

SUSTAINABILITY REPORT 2020

RESPONSIBLE
TROPICAL
AGRICULTURE



An aerial photograph of a tropical agricultural landscape. A dirt road winds through the scene, flanked by lush greenery. On the right side, there is a large, organized plantation of palm trees. On the left, there are more scattered palm trees and a few small buildings. The overall scene is vibrant and green, suggesting a healthy and productive agricultural environment.

Enhancing rural livelihood

By driving respectful
tropical transformative
agriculture.

Message from the Chairman

It has always been our ambition to create and promote **responsible tropical agriculture** by creating value for all our employees, communities, clients, suppliers, partners and shareholders, and this while protecting the environment.

Sustainability is at the core of our economic model. Therefore, **our mission** is to produce palm oil and natural rubber in a way and with an approach that allows for **long-term socio-economic development or revival** of the isolated rural areas in Africa and Asia where we operate. This approach is based on a code of standards and good practices (responsible management policy) while **strengthening and protecting communities' rights, improving their quality of life and protecting the environment** in and around our plantations.

To realise our ambition on a daily basis, and within our operational activities, **we focus our actions on three impact areas:** rural development, local employees and communities, and the environment; we implement key initiatives bringing long-term socio-economic development, social well-being, better health conditions, security and efficient management of natural resources.

For all, **the year 2020 has been in many ways particular and full of challenges because of the Covid-19 pandemic.** Again, our business model based on solid social and health structures enabled us to efficiently manage the health crisis we are facing. We could very quickly implement an operational program in all the regions where we operate, mainly by reactivating the infrastructure that was put in place during the Ebola crisis (2015). Donations of equipment, financial support to local governments, and training and sensitization plans were organised by and for medical teams, employees and communities. On a daily basis, strict measures were put in place on our estates to try and curb the pandemic and, to monitor our management of the crisis, a tracking system was developed and activated.

Today, **this new report presents the work done** by our Group in the three impact domains mentioned earlier despite the Covid-19 crisis. You will discover how, on the ground and thanks to our teams' commitment, we have been able to show resilience and ensure a continuous production, while protecting our employees and communities against the epidemic, and while maintaining the accomplishment of our ambitious sustainability objectives.

Our operations mainly take place in regions with a specific and often complex context, however, day after day we seek to **improve the living and working conditions through promotion of respectful and transformative tropical agriculture.** More specifically, for almost 50 000 local employees and 40 000 partner smallholders, we maintain and support more than 300 schools, attended

by more than 60 000 pupils daily. We also provide health services to our employees and their families in our 91 hospitals and health centers.

During this pandemic, we have strived at all costs to ensure the continuity of our operational activities to **secure the employment and stable income of thousands of families** living in and around the plantations. We all know to what extent food security and access to health care for families are indispensable to face this type of health crisis, especially in these isolated rural areas.

We invite you to learn about **our specific actions on the ground and the positive and promising impacts** they generate. Sustainability is an ongoing group effort, and therefore it is always interesting to encourage the exchange of ideas and good practices,

Hubert Fabri
Chairman
info@socfin.com

OIL PALM

THE TREE THAT NEEDS THE LEAST SURFACE AREA TO PRODUCE THE SAME QUANTITY OF OIL



PRODUCES THE VEGETABLE OIL RICHEST IN CAROTENES, A NATURAL SOURCE OF VITAMIN A

RUBBER

FACILITATES EFFICIENT CARBON SEQUESTRATION



PRODUCES RUBBER/LATEX, A NATURAL AND RENEWABLE ENERGY SOURCE

€ 47.8 MILLIONS

SUSTAINABILITY BUDGET



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THE SUSTAINABLE DEVELOPMENT GOALS - SDG¹

« To achieve a better and more sustainable future for all ».

As an international Group, we wish to contribute to the achievement of these goals developed by the United Nations, the SDG.

This report outlines all actions that are daily implemented in our plantations to participate and help achieve those goals.

Our sustainability program aims to contribute to 12 of the 17 SDG:



¹ The Sustainable Development Goals (SDG), 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 show "the way forward to achieve a better and more sustainable future for all".

1

OUR GROUP



1.1 Context



1.2 Key figures



1.3 Our organisation



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1.5 10 countries where we promote respectful and transformative tropical agricultural practices



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1.9 Our commitments by 2025



SOGB, Côte d'Ivoire



€ 81.9 MILLIONS
TOTAL GROUP
INVESTMENTS



€ 47.8 MILLION
SUSTAINABILITY
BUDGET



48 300 JOBS
DIRECT AND
INDIRECT

1.1 Context

On all our estates, we strive to produce palm oil and rubber in a way that is beneficial to all: our workers and their families, our 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.

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.

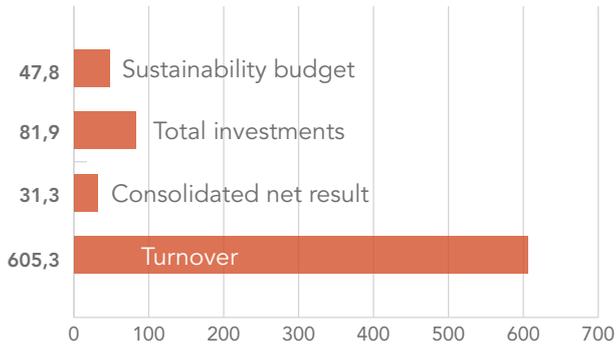
Therefore, we have built partnerships with smallholders, fostering the development of their own plantations, increasing the quantity of locally produced oil and finally reducing poverty in these regions by improving living conditions.

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.

1.2 Key figures

We are convinced that the continuity of our activities is the necessary foundation for each sustainability program. In this very particular year 2020, taking into account the pandemic, our activities, which slowed down in some areas, have nevertheless reported a positive annual result with a turnover of € 605.3 million.

Turnover and investments in 2020 (M€)



Gross palm production (tons)

	2018	2019	2020
Palm oil produced by our estates	426 277	434 013	468 303
Palm oil produced from FFB delivered by third parties	30 554	34 428	35 623
Total	456 831	468 441	503 926

Dry rubber production (tons)

	2018	2019	2020
Dry rubber produced by our estates	62 895	68 873	64 082
Rubber produced from cup lumps delivered by third parties	81 950	94 102	96 329
Total	144 845	162 975	160 411



504 000 TONS
OF PALM OIL PRODUCED



160 000 TONS
OF RUBBER PRODUCED



SEED SALES:

7.03 MILLION



192 500 ha
OF PLANTATIONS

33% RUBBER
67% OIL PALM



1.3 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 plantation 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

AN AGILE ORGANISATION, CREATING A SYNERGY BETWEEN EXPERTISE AND EXPERIENCE, WITH AT ITS CORE RESPECTFUL AND TRANSFORMATIVE AGRICULTURAL PRACTICES.



1.4 Our history

A CENTURY OF FIELD EXPERTISE.

PIONEER IN LONG-TERM RURAL DEVELOPMENT THANKS TO RESPONSIBLE TROPICAL AGRICULTURE.

1909 - 1989:

Creation of the Socfin Group by securing rural living and health conditions on the ground.

1909: Creation of the « Société Financière des Caoutchoucs », Socfin S.A.

1968: Creation of Socfindo with the Indonesian government.

1973: The Socfin Group is born.



Each village has a nursery and primary school, a clinic, a marketplace, a shop and a soccer field. Staff is accommodated at the expense of the Company within the vicinity of their working station.

Medical care for employees and their families is borne by the Company. Expatriate doctors assisted by local teams run estate hospitals.

In 1968, all houses are replaced by brick structures. A "movie truck" tours the estates, showing at least one movie a month, and traditional performances are organised.

1990 - 2000:

First acquisition phase in Africa, period of privatizations and economic revival in Africa.

1990: Acquisition of Okomu in Nigeria.

Socfindo becomes a world-renowned selected seeds producer.

1994: Acquisition of SOGB in Côte d'Ivoire.

1998: Acquisition of LAC in Liberia.

1999: The SIPH Group sells SPFS in Cameroon to the Socfin Group.

2000: Socapalm in Cameroon.



Certain African countries privatize their plantations and, accompanied by large financial institutions (International Finance Corporation, Proparco, World Bank, etc.), offer shareholding to the Socfin Group. They have two objectives: meet the growing national demand in palm oil and develop these regions, sometimes destroyed by years of civil war (Liberia), socio-economically.

Following the acquisition and to support the opening of the region, SOGB launches a project of village plantations in partnership with DEG in 1996, and a second project with the Swiss cooperation FISDES in 1997.

2000 - 2014:

Second acquisition phase and strengthening of the sustainability program.

- 2007:** Rehabilitation of Brabanta in DRC, acquisition of SRC in Liberia and of Socfin KCD in Cambodia.
- 2008:** Creation of SCC in Côte d'Ivoire.
- 2009:** Creation of Agripalma in Sao Tomé-and-Principe, acquired by the Socfin Group in 2013.
- 2010:** Creation of SAC in Sierra Leone.
- 2011:** Socfindo certifies its first plantation in accordance with RSPO P&C.
- 2012:** Acquisition of PSG in Ghana.
- 2013:** Coviphama in Cambodia is obtained. Creation of Socfin Research and Socfin Green Energy, active in respectively agronomic research and renewable energy.
- 2014:** Takeover of Safacam and creation of Camseeds in Cameroon.



1.4 Brabanta, DR Congo, 2006

The Socfin Group becomes a global player in the sector and is requested by governments to revive abandoned projects (DRC), destroyed by civil war (Liberia) and to support the socio-economic development of certain regions (Sao Tomé-and-Principe and Sierra Leone). Smallholders together with local authorities request the Group to establish a rubber processing plant in partnership with them (Aboisso, Côte d'Ivoire).

During this second phase, a vital partnership was created with the DEG aimed at intensifying the prevention and treatment of HIV/AIDS, for the workers and their families, as well as the communities (2008-2014).

2015 - 2020:

Publication of the responsible management policy and start of intensive certification programs.

- 2017:** The transparency dashboard is launched, and Agripalma in Sao Tomé-and-Principe obtains its Bio and GGAP certification.
- 2018:** Socfin becomes a founding member of GPSNR.
- 2020:** RSPO certifications of Okomu in Nigeria and Safacam in Cameroon, « Bio Suisse » certification for Agripalma in Sao Tomé-and-Principe. Installation of solar panels at SAC in Sierra Leone.



1.4 Women involved in a conservation project at Socfindo, Indonesia

Founding member of RSPO since 2004, the Group becomes a founding member of GPSNR² in 2018. An intensive certification program is launched and, in 2015, Socapalm becomes the first ISO 14001 certified oil palm plantation in Central Africa and all Indonesian plantations obtain RSPO certification. In December of the same year, Pujehun is the first region in Sierra Leone to be declared Ebola free, thanks to SAC's support.

Simultaneously in 2016, the Group formalises its commitments through its responsible management policy and quality policy. Socfin also heavily invests in renewable energy and inaugurates the hydropower dam at LAC in Liberia in 2016.

Our operations contribute to 12 of the 17 SDG.

² Global Platform for Sustainable Natural Rubber (GPSNR)

1.5 10 countries where we promote respectful and transformative tropical agriculture

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
30 748 T of palm oil produced
Workforce 3 027

2

LIBÉRIA SRC

Acquired by SOCFIN in 2007
State-owned land with a lease
Concession of 8 000 ha
4 445 ha of rubber planted
Workforce 249

LAC

Acquired by SOCFIN in 1998
State-owned land with a lease
Concession of 121 407 ha
12 743 ha of rubber planted
1 rubber factory
28 363 T of rubber produced
Workforce 4 195

3

CÔTE D'IVOIRE SOGB

Acquired by SOCFIN in 1994
State-owned land with a lease
Concession of 34 712 ha
16 177 ha of rubber planted
7 489 ha of oil palm planted
1 rubber factory
1 palm oil mill
1 palm kernel crushing plant
67 594 T of rubber produced
36 228 T of palm oil produced
2 674 T of palm kernel oil produced
Workforce 8 957

SCC

Created by SOCFIN in 2008
1 rubber factory
35 882 T of rubber produced
Workforce 388

4

GHANA PSG

Acquired by SOCFIN in 2012
State-owned land with a lease
Concession of 18 303 ha
942 ha of rubber planted
6 140 ha of oil palm planted
1 palm oil mill
18 892 T of palm oil produced
Workforce 1 934

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
7 341 T of rubber produced
45 445 T of palm oil produced
1 602 T of palm kernel oil produced
Workforce 4 528

7

DEMOCRATIC REPUBLIC OF CONGO BRABANTA

Acquired by SOCFIN in 2007
State-owned land with a lease
Concession of 8 689 ha
6 169 ha of oil palm planted
1 palm oil mill
20 438 T of palm oil produced
Workforce 3 291

8

Workforce: direct and indirect employees

6

**CAMEROON
SAFACAM**

Acquired by SOCFIN in 2014
 Concession of 17 690 ha
 4 525 ha of rubber planted
 5 325 ha of oil palm planted
 1 rubber factory
 1 palm oil mill
 1 palm kernel crushing plant
 5 276 T of rubber produced
 16 543 T of palm oil produced
 9 510 T of palm kernel oil produced
 Workforce 2 683

SOCAPALM

Acquired by SOCFIN in 2000
 State-owned land with a lease
 6 sites
 Concession of 58 063 ha
 2 079 ha of rubber planted
 32 574 ha of oil palm planted
 6 palm oil mills
 308 T of rubber produced
 Production de 145 898 T d'huile de palme
 Workforce 6 731

CAMSEEDS

1 research laboratory
 Sale of 1 million seeds
 Workforce 270

SPFS

Acquired by SOCFIN in 1999
 1 refinery
 5 405 T of refined oil produced
 Workforce 39

9

**CAMBODGE
SOCFIN KCD**

Acquired by SOCFIN in 2007
 State-owned land with a lease
 Concession of 6 659 ha
 3 847 ha of rubber planted
 1 rubber factory
 5 466 T of rubber produced
 Workforce 923

COVIPHAMA

Acquired by SOCFIN in 2013
 State-owned land with a lease
 Concession of 5 345 ha
 3 280 ha of rubber planted
 Workforce 203

10

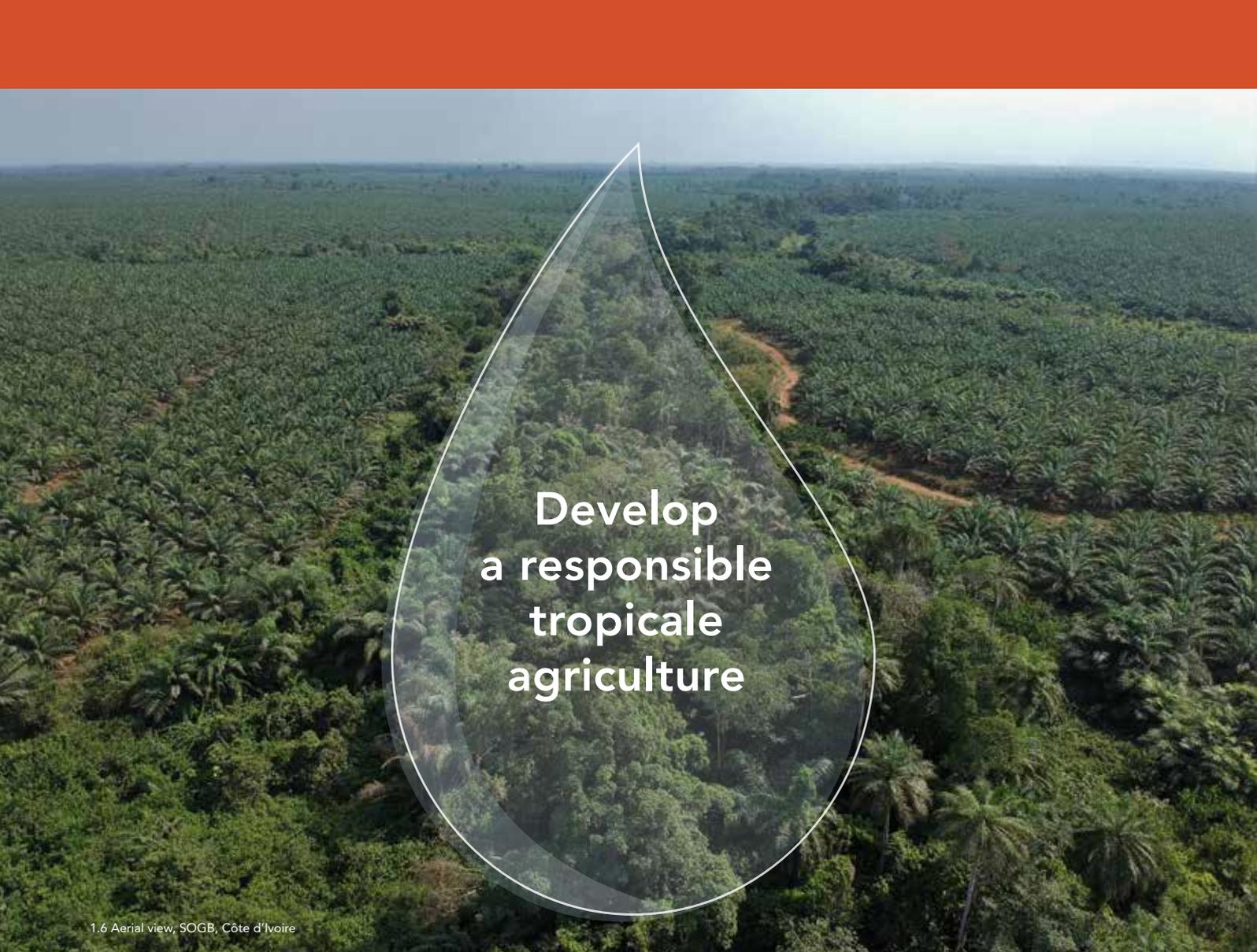
**INDONESIA
SOCFINDO**

Created by Socfin in 1968
 State-owned land with a lease
 Concession of 47 695 ha
 7 288 ha of rubber planted
 38 727 ha of oil palm planted
 2 rubber factories
 9 palm oil mills
 9 802 T of rubber produced
 182 577 T of palm oil produced
 Sale of 6.03 million seeds
 Workforce 9 970

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
 5 097 T of palm oil produced
 Workforce 820



Develop a responsible tropicale agriculture

1.6 Aerial view, SOGB, Côte d'Ivoire

1.6 Our ambition

"Develop a responsible tropical agriculture".

We strive to produce palm oil and rubber in a way that benefits all: our local employees on the ground, smallholders and communities; helping them build a better life for future generations.

Our sustainability program focuses on 3 impact areas: rural development, our workers and communities, and the environment, implementing key initiatives bringing **long-term economic performance, respect for human rights, social welfare, health, security and natural resource management**, such as the "zero deforestation" commitment.

1.7 Our governance system

Sustainability is integrated in our management process.

At the end of 2018, we adopted a Governance Charter, which includes the commitments made in our responsible management policy, 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/her team; each subsidiary also has a sustainability department. Within the Group, on a total of 218 administrator positions, women hold 2 in the different holdings and subsidiaries.

1.8 The implementation of our responsible governance

1.8.1 Our responsible management policy and code of conduct

Since the Group's creation in 1909, we have always been committed to the most urgent social and health issues.

Ever since, we have always strived for performance, both sound and ethical, to ensure the group's long-term success while improving living standards and natural resource management.

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 policy³, 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"⁴ and a "code for suppliers"⁵. Both codes are complemented by a "whistle blower"⁶ policy.

1.8.2 Our commitments

1.8.2.1 Compliance with domestic regulatory requirements

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 (P&C), in order to anticipate new regulations and avoid non-compliant practices.



^{3,4,5,6} www.socfin.com/en/commitments



1.8.2. Tapping team, Socfindo-Aek Pamienke estate, Indonesia

WE APPLY A ZERO TOLERANCE AGAINST:

1.8.2.2 We apply a zero tolerance approach to:

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 local law or by ILO conventions (International Labour Organisation).

Our teams take 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 teams are 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 2020, no non-compliance was identified, and each violation of this commitment will lead to severe punishment.s

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 code was 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 procurement, ensure that all competitors are treated equally during the entire procurement process.



1.8.3 EF and Safacam teams in the plantation, Cameroon

1.8.3 Our daily partners

Our partnerships allow for an amplification of positive impacts and speed up project implementation.

Our partnerships are based on shared values essential for project success: transparency and mutual respect.

We are convinced of the effectiveness to build win-win partnerships with development organisations or universities that share our mission, and therefore continuously seek to develop synergies that bring together complementary expertise. This ensures the realisation of adapted sustainability projects with a long-term positive impact on the regions.

We have decided to become a member of the Earthworm Foundation (EF) to assist us in the implementation of our responsible management policy within our subsidiaries.

1.8.4 Our stakeholder evaluation

We have implemented monitoring and verification systems of our operations. They intervene at an operational, technical, legal or administrative level to monitor the successful implementation or achievement of our commitments.

 **Our internal audit system:** On the ground, our Group's technical departments monitor and perform technical audits of the plantation companies' operations.

 **Monitoring by national local departments:** Local labour, environmental, health, etc departments perform annual audits of our plantation companies to verify our operations' legal compliance.

 **Our partner on the ground:**

 Earthworm Foundation monitors the implementation of our responsible management policy in the plantation companies, by undertaking field missions with our teams.

 **Quality audits by our clients:** Most of our clients have stringent quality policies in place. Their auditors, together with our teams, carry out frequent field missions to verify our compliance with production procedures and processes.



 **Certification bodies:** Certification auditors, such as ISO, RSPO, Bio Suisse undertake audits for certification and/or renewal of obtained certifications at our plantation companies.



 **Specialised evaluating bodies** such as SPOTT, Forest 500, Ecovadis assess the plantation companies' sustainability, transparency, etc. performance and give a score to each assessed company.



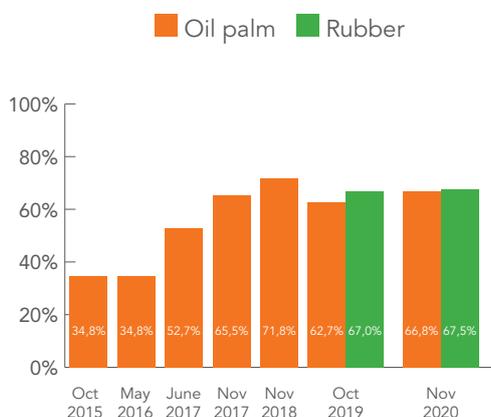
 Ecovadis assess the plantation companies' sustainability, transparency, etc. performance and give a score to each assessed company.

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 responsible procurement.

The public availability of information related to environmental, social and corporate responsibility issues is also assessed by neutral agencies, such as SPOTT⁷ or Global Canopy⁸.

SPOTT score



Since 2019, the SPOTT evaluation, which was initially only for oil palm, expanded to the rubber sector.

Over the last 7 years, the Socfin Group has gradually improved its score, from 28% in 2014 to 66.8% in 2020.

Today, the Group is ranked 27th out of 100 companies for palm oil and 3rd out of 15 for rubber.

This nice evolution is thanks to the Group's commitment towards transparency since 2016 and the communication on the websites, the sustainability reports and transparency dashboard.

Our SPOTT results:



66,8%



67,5%

The average of all companies evaluated is 41.5% for oil palm and 41.2% for rubber.

In 2020, the oil palm score is still slightly lower than the one received in 2018 (71.8%); this can be explained by a new methodology that rather emphasizes follow-up methods and elements demonstrating implementation of commitments made. Following this change, Socfin has developed an action plan to improve the scores, which effectively translated into progress in 2020.

Global Canopy Program (Forest 500) conducted a new evaluation and published the latest 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).

⁷ www.spott.org/palm-oil and www.spott.org/natural-rubber

⁸ www.globalcanopy.org

1.8.5 Our grievance management system

To strengthen our transparency, we have also developed a “transparency dashboard”, which is available online.

For our Group, respect of human rights and communities is crucial, and we do our utmost to protect these rights. Nevertheless, our approach is sometimes misunderstood or questioned and can generate complaints. Therefore, it seemed essential to develop a system to manage and monitor these grievances.

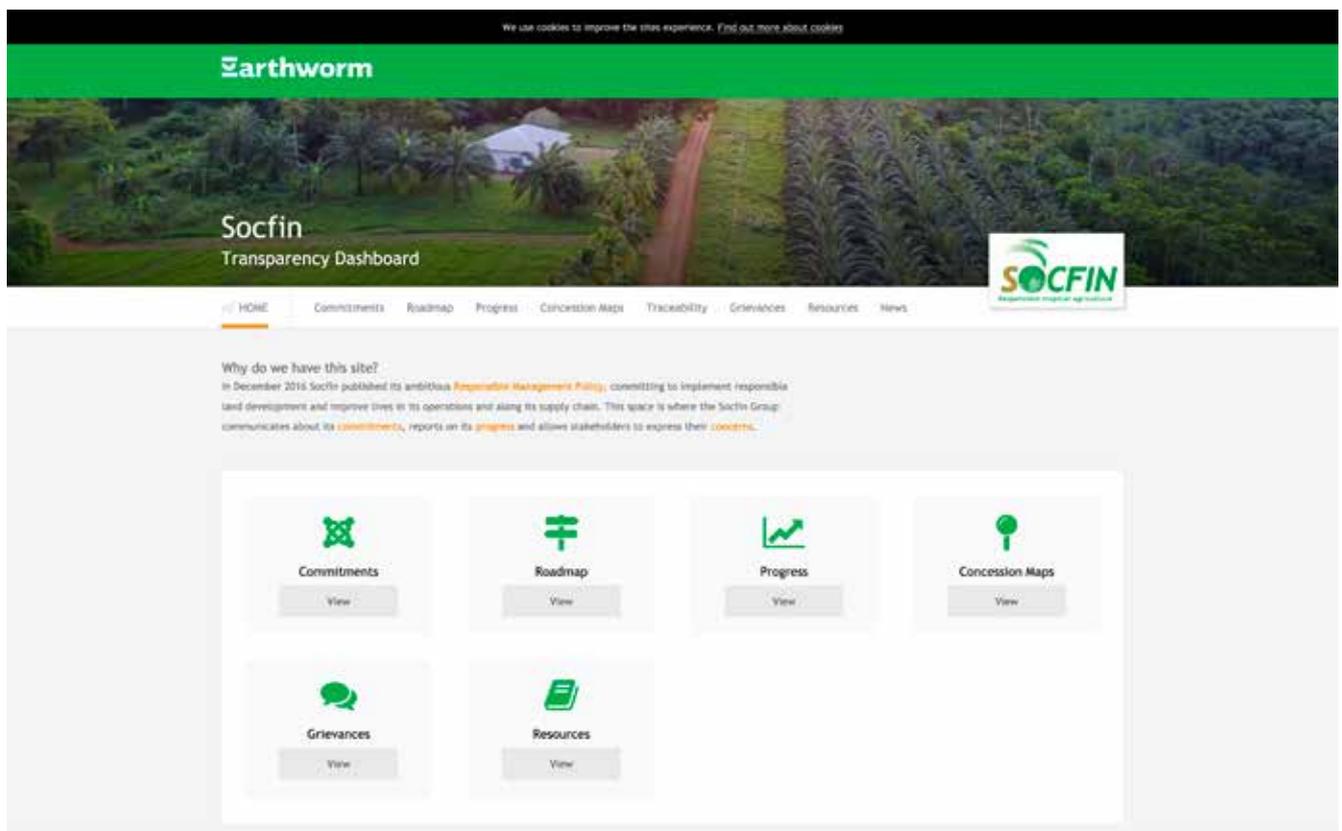
In case of a conflict, we encourage dialogue between the stakeholders concerned, at a local, national and international level to resolve the situation properly. All grievances are registered and documented, and we do our utmost to solve all grievances in due course.

The system we have implemented with our partner EF, allows us to monitor the management and handling of grievances received step by step¹⁰.

This online grievance management and monitoring platform, checked by EF, guarantees all stakeholders access to factual and transparent information.

On 31 December 2020, 4 out of 6 recorded grievances were closed and 2 were under investigation.

On the ground, each plantation company has made this external grievance management system available to resolve each grievance or complaint as quickly as possible in full transparency and collaboration with all stakeholders.



⁹ During project editing, we were modernizing the transparency dashboard to make the data more easily accessible: www.socfin.com/dashboard

¹⁰ www.socfin.com/dashboard > External relations > Grievance management

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	✓	✓	✓			
Safacam	✓	✓	🔄2021			
Socapalm	🔄2021		✓			
Brabanta	🔄2021		🔄2021			
Agripalma	🔄2021		🔄2021		✓	
Socfin Cambodia	N/A	🔄2021	🔄2021			
Socfindo	✓	✓	✓	✓		✓
Sogescol	N/A	✓	N/A			

🔄 In progress - Estimated certification date ✓ Obtained N/A = Not Applicable

1.9 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 commitments:

- 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 ongoing certifications

As an international player in responsible tropical agriculture, it is essential for us to demonstrate our compliance with globally recognised 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)¹¹. 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.

¹¹www.gpsnr.org/files/shares/GPSNR-leaflet.pdf



ISO 14001 CERTIFICATION PLANNING (SUBSIDIARIES)



RSPO CERTIFICATION PLANNING (OIL MILLS)



Other initiatives

We had our first successful experience with bio palm oil on our plantation in Sao Tomé-and-Príncipe. Global Gap certification and certification in accordance with the European standard for biological agriculture were obtained in 2017 and thereafter renewed yearly.



Building on this positive experience, Agripalma obtained Bio Suisse certification in January 2020.

All our certifications are visible on our website¹².

¹²www.socfin.com/en/certifications



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



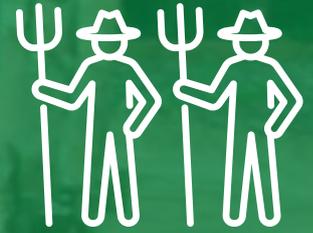
2.5 Our supply chain



Training at the SOGB tapping school, Côte d'Ivoire

60%

OF RUBBER PRODUCTION
COMES FROM
SMALLHOLDERS



ROAD BUDGET

€ 9.1 MILLION

in 2020

9 TECHNICAL
TRAINING
CENTERS



2.1 Context

Our operations 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 these observations, 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 helps rebuild local agriculture taking into account the economic, social and environmental dimensions.

It is important 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 mostly taken over old plantation companies to modernize or resume agro-industrial operations 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.



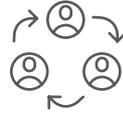
OUR COMMITMENTS

- 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, AFS (Agricultural Family Schools), etc.)



2.2 WWF workshop, Socfin Cambodia, Cambodia

✓ 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.

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 non-governmental organisations in the host regions to carry out common development projects.

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 Towards 100% RSPO certification



Our responsible management policy is entirely in line with RSPO Principles & 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.

1-0269-19-000-00

Our objective is to obtain RSPO certification for all our oil palm plantations. Socfindo, Okomu and Safacam are certified already, as well as SOGB since January 2021.

2.3.2 Creation of the GPSNR platform



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 rubber¹³.

Shortly after its creation, GPSNR put in place governance elements: statutes, code of conduct, Executive Committee, which includes Socfin, etc. Subsequently, workshops¹⁴ 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").

The 2020 General Assembly validated GPSNR policy elements that will be incorporated into its members' policies as from 2021.

2.4 Our actions for local and rural development

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).

2.4.1.2 Our partner smallholders

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

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 support and supervision projects at their own initiative or within the framework of a state program.

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.

« Fredson Global Ventures is a construction and engineering company engaged by Okomu Oil Palm Co. Plc. We as a company are glad to partner with Okomu because of its focus on quality and we will continue to deliver quality projects. We subscribe and comply with Okomu's Health, Safety and Environmental standards and this has no doubt improved our efficiency in project management and delivery. We are sincerely proud to be associated with Okomu".

Fredrick Nnamani, General Manager, Fredson Global Ventures, Nigeria

We ensure that the identified smallholder operations are in line with our responsible management policies and requirements.

For example, in Côte d'Ivoire, 8 500 smallholders deliver their production to our factory SCC on a daily basis.

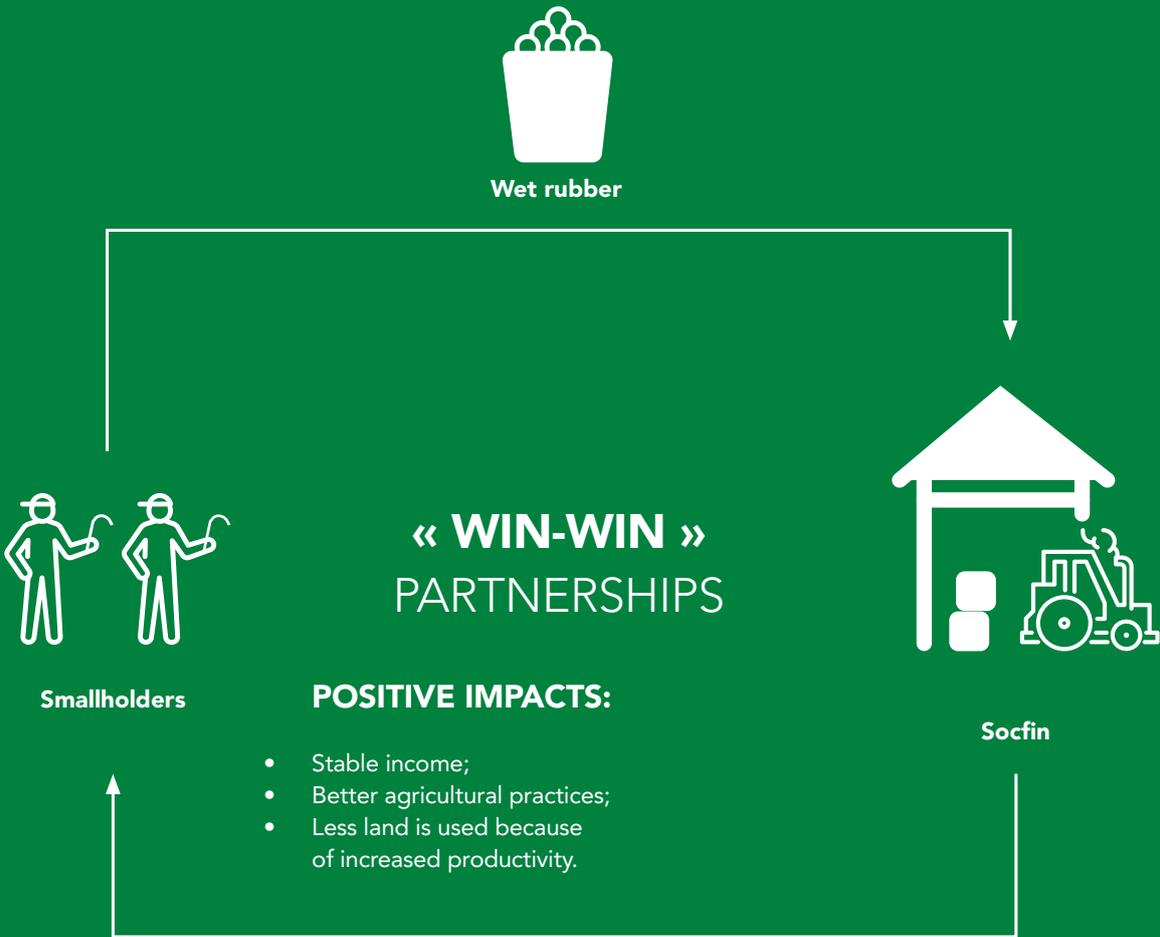
Perennial crops, contrary to annual crops, have a huge positive impact on the smallholders: Their plantations give them a regular income throughout the year (contrary to seasonal crops such as coffee, cacao, cotton etc.).

Simultaneously, the smallholder production also contributes significantly to the global production put on the market (both industrial and smallholder production), thereby progressively meeting the demand for these raw materials.

¹³ www.gpsnr.org/files/shares/GPSNR-leaflet.pdf

¹⁴ www.gpsnr.org/news-publications/smallholders-representation-working-group-update-march-2020

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



Purchase of production at market price



Training & support



Supply of phytosanitary inputs



Supply of selected planting material at cost price



"During the pandemic, we have maintained good relations with SOGB. They supplied us with sanitary equipment to protect ourselves against the virus. We received a sanitary kit with a bucket to wash our hands, hydroalcoholic gel and masks that we still use. We could continue work as usual throughout the crisis until today. We also continued our collaboration with the supervisor responsible for our area and thanks to him, we could correct the problems we encountered in the field. This supervision has always existed, and we are very satisfied with it."

Djié Holo, smallholder in the Hannié village, Côte d'Ivoire

COVID-19

In the spring of 2020, the pandemic, the strict lockdown and the temporary stop of a big part of the global economy have had serious consequences on several sectors of activity.

Within the Group, we have strived at all cost to guarantee the continuity of our operational activities in order to ensure employment and a stable income for the thousands of families living on and around the plantations by putting in place the necessary measures to protect them as well as possible from Covid-19.

We all know to what extent the financial and food security and the access of families to health care are prerequisites to deal with this type of sanitary crisis, particularly in isolated rural areas.

We have therefore implemented the required management measures to maintain employment and smallholder procurement as much as possible. .

In fact, our operational estates have 3 different profiles: they produce only rubber, only palm oil or both. This means that **the plantation companies that produce both palm oil and rubber could count on the income from the oil palm activities to temporarily compensate for the slowdown in rubber sales.** On the other hand, other plantation companies such as LAC or SCC, which are 100% dependent on rubber sales, have been impacted much more by the slowdown of European activities as they do not produce any palm oil. They should have slackened their operational activities and made thousands of people technically unemployed or stopped sourcing from partner smallholders.

To avoid this, we have redirected the orders of our clients to the estates that are 100% dependant on rubber sales to ensure the continuity of their activities and to maintain maximum employment or procurement from smallholders.

This strategy was successful and has enabled as many people as possible to maintain their jobs. For example, the smallholders continued to deliver their production to our factories and, on the estates producing both palm oil and rubber, **employees specialised in rubber have temporarily worked in the palm plantations and have as such kept their jobs and income** for their family.

Only the SRC plantation in Liberia has had to temporarily suspend its activities, but they will resume as soon as possible. Nevertheless, its health center and schools have remained open, as this was authorized by the government.

In conclusion, it is thanks to the commitment of our teams in Europe and our employees and partners on the ground that we have been resilient and able to guarantee the continuity of our agronomic and industrial activities while protecting ourselves from the epidemic.

For example, LAC has continued to buy rubber from smallholders, despite the financial constraints that have engulfed various businesses following the outbreak of the Covid-19 pandemic.

In 2020, the number of smallholders of the Leeward regions delivering to LAC has increased considerably. This increase is due to the fact that other players have reduced their rubber procurement from these smallholders, whereas LAC management understood that these smallholders depend heavily on their rubber plantations for their income generation and livelihood and has not refused the hundreds of smallholders for whom LAC was the only potential rubber buyer.

INTERVIEW WITH MR JEAN-LOUIS TAKY

HEAD OF THE SMALLHOLDER DEPARTMENT, SOGB,
CÔTE D'IVOIRE



2.4.1.2 Jean-Louis Taky, Head of the smallholder department, SOGB, Côte d'Ivoire

Jean-Louis TAKY has worked for SOGB since 2010 and is the Head of the Smallholder Department since March 2018.

What type of collaboration exists between SOGB and the smallholders?

The first element consists of technical assistance to the smallholders (SH) and the second element concerns the procurement of their commodity production, which we then process in our factory.

Concerning the supervision, we are assisted by APROMAC, which divided the southern forests of Côte d'Ivoire in geographical areas, in turn subdivided in supervision blocks. APROMAC finances the technical assistance, and it is through the FIRCA (Interprofessional Agricultural Advisory Fund) that APROMAC manages the technical assistance. SOGB has 4 blocks and supervises 23 000 smallholders on a surface of about 65 000 hectares.

The technical assistance is led by supervisors, who are employed by SOGB. Each supervisor monitors 300 smallholders and visits them 5 times a year. They offer the SH the necessary agricultural advice. The supervisors have to adhere to the terms of reference as defined by APROMAC. SOGB is audited each quarter to verify the proper operation of the technical assistance.

We also organise training for tappers so that we can provide qualified tappers to the smallholders. In this context, we train 1600 tappers annually, of which 2% are women.

This division of supervision by block does not oblige any of the tappers to deliver their production to SOGB. Each smallholder is free to deliver where he/she wishes, even if he/she benefits from our supervision.

Can you describe the relations between the smallholders (SH) and SOGB?

The relations with the smallholders have always been good.

Nevertheless, since 2015, the natural rubber production from the smallholders has greatly increased and there are not so many manufacturers to absorb the entire commodity production. Therefore, to benefit from this Ivorian surplus production, a law was passed allowing for the export of fresh rubber to Asia. This represents between 200 000 and 300 000 tons exported every year. Nevertheless, the gross procurement price for this exported rubber is lower than the official monthly price as set by APROMAC. So, smallholders prefer to deliver to SOGB that pays the price set by APROMAC.

Unfortunately, we are dealing with a processing problem as the capacity is too low to absorb this bigger quantity of raw materials, which can cause frustration with certain smallholders. To address this issue, SOGB has fixed quota per smallholder based on their production surface so as to allow all of them to sell an equivalent share of their production to SOGB. A smallholder that has three hectares can deliver 1 ton per month.

How do you think smallholders have experienced the coronavirus crisis?

You have to know that our geographical area has not been impacted that much by the pandemic. Moreover, huge prevention campaigns were organised throughout the country. At our level, we have demanded in particular that all smallholders wear masks as soon as they enter the concession.

We have provided hand washing buckets, hydroalcoholic gels and soap as well as reusable masks for each smallholder. Furthermore, awareness campaigns were organised, and posters were distributed.

Currently, the problem is rather situated at a delivery level. In that respect, the smallholders do not always realise how much effort SOGB puts in to maximize the gross rubber purchases from smallholders.

Has SOGB been able to maintain the same smallholder procurement rate?

Yes, there was no stop. And the procurement quantities have even increased. Towards that end, certain less productive blocks from SOGB were not tapped in 2020. This allowed for an increase in the quantities purchased from smallholders.

Thanks to SOGB's efforts, smallholders could continue to deliver. And despite everything that is going on, the smallholders stayed loyal to SOGB. To help them, SOGB also distributed 150 hectares of plants to smallholders in 2020. Rubber trees are still planted in Côte d'Ivoire.



TOWARDS THAT END, CERTAIN LESS PRODUCTIVE BLOCKS FROM SOGB WERE NOT TAPPED IN 2020. THIS ALLOWED FOR AN INCREASE IN THE QUANTITIES PURCHASED FROM SMALLHOLDERS.

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 Schools¹⁵ (AFS) aimed at educating youngsters from the region in professions and rural entrepreneurship (agricultural production, small livestock, crafts, processing, etc.).

The AFS 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 (14), others secured qualified jobs (12), whereas the majority continued their studies (24). **Currently, more than 50 young people, who were school dropouts, found their way back to school or became entrepreneurs.**

“My name is Bell Bell Cédric, I am a former pupil of Dizangué’s AFS. Concerning my education, I found it very interesting, and it is really useful in my current job, I can even give advice to others. I am currently in a plantain project, and I oversee a 200 m² field. I can really apply what I learned at the AFS and I encourage others to attend. Concerning Safacam, it is a very interesting company, that helps young people like myself, or my fellow graduates who managed to get recruited”.

*Cédric Bell Bell, former pupil of Dizangué.
Class of 2014-2017, Cameroon*



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 139 children benefit from Agripalma’s project. They are divided in 6 groups and train twice a week. Worldwide, 306 schools were created by the Real Madrid Foundation, in 77 countries, for almost 53 000 youngsters.



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

2.4.1.4 Our educational initiatives to support regional development

We believe that the development of remote areas starts with the 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.

¹⁵Since 1992, the IECD works to improve the professional integration of rural youngsters in Cameroon based on the concept of AFS.



"My name is Hak Sophal, I am the tapping team supervisor at the Socfin-KCD plantation since 2018.

I knew nothing about tapping and received training for one month. It is very technical and thus

difficult to learn in the beginning. In my opinion, it was easier to learn through the program organised by the company: in small groups and with a dedicated instructor through three stages. I passed the final training test at the first attempt, proving that I had learned lots of skills at the tapping school and could work as a team leader. After tapping school, I became a tapping team leader, and I am in charge of 14 tappers every day.

My wife also joined me at Socfin Cambodia. She could also learn the craft at the tapping school. Thanks to the tapping school, we both have a job, we work together and live together with our 3-year-old daughter, on the plantation in company accommodation.

The plantation where I worked did not have a tapping school. **In my opinion, it is very good that Socfin Cambodia has a training program for tappers as all Cambodians can come and find employment with the company even if they don't have any experience in this field.** There is no other company that does the same and I would like to thank the company for this apprenticeship program that must be pursued".

Sophal Hak, Tapping team leader, Socfin Cambodia, Cambodia



2.4.1.4 Sophal Hak, Tapping team leader, Socfin Cambodia, Cambodia



"My name is Vong Vann, I am 37 years old, and I am originally from the Tboung Khmum region. I am a tapper at Socfin-KCD since 2015. Before I worked here, I cultivated rice in my hometown. Friends talked to me about Socfin Cambodia

and I came with my wife and a group of 15 people from my hometown to look for a job.

There is no rubber in my hometown so nobody could tap. Thanks to the tapping school we could all learn and find employment.

In the beginning, it is difficult, but I always thought you have to persevere and, seeing the example of the other tappers that learned at the tapping school, I said to myself I can also do this. I use my new skills in my work every day. If I apply what I learned at the tapping school, I can receive a high bonus for the quality of my work (attendance, tapping quality and production) every month.

As we knew that we could learn the craft at the tapping school, even without experience, my wife joined me and also followed the program. She is also tapping now, and we work in the same team. We live in a plantation village with our two children".

Vann Vong, Tapper, Socfin Cambodia, Cambodia



2.4.1.4 Vann Vong, Tapper, Socfin Cambodia, Cambodia

"We can train about 300 people every year at the tapping school. All students are accommodated at SOGB at the training center. We also take care of them, and a caterer is in charge of the interns. About 80% of the interns stay on as they see prospects for the future."

Henri N'da Bilé, Head of the Training and Continuous Improvement Division of the Agricultural Department, works at SOGB since 2008, Côte d'Ivoire



2.4.1.4 Henri N'da Bilé, Head of the Training and Continuous Improvement Division of the Agricultural Department, SOGB, Côte d'Ivoire

"We have students every week and we teach our techniques to new people every week. We also train people who are not part of SOGB through our smallholder partnerships. These people are sent by the smallholders who want their tappers to be trained in proper rubber cultivation techniques."

Nana Issa, instructor at the tapping school of SOGB in the agricultural village BACO 2, Côte d'Ivoire



2.4.1.4 Nana Issa, Instructor at the tapping school of SOGB in the agricultural village BACO 2, Côte d'Ivoire

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.

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. Therefore, we encourage as much as possible movement of people and goods, and we spent a budget of **€ 9.1 million in 2020**.

2.5 Improvement of our supply chain transparency
We are committed to putting traceability tools in place to make our supply chain more transparent.

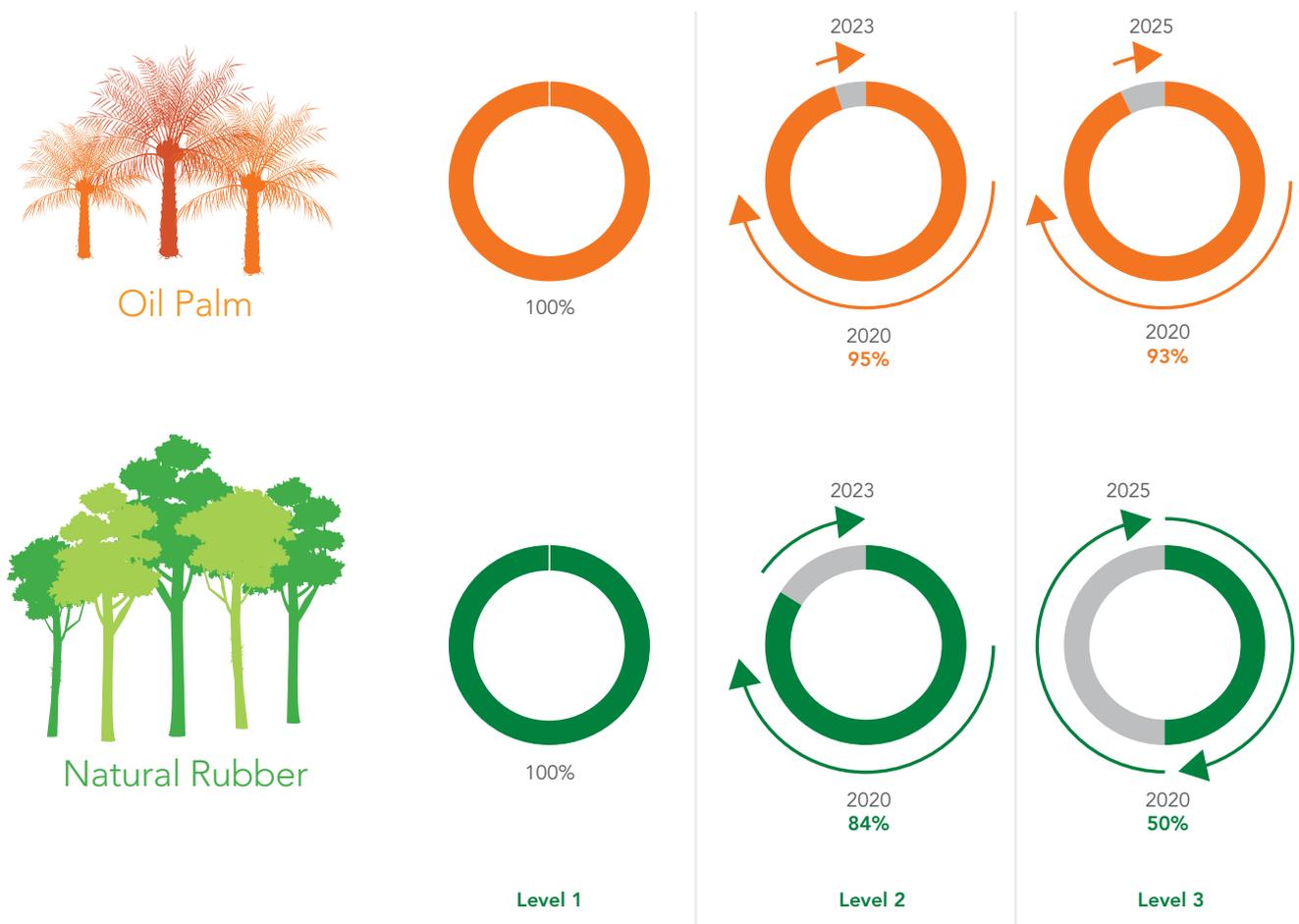
Our Group ensures that its sustainability and responsible management criteria apply to all its suppliers (including the smallholders from whom we buy wet rubber or FFB (fresh fruit bunches)).

Currently, we obtained 100% traceability for our “first level” supplies, for both FFB as rubber.

We have developed traceability tools to identify and locate the production region of our partner smallholders. This traceability will be extended to include our entire supply chain and its middlemen: cooperatives, traders, etc.

This will enable us to advance our traceability from level 1 to level 3.

TRACEABILITY OBJECTIVES



Level 1: Supplier identification;

Level 2: Identification and localization;

Level 3: Identification and location of the entire supply chain and its middlemen.

2.5.1 We identify our FFB and rubber suppliers



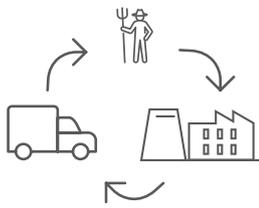
The Group buys wet rubber or fresh fruit bunches from thousands of smallholders who deliver directly to the factories, or who sell to a cooperative that is responsible for transport and factory delivery.

Partner smallholders who deliver their production directly and individually to our factories are identified based on their names and delivered quantities.

To facilitate the supervision and monitoring by organisations and third parties, we publish our full traceability data (factory coordinates, concession maps, etc.) on our “transparency dashboard¹⁶” online.

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

2.5.2 Fair procurement



We adhere scrupulously and in all transparency to national or sectorial price setting regulations and exert our influence as much as possible to ensure that the price paid to smallholders is sufficiently

high to guarantee an adequate income.



Every month, SOGB receives the rubber price from APROMAC (Association of Natural Rubber Professionals of Côte d'Ivoire) and the FFB price from AIPH (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 purchased 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 also 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 ».

¹⁶ www.socfin.com/dashboard



Interview with Mouroufie Amon KOFFI, 28 years old

Student at the SOGB tapping school in the agricultural village BACO 2

Since when are you a student at the tapping school?

I started my training at the tapping school at the beginning of the week.

What does the training you are following this week consist of?

During this training, the teacher shows us the tapping techniques in order to become a tapper. We learn, for example, how to walk like a tapper, how to hold our tapping knife but also how to not damage the tree when we are tapping.

What is your background before coming to SOGB's tapping school?

Before I came here, I was a student. I still attended classes, but it was not for me. I wanted to become independent and look for a job, so I decided to come to SOGB and follow the tapping program so I could find work and become independent.

What does this training offer you?

This training allows me to support myself so that I do not have to ask other people for money. I will be able to look after myself.

Do you appreciate the training?

Yes, I appreciate this training a lot. We learn so much about the tapping techniques and I am hopeful of becoming a tapper.

Do you intend to work for SOGB following this training?

Yes, I would like to work for SOGB. It is my wish to further improve so that I achieve the same level as the teachers who coached us this week.



2.4.1.4 Mouroufie Amon KOFFI, student at the SOGB tapping school in the agricultural village BACO 2, Côte d'Ivoire



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



Tapping team, Socfin Cambodia, Cambodia



61 300 PUPILS



HEALTH CENTERS AND HOSPITALS



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 areas where we operate, our workers rarely benefit from long experience in an agro-industrial structure like ours. Therefore, we organised 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 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.



I WOULD LIKE TO THANK
SOCAPALM FOR ITS CONTINUOUS
EFFORTS TO ENSURE THE HEALTH
AND WELLBEING OF ITS WORKERS
AND THE LOCAL RESIDENTS

"In Cameroon, the Minister of Agriculture and Rural Development, his Excellency Mr Gabriel MBAIROBE visited Socapalm and took the opportunity to thank Socapalm : « Socapalm is the pride of Cameroon's agro-industry, an example of integrated development for making it possible to reduce the oil deficit (40%) considerably. I would like to thank Socapalm for its continuous efforts to ensure the health and wellbeing of its workers and the local residents." August 2020

His Excellency Mr Gabriel MBAIROBE



3.2 Visit of the Minister of Agriculture and Rural Development, Socapalm Kienké, Cameroon

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 on our dashboard¹⁷.

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.

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 far 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 landowner.



3.3.1 Demarcation at Socapalm Mbambou, Cameroon

¹⁷ www.socfin.com/dashboard

3.3.2 Our commitment to respecting the rights 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 are 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.



Simultaneously, in our responsible management policy, we have formally committed to apply Free, Prior and Informed Consent (FPIC¹⁸), a concept supported by the UNDRIP¹⁹ (United Nations Declaration on the Rights of Indigenous Peoples) before every operation impacting land, with as objective to minimise 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. The particularities of each community are recognised, and particular attention is given to each and every one.

"Okomu is a good company. Since they are here, we have achieved a development level that we never had before. Okomu is the only one we know that has been taking care of our community and since the company established nearby our community in 2014, they did not fail once.

They have kept all the promises they made. No matter the situation, Okomu is always helping us develop our community. Okomu will always remain in our history books as the one who brought development, it is our wish that the company continues to grow."

Johnbull Ehigie, Oke community, Nigeria

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.

¹⁸ www.rspo.org/resources/free-prior-and-informed-consent-fpic-

¹⁹ en.wikipedia.org/wiki/Declaration_on_the_Rights_of_Indigenous_Peoples



3.3.4 Meeting with AVD (February 2020), SOGB, Côte d'Ivoire vec l'AVD (février 2020), SOGB, Côte d'Ivoire

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 1.8.5, 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)²⁰ and the Phnongs in Cambodia²¹.

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 supports the activities towards the Phnongs and regularly monitors the suitability of actions taken.

²⁰ www.socfin.com/en/locations/cameroon
²¹ 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 2020, more than € 2.7 million was spent.

"We would like to express our profound gratitude to Okomu management for coming to our aid during the COVID-19 lockdown in 2020.

The provision of bags of rice, beans and Banga Oil went a long way in assisting the aged, women and children in Udo Community at a time when everyone was unable to go out for their usual daily business."

Ben Iyase, Udo Community, Nigeria

"Socfin's intervention through the provision of groundnut seeds enabled me to develop my own groundnut cultivation. Moreover, Socfin's assistance allowed me to support other women in the community."

Fatmata Tanu-Hinai, peanut beneficiary at SAC, Sierra Leone



3.3.7 Donations of Okomu to Udo community

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.



€ 200 000 was spent on water, electricity and telecommunication connection in the past year.

"For a while now already the relations between Mbanda village and Socapalm have been improving. Before, there was no harmony, now that we attend meetings, things are getting better. The donations, for funerals and certain events such as marriages, help improve the living conditions of the populations. We receive tarpaulins, chairs, water and even manpower for these events. The roads and boreholes constructed by Socapalm bring development. The roads allow the smallholders to transport their harvest. This situation encourages us to start smallholder plantations."

Paul Ewondo, Notable of Mbanda village, Cameroon



3.3.7.1 Paul Ewondo, Notable of Mbanda village, Cameroon

3.3.7.2 Our policy to support youth education

We are dedicated to improving 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 local communities, in so far as public infrastructure allows it.

Together with local communities and local authorities, support to public services is often provided so as to improve youth education: € 167 000 was spent on schools surrounding the estates in 2020.

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

"The construction of our school is the biggest development SAC provided for our community, because before pupils were really suffering. As SAC helped us with school, we are hoping that they will also help us to get some community teachers."

Osman Kemokai Banalleh, Chief of Banalleh village, SAC, Sierra Leone



61 282 pupils attended these schools in 2020, and among them, 21 479 pupils are children from the local communities, or more than 35% of the total number of pupils.

3.3.7.3 Access to health care 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, 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 more details on the operation of our medical infrastructure, 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

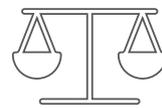
As formalised in our commitments described in the beginning of this chapter, **we are committed to providing a working environment that promotes our employee well-being by offering them the social protection and security they are entitled to.** This is described, among others, in our code of conduct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



process.

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

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



social security bodies.

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

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



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

We ensure the right of all personnel to form and join the union of their choice and to bargain collectively.

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 Sierra Leone, SAC plantation is established around 52 community villages and 94% of its employees come from these villages and still live there.

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.



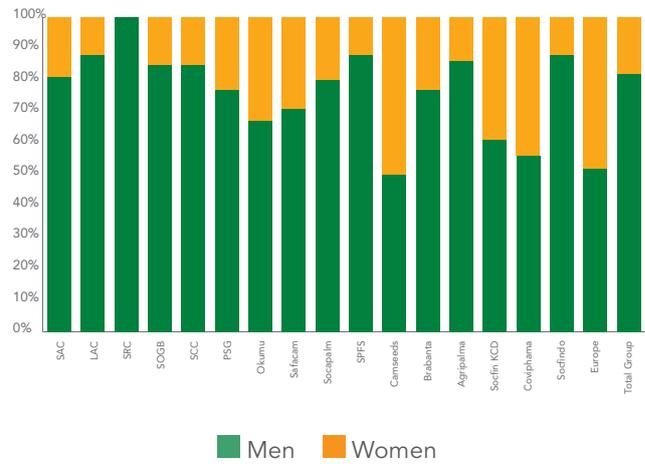
3.4.1.3 Election of staff representatives, Socfin Cambodia, Cambodia

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

In 2020, our direct employees consisted of more than 5 300 women and 24 100 men. In 2020, women thus represented 18% of direct employees compared to 17% in 2019 and 2018. On the total number of direct, temporary and daily employees, **they represent more than 25% of the workforce.**

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 50% female employees, followed by our plantation companies in Cambodia (39% for Socfin KCD and 44% for Coviphama) and Nigeria with 33%.

Workforce distribution by gender by plantation (direct employees (2020))



3.4.1.5 International Women's Day, SOGB, Côte d'Ivoire

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 182 women out of 1 181 supervisors and managers, or 15%.

"Socapalm has given me everything and taught me everything, I am an academic, an accomplished and fulfilled woman. Socapalm has opened the gateway to happiness by recruiting me and, later by giving me responsibilities. Nowadays I am an example for the young women of Bikobo-essaman, my hometown. I would like to underline that since my arrival at Socapalm, I have not once been subjected to any pressure, neither from my bosses nor the seniors working at the company. I was appointed without any condition; they did not ask me anything in return.

If you would ask me what has struck me the most, I would reply without any hesitation: Socapalm is a family and not a company."

Marie Nna Monti, Head of the Administrative and Accounting Department, Socapalm Mbambou, Cameroon



3.4.1.5 Marie Nna Monti, Head of the Administrative and Accounting Department, Socapalm Mbambou, Cameroon

"It has been an educational and fun-filled experience working for SAC this past year. A company that prioritizes gender equality and provides a good platform for career growth where talent and hard work are recognised and appreciated. If you want to work in a good environment, you can join any place, but if you want to work in a great environment – SAC is the perfect place.

I obtained a B.Sc Honours degree in Environmental Sciences, at Njala University, in Sierra Leone and I am now responsible for the environment."

Sam Hawanatu, Environment and HSE Officer at SAC, Sierra Leone



3.4.1.5 Sam Hawanatu, Environment and HSE Officer at SAC, Sierra Leone

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SOCAPALM IS A FAMILY
AND NOT A COMPANY

3.4.1.6 We encourage integration of young people in the working world

In 2020, youngsters – aged between 18 and 29 years – represented 16% of our workforce. The majority of internships and job requests come from young people living on and around the estates. Priority is given to people from the local communities in the vicinity of the estates.



"My name is Chana, I am 28 years old. I started working for Socfin Cambodia in November 2013 and it was my first job. Back then, I was a storekeeper for the global warehouse where we stock supplies for all departments.

After that, I was in charge of the specialised stock for the Garage and Workshop Department.

Today, I am the head storekeeper for the Socfin-KCD plantation, and I supervise two assistant storekeepers. I am also responsible for overseeing that the agro-chemical stock always complies with the company's standards and HSE rules.

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

Not to mention that since I am working with an international team, I now speak English very well!

Being a woman in a company

When I worked for the store at the Garage Department, I was the only woman in the team. It is where I met my husband who is a mechanic in this department, and we worked together every day. I had very good working relationships with my colleagues and the garage responsible never treated me differently because I was the only woman. I felt like a part of the team, just the same as the men. I miss this team, and often go to see them at the garage.

At Socfin Cambodia, I believe that if we do the same work, we receive the same salary, whether we are a man or a woman.

Combining "Work" and "family"

I am the only woman working in my family. My mother and sister stay home and take care of the children.

I think Socfin Cambodia is a good company for women with families because there are a lot of advantages for the staff and their children: free school, free housing, health care... I already have one daughter and I am expecting another baby soon. Because I work for the company, I can enjoy paid maternity leave. I know that, at the end of my maternity leave, I can come back and work at the same position again, so I do not fear for the future."

Chana Ron, Head Storekeeper, Socfin Cambodia



3.4.1.5 Chana Ron, Head Storekeeper, Socfin Cambodia



"I am 25 years old. I studied horticulture at the university in Battambang. Before joining Socfin Cambodia I was a field technical officer for a Cambodian NGO.

I came to work for Socfin Cambodia because I was interested in rubber cultivation. I think life is an adventure and I wanted to learn from a new experience, so I came to Monduliri Province to join the plantation team.

I have worked for Socfin Cambodia since 2018 as a Tapping Supervisor. It is one of the highest positions in the Tapping Department.

Today, I manage 5 team leaders (3 men and 2 women) and 74 tappers. All the workers in my department respect me and my decisions and it is easy to work together. What I prefer in my daily work is to find solutions to problems: when there is a problem, we discuss different ideas with the team leaders to find the best solution together. We can discuss all kinds of difficulties and overcome them together: agronomy, worker's behaviour, work organisation etc. So, it is never a boring job!

It was my decision to get a job after my studies and I could not stay home because I believe that you need to get new experiences in your life so you can get a strong mind.

I am happy to have the opportunity to apply what I learned during my studies and to gain experience and have responsibilities through my work here."

Chhovymonyneat Keo, Tapping Supervisor, Socfin Cambodia, Cambodia



3.4.1.5 Chhovymonyneat Keo, Tapping Supervisor, Socfin Cambodia, Cambodia



"I have worked with PSG for 7 years, almost since the beginning of the company in 2013. I began as a normal field worker. In 2015, I got promoted to head lady with responsibilities for a team of 20 people. Then, in December 2018, **I was**

promoted as the first woman overseer. As an overseer, I organise the work every morning in my block with two teams of 40 people each. I make sure the work is up to standard and do the necessary data collection and recording.

How has the job affected your life?

I have learned a lot. Before I was in this position [as the first woman] people said, "a woman cannot be an overseer and do the work of a harvesting overseer". They were saying the work was too difficult for a woman. But I have learnt a lot and I can do it despite being a woman. **People say that what men can do, women cannot – but I have proved that women can do it. And sometimes even better. Now they have seen that women can work equally with men."**

Victoria Beesi, 29 years old, Overseer at PSG, Ghana



3.4.1.5 Victoria Beesi, Superviseur à PSG, Ghana

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 Our 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.

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 We support our employees by meeting some of their financial needs

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 2020, more than € 2.1 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 2020, **we had 48 938 direct and indirect employees** (compared to 47 554 in 2019).



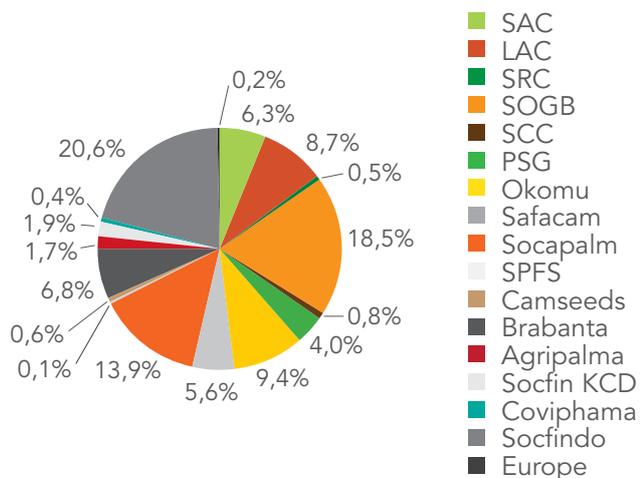
On certain estates, we rely on contractual labour in order to meet seasonal labour needs²².

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).

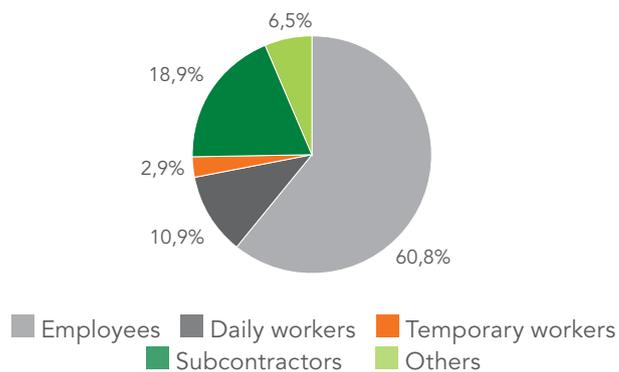
It is important to clarify that, because of the activity's seasonal nature, certain contract workers (mostly harvesters) follow the production peak and subsequently move towards other seasonal crops. Consequently, this labour is generally not settled.

²² Please see the table with key figures attached to this report for more information.

Workforce distribution (direct and indirect) by estate (2020)



Direct and indirect jobs by status (2020)



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 2020: 11.40% compared to 10.74% in 2019.



Our direct employees represent 60% of the plantation companies' total workforce.



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 occupational health and safety, 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 2020, equivalent of 2019.

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 criteria²³ linked to social, environmental and sustainability aspects, the "people" principles and criteria, 4, 5, 6, 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.

²³ www.rspo.org/principles-and-criteria-review



3.4.3.2 Occupational health and safety committee in action at SOGB, Côte d'Ivoire

☑ Risk analysis 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.

Since the beginning of 2020 and before the Covid-19 pandemic hit Africa, certain estates in countries such as Côte d'Ivoire, Nigeria and Sierra Leone had organised massive training campaigns within the context of their RSPO certification process. Later, numerous trainings were organised to raise awareness with the workers on the necessary protective measures to prevent the spread of Covid-19.

In 2020, the number of trainings organised in the plantation companies increased by 23% from 12 594 in 2019 to 15 439 (8 343 in 2018). We are talking about professional training, induction programs and toolbox meetings for a total budget of € 261 000.

Training and sensitization

Estates	2018	2019	2020	Δ 20/19	Hours 2020
SAC	2.537	2.233	3.163	42%	5.253
SRC	30	119	28	-76%	83
LAC	162	638	208	-67%	12.461
SOGB	238	1.075	1.866	74%	1.925
SCC	34	29	38	31%	57
PSG	366	1.393	1.343	-4%	19.575
Okomu	604	1.231	3.841	212%	3.262
Safacam	608	1.680	1.406	-16%	1.054
Socapalm	2.261	2.626	2.299	-12%	2.265
SPFS	N/A	N/A	0	N/R	0
Camseeds	N/A	N/A	0	N/R	0
Brabanta	380	836	708	-15%	625
Agripalma	0	3	2	-33%	3
Socfin KCD	N/A	N/A	49	N/R	2.272
Coviphama	N/A	N/A	22	N/R	1.401
Socfindo	1.123	731	466	-36%	14.157
Socfin	8.343	12.594	15.439	23%	64.393

☑ Upon employment

At Group level, we have developed a procedure called « Health-Safety-Environment 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.

☑ 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.

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 12.95 injuries/200 000 working hours** (or 100 employees) in 2020, compared to 20.71 in 2019, or a **decrease of 37%**, that reflects the positive impact of the trainings and awareness sessions organised on a daily basis by and for our teams.

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 2020, the DART is 7.98/200 000 working hours, compared to 12.87 in 2019. The difference between the accident rate and the DART represents one third of recorded accidents and are minor accidents. (38% in 2020 and 2019).

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 2020, a budget of € 6.8 million was allocated to the Group's health services, an increase of 11% compared to 2019, which can be explained, among others, by the activities in the fight against Covid-19.

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.

COVID-19 PANDEMIC

After facing the Ebola epidemic in West-Africa (2014-2016), we are currently confronted with the Covid-19 pandemic. We all know that the epidemiological situation varies from one continent to another but also from one country to another. These particularities obliged us to adapt our implemented measures and health management system depending on the local situation.



3.4.4 Covid-19 prevention, Socfin Cambodia, Cambodia

"I would like to thank Dr Graham Hefer for providing food items to the Ofunama Community during the COVID-19 lockdown. Although Okomu has been very helpful to us in the provision of boreholes, a town hall, school buildings etc, we had never expected to receive these food items from the company at a time when other companies would have taken advantage of the situation to shut their doors for the neighbouring communities."

Tripes Soku, Ofunama Community, Nigeria



3.4.4 Donations of Okomu to the Ofunama community

"Since the first declared case of Covid-19 in Côte d'Ivoire, we have organised a series of awareness and training campaigns, for both medical staff and agricultural villages, local villages, religious leaders or opinion leaders on the estate. This sensitization consisted in talking about the origin of the disease and mainly in explaining how it is transmitted and prevented. It was very well received by the population and the various departments."

Dr Bessy Raphael Yao, Director of the Medical Center at SOGB

Thanks to our business model based on solid social and health structures and thanks to the commitment of our teams, we have so far succeeded in managing the health crisis we are facing efficiently. We have been able to rapidly implement an operational program in all regions where we are located by reviving the structures that were put in place during the Ebola epidemic. Donations of equipment, financial support to local governments and training and awareness programs were rolled out by and for our medical teams, employees and communities. On a daily basis, strict measures were put in place to try and curb the pandemic and, to monitor our management of the crisis, a tracking system was developed and activated.

We adapt the preventive measures to our internal organisation depending on the evolution of the situation, and this in order to better protect our employees.

INTERVIEW WITH DOCTOR LUDO LAVREYS

MEDICAL CONSULTANT FOR THE SOCFIN GROUP, A COLLABORATION THAT HAS LASTED FOR MORE THAN 10 YEARS ALREADY



3.4.4 Doctor Ludo Lavreys with Brabanta's medical team (February 2020), Democratic Republic of Congo

While we were developing our operations, we quickly realised that a coordination of our medical services at Group level would be necessary; if we wanted to improve the health of our employees and their families, we would have to improve the quality of the care and infrastructure we inherited.

What is your mission for the Socfin Group? How do you work with the plantation companies?

My mission is to coordinate the medical activities of the plantation companies by offering the required technical advice to improve medical infrastructure and by offering training and support adapted to the local teams working in the estate's health centers.

One of my first missions was the coordination of the fight against HIV/AIDS.

What career path did you choose leading to this position?

I finished medical school in 1986 and then followed a course in tropical medicine at the Institute of Tropical Medicine (ITM) in Antwerp, Belgium.

Then in 1988, my wife, who is a nurse, and I went to Côte d'Ivoire where we worked and lived for 4 years in a missionary hospital in Dabou. During our stay there, I was invited by Dr Luc Boedt, then General Manager of SOGB, to train the medical teams on the estate. This was the beginning of a long collaboration!

After 4 years in Côte d'Ivoire, I pursued a master's degree in Biomedical Sciences at the ITM, specializing further in HIV in Africa; after which, I was appointed as Director of an HIV research program in Mombasa, Kenya, in 1995.

Upon our return to Belgium 11 years later, I expressed my interest in visiting the Socfin Group estates on a voluntary basis, initially within the context of an HIV program between the Socfin Group and the German Investment and Development Bank (DEG), in order to continue to share my experience but also to enable me to further broaden my own knowledge on the ground.

In 2012, I became an independent consultant, and the Socfin Group started to occupy a significant part of my daily work.

How has the Socfin Group prepared to respond to the current pandemic?

From the start of the pandemic, we quickly realised that the African continent would not be spared. I immediately organised medical coordination videoconferences with all plantation companies, to share our experiences and to work together to manage the crisis as efficiently as possible.

Also, prevention is a main pillar of our health policy so certain prevention measures such as hand washing, were already in place. Unfortunately, we benefit from our experience with the Ebola epidemic and have kept certain traces in our activities.

Subsequently, when noticing that the pandemic spread rapidly, and that it was a new virus, we progressively implemented preventive measures and started a campaign to raise awareness. **We also developed a system to identify possible cases to reduce the potential spread of the virus** and all plantation companies have worked closely together with their respective governments to quickly and correctly implement the local health guidelines.

What measures were put in place for the employees and communities? How were they received?

The measures to fight the Covid-19 pandemic that were implemented on plantation and community level are based on national (local governments) and international (for example, WHO, FAO, CDC) guidelines. They are identical around the globe: social distancing, wearing of masks and washing of hands.

More specifically, our action focuses on employees that work in areas with a high risk of transmission, in other words health care workers and those working in « closed spaces » such as: offices, factories, drivers, etc.

We have also raised awareness with the communities on protective measures, such as social distancing, wearing of masks in busy places (such as the market). Likewise, in these often isolated regions, it is important that this type of message is transmitted by community representatives: prominent community members, teachers, religious leaders, etc. so that the communities realise how important those measures are and are willing to apply them in a positive way.

FOCUS

What are the challenges you are facing in the global management of such a pandemic? The Group is present in various countries with specific and complex local situations.

One of the biggest challenges is probably the rapid evolution of the scientific landscape. This pandemic is new to the entire world, including the scientific community, political leaders and local communities. It was clear that **we have to be flexible to allow for rapid action to limit any potential spread, by bearing in mind that the means of subsistence of numerous people and local economies are at stake.**

Luckily, thanks to quick action from the scientific community and local governments, the best strategies to contain the epidemic were identified. And lastly, the anticipation and high level of flexibility of the medical services on all estates were decisive.

Were there any Covid-19 cases in the estates? Can we state that the pandemic is currently under control on the estates?

Thanks to rapid interventions, and the implementation of strict prevention measures and the tracking of close contacts, all estates have so far been able to keep the number of positive cases under control, even if it cannot be avoided that people will contract the virus. The impact of the virus also varies depending on the location of the estate: the estates that are closer to big cities have had more cases, others situated in more isolated areas have had less, or none. **In general, the figures are much lower than the average figures reported in all countries.**

How do you think the situation will evolve??

The impact of the Covid-19 pandemic, when it comes to people needing hospitalisation, was very different on the African continent compared to other continents. Although, even on the African continent (northern Africa, southern Africa, central Africa), important differences were observed with a higher or lower impact on infections and deaths. Certain factors have been mentioned to explain these differences, more specifically a much younger population in Africa than elsewhere, people are generally more outside because of the warmer climate, etc. Of course, we also have to take into account that testing capacity is much lower on the African continent, so that infections could have been undetected.

The appearance of new viral variants such as the one in South Africa, with a higher transmission rate, has made the situation more complex, and it is possible that still other variants appear. Therefore, it is important **to continue our efforts to limit transmission as much as possible to keep our employees and their families, and the economy in good health.**

Simultaneously, vaccines have been approved and other will follow, of which the most recent ones are more easily distributed and administered to patients (single injection, conservation at fridge temperature, etc.). Furthermore, **various African countries have also launched their vaccination campaign with the support of international and national organisations**, making us hopeful that the worst is behind us. And as the saying goes, « every crisis contains the seed of opportunity»: the crisis is the pandemic, the opportunity is that we have learned a lot about how to deal with these issues in future.



WE HAVE TO BE FLEXIBLE TO ALLOW FOR RAPID ACTION TO LIMIT ANY POTENTIAL SPREAD, BY BEARING IN MIND THAT THE MEANS OF SUBSISTENCE OF NUMEROUS PEOPLE AND LOCAL ECONOMIES ARE AT STAKE.



3.4.4 Safacem employee washing his hands, Cameroon

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.

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

Health infrastructure (2020)	
Hospitals	3
Dispensaries and health centers	24
Health outposts	64
Ambulances	33

Our medical 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			
	2018	2019	2020
Doctors	34	36	35
Nurses	196	161	163
Midwives	37	36	34
Other staff	165	216	230
Total	432	449	462

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 raise awareness with the population on the prevention of common diseases and other medical issues.

"Despite the Covid-19 pandemic, other epidemics, such as cholera, can resurface.

At the medical center, we are developing a response strategy through awareness campaigns in the estate villages and local villages.

The populations are taught about essential hygiene measures, sanitation, access to potable water and access to the medical center in case of suspected cases."

Dr Mbvoula, Socapalm, Cameroon



3.4.4.2 Cholera awareness campaign, Socapalm, Cameroon

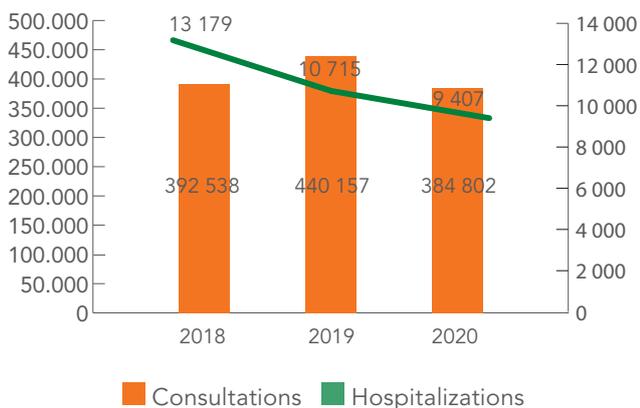
"These achievements are the result of my entire team, who has worked tirelessly over the years. During the last few years, the hospital has always opted for the preventive approach, staying safe and ensuring others are safe and well. During the Ebola crisis, none of my staff got infected, as was the 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: 75% of our estates' medical centers offer family planning services which are, at certain estates, organised in collaboration with government and NGO's (PSI through ACMS, AIBEF, ASF, PSK).

In 2020, more than 385 000 people were treated in the Group's health centers (the graph below comprises employees, dependents, subcontractors and local population), or a slight decrease compared to 2019. Indeed, we have noticed a decrease in the visits to our medical infrastructure in 2020, which can be explained by the fear of the population to contract Covid-19 when visiting medical infrastructure. Unfortunately, this was also the case in Europe and elsewhere in the world.

Evolution of consultations and hospitalizations



In an attempt to standardise treatment, **more than 75% of our estate 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 2020, 74 960 patients were diagnosed with and treated for malaria, or a decrease of 9% compared to 2019.

Our 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.

3.4.5 Our education policy for employee children



3.4.5 School kit donations to Coviphama teachers, Cambodia

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.



On 27 April 2020, LAC management launched a radio broadcast of one hour, named « school on the radio ». This radio program enables pupils to improve their maths skills, learn more about science, geography and literature, and to boost their proficiency in the English language. This initiative was launched to help the pupils who stayed home because of school closures during the Covid-19 pandemic.

The teaching staff deployed in these remote areas is often too limited to guarantee good supervision of the pupils. In this context, we also support the school by deploying additional teachers and by paying them.

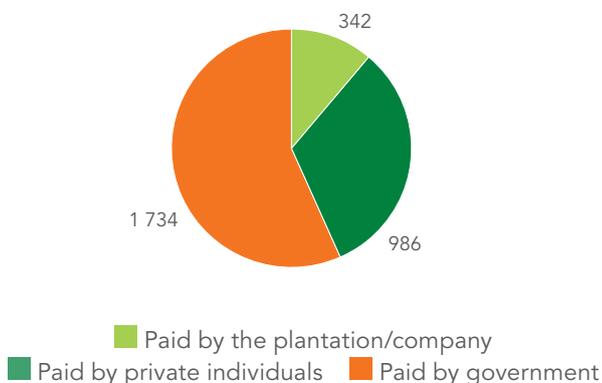
This year, we noticed that our support slightly decreased thanks to a larger number of teachers assigned by the governments to these remote areas, which is good news for the youth.

In 2020, **11% of teachers in the schools concerned are assigned and paid by the plantation companies** compared to 13% in 2019.

And **the average pupil/teacher ratio** (number of pupils per teacher) improved from 26.10 in 2019 to **24.35 in 2020**.

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

Breakdown of teachers by status (2020)



In 2020, a total of 3 062 teachers were responsible for the education of the youngest children on the estates, or 239 teachers more than in 2019 (2 823) and 438 more than in 2018 (2 624).

61 282 pupils attended the schools in 2020, or 11 less than in 2019 (61 293) and 3 557 more than in 2018.

Breakdown of pupils by origin



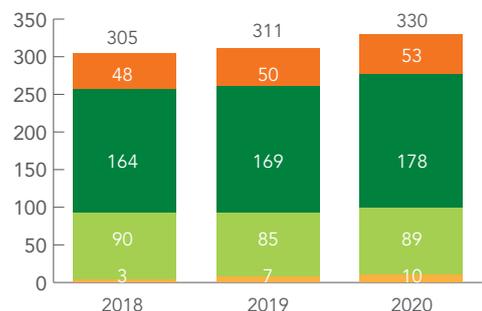
■ Children of employees
 ■ Children of workers indirectly employed by the company
 ■ Children of outsiders

We almost reached gender parity as 49% of all these school-attending children are girls.

We are aware that in these remote areas the socio-economic situation of the families is often difficult and therefore we offer scholarships to the most meritorious pupils to guarantee the longest possible schooling.

Support to the public school system on and around the estates amounts to almost **€ 2 million every year**. In **2020, 4 new schools were constructed**, and 5 additional neighbouring schools could benefit from plantation support. Consequently, the available infrastructure rises to 330²⁴ schools for 2020.

Evolution in the number of schools



■ Crèches
 ■ Nursery schools
 ■ Primary schools
 ■ Secondary schools

²⁴We have modified certain figures in 2020, compared to 2019, to better reflect certain specific situations.

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.



Each year, SCC grants zero interest loans to employees who apply. These loans' objective is to help our employees make their children's return to school as smooth as possible.

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

In 2020, € 727 000 was donated and almost € 25 000 was spent on scholarships.

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.



3.4.5.2 School bus, crossing the river, Negeri Lama estate, Socfindo

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 Mardi Gras, SOGB pupils, Côte d'Ivoire

3.4.6.1 Within the estate villages

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.

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.



3.4.6.1. New housing, Socapalm, Cameroon

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 decennia, 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 € 4.2 million was spent in 2020.

At Group level, **the budget dedicated to construction and renovation of housing was € 11.3 million in 2020. This massive investment, a 124% increase compared to 2019, 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.

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, marketplaces, sports fields, bars, etc.

Evolution of renovations and constructions in the estate villages

	2018	2019	2020
New housing	565	277	434
Renovated housing	441	455	721
New kitchens	622	264	396
Renovated kitchens	76	53	360
New latrines			1.361
Renovated latrines	1 006	907	490
New showers			839
Renovated showers	255	311	153

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 2020, a budget of € 650 000 was allocated, or 30% more than in 2019.**

All plantation companies maintain the roads within their estates. In 2019, **more than € 9 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 2020, the Socfin Group spent € 4.7 million.

3.4.6.2 Our leisure infrastructure

In total, 219 sports fields, 46 marketplaces and 135 gathering places are available for our employees and their families. On most estates, we organise sports competitions between the different villages or departments.

The 784 shops, in turn, encourage trade and exchange of products, either locally grown or imported from urban centers.

Evolution of leisure infrastructure			
	2018	2019	2020
Sports fields	190	201	219
Shops	613	734	784
Clubs	55	92	92
Market places	44	43	46
Gathering places	101	122	135

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 2020, the Group budget spent on leisure infrastructure was € 643 000.**



3.4.6.2 Hope Tournament Final, SOGB, Côte d'Ivoire

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.



3.4.6.1 New constructions Socapalm Edeá, Cameroon



4 FOR OUR ENVIRONMENT



4.1 Context



4.2 Our environmental commitments



4.3 Approved commitments



4.4 Our natural resource management



4.5 Research and development



SOGB, Côte d'Ivoire

RSPO CERTIFICATION

50%
OF OIL MILLS
CERTIFIED



 **€ 8 MILLION**
SPENT ON THE ENVIRONMENT

12 170 000

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

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

4.3 Our approved commitments

In order to regulate our commitments towards environmental preservation, and to further develop our expertise, we have prioritized 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:

- All our Indonesian oil palm plantations have been certified between 2011 and 2015;
- Our subsidiary Okomu in Nigeria is certified since January 2020;
- Our plantation company Safacam in Cameroon is certified since December 2020;
- Our plantation company SOGB in Côte d'Ivoire was audited in October 2020 and is certified since January 2021;
- Our plantation company SAC in Sierra Leone was audited in September 2020 and will obtain certification once RSPO has validated its remediation and compensation plan.

All other African subsidiaries will be audited for certification in 2021. At the moment, it is however difficult to predict the impact of the Covid-19 pandemic on our certification planning.

In fact, this year, our RSPO certification planning was slowed down and limited, as many other activities and projects worldwide in 2020, because of Covid-19. Our auditors and our teams on the ground have done their utmost to nonetheless organise actions, consultations, sensitizations and necessary audits, while strictly respecting protective measures.

4.3.3 For organic palm oil production

We had our first successful experience with bio palm oil on our plantation in Sao Tomé-and-Principe. Global Gap certification and « biological agriculture » were obtained in 2017 and thereafter renewed yearly.



Building on this positive experience, Agripalma obtained Bio Suisse certification in January 2020.

4.3.4 For sustainable rubber production



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

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

Almost € 8 million was allocated to our environmental management system in 2020, or an increase of 90% compared to 2019.

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 minimising 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, agrochemicals) through adapted training on product handling and use of equipment against accidental spills;
- Construction of storage facilities in compliance with international standards, using impervious slabs and adapted containment, and more than 15m from a water point;
- Construction of latrines more than 15m from a water point.

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





4.4.1.1 Effluent ponds, Socapalm, Cameroon

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.

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 and COD 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 in one of the anaerobic ponds is often sufficient to solve the problem.

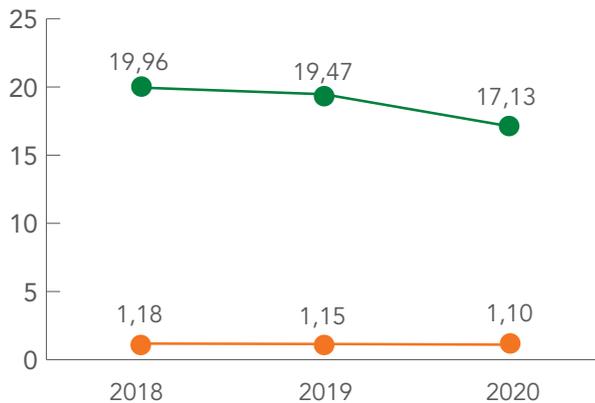
4.4.1.2 We strive to keep our water consumption as low as possible

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)



- Water consumption per ton of dry rubber
- Water consumption per ton of FFB

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

For decennia, we apply techniques to systematically reduce soil erosion. 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 (644 626 tons applied in 2020). Block fertility is regularly 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. 66 training sessions were organised on this topic in 2020.

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 windthrow**, 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.



4.4.2.2 Composting center at Socfindo, Bangun Bandar estate, Indonesia

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.

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.



4.4.2.2 Building of agrochemical warehouse, Safacam, Cameroon

4.4.3 We protect biodiversity and support its enhancement



To preserve the forest canopy, SOGB has identified blocks to protect: thereby, 2 212 ha are now identified and protected by 5 rangers trained by the Ecology and Nature Protection Agency (DEPN).

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 HCS approach : a HCS study has to be conducted for every new extension project to identify the HCS²⁵ 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 enables an identification of riparian areas, protected areas or rare ecosystems, culturally or economically important areas to local communities and indigenous populations, and consequently, enables the implementation 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.

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 bird 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.



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.

²⁵ www.highcarbonstock.org/the-hcs-approach-toolkit



4.4.3.1 Black-headed Waxbill (*Estrilda atricapilla*)

PHOTOS FROM THE HCV STUDIES CONDUCTED AT SOCFIN SITES IN AFRICA



4.4.3.1 Spotted Greenbul (*Ixonotus guttatus*)



4.4.3.1 Woolly-necked Stork (*Ciconia episcopus*)



4.4.3.1 Brown banana frog (*Afrixalus dorsalis*)



4.4.3.1 African Grey Parrot (*Psittacus erithacus*)

INTERVIEW WITH PHILIP PATTON

LICENSED HCV ASSESSOR, TERRESTRIAL ECOLOGIST, HCV AFRICA



4.4.3.1 Philip Patton, HCV Assessor

Philip Patton is a licensed High Conservation Value Assessor (ALS15041PP) and has conducted HCV assessments, biodiversity assessments, environmental impact assessments and audits in Europe, the Middle East, Southeast Asia and throughout Africa.

Mr Patton is also an experienced Ornithologist, and a registered Professional Natural Scientist (400029/14). He has over 20 years of consulting experience in ecological assessments and environmental auditing within the agriculture, mining and renewable energy sectors.

Since 2014 he has focused on the Oil Palm industry to support the movement for more sustainable plantations in both Africa and Asia. Philip holds a B.Sc. Hons (Environmental Science) from the University of Cape Town, and a B.Sc. (Geology and Botany) from the University of Port Elizabeth and has completed HCV assessments/audits in the Democratic Republic of Congo, Sierra Leone, Cote d'Ivoire, Uganda, Cameroon, Sao Tome, Angola, Borneo and Myanmar and was contracted by the Forestry Stewardship Council (FSC) to provide HCV training in Southern Africa.

What is an "High Conservation Value" (HCV) approach and an "High Carbon stock" (HCS) approach?

Landscapes contain important natural and social aspects such as critical habitat, intact forests, rare and endemic species, vital ecosystem services, and cultural/heritage sites.

The HCV assessment helps identify and protect these values in areas where there is continued growth of agriculture, forestry and mining.

The continuous demand for land is putting immense pressure on communities, ecosystems and biodiversity and the HCV assessment and subsequent auditing helps avoid and manage damaging effects on communities and nature by identifying, managing and monitoring critically important natural and social features in these landscapes. The HCV auditing is a critical phase to ensure the findings and recommendations of the baseline assessments are being properly adhered to.

High Conservation value is a very appropriate term, because you can have a landscape or a forested habitat that is very sterile or has been severely impacted by development of the ever-expanding population pressure and it holds very little conservation value. Then you can have more pristine forest or habitat with a healthier ecology that contains certain species that would be important. The HCV approach helps to distinguish these areas.

Alongside the HCV approach, there is also the High Carbon Stock (HCS) approach. The HCS approach is not just a methodology for identifying areas of High Carbon Stock. It is a strategy to limit deforestation and for defining and protecting 'viable forest areas' (Greenpeace, March 2014). It is designed to protect viable HCV and HCS areas, and community lands. The HCV/HCS approach is now integrated, it is used only for new extension projects, and it is a separate process to the standalone HCV approach for existing plantations.

What is the link between RSPO and those approaches?

Those approaches are necessary during the RSPO certification process. What is important is that, since the plantation itself already exists and has had an impact, the area adjacent to or near the plantation may still have ecological or social importance. For RSPO, it is crucial to distinguish these areas and for the plantation to protect them. For example, in a plantation, you would have riparian and river areas – that are generally HCV areas, not only because of the aquatic biota and the water but also because of the vegetation and natural habitats adjacent to the river.

Once the fieldwork has been conducted by a group of specialist natural and social scientists, the HCV assessment report and the annual audits are a very important outcome of the overall HCV assessment process. It is critical that these reports include the information which is needed by the plantation or organisation in order to make the correct management decisions relating to the environmental and social aspects of the plantation or concession. This will assist the plantation in obtaining and/or retaining its RSPO certification. RSPO do their own audit for certification and check if HCV areas are properly delineated and respected and if all the necessary information has been presented.

Before the HCV assessment, there was the environmental impact assessment. The HCV approach is still a recent process and has become increasingly strict over the last 5 years.

Could you describe the HCV process in the field?

First, there is the HCV assessment, not to be confused with the HCV monitoring programme, which comes afterwards.

The main assessment can take up to a year due to seasonality, stakeholder engagement and specialist data collation. Sometimes, you have to look at the different seasons: summer and winter, or high rain and low rain. In that assessment, we propose the monitoring and management plan and stipulate all the necessary recommendations to manage the HCVs that have been identified. After that, an audit happens once a year to update and amend the HCV assessment and keep the process alive.

For the main HCV assessment, there is a lead assessor and a team of biodiversity scientists and social scientists going on the field (for Socfin it can be up to 8 people). Each specialist is focused on his/her respective discipline, for example, anthropology, birds, mammals, vegetation, reptiles and frogs, etc. Before the field work, each specialist focuses on an area from good satellite imagery of the plantation and broader landscape that they suspect would get representative results to find species or specific habitats relevant to HCV. The field work confirms or refutes the desktop findings. The biodiversity specialists are mainly looking for rare, threatened or endangered species. Although we would mention common species, we would not focus on these as they do not trigger an area of HCV. While the biodiversity specialists are doing their work in the field, the social specialists would engage with the local stakeholders, communities and villages to discuss how they need the rivers and forests, for ecosystem services such as food, plants for medicinal or cultural purpose, water requirements and if there are religious/heritage areas of importance.

How long does it take to do an assessment?

This of course depends on the size of the area that need to be surveyed. We generally follow international best practices (for example IFC Guidelines) that suggest that **to get a representative biodiversity results in an area one should spend at least 5 days and 5 nights on the survey;** so we use that as a baseline. In fact, a specialist could go back to the same area for one week every year for 50 years and they would always find something new especially in the African rain forest biome.

We might not always find a target species but with the help of the local communities, the specialist can generally confirm whether they are present or not. The specialists also usually also leave motion sensitive camera traps in the field for extended periods and the plantation management can then feed the information back to the assessor to update the assessment accordingly. For example, **at SAC, we have installed a number of night camera traps for the plantation for their fauna monitoring.**

What happen when you find a rare, endangered or threatened (RTE) species?

The illegal bushmeat trade in Africa is having a detrimental impact on a number of RTE species. Some species have international protection, and it is illegal to hunt them. However, some communities do not understand that kind of regulation and there is no authority in place to adequately police this. When we find endangered species, the plantation has to make sure that the communities are aware through training and posters on the species and that they cannot be harmed, or that the plantations are not allowed to plant in that HCV area. But that's if it is under the control of the plantation. If not, it is just recommendation and it might be difficult to make communities understand the importance of protection of those areas. It is a joint effort that needs to be made, from private companies, communities and government.

Since few years, have you seen a change in consciousness from companies regarding RSPO and HCV approach?

I think RSPO certification has been brilliant for the companies that have accepted the certification process in the oil palm industry. Actually, for larger companies, you can now see a difference even in existing plantations where they stopped planting in areas that may have been areas of high conservation value and they have rehabilitated it. So, all of sudden, that area can become of HCV yet again with increased buffers for example adjacent to important river systems. However, smaller companies and smallholders have become more prevalent, and many don't follow RSPO practices; especially when the population continues to grow, and this puts pressure on the natural environment for subsistence farming. The continent will face these challenges due to the exploding population. Along with climate change, this is the biggest issue that the natural environment in Africa faces today.

So, although RSPO is fantastic, and large companies are trying their best, on the other side there is still a lot of work to do to make everyone adopt RSPO standards and reduce the impact on environment. This unfortunately won't reduce the population size. For smallholders, it is not their priority to look after HCV area as feeding their families comes first. However, maybe education can turn their opinion around. Because if they look after the forest and they find a balance between providing oil palm fruit while protecting forest, rivers and the natural habitats, they can continue to use the required areas for subsistence farming. So, one must look at the bigger picture, which is a very complex discussion.

I believe Socfin has been very good at implementing RSPO and HCV related educational programs. For example, at SAC in Sierra Leone, we helped initiate educational programs for all the staff, communities and stakeholders. To conclude, we can say that raising awareness is going to be critical to get to the next level. RSPO is one thing, **but I think educating smallholders and the population is key today.**



I BELIEVE SOCFIN HAS BEEN VERY GOOD AT IMPLEMENTING RSPO AND HCV RELATED EDUCATIONAL PROGRAMS.



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 RSPO²⁶ 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 progressively.

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.

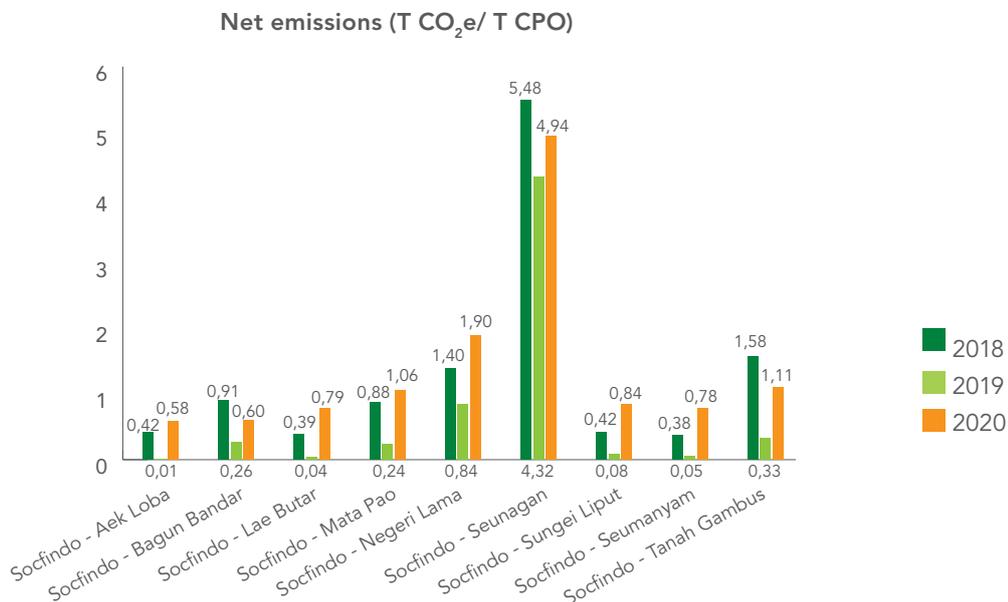
Gross emissions depend on:

- 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.

Besides the efforts linked to air emission reduction, measures are taken to improve the ambient air quality by minimising 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.

²⁶ 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: 644 629 tons of organic fertilisers used in 2020.

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 a 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.

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 are 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 (Health, Safety and Environment) 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 2020, 158 environmental awareness trainings were organised.

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



4.5.1 Camseeds Kienké, Cameroon

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 agrochemicals 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 IFC/ CIRAD in France) to improve yield and disease resistance;
- The development of agricultural practices to increase the productivity of rubber tree and oil palm blocks by reducing fertiliser and agrochemical 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.

4.5.3 We invest in renewable energy production

"Our universe is a sea of energy - free, clean energy. It is all out there waiting for us to set sail upon it".

R. Adams

Management of our operations' environmental impact is a priority for us, as for more than 10 years, we have fulfilled this commitment by investing heavily in green and renewable energy sources, although our oil mills have been fuelled with biomass for more than 30 years.

In fact, our agro-industrial activities allow us an enviable environmental performance. **Our palm oil mills and some of our rubber factories are almost entirely self-sufficient in energy**, as they are fuelled by boilers which are in turn fuelled by biomass from our agricultural operations: fibers, empty fruit bunches (EFB), shells, rubber wood.

Moreover, in order to continuously improve our operations' energy balance, we are developing new alternatives on the ground: following the construction of a hydropower plant in Liberia and the installation of biomass boilers and dryers on various estates, we started the installation of a condensing turbine in Nigeria and a solar power plant in Sierra Leone.

25 PROJECTS IN 7 COUNTRIES

- Construction of a hydropower plant in Liberia;
- Heat production through the use of biomass;
- Feeding the generating sets with palm oil;
- Electricity production from solar panels.

As we are often operating in isolated regions, and often cut off from the national electricity grids, the choice for green energy allows us to have a positive impact on various levels:

- Preserve the environment;
- Improve the living conditions of the populations through the availability of utilities: water and electricity for the offices, health centers, houses, etc.;
- Promote local development through the availability of the required energy for every local economic or industrial activity.

These alternatives also contribute positively to the reduction of global warming:

- When using steam turbines, biomass boilers or generating sets, there are no net emissions of CO₂ as it is a closed carbon cycle;
- When using the solar panels or the hydropower dam: there are no CO₂ or other emissions from fossil fuels.

Finally, these alternatives also have a positive effect on a logistic and financial level:

- We have a local electricity production, available on demand;
- We cut out the risks related to fuel supply logistics on the plantations;
- We stabilise the energy cost: independence from imports or foreign suppliers (petrol).

1. Solar panels

- 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;
- Potential diesel savings are 115 000 liters yearly.



“The reduction in fuel use and greenhouse gas emissions is a small step towards a greener planet. Another additional advantage is the silence of electricity production. This solar system will be the largest one in Sierra Leone and is the first one to be tested within the Group. SAC feels honoured.”

Philip Tonks, General Manager SAC, Sierra Leone

4. Generating sets fuelled by palm oil

- For an oil mill producing 15 000 tons of palm oil yearly: 450 000 liters of fuel is saved.



²⁷ The carbon credits linked to the hydropower dam are certified and traded on the market in compliance with the VCS standard (Verified Carbon Standard). This project has to generate 9 100 tons of credit.

Socfin Green



Energy



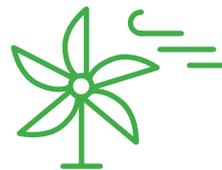
2. A hydropower dam

- In 2020, 1 707 000 litres of fuel was saved, or 4 506 T CO₂²⁷.
- Electricity production of 5 689 MWh.



3. Steam turbines and biomass boilers

- In 2020, 9 537 656 liters of fuel was saved. 36 steam turbines are currently operational.
- Annual production capacity: about 35 GWh yearly.
- In 2020, 31 792 MWh was produced. This corresponds to 74% of energy used in the oil mills in Africa and 94% in Asia.



5. Biomass dryers

- In 2020, 1 104 000 liters of fuel was saved.



5

FOCUS ON OUR SUSTAINABLE PRODUCTS



5.1 We produce two commodities through responsible agriculture



5.2 Sustainable palm oil



5.3 Natural rubber



Oil palm and rubber plantations, Socapalm Dibombari, Cameroon

RSPO CERTIFIED
PALM OIL

ZERO DEFORESTATION



98%

OF OUR PRODUCTION IS CONSUMED IN AFRICA AND ASIA AND HELPS TO FEED THE GROWING POPULATION

85%

OF NATURAL RUBBER PRODUCED WORLDWIDE PROVIDES A LIVELIHOOD FOR 6 MILLION SMALLHOLDERS



5.1 We produce two commodities through responsible agriculture

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.

5.2 Sustainable palm oil

Palm oil is globally the most consumed oil, representing 35% of consumption, although it only covers 10% of the area planted with oil crops. An efficient and hardy crop to feed the populations of tropical regions.



5.1 Oil palm plantation, Socapalm Dibombari, Cameroon



THE RED OIL
HELPED US GROW.

5.2.1 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 helped us grow”.

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



5.2.1 Madeleine Ngo Ilega, mother of 9, Pizangué, Cameroon

REGIONS WHERE PALM OIL IS TRADITIONALLY PRODUCED AND CONSUMED²⁸



²⁸ FAO



PALM OIL

= 0,26 ha



RAPESEED OIL

= 1,25 ha



SUNFLOWER OIL

= 1,43 ha



SOYBEAN OIL

= 2,00 ha

5.2.2 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 to be self-sufficient is there.

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

98%

OF OUR PRODUCTION IS CONSUMED LOCALLY IN THE HOST COUNTRIES



35%

OIL PALM PRODUCES 35% OF ALL VEGETABLE OIL ON LESS THAN 10% OF THE LAND ALLOCATED TO OIL CROPS

5.2.3 Palm oil contributes to job creation in the southern hemisphere, supporting millions of people and their families

Thanks to the palm oil production on its plantations, the Socfin Group supports almost 49 000 people and their families, as well as 1 500 partner smallholders.



> 3 MILLIONS

SMALLHOLDERS WORLD-WIDE LIVE FROM PALM OIL²⁹

5.2.4 Palm oil has undeniable nutritional qualities

Palm oil contains about 50% saturated fatty acids. In comparison, coconut oil contains 85%, cacao butter contains 60%, soy or olive oil contain 15%, sunflower oil 11% and canola oil 7%.

From a nutritional perspective, nothing proves that palm oil consumption in a balanced diet is linked to any health problems. The link between nutrients and health has to be considered in the nutritional context at large, and not only in connection to individual nutritional products.

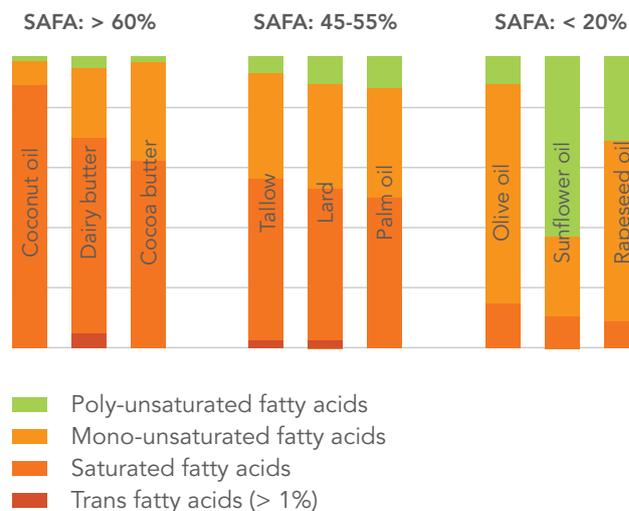
In comparison to other fats and oils, palm oil shows average saturated fat levels.

Moreover, the relations between fatty acids and obesity or fatty acids and cardio-vascular diseases are complex, the published results are often contradictory and not easily transferred from one animal species to another³⁰.

It is worth noting that palmitic acid, in palm oil, is one of the most frequent saturated fatty acids in animals or plants. It can be found in all animal or vegetal fats and oils (butter, cheese, milk and meat). It also constitutes the fat body in breast milk.

Lastly, we would like to remind you that **crude palm oil (CPO) is the product richest in carotenes** (vitamin A precursors) and in tocopherols, an antioxidant, hence the interest of its use in Africa as **natural source of vitamin A**.

Fatty acid content in different fats and oils³¹



5.2.5 Palm oil is also used for other reasons

Palm oil is mainly used in food consumption:

- Refined: table oil;
- Processed: margarines, spreads, biscuits, pastries, etc.

Palm oil is also used for:

- Cosmetic production: soap, shampoo, etc.;
- Biodiesel production.

Thus, palm oil is nowadays essential in many areas of daily life, whether in developed or developing countries.

5.2.6 The oil palm's productivity encourages 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 9 times less surface³² than other oil crops.

5.2.7 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.

²⁹ Source: RSPO

³⁰ Source: European Palm Oil Alliance

³¹ Source: European Palm Oil Alliance

³² Source: IUCN



“PALM OIL HAS TO BE PRODUCED SUSTAINABLY, FOLLOWING AMBITIOUS AND RESPONSIBLE POLICIES [...] COMPANIES AND CONSUMERS HAVE AN IMPORTANT ROLE TO PLAY TO MAKE PRODUCERS MORE ACCOUNTABLE”³³.

SHOULD PALM OIL BE REPLACED?³³



Palm oil is very profitable. To replace it, other oilseeds would have to be planted on much larger areas - with negative environmental impacts.
The problem is not the oil itself, but the way it is produced.

DO NOT BOYCOTT PALM OIL³⁴

Did you know?



2 main reasons to not boycott palm oil according to the IUCN

- The strong international demand encourages sustainable agriculture
- Replacing palm oil by another crop will require more land for the same production output



1

Producers look for other customers and lower their prices



Lower prices increase demand from markets which have less interest in sustainability



This reduces the incentive to produce environmentally sustainable palm oil



2

Companies buy alternative oils



Other oils use up to nine times as much land as palm oil



This increases natural habitat loss, species loss and other impacts



OTHER OIL CROPS
X9



³³ Source: www.wwf.ch/fr/nos-objectifs/huile-de-palme

³⁴ Source: IUCN

THE ENTIRE WORLD HAS A ROLE TO PLAY³⁵

Sustainable palm oil requires a collective effort, each of us can contribute...
and that is what happens today!



Consumers and retailers

Demand more sustainable vegetable oils
and hold brands accountable

Policymakers

Implement policies that stimulate environmentally
sustainable palm oil demand and limit use in non-
food items, such as biofuels

Importing countries

Apply sustainability policies
to all vegetable oils

Palm oil companies

End deforestation and manage land
more sustainably

Producing countries

Enforce biodiversity protection
and prohibit deforestation for new
plantations



5.2.8 RSPO sustainable palm oil: a transformative approach

RSPO (the Roundtable on Sustainable Palm oil) is an initiative aimed at developing and implementing a set of global standards for sustainable palm oil through a certification process. The platform unites stakeholders from the 7 palm oil industry sectors: producers, processors or traders, consumer goods manufacturers, retailers, banks/investors and social and environmental NGO's.

RSPO has developed a set of environmental and social principles and criteria, which companies need to comply with to produce Certified Sustainable Palm Oil. These criteria help to minimise the negative impact of palm oil cultivation on the environment but also on the communities in the producing regions.

Currently, RSPO has more than 4 000 members worldwide, representing all the links along the oil palm supply chain and also engages with smallholders.

Volume of RSPO Certified Sustainable Palm Oil



³⁵ Source: IUCN

The missions of RSPO ³⁶:

- Advance the production, procurement, finance, and use of sustainable palm oil products;
- Develop, implement, verify, assure and periodically review credible global standards for the entire supply chain of sustainable palm oil;
- Monitor and evaluate the economic, environmental and social impacts of the uptake of sustainable palm oil in the market;
- Engage and commit all stakeholders throughout the supply chain, including governments and consumers.

In 2018, the principles and criteria (P&C) RSPO were reviewed and strengthened with 7 general principles, 50 criteria and 180 indicators.

RSPO and smallholders



163 212
smallholders

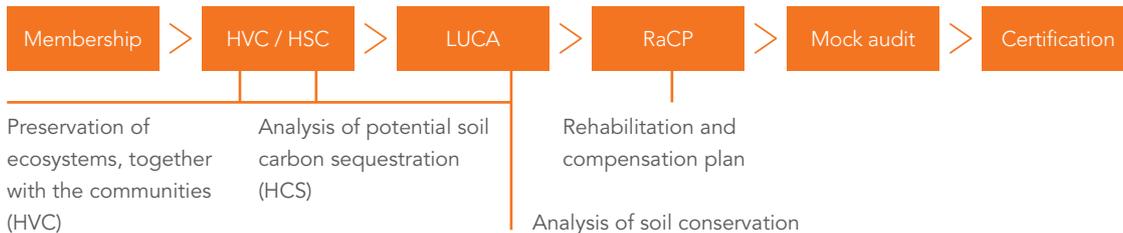


449 720
hectares certified by smallholders

Alongside compliance with RSPO principles and criteria, a palm oil producer who wishes to be certified has to start a process that includes various studies and procedures.

STRICT CERTIFICATION PROCESS

TIMELINE : 2 to 4 years - Compliance with RSPO P&C



7 RSPO PRINCIPLES³⁷



PROSPERITY

Impact goal **PROSPERITY**: Competitive, resilient and sustainable sector
Principle 1. Behave ethically and transparently
Principle 2. Operate legally and respect rights
Principle 3. Optimise productivity, efficiency, positive impacts and resilience



PEOPLE

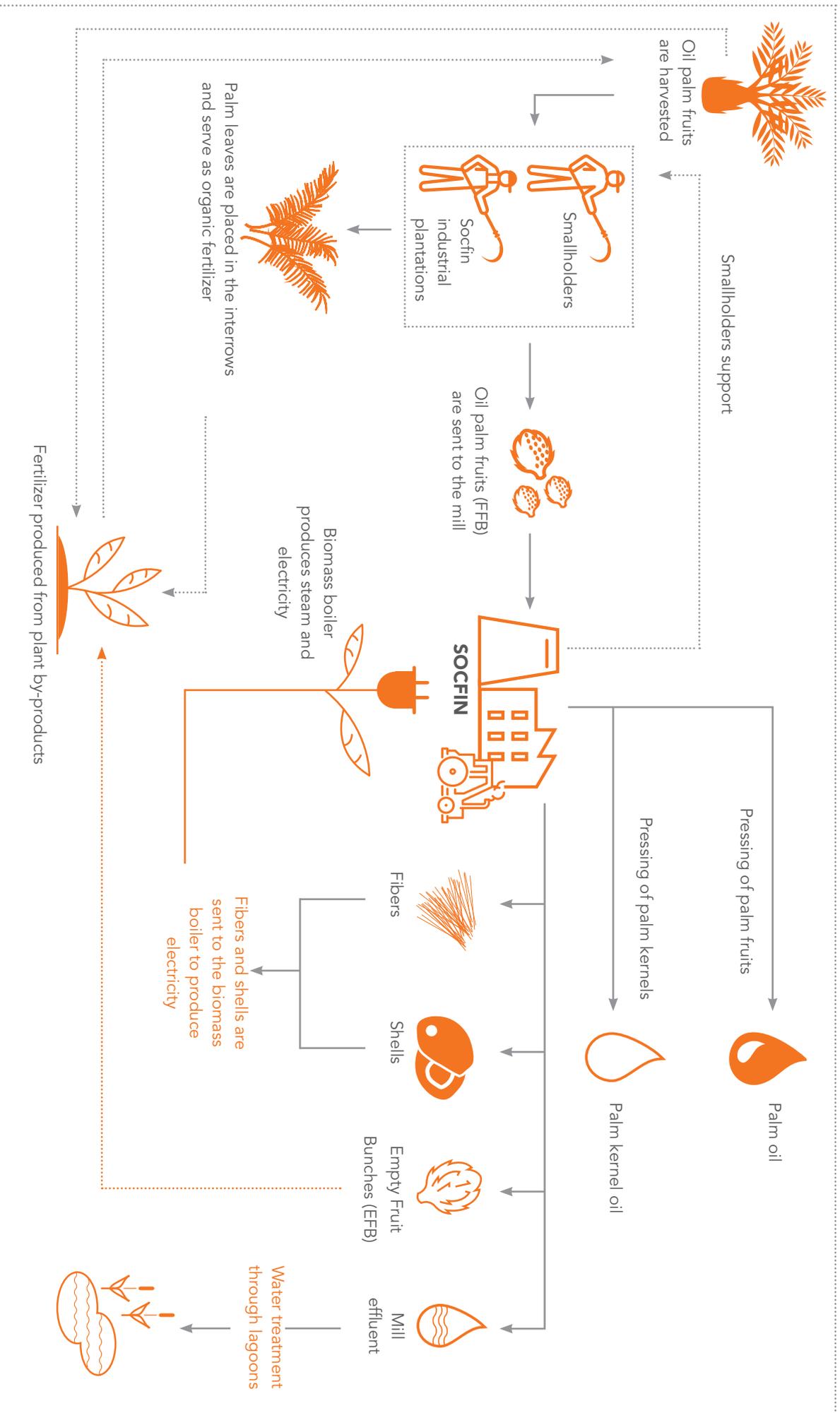
Impact Goal **PEOPLE**: Sustainable livelihoods and poverty reduction
Principle 4. Respect community and human rights and deliver benefits
Principle 5. Support smallholder inclusion
Principle 6. Respect workers' rights and conditions



PLANET

Impact Goal **PLANET**: Conserved, protected and enhanced ecosystems that provide for the next generation
Principle 7. Protect, conserve and enhance ecosystems and the environment

^{36, 37} Source: RSPO



100% of the oil palm, from the tree to the fruits, is valorized

Examples of possible use

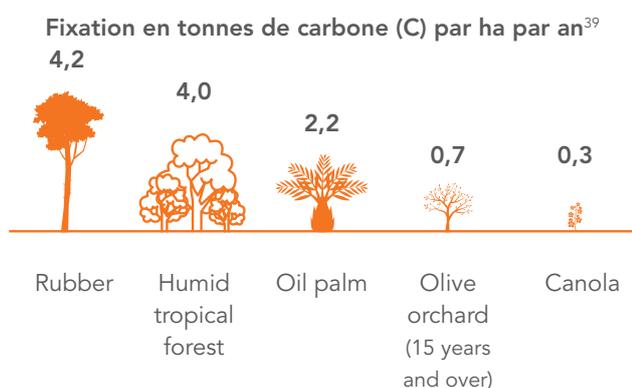
- Food
- Cosmetic
- Biofuels

5.3 Natural rubber

Natural rubber represents 46% of global annual rubber consumption, compared to 54% for 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.



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.

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 objects⁴⁰

Worldwide, the rubber commodity is at the basis of numerous household, 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.

³⁸ Source:

"Potential carbon sequestration in rubber tree plantations in the northwestern region of the Parana Sate, Brazil" S.R. Maggionto, page 242, 2014

"Increasing carbon storage in intact African tropical forests" Simon L. Lewis, page 242, 2009

"A review of models for assessing carbon stocks and carbon sequestration in oil palm plantations", Ian E Henson, page 6, 2019

"Carbon footprint of an olive tree grove", Stefania Proietti, Page 119

"Stocker du carbone dans les sols agricoles de France"m INRA, page 136

³⁹ Source: GPSNR



5.3.5 Improve socio-economic and environmental performance of the natural rubber value chain

About 85% of natural rubber is cultivated by smallholders, primarily in Asia. Global demand for this indispensable commodity does not stop rising, just like the questions related to its environmental, social and economic sustainability.

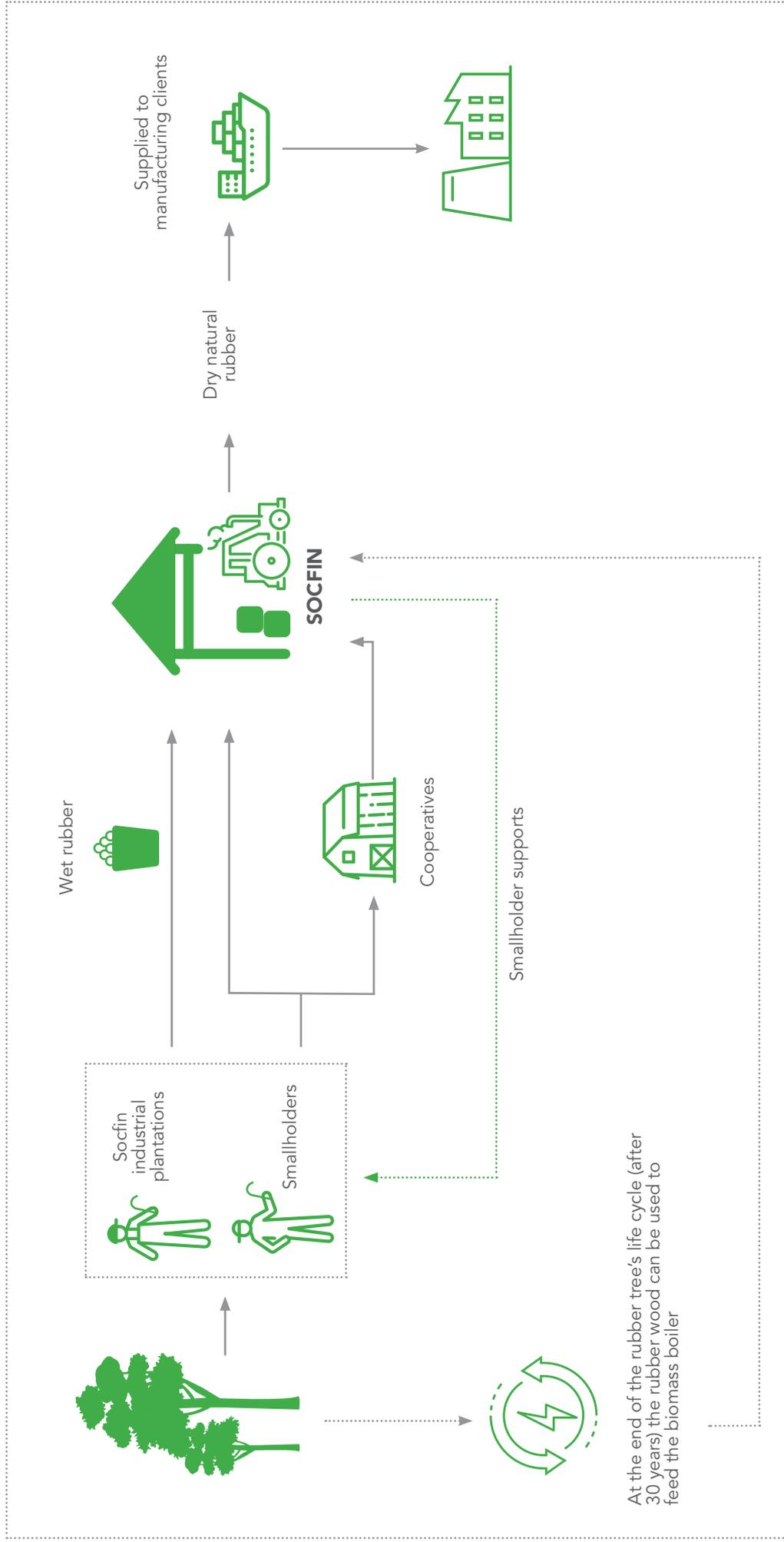
Therefore, we are a founding member of the **GPSNR initiative**, which aims to implement sustainability criteria for natural rubber and brings together various value chain stakeholders.

Hence, we are collaborating on the integration of 12 principles for sustainable natural rubber production into GPSNR policy elements.

<p>GLOBAL NATURAL RUBBER DEMAND</p> <p>12.9 MILLIONS</p> <p>TONS</p> 	 <p>GPSNR 12 PRINCIPLES:</p> <ul style="list-style-type: none">FOREST SUSTAINABILITYWATER MANAGEMENTLAND RIGHTS (FPIC)LABOR RIGHTSHUMAN RIGHTSEQUITYTRACEABILITYTRANSPARENT REPORTINGANTI-CORRUPTIONGRIEVANCE MECHANISMAUDITING PROTOCOLSTRAINING & EDUCATION
<p>4.2 TONS</p> <p>OF CARBON IS CAPTURED BY RUBBER CULTURE PER HECTARE PER YEAR</p> 	
<p>85%</p> <p>OF NATURAL RUBBER IS PRODUCED BY 6 MILLION SMALLHOLDERS</p> <p>60% OF THE SOCFIN GROUP'S RUBBER PRODUCTION COMES FROM SMALLHOLDERS</p>	

Today, it is crucial to develop a sustainable natural rubber production

5.3.6 Natural rubber production



100% transfer of skills



6. FOLLOW-US

If you would like to know more about the practical implementation of our commitments and initiatives to achieve our sustainability objectives, please follow us on social media or take a look at our website and sustainability reports.



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www.socfin.com/en/publications





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- @SOCFINSafacam
- @AgripalmaSaoTome
- @SOCFINCambodia



LinkedIn

@socfingroup

7.1 Key figures

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Financial data (expenditures)									
General infrastructure	EUR		1 931 616	163 472	2 326 106	3 847 735	329 953	682 043	6 076 394
Health	EUR		132 274	170 743	879 275	1 453 343	4 381	142 487	376 075
Education	EUR		93 603	163 067	457 622	174 402	0	18 103	55 672
Environment	EUR		125 222	0	20 961	268 474	110 004	465 538	210 357
Occupational health and safety	EUR		64 088	0	65 656	302 688	20 755	99 698	168 927
Trainings	EUR		1 450	0	12 394	114 863	5 839	899	59 615
Framework	EUR		0	39 623	0	488 825	206 321	84 399	0
Donations	EUR		14 068	1 409	34 677	215 616	104 848	63 724	75 763
Other specific projects	EUR		6 090	0	7 055	6 035	0	0	0
Total investments	EUR		2 368 411	538 314	3 803 746	6 871 981	782 101	1 556 891	7 022 803
Loans	EUR		0	0	0	1 360 229	116 231	52 203	0
Workforce									
Permanent employees	nb		1 554	4	2 108	6 008	364	708	468
of which are female	nb		297	0	252	904	56	163	154
Daily workers	nb		1 238	0	0	2 169	24	1 226	0
Temporary employees	nb		0	0	0	0	0	0	18
Contractors	nb		235	245	2 080	780	0	0	902
Other: trainees, etc.	nb		0	0	7	0	0	0	3 140
Total workforce	nb		3 027	249	4 195	8 957	388	1 934	4 528
Staff turnover rate	%		10,98%	195,22%	6,59%	11,74%	5,19%	10,10%	4,40%
Employees eligible for maternity leave	nb		10	0	9	69	6	10	1
Employees on maternity leave	nb		10	0	9	69	6	10	1
Employees supposed to return to work	nb		10	0	9	69	6	7	1
Employees who have returned to work	nb		10	0	9	69	6	7	1
Maternity leave return to work rate	%		100%	N/A	100%	100%	100%	100%	100%
Employees eligible for paternity leave	nb		0	0	9	45	25	0	0
Employees on paternity leave	nb		0	0	5	45	25	0	0
Employees supposed to return to work	nb		0	0	5	45	25	0	0
Employees who have returned to work	nb		0	0	5	45	25	0	0
Paternity leave return to work rate	%		N/A	N/A	100%	100%	100%	N/A	100%
Concessions and planted area									
Concession size	hectares		18 473	8 000	121 407	34 712	N/A	18 303	33 113
Oil palm planted area	hectares		12 349	N/A	N/A	7 489	N/A	6 140	19 061
Rubber planted area	hectares		N/A	4 445	12 743	16 177	N/A	942	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		30 748	N/A	N/A	36 228	N/A	18 892	45 445
Of which RSPO certified palm oil	T		N/A	N/A	N/A	N/A	N/A	N/A	29 904
Refined oil	T		N/A	N/A	N/A	N/A	N/A	N/A	N/A
Palm kernel oil	T		N/A	N/A	N/A	2 674	N/A	N/A	1 602
Dry rubber	T		N/A	N/A	28 363	67 594	35 882	N/A	7 341

⁴⁰ 67 employees from European headquarters are included in the total.

⁴¹ The 31 female employees from the European headquarters are included in the total.

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socindo	TOTAL
	1 217 739	7 746 745	N/A	N/A	771 407	192 404	107 363	191 597	1 626 355	27 210 929
	561 785	1 295 367	N/A	N/A	480 167	1 020	20 298	18 945	1 291 112	6 827 272
	73 797	783 352	N/A	N/A	1 958	7 303	7 775	4 037	87 465	1 928 156
	289 614	799 749	N/A	N/A	423 642	4 416 274	88 684	27 977	747 873	7 994 369
	122 988	301 434	N/A	N/A	89 607	68 213	3 165	543	167 317	1 475 079
	13 100	34 410	N/A	N/A	276	1 454	0	0	16 255	260 555
	60 839	0	N/A	N/A	66 409	15 583	50 528	34 314	39 242	1 086 083
	22 867	48 620	N/A	N/A	11 318	15 349	0	0	119 111	727 370
	16 362	290 217	N/A	N/A	0	0	0	0	0	325 759
	2 379 091	11 299 894	N/A	N/A	1 844 784	4 717 600	277 813	277 413	4 094 730	47 835 572
	115 681	1 310 711	N/A	N/A	200 163	31 975	0	0	0	3 187 193
	2 257	2 293	33	88	2 782	243	834	162	9 369	29 350 ⁴⁰
	664	461	4	44	641	33	328	72	1 160	5 269 ⁴¹
	0	0	0	0	6	577	0	0	0	5 240
	176	1 031	6	182	0	0	0	0	0	1 413
	250	3 407	0	0	503	0	89	41	601	9 133
	0	0	0	0	0	0	0	0	0	3 147
	2 683	6 731	39	270	3 291	820	923	203	9 970	48 283
	9,47%	4,36%	0,00%	2,25%	19,80%	5,59%	59,31%	57,68%	5,05%	11,40%
	35	17	0	2	91	1	20	6	44	2 179
	35	17	0	2	91	1	20	6	44	603
	26	17	0	2	101	1	20	6	44	596
	26	16	0	2	91	1	15	3	42	589
	100%	94%	N/A	100%	90%	100%	75%	50%	95%	99%
	21	0	0	5	49	5	0	0	448	1 390
	21	0	0	5	49	5	0	0	448	321
	7	0	0	5	56	5	0	0	448	319
	7	0	0	5	49	5	0	0	448	298
	100%	N/A	N/A	100%	88%	100%	N/A	N/A	100%	93%
	17 690	58 063	N/A	N/A	8 689	4 917	6 659	5 345	47 695	383 066
	5 325	32 574	N/A	N/A	6 169	2 100	N/A	N/A	38 727	129 934
	4 425	2 079	N/A	N/A	N/A	N/A	3 847	3 280	7 288	62 561
	1	6	0	N/A	1	1	0	0	9	22
	1	0	0	N/A	0	0	1	0	2	8
	0	0	1	N/A	0	0	0	0	0	1
	1	0	0	N/A	0	0	0	0	0	3
	16 543	145 898	N/A	N/A	20 438	5 097	N/A	N/A	182 577	503 926
	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	182 577	212 481
	N/A	N/A	5 405	N/A	N/A	N/A	N/A	N/A	N/A	5 405
	9 510	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13 786
	5 276	N/A	N/A	N/A	N/A	N/A	5 466	N/A	9 802	160 411

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Sale									
Seeds	million		N/A	N/A	N/A	N/A	N/A	N/A	N/A
Health and Safety									
Working accidents - Only for permanent and temporary workers									
Total hours worked	nb		3 062 381	371 016	4 287 512	12 068 939	609 386	4 358 464	1 327 888
Work-related fatalities*	nb		0	0	0	1	0	0	3 (5)
Work-related injuries	nb		499	6	126	988	50	939	11
Injury rate per 200 000 hours	nb/200 000 h		32,59	3,23	5,88	16,39	16,41	43,09	2,11
Occupational injuries or illness resulting in DART	nb		456	0	126	988	21	337	6
DART incidence rate per 200 000 hours	nb/200 000 h		29,78	0,00	5,88	16,37	6,89	15,46	0,90
Lost days	nb		1 698	23	504	3 483	129	640	89
Lost day rate per 200 000 hours	nb/200 000 h		110,89	12,40	23,51	57,72	42,34	29,37	13,40
Training									
Training and sensitization	nb		3 163	28	208	1 866	38	1 343	3 841
Training hours	h		5 253	83	12 461	1 925	57	19 575	3 262
Workers that attended training	nb		51 274	271	667	63 700	491	29 079	147 355
Are the reported training sessions only for daily and temporary workers?	Yes/No		No	Yes	Yes	Yes	No	No	No
Consumption indicators									
Factories									
Fuel use per processed ton of FFB	L/T FFB		0,28	N/A	N/A	0,12	N/A	0,11	2,93
Water use per processed ton of FFB	m ³ /T FFB		1,19	N/A	N/A	1,02	N/A	1,20	1,36
Electricity use per processed ton of FFB	kWh/T FFB		13,79	N/A	N/A	21,51	N/A	16,27	21,41
Fuel use per processed ton of dry rubber	L/T dry		N/A	N/A	15,72	39,13	39,01	N/A	5,05
Water consumption per processed ton of dry rubber	m ³ /T dry		N/A	N/A	18,21	13,48	23,20	N/A	15,73
Electricity use per processed ton of dry rubber	kWh/T dry		N/A	N/A	192,00	185,15	208,23	N/A	176,52
Workshops and garage									
Average fuel consumption – light vehicles	l/100 km	< 14,5	13,44	13,17	12,74	11,85	10,96	13,23	18,04
Average fuel consumption – trucks	l/100 km	< 55	55,56	29,08	59,23	19,69	33,62	27,74	35,32
Average fuel consumption – tractors	l/h	< 4,0	3,40	0,00	4,70	4,20	N/A	5,60	4,60
Average fuel consumption – gensets	l/kWh	<1,8	0,30	0,56	0,31	0,28	1,39	0,26	0,30s
Renewable energy production									
Steam turbines fed by biomass	kWh		309 792	N/A	N/A	3 341 224	N/A	1 059 430	1 839 860
Turbine power produced/ton FFB processed	kWh/T FFB		2,29	N/A	N/A	19,19	N/A	14,97	8,06
Turbine use POM	%		16,63	N/A	N/A	89,18	N/A	92,01	37,67
Hydroelectricity	kWh		N/A	N/A	5 689 105	N/A	N/A	N/A	N/A
Diesel fuel saved by biomass plants	l		N/A	N/A	636 149	N/A	N/A	N/A	256 578
Quality indicators									
Air emissions and ambient air									
SO ₂	mg/m ³	<500	BDL	N/A	N/A	0,80	1,35	0,00	<0 01
NO _x	mg/m ³	<200	BDL	N/A	N/A	0,80	50,00	0,01	<0 01
Dust PM ₁₀	mg/m ³	<50	514,00	N/A	N/A	N/A	1 962,35	0,02	N/A
Dust PM _{2.5}	mg/m ³		288,20	N/A	N/A	N/A	96,56	N/A	N/A
CO ₂	mg/m ³	<9	BDL	N/A	N/A	400,00	2 030,00	0,01	0,47
Waste management: household and common industrial waste generation									
Waste sold	kg		35 594	0	37 940	279 164	24 560	0	89 760
	m ³		0	0	0	0	12	0	0
	P/C		0	0	0	0	0	0	241

* Data in brackets refers to deaths of daily workers, contractors and others.

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socifindo	TOTAL
	N/A	N/A	N/A	1,00	N/A	N/A	N/A	N/A	6,03	7,03
	3 932 721	4 901 353	52 981	171 929	5 570 005	1 575 016	1 620 563	349 524	19 092 947	63 352 625
	0	0	0	0	0	0	0	0	2	6 (5)
	186	210	3	9	657	301	47	2	62	4 096
	9,46	8,57	11,32	10,47	23,59	38,22	5,80	1,14	0,67	12,95
	148	47	1	3	313	0	17	2	62	2 527
	7,53	1,92	3,77	3,49	11,24	0,00	2,10	1,14	0,65	7,98
	2 771	1 509	1	12	1 290	168	106	6	2 610	15 039
	140,92	61,57	3,77	13,96	46,32	21,33	13,08	3,43	27,34	47,48
	1 406	2 299	2	1	708	2	49	22	466	15 439
	1 054	2 265	10	3	625	3	2 272	1 401	14 157	64 393
	25 100	67 951	2	4	92 565	129	861	104	15 177	494 724
	No	Yes	No	No	No	No	Yes	Yes	No	N/A
	0,33	0,42	N/A	N/A	0,28	6,73	N/A	N/A	0,08	0,57
	0,84	1,21	N/A	N/A	1,13	0,98	N/A	N/A	0,95	1,10
	12,70	18,59	N/A	N/A	17,31	17,21	N/A	N/A	18,42	18,43
	0,00	N/A	N/A	N/A	N/A	N/A	34,93	N/A	43,70	32,24
	8,62	N/A	N/A	N/A	N/A	N/A	21,66	N/A	19,94	17,13
	171,19	N/A	N/A	N/A	N/A	N/A	124,97	N/A	196,39	189,33
	12,25	12,30	N/A	12,01	20,74	10,31	10,91	11,56	10,78	12,95
	40,67	56,90	N/A	N/A	79,61	132,34	20,51	15,63	39,57	46,10
	4,50	3,30	N/A	3,30	3,50	5,60	3,40	2,80	3,39	3,73
	0,37	0,49	N/A	0,71	0,47	0,67	0,64	0,64	1,65	0,60
	763 080	10 672 828	N/A	N/A	N/A	0	N/A	N/A	13 724 175	31 710 389
	10,50	16,80	N/A	N/A	N/A	0,00	N/A	N/A	17,34	12,74
	82,72	90,63	N/A	N/A	N/A	0,00	N/A	N/A	94,11	71,85
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5 689 105
	211 078	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 103 804
	15,00	2,80	N/A	N/A	N/A	N/A	N/A	N/A	62,21	N/A
	9,00	9,80	N/A	N/A	N/A	N/A	N/A	N/A	66,99	N/A
	N/A	21,83	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	33,00	27,75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	6,40	34,51	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	119 400	249 944	0	0	0	0	0	0	0	836 362
	0	0	0	0	0	0	0	0	0	12
	0	0	0	0	0	0	0	0	0	241

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Waste disposed of in a municipal landfill	kg		0	0	0	0	0	0	0
	m³		0	0	0	0	0	0	0
Waste collected by a registered dealer	kg		35 594	7 000	0	283 822	0	594	0
	P/C		4 041	0	0	0	0	0	0
Waste disposed of in the company landfill	kg		9 891	265	0	3 669 185	21 540	0	541 880
	m³		0	0	0	0	0	0	0
Liquid waste disposed of in the lagoons	m³		134 105	0	414 903	123 572	832 870	0	207 520
Waste incinerated (without energy recovery)	kg		0	0	0	0	0	888	0
Waste recovered (energy recovery)	kg		0	0	0	0	0	0	0
Waste recovered (organic recycling/composting)	kg		9 891	0	0	47 296 000	0	0	14 926 860
	m³		0	0	0	0	0	0	0
Special industrial waste (SIW) generation									
SIW collected by a registered dealer	kg		0	0	0	27 970	0	0	0
	m³		0	0	0	0	0	0	0
Agricultural data									
Toxic products used									
Use of Aldicarb	kg		0	0	0	0	0	0	0
Use of Paraquat	kg		0	0	0	0	0	0	0
	l		0	0	0	0	0	0	0
Use of Carbofuran	kg		0	0	0	0	0	112	0
Others OMS 1a / 1b	kg		0	0	0	0	0	0	0
Organic fertilizer used									
Empty fruit bunches	T		33 502	0	0	47 279	0	13 278	43 791
Quantity of EFB /mill effluent	T		0	0	0	0	0	0	43 791
PK fibers	T		0	0	0	18	0	0	0
Guano	T		0	0	0	0	0	0	0
Other solids	T		0	0	0	0	0	3 876	0
Medical data									
Hospitals	nb		N/A	0	1	1	N/A	0	0
Clinics	nb		N/A	1	0	0	N/A	1	1
Health outposts	nb		N/A	1	4	18	N/A	3	3
Ambulance	nb		1	1	3	2	N/A	1	4
Doctors	nb		N/A	0	2	1	N/A	0	1
Nurses	nb		N/A	3	15	6	N/A	6	10
Midwives	nb		N/A	3	3	2	N/A	0	2
Other staff	nb		N/A	11	58	78	N/A	7	17
Totat medical staff	nb		N/A	17	78	87	N/A	13	30
Consultations	nb		7 555	5 443	40 673	111 195	N/A	8 426	31 862
Hospitalizations	nb		54	30	2 702	1 346	N/A	217	429
Family planning	Yes/No		Yes	Yes	Yes	Yes	N/A	No	Yes
HIV treatment	Yes/No		Yes	Yes	Yes	Yes	N/A	No	No
Tuberculosis treatment	Yes/No		Yes	Yes	Yes	Yes	N/A	No	No
Diagnosed malaria	nb		869	1 113	2 129	31 615	N/A	2 575	9 873
Educational data									
Crèches	nb		0	0	0	0	N/A	0	4
Nursery schools	nb		2	1	10	1	N/A	1	3
Primary schools	nb		23	3	10	14	N/A	1	3
Secondary schools	nb		2	2	3	0	N/A	1	0
Total	nb		27	6	23	15	N/A	3	10

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agrípalma	Socfin KCD	Coviphama	Socfindo	TOTAL
	0	508 617	0	0	0	0	0	0	0	0
	0	1 454	0	30	0	348	0	0	0	378
	150 696	385 004	0	0	0	0	0	27 979		505 685
	0	60	0	0	0	348	3 610	0	0	7 999
	13 720	84 000	0	0	Non pesé	0	82 616	0	1 099	4 340 196
	0	0	0	0	Non pesé	0	0	0	0	0
	100 343	1 817 455	0	0	0	0	0	0	136 104	1 949 417
	875	4 267	0	0	0	0	0	0	0	1 763
	0	50 892 363	0	0	0	0	0	0	0	0
	17 249	73 230 960	0	0	0	0	0	0	0	62 250 000
	0	0	0	0	0	0	0	0	0	0
	48 580	16 490	0	0	0	0	0	0	0	76 550
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	24	0	0	0	0	136
	4	3 242	0	0	0	0	0	0	0,01	3 246
	17 249	141 866	0	0	19 846	5 230	0	0	155 756	477 796
	17 249	23 490	0	0	0	0	0	0	12 621	97 151
	0	38 314	0	0	3 512	2 274	0	0	0	44 118
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	21 685	25 561
	0	0	N/A	N/A	1	N/A	0	0	0	3
	1	7	N/A	N/A	0	N/A	1	0	12	24
	11	2	N/A	N/A	3	N/A	0	1	18	64
	1	6	N/A	N/A	1	N/A	1	0	12	33
	1	6	N/A	N/A	1	N/A	1	0	22	35
	30	24	N/A	N/A	18	N/A	0	1	50	163
	0	1	N/A	N/A	6	N/A	0	0	17	34
	10	24	N/A	N/A	12	N/A	1	0	12	230
	41	55	N/A	N/A	37	N/A	2	1	101	462
	46 716	54 386	N/A	N/A	13 796	N/A	6 615	995	57 140	384 802
	1 233	661	N/A	N/A	2 060	N/A	0	0	675	9 407
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/A
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/A
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/A
	6 665	12 673	N/A	N/A	7 426	N/A	2	0	0	74 940
	0	0	N/A	N/A	0	6	0		0	10
	8	18	N/A	N/A	1	0	0		44	89
	12	35	N/A	N/A	15	3	5		54	178
	4	7	N/A	N/A	11	2	1		20	53
	24	60	N/A	N/A	27	11	6		118	330

	Units	Targets	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Of which are plantation schools	nb		0	2	23	0	N/A	0	4	
Teachers	nb		117	29	87	88	N/A	39	31	
Of which are supported by the plantations	nb		9	29	87	2	N/A	0	20	
	%		8%	100%	100%	2%	N/A	0%	65%	
Students	nb		5 703	443	6 118	4 133	N/A	1 271	823	
Ratio students/ teacher	nb		50,77	12,22	44,92	45,99	N/A	32,06	22,41	
Villages data (only for estate villages)										
Estate villages	nb		8	10	81	23	N/A	1	5	
Population - Housed employees	nb		204	53	3 764	5 665	N/A	208	3 456	
Population - Dependents	nb		506	214	13 433	17 572	N/A	0	2 976	
Population - Illegal occupants	nb		0	316	20	0	N/A	0	0	
Population - Number of other occupants	nb		0	0	2 125	2 239	N/A	29	450	
Total - Population	nb		710	583	19 342	25 476	N/A	237	6 882	
Housing	nb		66	424	1 418	4 062	N/A	161	2 812	
New housing	nb		0	0	3	100	N/A	0	105	
Renovated housing	nb		40	0	149	7	N/A	10	220	
Kitchens	nb		46	424	922	3 995	N/A	157	1 342	
New kitchens	nb		0	0	2	104	N/A	0	105	
Renovated kitchens	nb		30	0	5	12	N/A	10	79	
Latrines	nb		57	220	1 475	3 270	N/A	161	2 399	
New latrines	nb		0	0	204	104	N/A	0	210	
Renovated latrines	nb		47	14	166	9	N/A	10	82	
Showers	nb		57	0	544	3 468	N/A	161	2 399	
New showers	nb		0	0	36	104	N/A	0	210	
Renovated showers	nb		48	0	18	6	N/A	10	0	
Sport fields	nb		3	7	52	23	N/A	1	6	
Shops	nb		0	1	8	370	N/A	0	105	
Clubs	nb		1	2	2	17	N/A	0	4	
Market places	nb		0	2	4	13	N/A	0	3	
Gathering places	nb		1	4	37	21	N/A	2	5	
Water points	nb		8	40	286	501	N/A	161	2 874	

	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin KCD	Coviphama	Socfindo	TOTAL
	0	6	N/A	N/A	0	2	0		24	61
	234	440	N/A	N/A	505	95	58		1 339	3 062
	46	91	N/A	N/A	0	6	0		52	342
	20%	21%	N/A	N/A	0%	6%	0%		4%	11%
	4 254	10 074	N/A	N/A	8 358	1 535	1 652		16 918	61 282
	26,84	25,78	N/A	N/A	21,02	16,72	26,23		11,87	24,35
	13	32	N/A	N/A	40	1	9		15	238
	1 971	5 159	N/A	N/A	1 273	410	852		3 645	26 660
	8 360	9 370	N/A	N/A	5 559	112	391		6 856	65 349
	18	314	N/A	N/A	11	17	0		3 449	4 145
	48	2 336	N/A	N/A	768	0	0		136	8 131
	10 397	17 179	N/A	N/A	7 611	539	1 243		14 086	104 285
	2 042	4 818	N/A	N/A	1 133	138	812		2 415	20 301
	8	134	N/A	N/A	82	0	2		0	434
	18	122	N/A	N/A	135	0	4		16	721
	1 689	3 810	N/A	N/A	516	138	812		2 415	16 266
	42	139	N/A	N/A	2	0	2		0	396
	2	56	N/A	N/A	12	138	0		16	360
	1 733	3 051	N/A	N/A	661	138	754		1 340	15 259
	228	297	N/A	N/A	289	0	2		27	1 361
	0	20	N/A	N/A	0	138	0		4	490
	1 733	1 557	N/A	N/A	454	138	209		1 334	12 054
	228	142	N/A	N/A	90	0	2		27	839
	0	63	N/A	N/A	4	0	0		4	153
	12	29	N/A	N/A	13	1	9		63	219
	6	164	N/A	N/A	3	1	6		120	784
	6	45	N/A	N/A	2	1	2		10	92
	12	3	N/A	N/A	5	1	0		3	46
	12	16	N/A	N/A	1	6	2		28	135
	86	601	N/A	N/A	88	5	124		2 197	6 971

7.2 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	1.2 Our key figures 1.3 Our organisation
102-3	Location of headquarters	Last page of the report
102-4	Location of operations	1.5 10 countries where we promote respectful and transformative tropical agriculture
102-5	Ownership and legal form	Socfin financial report 2020
102-6	Markets served	Socfin financial report 2020
102-7	Scale of the organization	5.1 We produce two commodities through responsible agriculture 3.4.2 Our key human resources data 1.5 10 countries where we promote respectful and transformative tropical agriculture Socfin financial report 2020
102-8	Information on employees and other workers	3.4.2 Our key human resources data
102-9	Supply chain	7.1 Key data 2.4.1 Our collaboration with local partners 2.5 Improvement of our supply chain transparency
102-10	Significant changes to the organization and its supply chain	5. Focus on our sustainable products 1.5 10 countries where we promote respectful and transformative tropical agriculture 2.5 Improvement of our supply chain transparency Socfin financial report 2020
102-11	Precautionary Principle or approach	1.8 The implementation of our responsible governance 2.5.3 The implementation of our responsible governance 3.4.3 Occupational safety of our employees, a priority 4.4.1 Our water and soil management
102-12	External initiatives	1.9 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 2020
102-14	Statement from senior decision-maker	Message from the Chairman
102-15	Key impacts, risks, and opportunities	1.7 Our governance system 1.8 The implementation of our responsible governance 1.9 Our commitments by 2025 2.1 Context 3.1 Context
102-16	Values, principles, standards, and norms of behavior	1.7 Our governance system 1.8 The implementation of our responsible governance
102-17	Mechanisms for advice and concerns about ethics	1.8 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 Our internal grievance management system

102-18	Governance structure	1.7 Our governance system
102-19	Delegating authority	1.7 Our governance system
102-20	Executive-level responsibility for economic, environmental, and social topics	1.7 Our governance system
102-21	Consulting stakeholders on economic, environmental, and social topics	1.7 Our governance system
		1.8 The implementation of our responsible governance
102-22	Composition of the highest governance body and its committees	1.8 The implementation of our responsible governance
102-29	Identifying and managing economic, environmental, and social impacts	1.7 Our governance system
		1.8 The implementation of our responsible governance
		1.9 Our commitments by 2025
102-30	Effectiveness of risk management processes	1.7 Our governance system
102-31	Review of economic, environmental, and social topics	1.8 The implementation of our responsible governance
102-32	Highest governance body's role in sustainability reporting	1.7 Our governance system
102-33	Communicating critical concerns	1.8 The implementation of our responsible governance
102-40	List of stakeholder groups	1.8.3 Our daily partners
		1.8.4 Our stakeholder evaluation
		2.5 Improvement of our supply chain transparency
		3. For our local employees and communities
		7.5 Glossary
		Socfin financial report 2020
102-41	Collective bargaining agreements	3.4.1.3 Union membership and freedom of association
102-42	Identifying and selecting stakeholders	Sustainability report 2020
102-43	Approach to stakeholder engagement	Sustainability report 2020
102-44	Key topics and concerns raised	Sustainability report 2020
102-45	Entities included in the consolidated financial statements	Socfin financial report 2020
102-46	Defining report content and topic Boundaries	1.9 Our commitments by 2025
		7.3 Approach
102-47	List of material topics	1.9 Our commitments by 2025
102-48	Restatements of information	Sustainability report 2020
102-49	Changes in reporting	Structure of the Sustainability Report 2020
		7.3 Approach
102-50	Reporting period	2020
102-51	Date of most recent report	Sustainability report 2019 published in May 2020
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 the GRI Standards: Extended Compliance Option
102-55	GRI content index	7.2 GRI Index
102-56	External assurance	An external verification is planned for the Sustainability Report 2020
200	Economic	
201	Economic performance	
201-1	Direct economic value generated and distributed	1.2 Our key figures

		7.1 Key data
		Socfin financial report 2020
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 2020
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
		7.1 Key data
203	Indirect economic impacts	
203-1	Infrastructure investments and services supported	Sustainability report 2020
		7.1 Key data
203-2	Significant indirect economic impacts	1.2 Our key figures
		3.4.1.9 We support our employees by meeting some of their financial needs
		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. Pour un développement local et rural
205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	1.8.2.2 We apply a zero tolerance approach to
205-2	Communication and training about anti-corruption policies and procedures	1.8.2.2 We apply a zero tolerance approach to
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
		7.1 Key data
302-3	Energy intensity	7.1 Key data
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
		7.1 Key data
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
		7.1 Key data
303	Water	
303-1	Water withdrawal by source	4.4.1 Our water and soil management
303-2	Financial implications and other risks and opportunities due to climate change	4.4.1 Our water and soil management
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
		7.1 Key data
305-4	GHG emissions intensity	7.1 Key data
305-5	Reduction of GHG emissions	4.4.3.4 We perform preventive maintenance to reduce energy consumption
		7.1 Key data
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	7.1 Key data
306	Effluents and Waste	
306-1	Water discharge by quality and destination	4.4.1 Our water and soil management
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
		7.1 Key data
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 Improvement of our supply chain transparency
400	Social	
401	Employment	
401-1	New employee hires and employee turnover	3.4.2 Our key human resources data
		7.1 Key data
401-3	Parental leave	7.1 Key data
403	Occupational health and safety	
403-1	Occupational health and safety management system	2.5.4 Security in the supply chain
		3.4.3 Occupational safety of our employees, a priority
403-2	Hazard identification, risk assessment and investigation of adverse events	3.4.3 Occupational safety of our employees, a priority
403-3	Occupational Health Services	3.4.3 Occupational safety of our employees, a priority
403-5	Occupational health and safety training for workers	3.1 Context
		4.4.3 We protect biodiversity and support its enhancement
403-6	Promotion of workers' health	3.4.3 Occupational safety of our employees, a priority
		3.4.4 Our employee health policy
403-9	Accidents at work	3.4.3.5 Accident rate
		7.1 Key data
404	Training and education	
404-1	Average hours of training per year per employee	3.4.3.3 Staff training and sensitization
		7.1 Key data
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
		7.1 Key data
408	Child labor	

408-1	Operations and suppliers at significant risk for incidents of child labor	1.8.2.2 We apply a zero tolerance approach to
409	Forced or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.8.2.2 We apply a zero tolerance approach to
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 rights of the communities: FPIC 4.4.3 We protect biodiversity and support its enhancement

7.3 Approach

Reporting scope:

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

Calendrier et collecte des données :

To draft this report, the following actions were taken:

- On a monthly basis during the year 2020, 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 school infrastructure, villages, etc.).
- In February 2021, 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.

7.4 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	1.8.1
Recommendation 9.1	Responsible Management Policy	1.8.1
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	1.8.1
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	7.2
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	1.6

<p>Recommendation 9.4 The company shall publish a methodological memorandum, either in its CSR report or on its website, relating to the way in which significant factors have been identified and data have been established</p>	Methodology	7.3
<p>Guideline 1 The company shall show, in the form of a scoreboard, the CSR performance indicators applicable to its business activities. The company is invited to present the indicators by making a comparison over time.</p>	Some indicators are present in dedicated chapters, others are spread over several chapters	
<p>By way of illustration, the significant indicators could include:</p>		
<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 et 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	1.8.1, 1.8.2.1, 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 et 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

7.5 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
AIBEF	Ivorian Association for family welfare - Association Ivoirienne pour le Bien-Etre Familial
AIPH	Interprofessional Association of Oil Palm
APROMAC	Association of Natural Rubber Professionals of Côte d'Ivoire
ASF	Family Health Association
BOD	Biological Oxygen Demand
CBA	Collective Bargaining Agreement
CDC	Centers for Disease Control and Prevention
CEO	Chief Executive Officer
CIRAD	Centre de cooperation International en recherche Agronomique pour le Développement (Agricultural research for development)
COD	Chemical Oxygen Demand
COVID-19	Coronavirus 2019
CPO	Crude Palm Oil
DART	Days Away from work, days of Restricted work activity or job Transfer
DEG	Deutsche Investitions und Entwicklungsgesellschaft
DEPN	Department of Ecology and Nature Protection - Direction de l'Ecologie et de la Protection de la Nature
DRC	Democratic Republic of Congo
DWB	Doctors Without Borders
EF	Earthworm Foundation
EMS	Environmental Management System
FAO	Food and Agriculture Organization of the United Nations
FEFO	First Expired – First Out
FIRCA	Inter-professional Agricultural Research and Advisory Fund - Fond Interprofessionnel pour le Conseil Agricole
FISDES	Fonds Ivoirio- Suisse de Développement Economique et Social
FPIC	Free, Prior and Informed Consent
FSC	Forestry Stewardship Council
GGAP	GLOBALG.A.P
GHG	Greenhouse Gas emissions
GPSNR	Global Platform for Sustainable Natural Rubber
HA	Hectares
HCV/HVC	High Conservation Value
HIV	Human Immunodeficiency Virus
HSC/HCS	High Carbon Stock
HSE	Health, Safety, Environment
IECD	European Institute for Development Cooperation
ILO	International Labour Organisation
IMT	Institute of Tropical Medicine - Institut de Médecine Tropicale
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
N/A	Not Applicable
NGOs	Non Governmental Organisations
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series

Abbreviation	Meaning
P&C	RSPO Principles & Criteria
PPE	Personal Protective Equipment
PSI	Population Services International
PSK	Population Services Khmer
QHSE	Quality, Health, Safety and Environment
RSPO	Roundtable on Sustainable Palm Oil
RTE	Rare, endangered or threatened species
SDGs	Sustainable Development Goals
SME	Medium Sized Enterprises
SPOTT	Sustainability Policy Transparency Toolkit
TIP	Tire Industry Project
UN	United Nations
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
VCS	Verified Carbon Standard
VSB	Very Small Businesses
WBSCD	World Business Council for Sustainable Development
WHO	World Health Organisation
WWF	World Wide Fund for Nature
VIH	Virus d'Immunodéficience Humaine
WBSCD	World Business Council for Sustainable Development
WWF	World Wide Fund for Nature



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

Adrien Hallet



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