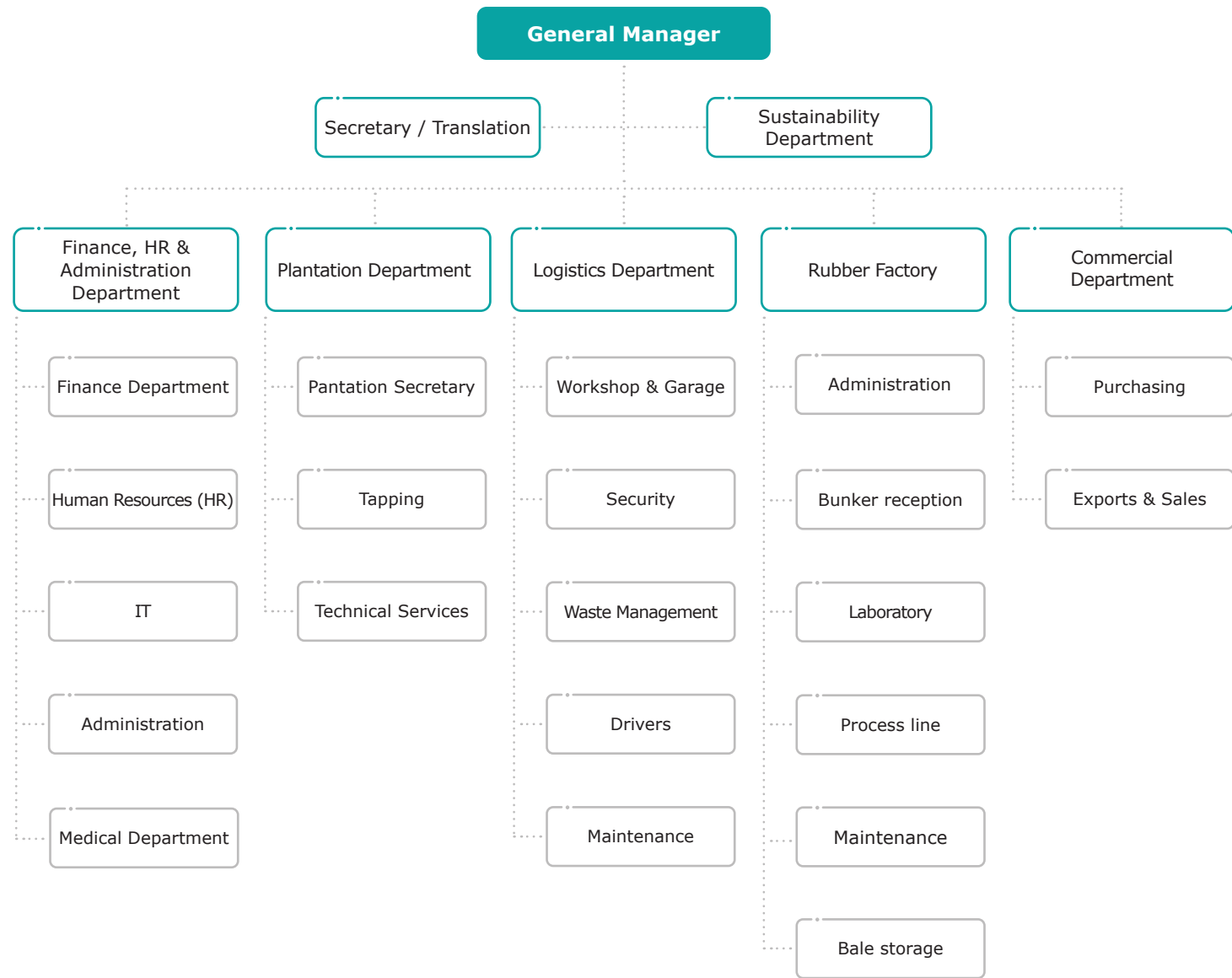
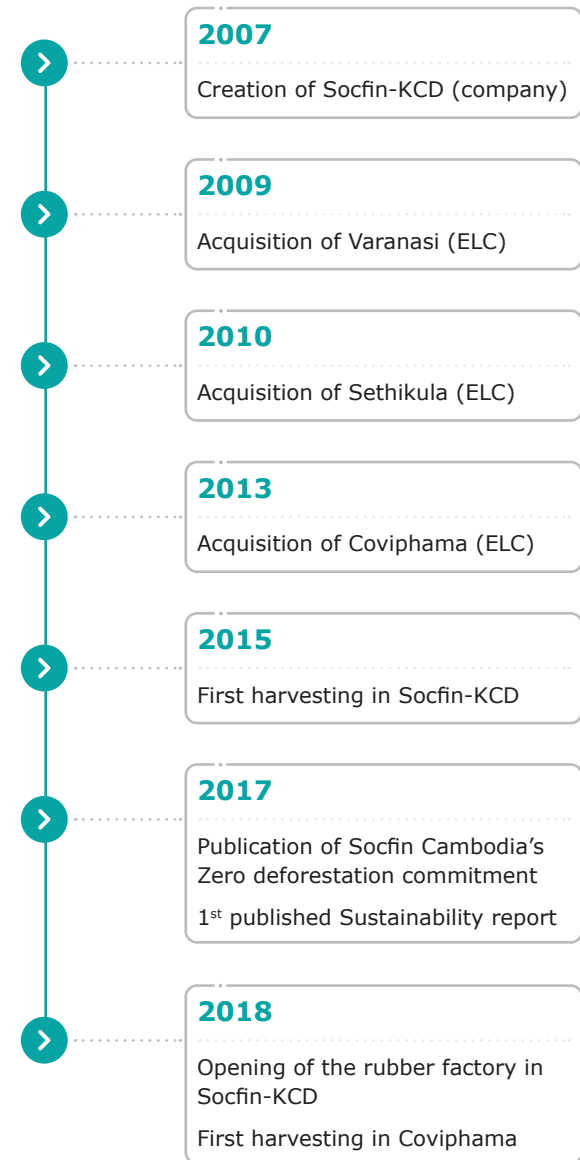




1.3 History

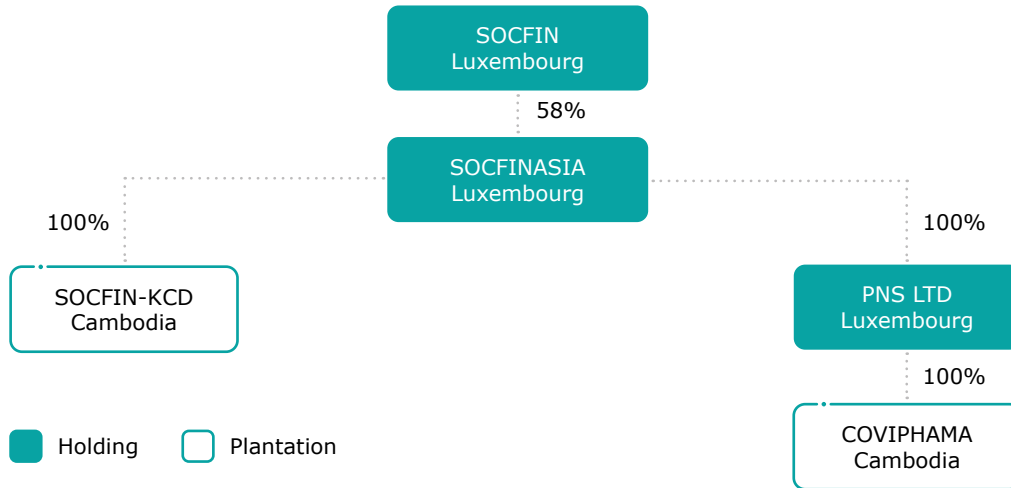


1.4 Organization





1.5 Capital structure



1.6 Economic performance

Company	Planted area - rubber (ha)	Number of ha producing rubber	Total production (T)*	Turnover (K USD)
	3 847	3 529	4 779	5 880 ¹
+ Hectares smallholders inside the ELCs	136			
	3 280	1 207	545	538 ²

* Tons of dry rubber Data: 31.12.2020

¹ 5 158 K EUR (using average exchange rate 2020: 1.14 USD/EUR)

² 472 K EUR (using average exchange rate 2020: 1.14 USD/EUR)



1.7 Research and development

Since 2009, Socfin Cambodia has been working with the Cambodian Rubber Research Institute (CRRRI). Through this research partnership, Socfin Cambodia is:

- permanently developing and maintaining a large-scale bud wood garden of 28 different types of certified clones;
- conducting a field trial with eight different clones being planted in a plot of the plantation which is maintained and tapped by the company.

This trial is designed to exchange experience between the CRRRI and Socfin Cambodia in all activities of a rubber plantation. The CRRRI visits the plantation periodically to observe the growth, the yield and the resistance to disease and wind on the different clones.



CRRRI visit to Socfin Cambodia's field trial – December 2020



2. Our approach to responsible governance



2.1 Governance structure and management approach



2.2 Compliance with legal requirements



2.3 Company commitments



2.4 International clients' standards



2.5 Voluntary compliance with other standards



2.6 Third party evaluations



2.7 Grievance management



2.8 Sharing of experience



2.1 Governance structure and management approach

Socfin Cambodia works under the authority of the Socfin Group and its board of directors. Locally, senior executives, reporting directly to the general manager, are in charge of ensuring that the Socfin Group's standards and guidelines are implemented in all departments.

Socfin Cambodia works closely and in full transparency with external stakeholders on economic, environmental and social topics including non-governmental organizations (NGOs), civil society, government bodies, population representatives and local authorities.



2.2 Compliance with legal requirements

2.2.1 National environmental and social laws

The economic land concessions developed by Socfin Cambodia are the full property of the Cambodian Government and the company strictly follows the legal requirements under the authority of relevant ministries which regularly audit its activities.

All activities of the company comply with national policies, laws and regulations related to environment and social management.

2.2.2 Compliance with labour laws

Socfin Cambodia strictly respects all applicable laws and regulations relevant to its sector concerning the conditions of employment.

Its Internal regulation has been agreed upon by elected staff representatives and has been officially approved by the Ministry of Labour. The full document is publicly displayed at the company's office.

All employees are fully informed about their conditions of employment and have signed contracts in Khmer language. Employees are free to terminate their employment contract at any time, by respecting the notice approved in the Internal regulation.

Regular audits are conducted by the Labour Department to assess the compliance of company practices with national laws and no infractions has been reported during these audits.

2.2.3 National Social Security Fund

Socfin Cambodia contributes to its employees' government-managed National Social Security Fund (NSSF), which provides employees with work accident insurance and free nationwide health care.



NSSF registration at Socfin Cambodia's office – 17.07.2020

Every year, Socfin Cambodia collaborates with the regional office of the NSSF to organize a registration session at the company's office in Bousra. On 17th July 2020, over 100 employees joined to enrol to the scheme. Special measures were adopted this year to respect social distancing and ensure full compliance with government recommendations to protect employees from Covid-19.

As only workers registered through a company can benefit from the NSSF plan, Socfin Cambodia still provides free basic healthcare for its employees and their families at the plantations' health facilities.



2.3 Company commitments

2.3.1 Environmental, social, societal and transparency aspects

Socfin Cambodia is engaged in a long-term environmental and social program guided by the Socfin Group policy for responsible governance. This policy is reaffirmed locally by Socfin Cambodia's Zero deforestation commitment, which includes engagements for the protection of ecosystems and biodiversity, respect of local communities and transparency.

The two documents are available on socfin.com.

To monitor the implementation of this commitment and to enhance the sharing of standardized and transparent information, the Sustainability report is developed yearly by Socfin Cambodia's sustainability department, following norms from the Global Reporting Initiative (GRI).

2.3.2 Codes of conduct

Socfin Cambodia's employees are required to respect the Employee and corporate code of ethics. Applying to all subsidiaries of the Socfin Group, this code is intended to support the company's commitment in terms of corporate social responsibility, and in particular those listed in ISO 26000 under § 4.4 "Ethical behaviour" and § 6.6 "Fairness of practices".

Socfin Cambodia's Internal regulation addresses working conditions and other issues such as human rights, sexual and workplace harassment, violence, security at the workplace, environmental protection, child labour or human exploitation.

All employees are informed and committed to respect these guidelines.

2.3.3 Against child labour, corruption and forced labour



Child labour

Socfin Cambodia complies with relevant national laws and international agreements on child labour, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations (UN) Convention of the Rights of the Child, the ILO Minimum Age Convention No. 138 and the ILO Worst Forms of Child Labour Convention No. 182.

While the minimum employment age under the national Cambodian law is 15, Socfin Cambodia does not hire direct employees under 18 years old. This is clearly mentioned in the company's Internal regulation and in its policy on child labour³.

³ The policy on child labour is published in Socfin Cambodia's 2019 Sustainability report



Corruption

All executive employees have signed and been trained on the Employee and corporate code of ethics which explicitly specifies that nobody may make illegal payments in name of the company.

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



Forced or compulsory labour

The company does not tolerate forced or compulsory labour, including prison labour, indentured labour, bonded labour, slavery, servitude or any form of human trafficking.

The retention of travel documents, identification papers or any other type of bond from any of the employees is strictly forbidden.

No non-compliance in the fields of child labour, corruption or forced labour was identified in 2020. Any violation to these commitments from employees or third parties will lead to severe sanctions.



2.4 International clients' standards

Socfin Cambodia is not yet working directly with international clients. However, its rubber factory has integrated processes adapted to the most demanding standards since the beginning of its activities.

A first step to work with international tire manufacturers will be the certification of the rubber factory against the ISO 9001:2015 standard. Socfin Cambodia started documenting its processes towards this requirement at the end of 2019 and plans to obtain the certification by 2021⁴.

Through the company's commitments and policies, Socfin Cambodia's operations are also already in line with international customers' standards regarding responsible management such as: zero deforestation, no child labour, respect of human rights, etc.

⁴ Due to the current context, the ISO certification has been postponed to 2022 since the redaction of this report.



Socfin Cambodia's factory team



2.5 Voluntary compliance with other standards

HCS and HCV approach

As stated in its Zero deforestation commitment and the Socfin Group policy for responsible management, the company recognizes and will implement the High Carbon Stock (HCS) approach for any new development as defined by the HCS Approach Steering Group and the HCS toolkit.

Socfin Cambodia is also committed to identify, maintain, and protect HCV (High Conservation Value) areas. To fulfil this commitment, the company announced in its last Sustainability report that it would commission an HCV assessment covering its full estates in 2020. This study requires extensive field surveys conducted by international experts during a timeframe allowing for reliable data collection. This work unfortunately had to be postponed due to travel restrictions in 2020, but will be re-scheduled with the selected consultants as soon as possible.

It should be noted that no further development is planned in the concessions.

Business and human rights

In Cambodia, Socfin has always conducted an open and transparent dialogue with the local population. Company management communicates in full transparency with the United Nations Office of the High Commissioner for Human Rights, Cambodia Country Office (OHCHR Cambodia) to make sure that activities are in full compliance with the relevant standards, including the UN Guidelines on Business and Human Rights and the UN Declaration on the Rights of Indigenous Peoples.

Global Platform for Sustainable Natural Rubber

The Socfin Group is a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR) launched in October 2018. GPSNR is an international multi-stakeholder initiative formed to lead improvements in the socio-economic and environmental performance of the natural rubber value chain.



Its members are committed to respecting 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.

As a founding member, member of the Executive Committee and participant of its working groups, the Socfin Group is actively contributing to the development of the platform's commitments and policies.

In June 2020, Socfin Cambodia was selected for the pilot testing of the GPSNR baseline reporting requirements, thus providing feedbacks to finalize and refine the questionnaire that will be a key requirement for GPSNR membership.

More information on GPSNR: gpsnr.org

Quality standard

When selling their production on the international market, natural rubber producers must present results of quality testing on different product components. For exports from Cambodia, these results must be certified by the CRRI, thus confirming that laboratory processes are compliant with the institute's procedures.

When selling their production on the international market, natural rubber producers must present results of quality testing on different product components. For exports from Cambodia, these results must be certified by the CRRI, thus confirming that laboratory processes are compliant with the institute's procedures.



Team from Socfin Cambodia's laboratory receiving their certification from the CRRI



2.6 Third party evaluations

Socfin Cambodia receives regular visits and audits from the relevant government institutions monitoring its activities including: MAFF (Ministry of Agriculture, Forestry and Fisheries), the Labour Department, the Ministry of Commerce and the Ministry of Environment. Regular progress reports on the company's activities are shared with these institutions.



2.7 Grievance management

External grievance procedure

This process is designed for external stakeholders. It is described in Socfin Cambodia's 2017 Sustainability report which is available on socfin.com.

Grievances from external stakeholders with the company can be addressed directly to the Socfin Group via email to: transparency@socfin.com.

In 2020, seven grievances were lodged locally with the company. They were all resolved by 31.12.2020.

Given the local context, land-related grievances are not addressed through this mechanism but through an independent mediation process which is a pilot project for land conflict resolution in Cambodia⁵.

Internal grievance procedure

This procedure is to report concerns from the company's employees.

Employees can report grievances, anonymously or not, individually or as a group, through their elected staff representatives, locked mailboxes placed in each company village, or directly via their line managers. The HR Department is in charge of collecting and addressing these grievances.

No internal grievance was recorded in 2020.

⁵ For more information, see: 5.3.1 Engagement mechanisms



2.8 Sharing of experience

Striving to be an example for responsible business practices in the country, Socfin Cambodia regularly engages with external stakeholders to share its experience and discuss best practices and challenges.

Field visits

In February 2020, Socfin Cambodia received a team from Memot rubber plantation to exchange experience on rubber cultivation and processing. The visit included a field visit of Socfin Cambodia's agronomic operations as well as a tour of its industrial facilities.



Memot rubber plantation's team visit to Socfin Cambodia

In October 2020, representatives from Socfin Cambodia joined a workshop organized by the General Department of Rubber (GDR) on "rubber plantation technology transfer". On the next day, Socfin Cambodia's team organized a visit of its plantation and factory.



Memot rubber plantation's team visit to Socfin Cambodia

Membership

Socfin Cambodia is member of:

EuroCham Cambodia, the European Chamber of Commerce in Cambodia and its national chapters and sectorial committees:

- Board of Benelux Cambodia, representing the Belgian, Dutch and Luxembourg business communities active in Cambodia
- Board of the Agri-Biz Committee, for EuroCham members which are involved in the Cambodian Agricultural Business sector
- Member of the Green Biz Committee, for companies operating their business by respecting green principles



3. For our employees



3.1 Key human resources indicators



3.2 Social dialogue



3.3 Training and career development



3.4 Living conditions



3.5 Health



3.6 Education



3.7 Occupational Health and Safety (OHS)

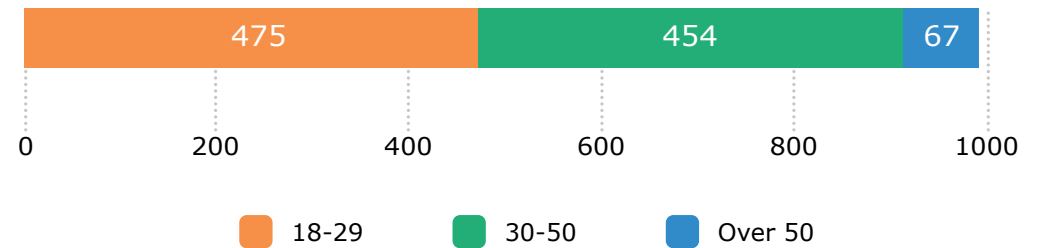


3.1 Key human resources indicators

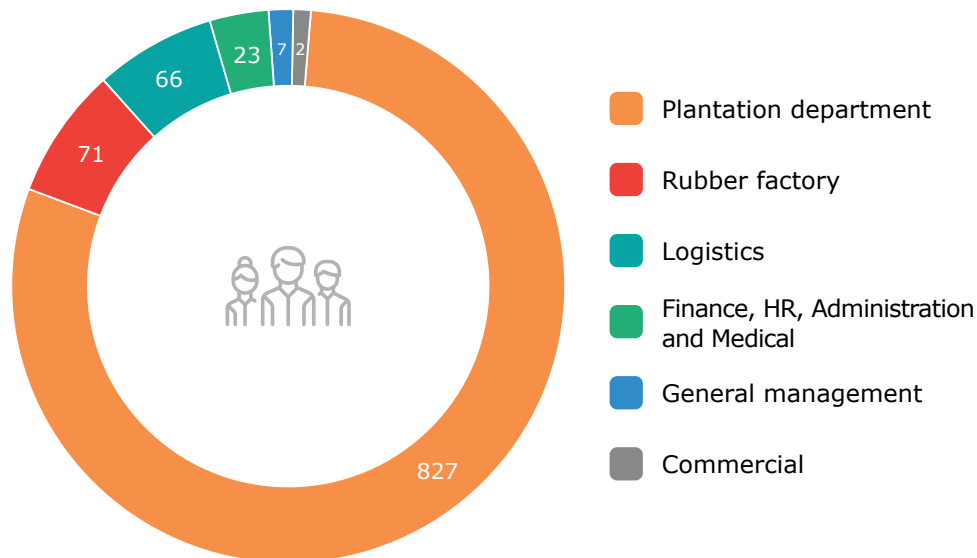
Total workforce (direct employees)	834	162	996

Data: 31.12.2020

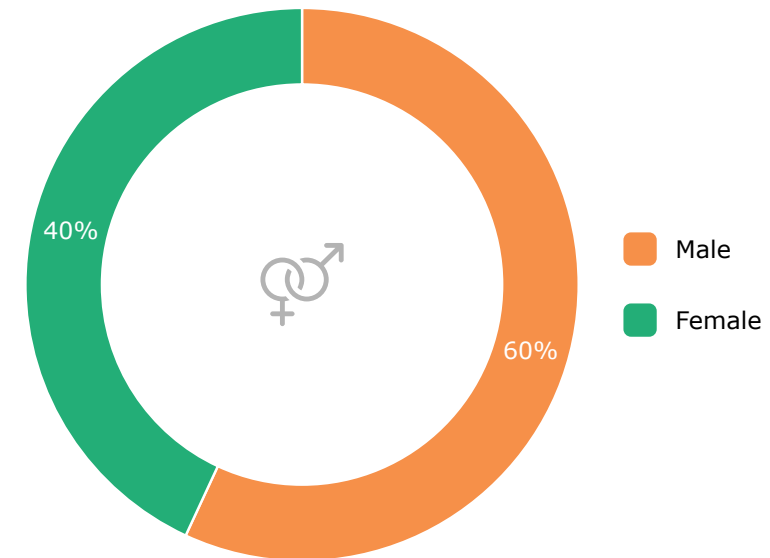
Distribution by age



Distribution by department



Distribution by gender



3.2 Social dialogue

Staff representatives are key elements to carry the voice of employees within the company and to pass on information between the management and the workers. Regular meetings are organized between the company and elected staff representatives, during which they are informed and consulted on the company’s activities and can raise questions and concerns.

7 elected staff representatives

In July 2020, Socfin Cambodia’s employees from the two plantations were invited to vote for the election of their new staff representatives. Over 450 employees voted to elect the seven new representatives and their deputies. The Labour department monitored the process and validated its results.



Staff representatives election – July 2020



Workers unions

Socfin Cambodia respects the right of all employees to form and join the union of their choice and to bargain collectively. Although union representation is very low in the agricultural sector in Cambodia, all employees are informed of their right to join the union of their choice.

Socfin Cambodia enjoys good labour relations with its employees and there has been no incident where the right to exercise freedom of association or collective bargaining has come under threat or has been reported to the company.

3.3 Training and career development

If they are equally qualified, Socfin Cambodia hires in priority local residents, in particular from the local communities. A strong emphasis is placed on in-house training and skills improvement of local workers.

The company operates through a transparent and standardized recruitment process, official salary grids and promotion procedures to prevent any form of discrimination.

Upon hiring, each new tapper joins a one-month training in the company’s “tapping academy”. This program is designed to disseminate agricultural best practices and trainees are evaluated at the end of the course. Employees can also join the training again if they need to improve their technical skills.

480+ trainees completing the tapping academy course

Each plantation has established its own tapping academy.

483 students have successfully finished the one-month training in 2020.



Tapping academy graduation (Socfin-KCD)

What our employees say

With a group of people from my village we heard about the working conditions in Socfin Cambodia's plantation and decided to apply. Before that, I was cultivating rice. Since we knew the company would train us, my wife and I decided to come together to Bousra even though we had no experience with rubber tapping. We trained together at the tapping academy. Thanks to this opportunity, today we can work together in the same team and live with our two children in housing provided by the company.

VONG Vann, 37 years old, tapper with Socfin Cambodia since 2015



Socfin Cambodia also regularly offers apprenticeships in all departments.

Every year, the performance of each employee is assessed against a standardized evaluation form by its direct manager. This allows discussion between employees and management on opportunity for career development and potential trainings.

What our employees say

I had never worked before joining Socfin Cambodia, so I learnt a lot on the job. For instance, the IT staff taught me how to work with computers for the tasks needed for my job. I had also never managed a stock before and did not know all the technical supplies needed for the different departments. Everything I do today I learnt here, and now I am in charge of the whole warehouse for the company! It is a very good experience for me.

Not to mention that working with an international team, I now speak a very good English!

RON Channa, 28 years old, Head Storekeeper, working with Socfin Cambodia since 2013



3.4 Living conditions

3.4.1 Company villages

Socfin Cambodia provides free housing for its permanent employees and their families in villages located in the plantations. All rooms or houses are provided with a free access to electricity and water through shared boreholes with hand-pumps or tap water. Villages are equipped with night lighting in outdoor spaces to guarantee security.




In August 2020, the first families moved in the third and newest village located in the plantation of Coviphama. For the occasion, the company and the workers organized an inauguration day consisting in a blessing ceremony conducted by the local pagoda to welcome the villagers in their new homes.

1 200+ people living in company villages



Socfin Cambodia's newest village in Coviphama and blessing ceremony

In December 2020, 1 235 people, including employees and their families, were living in the eight villages constructed in the plantations.

			
Villages	5	3	8
Total population	1 012	223	1 235
Houses / Rooms	549	256	805
Water access points	68	36	104

Data: 31.12.2020

Through the year, Socfin Cambodia invested over USD 40 000⁶ for the construction and maintenance of its company villages.

In order to improve families' livelihoods in its plantations, Socfin Cambodia is also developing a program of family gardens through which employees and their families living in company villages are allocated a plot of land to grow vegetables and fruits.



Family gardens

⁶ EUR 35 626 (using average exchange rate 2020: 1.14 USD/EUR)

3.4.2 Social events

Every year, Socfin Cambodia organizes the Socfin Trophy, a full day dedicated to sports and ending with a party. Unfortunately, in 2020 this event had to be cancelled to protect employees and respect government bans on group gatherings to prevent the spread of Covid-19.

Smaller gatherings and cultural activities were organized following guidelines and recommendations from the local authorities. Social distancing, wearing masks and other prevention measures were respected at the times when they were prescribed by the government.



Phnom Penh administration team visiting the Cambodian museum of Money and Economy – July 2020



Staff gathering – August 2020



3.5 Health

3.5.1 Health services

In addition to its contribution to the NSSF for its employees, Socfin Cambodia manages one clinic with one doctor and one health outpost with a nurse. Basic healthcare is free for all employees and their registered dependants in these facilities. An ambulance is also available at all times for emergencies.

Socfin Cambodia invested over USD 11 000 for the construction of a brand new health outpost in its plantation of Coviphama.

7 610

free medical consultations
in 2020



Construction of the new health outpost in Coviphama

3.5.2 Prevention and awareness

In order to raise awareness from the company's employees and their families on important health issues, the medical and HSE (Health, Safety and Environment) departments conduct regular campaigns through group discussions and open meetings.

The health department is particularly attentive to the prevention and treatment of mosquito-borne diseases such as malaria, dengue fever and chikungunya, especially as Cambodia experienced outbreaks of chikungunya fever in 2020. The medical department organized awareness meetings in August to talk about the fever's symptoms and how to control mosquito populations around living areas. 267 people, including employees and their families, joined the meetings.

As a result of prevention efforts conducted over the years by the medical department, no dengue fever, no chikungunya and only two malaria cases were diagnosed in 2020.

Socfin Cambodia also works with the NGO Population Services International Cambodia (PSI/Cambodia) on their Malaria Plantation Program. Due to the exceptionally low number of malaria cases in the plantations, this partnership ended at the end of 2020.



Socfin Cambodia's doctor conducting a meeting on Chikungunya in a company village

3.5.3 Covid-19

Socfin Cambodia has maintained efforts all year round and mobilised its teams and resources to ensure it could handle any local outbreak of Covid-19 and protect its employees and their families at all times.

A task force composed of the medical department and company management was set-up to follow-up the situation and adapt the company's response to the evolution of the situation and government decisions. Activities were conducted to address strategic areas such as preparedness, prevention and awareness.

800+

people joining awareness
meetings on Covid-19

Area	Activities
Preparedness	<ul style="list-style-type: none"> • Constant monitoring of the situation • Medical staff training • Securing supplies of medicines and other medical and protective equipment • Securing stocks of rice for employees during travel bans • Collaborating with the Provincial Department of Health (PDoH) to set up procedures in case of local contamination (isolation, transfer to authorised government facilities, etc.)
Prevention	<ul style="list-style-type: none"> • Reinforcing work hygiene • Limiting contacts with outside individuals and organizations • Closing of primary schools in the plantations following announcements from the Ministry of Education, Youth and Sport • Organizing health check-ups with a team from the PDoH, Labour Department and Police: no suspected case detected in the plantations • Organizing self-isolation in separated rooms in villages for workers who travelled out of the plantations in April 2020: isolation procedures and buildings controlled and approved by PDoH and a UNICEF delegation on 29 April 2020. Distribution of soap and masks by PDoH to families in isolation and teaching them on symptoms and procedures in case of symptoms
Awareness	<ul style="list-style-type: none"> • Sharing information through all available channels (posters in villages, social media, company memos, etc.) • Organizing awareness meetings and discussions on symptoms and prevention: over 800 people joined these meetings through the year • Collaborating with the local authorities and the PDoH to broadcast audio messages through the plantation and reach out to tapping teams at their worksites



Covid-19 awareness activities in Socfin Cambodia's plantations



3.6 Education

3.6.1 Education services

Socfin Cambodia offers a free access to primary schools located in the plantations for the children of all permanent employees. The company thus works together with the Royal Government of Cambodia to ensure that the children can benefit from a quality education.

Socfin Cambodia invested over USD 63 000 to build a new school building in its plantation of Coviphama to ensure it can provide a quality environment to the growing number of children in this plantation. The new construction includes a building of four classrooms and a sanitary block.



Construction of the new primary school building in Coviphama

For the school year covering 2020, 135 children were attending classes from grade 1 to 6 in the two plantation schools, supervised by seven state teachers.

135 children attending classes in the plantations' primary schools

Socfin Cambodia has set up its classes to be as close as possible to its villages which allows children to easily access the schools that are at a walking distance from their home. For company villages that are located in more remote areas of the plantations, Socfin Cambodia provides free transportation in its tuk-tuks, in order to ensure all children are provided with the same chances to benefit from a free education.

3.6.2 Supporting quality education

Socfin Cambodia supports the salaries of the teachers working in the plantation schools and provides them with supplies at the beginning of the academic year to support teaching in the best conditions possible.



Donation of school supplies to the teachers in Coviphama's primary school



3.7 Occupational Health and Safety (OHS)

3.7.1 OHS management

As the company undertakes very diverse activities on its estates, each department has identified its specific safety risks and the mitigation and prevention measures that can be applied under the supervision of their department manager. All employees are made aware of these risks through Standard Operating Procedures (SOPs) and the appropriate Personal Protective Equipment (PPE) is distributed and controlled regularly.

Safety instructions are displayed in each department, using international visual signs that are easy to understand for all, along with mentions in Khmer language.

All activities are supervised by the company's in-house medical team, which is available at all time during working hours and can quickly reach work locations in case of emergency.



Socfin-KCD's Garage team

3.7.2 Fire prevention

One of the primary safety concerns for Socfin on its estates in Cambodia is the management of fire risks in targeted departments such as the industrial and storage facilities. Fire-fighting equipment, controlled periodically by the company, is available in strategic places.

Fire is also a risk on the plantation during the dry season when forest fires and field fires can spread quickly to the rubber plots. Specific rules apply to all during this season and are communicated to the local communities in collaboration with the local authorities.

The risk is at its highest during the "slash and burn" months due to traditional agricultural techniques used by the population. Socfin Cambodia, in collaboration with local representatives and authorities, has established a "fire calendar" to better monitor and schedule fires in the villagers' fields. In addition, subcontractors provide a permanent surveillance of the estate during this period and can intervene if necessary, with fire-fighting equipment provided by the company.

3.7.3 Training and sensitization of workers

Trainings are regularly disseminated to the company's employees to ensure they apply the appropriate safety procedures in their daily tasks.

A specific program of training, related to the fire season, is conducted from December until April. At this time, departments organize internal training sessions on fire prevention and fire-fighting procedures to ensure the safety of all employees that could come across a forest or field fire while working in the plantations.

The program of Safety minutes, started in 2018 for the factory's employees, continued in 2020. Five sessions were conducted to cover topics such as prevention of falls in the factory, no smoking rule and first aid.

Other departments also regularly organize internal trainings for their workers when new operations start, when new equipment is being used, or to remind procedures and safety rules on common operations.

- In June 2020, the company's Sustainability department and Plantation management organized a training opened to subcontractors on *Protective equipment and safe operation for phyto-sanitary product spraying*.
- In July 2020, car drivers joined a safety training on *How to safely drive under heavy rain*.



Socfin-KCD's drivers

3.7.4 Monitoring

The company's medical department keeps detailed records of work accidents involving employees when they require a medical consultation. These records are shared with the HSE department and analysed with regards to the number of employees, type of recurring accidents, and impacted departments and activities.

In 2020, Socfin Cambodia recorded an accident rate of 4.97/200 000 hours of work.



4 . For our natural environment



4.1 Environmental management



4.2 Policies



4.3 Monitoring



4.1 Environmental management

Socfin Cambodia applies the Socfin Group's policies and guidelines related to environmental and biodiversity protection. This includes the Socfin Group policy for responsible management which has been implemented since December 2016 and details best management practices for its environmental impacts. This policy was reinforced in January 2017 by Socfin Cambodia's Zero deforestation commitment developed with external stakeholders.



View from Socfin Cambodia's Coviphama plantation



4.2 Policies

4.2.1 Water

Water is an essential asset and its sustainable management is a key concern for Socfin Cambodia. The company is committed to minimize water consumption, maintain water purity and safeguard water sources.

The company has procedures for all its operations aiming to avoid damage to natural watercourses and has constructed safe facilities with containments bunds for its industrial and storage areas. Watercourses in the plantations are protected through the preservation of natural vegetation along waterways also called river corridors. However, some of these corridors have been illegally cleared through time by external individuals to be cultivated.

The rubber trees in the plantations do not need to be irrigated. Water is thus consumed, from various sources, for the irrigation of the bud wood garden, factory process, fire-fighting activities, and for domestic use in the villages and offices.

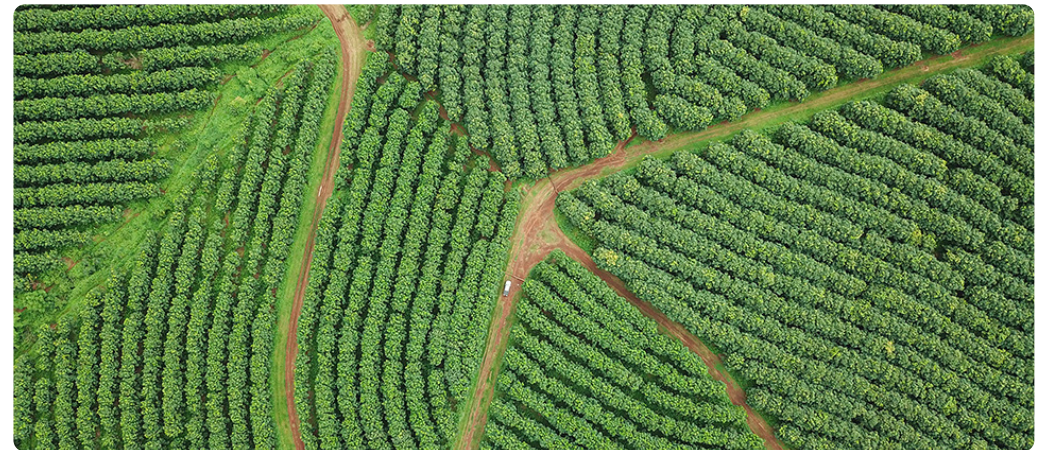
In the rubber factory, water is used mainly to clean the raw product, a step which is required to meet quality standards. The process consumption is closely monitored. Two water treatment facilities (biological effluent ponds) treat water effluents from the factory process. Water from the factory ponds and from nearby rivers (upstream and downstream from the factory area) is regularly tested by an external laboratory.

The company receives regular audits from the local authorities and ministries to verify the compliance of its water treatment process against national environmental laws and standards. No non-compliance has been reported in 2020.

4.2.2 Soil protection

In the plantations, cover crops are used to prevent erosion and improve soil fertility with a supply of organic matter and nitrogen thus reducing the use of fertilizers.

When establishing its plantation in mountainous areas, Socfin Cambodia planted in contour lines to follow the natural elevation in order to preserve the natural topography of the area and prevent erosion and gullies.



Contour lining in Coviphama

4.2.3 Waste management

Socfin Cambodia is following the Socfin Group's procedure for waste management, which ensures compliance with general policy, best practices and current national legislation and aims at minimizing both hazardous and non-hazardous waste generation.

Waste from the plantations is collected, transported to the plantation’s waste management centres and disposed of in a secured area. All handling operations of waste are conducted following HSE guidelines to ensure that PPE is used and operations are conducted in a safe manner.

In company villages, Socfin Cambodia organizes two waste collection campaigns every week, provides waste bins for free, and the HSE and medical departments conduct regular awareness activities about household waste management and plastic disposal in particular.

Socfin Cambodia is committed to continuously improve its waste management operations by building partnerships, raising awareness, and exploring all possible valorisation channels available.

4.2.4 Air quality

Socfin Cambodia is committed to implementing best management practices to reduce its footprint. Energy consumptions are closely monitored, and rational choices are made to ensure their reduction over time.

During the dry season, company drivers are asked to reduce their speed in order to minimize dust generation.

Fires started by local residents to collect honey, clear land in forests or on existing fields also have a high impact on the air quality in the area during the dry season. By conducting fire prevention and fire-fighting activities, but also by monitoring natural areas to prevent land clearing and monitoring fires in population fields in its plantation, Socfin Cambodia contributes to reducing the impact of these activities on the local air quality.

4.2.5 Protection and enhancement of biodiversity



Biodiversity in Socfin Cambodia’s estates



Placing information boards along protected areas

Socfin Cambodia is committed to minimize its environmental impacts and to ensure that its operations do not impact vulnerable species or areas. Environmental and biodiversity assessments have been conducted by third parties and the plantations have originally left out over 3 000 hectares from exploited areas specifically for environmental purposes, including natural vegetation areas, water corridors and other protected forests.

Environmental areas in the plantations are marked with over 200 information boards designed in appropriate language (Khmer, Bunong and Vietnamese depending on the location) to inform on protection measures. All boards are controlled monthly and replaced when damaged.

The company’s security department regularly patrols these areas and a reporting system has been set up to inform the relevant local authorities of any external infraction to the national environmental law.

200+
signs placed for the protection of natural areas

All employees of the company are required to respect the environmental laws applicable in the Kingdom of Cambodia. As such, wild-meat trade, illegal logging, clearing of natural areas and poaching are strictly forbidden. This is clearly stated in the company’s Internal regulations and any infraction can lead to sanctions.



Biodiversity in Socfin Cambodia’s estates



4.3 Monitoring

The company's monitoring system for external infractions documents infractions to the environmental law from outsiders and facilitates the communication between all departments involved. It ensures all cases are fully investigated, documented, and local authorities promptly receive all necessary information to take actions according to the law.

This monitoring has shown that environmental areas initially separated from development areas in the concessions are under an increasingly high pressure from illegal logging activities and land encroachment driven by a growing land speculation in the area. This trend is not specific to Socfin Cambodia's sites, but is observed at a large-scale in the area and in the Kingdom in general.

In 2020, through its monitoring system, Socfin Cambodia has documented 104 environmental infractions which have been notified to the relevant authorities to engage with follow-up actions following the legal structure in place.

Socfin Cambodia is actively working to bend the curve of environmental infractions from outsiders in its concessions, by increasing pressure through patrols and reporting to local authorities. The company is also looking to build partnerships with external stakeholders to improve its conservation efforts and the protection of natural ecosystems in its concessions.

A monitoring system for environmental accidents has also been set up to document incidents that might result from the company's operations. The sustainability department collects and records all information if an environmental incident happens and shares corrective actions with the relevant departments to prevent future negative impacts.



Team from MoE visiting Socfin Cambodia's site to investigate environmental infractions reported by the company



5. For our local communities



5.1 Local partners



5.2 Support to development projects



5.3 Relations with the Bunong indigenous communities



5.1 Local partners

5.1.1 Subcontractors

When a special expertise is needed the company works with local contractors. It thus contributes to creating more employment and stimulating local entrepreneurship for its host population.

In 2020, contracted activities included: agronomic maintenance, primary school teaching (through the public department of education), bridges construction, security, fire prevention, firefighting, and the installation of equipment and related software for a new weighbridge.

10 subcontractors worked with the company through the year representing 130 indirect employees on 31 December 2020.

130 indirect employees

5.1.2 Smallholders

52 families are part of Socfin Cambodia's smallholder program, exploiting 136 hectares within the company's ELCs. All smallholders' plots have reached maturity and are producing rubber. They currently sell their production to local buyers.

In 2020, the team dedicated to the technical assistance of these smallholders organized two free group trainings: one on tapping panel management and one on the wintering period.

In the context of the Covid-19 pandemic, Socfin Cambodia decided to suspend its smallholders training program from April 2020 in order to protect the smallholders who are mostly from the local indigenous communities. This decision was made in line with recommendations from the Royal Government of Cambodia and from WHO to limit group gatherings to prevent the propagation of Covid-19 within local communities.

The team dedicated to following-up the smallholders program used this time to conduct a survey and assess the smallholders' needs and willingness to keep following the trainings organized by the company. Results showed that 81% of them wished to continue receiving trainings from Socfin Cambodia.

The company proved to be one of the only sources of capacity building for these farmers.

81%
of partner smallholders want to keep receiving trainings from the company

In 2020, the company also started discussions with partner organizations to open its technical trainings to outside smallholders and extend its program through the Mondulkiri rubber platform which had been developed under the initiative from WWF-Cambodia.

Through local partnerships, Socfin Cambodia is now looking to engage with more smallholders from the area in the years to come. In July, representatives from Socfin Cambodia's tapping and technical departments joined a capacity-building workshop to promote sustainable rubber production techniques to 30 key rubber smallholders from the province. Socfin Cambodia's representatives were invited by WWF-Cambodia to give a presentation on disease management and answer smallholders' questions on the management of their rubber fields and tapping techniques.



Socfin Cambodia's technical department representative speaking at the workshop on "Rubber planting techniques extension for smallholders" - 27.07.2020



5.2 Support to development projects

Socfin Cambodia's community development plan looks at strengthening communities in the long-term and includes capacity building through training and employment, but also additional measures tailored to the specific needs of the local communities. Socfin Cambodia engages directly with the local authorities and with the elected as well as the traditional representatives of the local communities.

Mondulkiri Province still being a rural area, the development plan focuses mainly on supporting the creation and maintenance of public infrastructures that will support the entire community in the long term (schools, hospitals, roads, wells etc.).

5.2.1 Opening and maintenance of roads

Free circulation of the local population is guaranteed within the plantations, and the company's roads are opened to the population living outside the concessions. The road through the concessions is often preferred by the local population to the national road which is still under development and less convenient to access. The company's road also allows access for the local population to the Phnom Nam Lear Mountain, located outside of the concessions, and which is an important cultural site for the Bunong indigenous people presenting a high potential for eco-tourism activities.



Socfin Cambodia working to fix a road in local village - June 2020

Socfin Cambodia also contributes to the rehabilitation of roads and bridges outside its plantations after and during the rainy season when they are damaged. In 2020, Socfin Cambodia's team spent over 240 hours working to improve and maintain over 11 kilometres of roads and fix four bridges for the communities.

240+
hours working on community roads

The company invested over 50 000 USD for the construction of a new concrete bridge. Located at the entrance of the plantation, on the public road, this bridge is used daily for the company's activities, but also by the local population to access their fields, communal areas, villages, reach the road leading to the Vietnam border, and by local tourists to go to the Phnom Nam Lear Mountain.

The total budget invested in 2020 for the improvement of roads and bridges for the local communities represented over USD 197 000⁷.

⁷ EUR 172 982 (using average exchange rate 2020: 1.14 USD/EUR)



New concrete bridge

5.2.2 Donations

2020 has been a strong reminder that health can be a critical issue for communities in remote areas. That is why, in addition to the services Socfin Cambodia provides to its workers and their families within the plantation, it also supports the local health institutions. In March 2020, Socfin Cambodia donated five medical non-contact infrared thermometers to the PDoH to support its efforts in coordinating the detection and follow-up of potential cases in the area.



Thermometers donation to PdoH



5.3 Relations with the Bunong indigenous communities

5.3.1 Engagement mechanisms

In house community liaison department: the Bunong Administration

In order to facilitate interactions, and ensure the possibility of a dialogue respecting the local traditions of the Bunong population, the Bunong Administration was created at the beginning of the activities of Socfin Cambodia. The team is composed of two employees from the local Bunong community who are speaking the Bunong language.

External platform of dialogue: the tripartite committee

In an effort to engage discussion with the local population more formerly and more effectively, Socfin Cambodia also participates in the tripartite committee composed of elected representatives of the population from five villages, local authorities and representatives from the company. The company is working closely and in full transparency with the UN OHCHR to set up this committee as an example. Although this platform is still active, no meeting was organized in 2020. Representatives did not express the need nor requested a meeting through the year.

Independent mediation

Some claims from the local population related to land ownership, resurfacing mainly in 2015, are being addressed with third parties to ensure a transparent and effective process. In 2016 and 2017, Socfin Cambodia has collaborated with GIZ, an organization specialized in land rights in rural areas, to map conflict areas. The company and local communities are today engaged in a mediation process, conducted by IMG - Independent Mediation Group, a team of external and neutral professional mediators.

This process is a pilot project in Cambodia and aims to serve as an example for other companies and organizations to replicate. It is conducted in full transparency with the UN OHCHR and other international organizations acting as witnesses.

On August 10, 2020, the local communities and Socfin Cambodia signed agreements through this process to officially close negotiations on Bunong indigenous communal land covering over 500 hectares within the ELCs (including spirit forests, sacred forests, cemeteries, and reserve land).

Agreements on communal land signed between the local communities, the company and independent observers

The combination of the efforts put by Socfin Cambodia to map, list and protect indigenous communal land and of the recognition of these areas by all parties through the agreements signed, will allow the local communities to apply for their registration under the communal land-titling scheme.

Discussions on other types of land tenure are still on going. The mediation process will end in 2021.



Communities, Socfin Cambodia and external observers to the mediation process signing agreements on communal land – August 2020

5.3.2 Access to land

Farmland

Although local villages are located outside the concessions area, the land within the ELCs managed by Socfin Cambodia is composed of a patchwork of various land use: environmentally protected, population (communal and individual land), and business land.

Today, the local population cultivates fields within the ELCs, in community areas or on individual plots located across the plantation.

Individually owned land titles cover 570 hectares of the concessions. Other individual fields, not recognized by land titles, are also being cultivated inside the ELCs.

Cultural and communal land

Integral to the Bunong traditional livelihoods are their communal land, including spirit forests, sacred forests, cemeteries and reserve land. Communal land located inside Socfin Cambodia’s concessions has been mapped, identified and preserved in full cooperation between the Bunong Administration of the company and local representatives. Today the company is protecting over 560 hectares of these areas. As a comparison, the total area of spirit forests and cemeteries officially recognized through communal land titles for the whole Province of Monduliri covers 470 hectares⁸.

560+ hectares of communal land preserved

Village	Communal land inside the concessions (ha)
Pu Teut	144.01
Pu Raing	19.84
Busra	32.49
Pu Char	292.04
Pu Luk	74.80
Other	0.63
Total	563.81

Repartition of communal land in Socfin Cambodia’s ELCs by village

Type of land	Communal land inside the concessions (ha)
Sacred forests and spirit forests	196.60
Cemeteries	112.58
Reserve land	254.63
Total	563.81

Repartition of communal land in Socfin Cambodia’s ELCs by type



Marking of a cemetery in the plantation

Socfin Cambodia is also strongly committed to support the local communities in protecting these areas. Information boards with the name of the area and protection rules are placed by the company’s Bunong Administration to demarcate them. They are controlled every month and replaced as needed. In addition, the Bunong Administration and security team of the company patrol these areas to prevent and detect infractions.

In 2020, through its patrols and monitoring system, the company noticed an increased number of illegal activities in these areas, mainly by logging. All infractions were notified to the local authorities and representatives of the concerned communities. On 21st August, Socfin Cambodia’s Bunong Administration organized a field visit for community representatives to control their communal areas and discuss prevention measures as well as solutions to increase their involvement in protecting their ancestral lands.



Company representatives from the Bunong Administration taking community representatives to illegal logging sites in their communal land

⁸ PCLMUP of Mondul Kiri province (2021). Technical Report of the Mondul Kiri Provincial Spatial Plan. Saen Monourom, Cambodia.

Objectives and perspectives

Seeing sustainability as a governing principle covering all its activities, Socfin Cambodia is committed to taking every step necessary to ensure it continuously abides by the highest standards through:

- **Assessing** its impacts and dependencies on ecosystems and communities to ensure it is acting on the most material ones;
- **Committing** to ambitious goals;
- **Acting** to avoid and reduce negative footprints, and to increase its positive impact while monitoring challenges, successes and progresses;
- **Advocating** and building partnerships to lead the transition to a responsible tropical agriculture.

Socfin Cambodia is also working towards the certification of its products and management systems. These certifications will ensure that the company complies with the latest and most demanding standards while opening new market opportunities.

On the field, Socfin Cambodia's two rubber plantations are gradually reaching maturity and more surfaces are entering into production every year. The company will aim to strengthen its agronomic activities and keep attracting new employees by continuing to invest into the quality of life offered in its company villages.

Efforts put into health activities have been crucial in 2020, and as the pandemic is still unravelling, Socfin Cambodia will keep up to its commitment to protect its employees' health and strengthen its medical services.

The company's commitment to support local development is still at the forefront of its project in Bousra. In order to foster long-term livelihoods for the local communities, a particular attention will be paid to the engagement with rubber smallholders through partnerships with local NGOs, focusing on training and knowledge transfer. Being committed to providing a fair price but also ensuring a strong long-term market for local farmers, Socfin Cambodia will keep engaging with partners to ensure all conditions are met in the future to be able to integrate their production into the company's process.

Annex 1 – Key figures

	Unit	Socfin-KCD	Coviphama
Financial Data (expenses)			
Social Actions			
General infrastructure	EUROS	107 363	191 597
Health	EUROS	20 298	18 945
Education	EUROS	7 775	4 037
Environment	EUROS	88 684	27 977
Workforce (on 31.12.2020)			
Permanent employees	Nb	834	162
* Females	Nb	328	72
Contractors	Nb	89	41
Total workforce	Nb	923	203
Health and Safety			
Total hours worked	Nb	1 620 563	349 524
Work related fatalities	Nb	0	0
Work related injuries (all)	Nb	47	2
Injury rate	Nb / 200 000 hours	5.80	1.14
Lost day	Nb	106	6
Lost day rate	Nb / 200 000 hours	13.08	3.43
Consumption indicators			
Workshop and Garage			
Average fuel consumption – light vehicles	l/100km	10.91	11.56
Average fuel consumption – trucks	l/100km	20.51	15.63
Average fuel consumption – tractors	l/h	3.40	2.80
Average fuel consumption – light equipment	l/h	4.85	5.58
Average fuel consumption – heavy equipment	l/h	11.09	12.58
Average fuel consumption – gensets	l/KW	0.64	0.64

Annex 1 – Key figures

Consumption indicators			
Factory			
Water consumption / processed ton of dry rubber	m ³ /T dry	21.66	NR
Electricity use / processed ton of dry rubber	kWh/T dry	124.97	NR
Agricultural data			
Toxic products used			
Aldicarbe	Kg	0	0
Paraquat	L	0	0
Carbofuran	Kg	0	0
Medical Data			
Infrastructure			
Health Centre	Nb	0	0
Clinic	Nb	1	0
Health Outpost	Nb	0	1
Ambulance	Nb	1	Shared
Staff			
Doctor	Nb	1	0
Nurse	Nb	0	1
Activity			
Consultations	Nb	6 615	995
Education data – Inside plantations			
Primary School	Nb	1	1
Teachers	Nb	5	2
Students	Nb	105	30
Education data – Outside plantations			
Number of villages opened	Nb	5	3
Total population	Nb	1 012	223

Annex 2 - Glossary

CRR I	Cambodian Rubber Research Institute
CSR	Corporate Social Responsibility
ELC	Economic Land Concession
GDR	General Directorate of Rubber
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GPSNR	Global Platform for Sustainable Natural Rubber
GRI	Global Reporting Initiative
HCV	High Conservation Value
HCS	High Carbon Stock
HR	Human Resources
HSE	Health, Safety and Environment
ILO	International Labour Organization
IMG	Independent Mediation Group
ISO	International Organization for Standardization
MAFF	Ministry of Agriculture, Forestry and Fisheries
MoE	Ministry of Environment
NGO	Non-Governmental Organization
NSSF	National Social Security Fund
OHS	Occupational Health and Safety
PDoH	Provincial Department of Health
PPE	Personal Protective Equipment
PSI	Population Service International
SOP	Standard Operating Procedure
UN	United Nations
UN O.H.C.H.R	The Office of the United Nations High Commissioner for Human Rights
UNICEF	United Nations International Children's Emergency Fund
WHO	World Health Organization
WWF	World Wide Fund For Nature

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