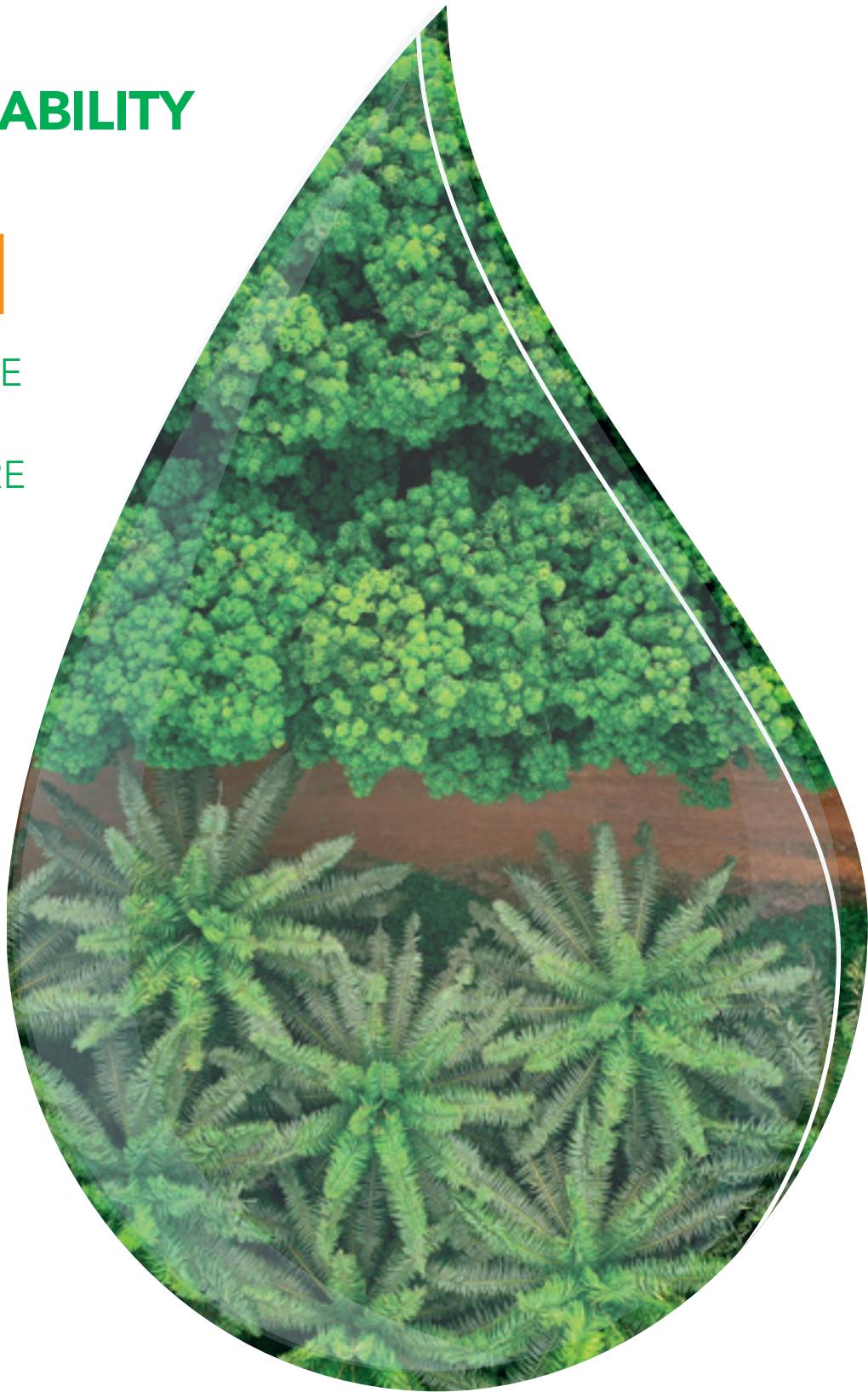


# SUSTAINABILITY REPORT

# 2021

RESPONSIBLE  
TROPICAL  
AGRICULTURE





## **Oil palm**

the plant 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, a natural and sustainable commodity



# **45.2**

**€ million**

2021 sustainability budget



Oil palms and rubber, Dibombari, Socapalm, Cameroon ▶



## Message from the Chairman

Two years ago, only few amongst us could have imagined the dramatic disruptions that a pandemic could cause in the world. After this second year of restrictions, we are proud of how the "Socfin community" showed resilience and team spirit throughout this adversity.

Our palm oil and natural rubber supply chains continue to operate efficiently thanks to our teams on the ground who managed to ensure the continuity of our operational activities: as such **we continued to secure jobs and stable incomes for thousands of families connected to our plantations, and a constant supply of palm oil, an important staple food, in these regions.**

On various sites, we had previously suffered from the brutal Ebola crisis and had therefore established stringent standards and created efficient "cordons sanitaires". Based on this experience, the health measures, as well as the operational management put in place in 2020, allowed us to manage this new pandemic efficiently and, during this second year we continued our donations of equipment, outreach plans and training of our employees, our medical teams, not to mention the local communities.

**These measures, this discipline and courage of our medical teams have paid off** on all Group plantations.

The pandemic showed the fragility of our planet, but also its profound connection to nature. This has strengthened us in our long-standing commitment towards protecting natural resources and ecosystems.

Despite various difficulties, mainly logistic, caused by the pandemic, we have continued our sustainability program, and more specifically, the implementation of an ambitious planning to obtain RSPO certification for all our plantations. The commitment of our teams, coupled with their courage and expertise, enabled the implementation of a collaboration on the ground with various stakeholders: as such we have obtained RSPO certification for most of **our operations, the last ones following in 2022**, making Socfin the most important agro-industrial group in Africa based on the number of certified oil mills and certified crude palm oil.

Our long-term ambition remains more than ever developing and promoting responsible tropical agriculture, resilient and creating value for all: employees, communities, clients, suppliers, partners, and shareholders. We operate in regions that are facing various socio-economic, health, human or environmental challenges. This motivates us as a Group to work daily on the implementation of solutions that can **improve the livelihood and encourage this type of efficient, respectful, and transformative agriculture.**

Our mission is to produce palm oil and natural rubber sustainably. We remain convinced that a holistic approach of our business boosts rural socio-economic development in the long term and improves the quality of life while protecting the environment. Therefore, we have based our approach on a charter of standards and good practices (responsible management policy), ensuring that we can strengthen and protect the rights of the communities, improve their quality of life, and protect the environment in and around our plantations.

We invite you to learn more about our specific actions on the ground so far and the positive impacts that the actions of our Group's sustainability program can 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

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info@socfin.com



# SUSTAINABLE DEVELOPMENT GOALS



**"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<sup>1</sup>.

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 SDGs.

## 1 NO POVERTY



More than 51 600 jobs in rural areas

## 2 "ZERO" HUNGER



Promote respectful and transformative tropical agricultural practices in isolated rural areas in Africa and Asia

## 3 GOOD HEALTH AND WELL-BEING



Access to health care on all sites

## 4 QUALITY EDUCATION



Access to education for close to 62 500 children

## 5 GENDER EQUALITY



Strengthen gender equality

## 6 CLEAN WATER AND SANITATION



Access to water, sustainable water management and treatment

## 8 DECENT WORK AND ECONOMIC GROWTH



Offer solutions to accelerate rural development, ensure decent working conditions and transfer of technical and responsible skills

## 10 REDUCED INEQUALITIES



Improve or provide local infrastructure

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Promote sustainable agriculture and zero tolerance for deforestation

Improve energy efficiency

## 13 CLIMATE ACTION



Promote a balance between agricultural development and natural resource preservation within and around the plantations

## 15 LIFE ON LAND



Preservation of forests, reforestation, and afforestation  
Identification and protection of HCV areas

## 16 PEACE, JUSTICE, AND STRONG INSTITUTIONS



Respect of the land agreements signed with the government and management of operations in full compliance with local legislation

<sup>1</sup> 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".



## Our Group



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1



1.1

## Context

On all our sites, we strive to produce palm oil and rubber in a way that is beneficial to all: our employees and their families, our smallholders, and communities by improving their livelihood.

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

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

Africa's demographic explosion on the one hand, and the strengthening of international standards related to health and environmental protection on the other hand, are new challenges to the agri-food sector and even more for the smallholders in the rural areas.

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



*Nigeria, for example, had to import 450 000 tons of palm oil in 2021 to meet its population's needs, because of insufficient local production. Consequently, the government launched a 500-million-dollar investment plan in the oil palm sector.*

*This country, which used to be the biggest palm oil producer worldwide, aims at increasing national production by 700% by 2027, in order to meet local demand and reduce import costs.*

*The government also facilitates access to investment and training for smallholders.*

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 livelihood.

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.



**72.9**

**€ million**

total Group investments

**45.2**

**€ million**

2021 sustainability budget

**51 600**

direct and indirect jobs

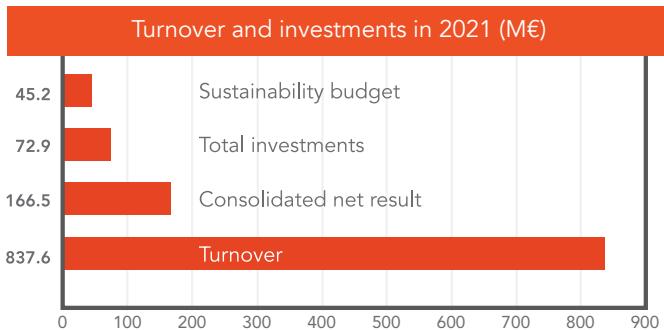


△ Oil palms and rubber, Dibombari, Socapalm, Cameroon

1.2

## Key figures

We are convinced that the continuity of our activities is the necessary foundation to any sustainability program. In 2021, another year impacted by the Covid-19 pandemic, our activities nevertheless reported a positive annual result with a turnover of € 837.6 million.



△ Collection of bunches, SOGB, Côte d'Ivoire



△ Crude palm oil, Édéa, Socapalm, Cameroon

Dry rubber production (tons)

	2019	2020	2021
Dry rubber produced by our plantations	68 873	64 082	68 338
Rubber produced from cup lumps delivered by third parties	94 102	96 329	96 395
<b>Total</b>	<b>162 975</b>	<b>160 411</b>	<b>164 733</b>



△ Cup lumps, SOGB, Côte d'Ivoire



**837.6**

€ million  
of turnover

**536 700**

tons of palm oil produced

**164 700**

tons of rubber produced

**15.03**

million seeds produced

**191 900**

ha of plantations

**32%**  
rubber

**68%**  
oil palm



△ Field mission, Socfin Group, Nigeria

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, coordination of scientific research in the agricultural domain, development and management of our green energy production installations;

**Sodimex FR:** central purchasing body for the plantation companies;

**Sogescol FR:** marketing and export of natural rubber and palm oil;

**Induservices FR:** development and provision of administrative and IT solutions.

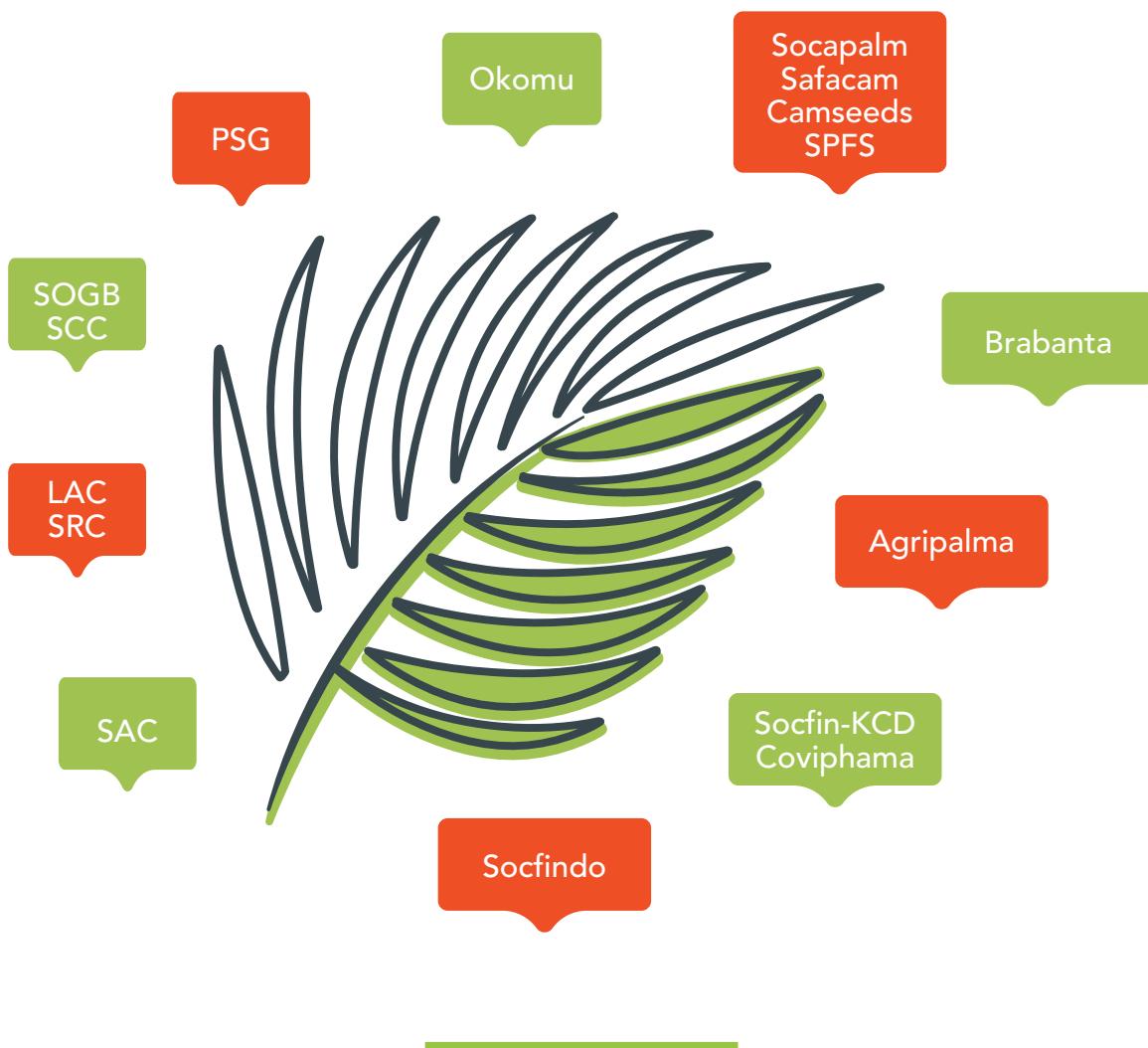
Our 16 local subsidiaries comprise 36 agro-industrial sites and 2 research centers.

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, bringing together expertise and experience, with **respectful and transformative agricultural practices** at its heart.



AGRONOMY

IT

*Trading*

*Research and development*

PROCUREMENT

SUSTAINABILITY

Industry

Communication

*Finances*

ADMINISTRATION



△ Socfindo, Indonesia

1.4

## Our history

A century of field expertise.  
Pioneer in long-term rural development thanks to responsible tropical agriculture.

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



△ Socfindo, Indonesia

Creation of the "Société Financière des Caoutchoucs", **Socfin S.A.**

The **Socfin Group** is born.

1909

1968

1973

Creation of **Socfindo** with the Indonesian government.

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 plantations hospitals.

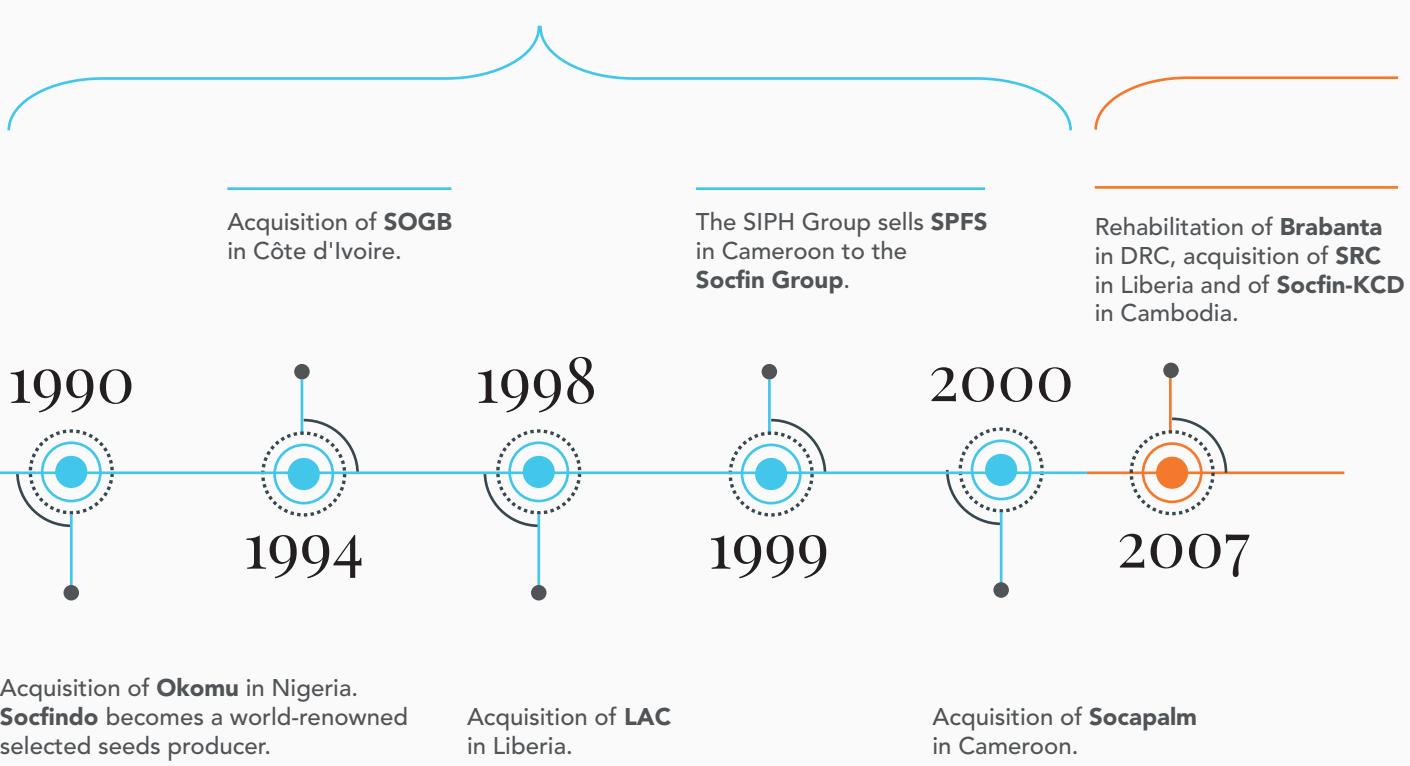
In 1968, all houses are replaced by brick structures. A "movie truck" tours the plantations, showing at least one movie a month, and traditional performances are organised.



Certain African countries privatise 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 smallholder plantations in partnership with DEG in 1996, and a second project with the Swiss cooperation FISDES in 1997.

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



△ Signboard at the plantation entry, LAC, Liberia



△ Plantation map, Brabanta, DR Congo, 2006



## Second acquisition phase and strengthening of the sustainability program.

Creation of **Agripalma** in Sao Tomé-and-Principe, acquired by the **Socfin Group** in 2013.

**Socfindo** certifies its first plantation in accordance with **RSPO P&C**.

**Coviphama** in Cambodia is obtained. Creation of **Socfin Research** and **Socfin Green Energy**, active in respectively agronomic research and renewable energy.

2008



Creation of **SCC** in Côte d'Ivoire.

2010



Creation of **SAC** in Sierra Leone.

2012



Acquisition of **PSG** in Ghana.



2009



2013

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 is 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).



Founding member of RSPO since 2004, the Group becomes a founding member of GPSNR in 2018.

An intensive certification program is launched and, in 2015, all Indonesian plantations obtain RSPO certification. Socapalm becomes the first ISO 14001 certified oil palm plantation in Central Africa. 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.

Our operations contribute to 12 of the 17 SDG.

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

2014



Acquisition of **Safacam** and creation of **Camseeds** in Cameroon.

2017



2018



**Socfin** becomes a founding member of **GPSNR** (Global Platform for Sustainable Rubber).

2021



RSPO certifications of **SOGB** in Côte d'Ivoire, **SAC** in Sierra Leone, **Agripalma** in São Tomé-and-Principe and the **Eséka**, **Mbambo** and **Mbongo** sites of **Socapalm** in Cameroon.

Installation of solar panels at **SAC** in Sierra Leone.

Review of the **Socfin Group**'s responsible management policy to be in line with the elements of the **GPSNR** policy.



△ SCS RSPO auditors and Socapalm's team, Cameroon



1.5

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

### 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
- 52 307 T of palm oil produced
- Workforce 4 337

### LIBERIA

#### SRC

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 8 000 ha
- 4 445 ha of rubber planted
- Workforce 842

#### LAC

- Acquired by SOCFIN in 1998
- State-owned land with a lease
- Concession of 121 407 ha
- 12 861 ha of rubber planted
- 1 rubber factory
- 26 872 T of rubber produced
- Workforce 4 468

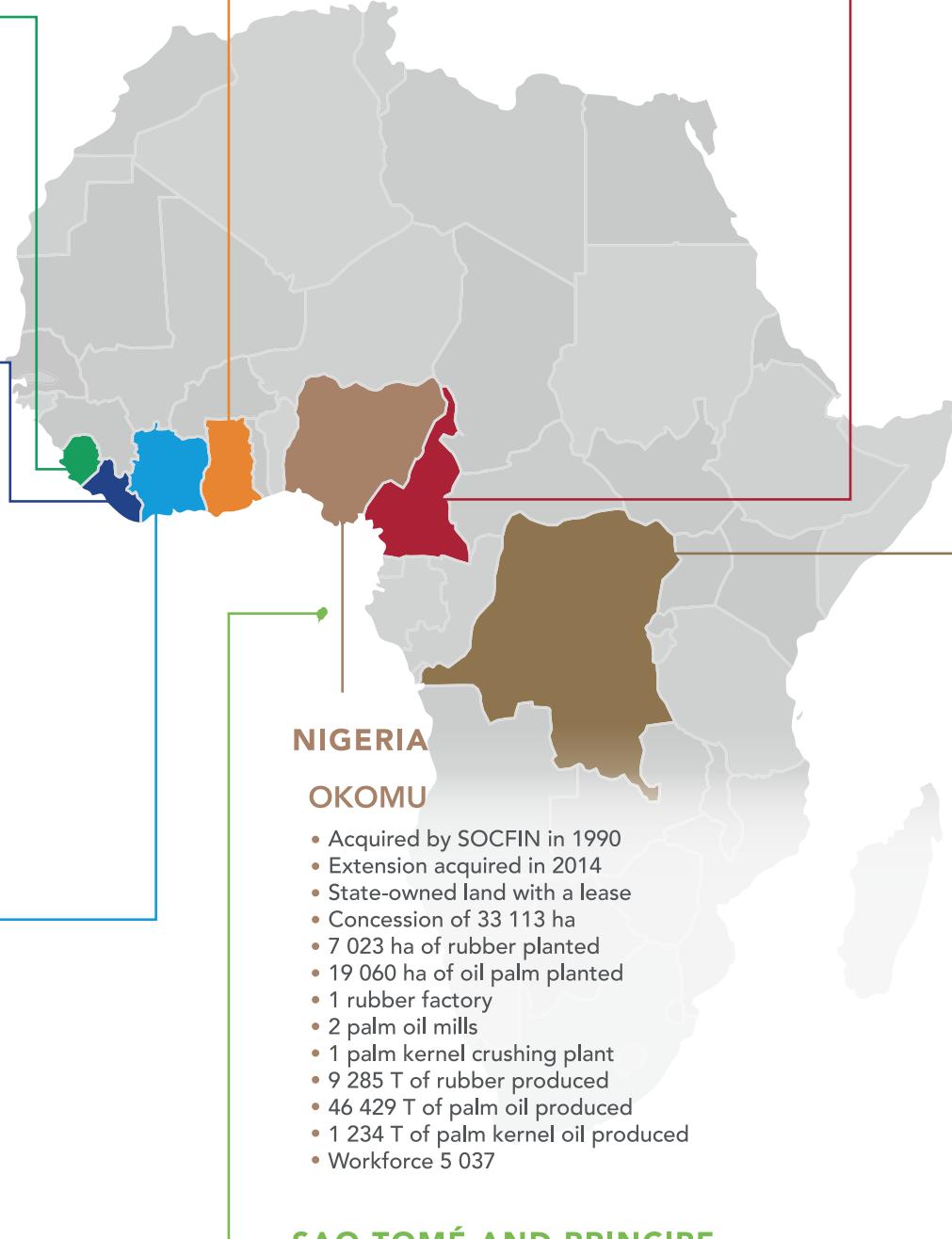
### CÔTE D'IVOIRE

#### SOGB

- Acquired by SOCFIN in 1994
- State-owned land with a lease
- Concession of 34 712 ha
- 16 165 ha of rubber planted
- 7 471 ha of oil palm planted
- 1 rubber factory
- 1 palm oil mill
- 1 palm kernel crushing plant
- 67 727 T of rubber produced
- 38 935 T of palm oil produced
- 3 069 T of palm kernel oil produced
- Workforce 9 007

#### SCC

- Created by SOCFIN in 2008
- 1 rubber factory
- 39 273 T of rubber produced
- Workforce 433



### SAO TOMÉ-AND-PRÍNCIPE

#### 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
- 5 636 T of palm oil produced
- Workforce 807



## CAMEROON

### SAFACAM

- Acquired by SOCFIN in 2014
- Concession of 17 690 ha
- 4 425 ha of rubber planted
- 5 327 ha of oil palm planted
- 1 rubber factory
- 1 palm oil mill
- 1 palm kernel crushing plant
- 6 169 T of rubber produced
- 16 945 T of palm oil produced
- 10 197 T of palm kernel oil produced
- Workforce 2 877

### 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
- 32 484 ha of oil palm planted
- 6 palm oil mills
- 153 323 T of palm oil produced
- Workforce 7 326

## DEMOCRATIQUE REPUBLIC OF CONGO

### BRABANTA

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 8 689 ha
- 6 072 ha of oil palm planted
- 1 palm oil mill
- 15 993 T of palm oil produced
- Workforce 2 920

## CAMBODIA

### SOCFIN-KCD

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 6 659 ha
- 3 796 ha of rubber planted
- 1 rubber factory
- 6 107 T of rubber produced
- Workforce 861

### COVIPHAMA

- Acquired by SOCFIN in 2013
- State-owned land with a lease
- Concession of 5 345 ha
- 3 255 ha of rubber planted
- Workforce 235

### CAMSEEDS

- 1 research laboratory
- 3.36 million of seeds produced
- Workforce 260

### SPFS

- Acquired by SOCFIN in 1999
- 1 refinery
- 8 431 T of refined oil produced
- Workforce 35



## INDONESIA

### SOCFINDO

- Created by SOCFIN in 1968
- State-owned land with a lease
- Concession of 47 643 ha
- 6 835 ha of rubber planted
- 39 089 ha of oil palm planted
- 2 rubber factories
- 9 palm oil mills
- 1 palm kernel crushing plant
- 8 550 T of rubber produced
- 180 584 T of palm oil produced
- 11.67 million of seeds produced
- Workforce 9 843



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 present and future generations.

Our sustainability program focuses on 3 impact areas: **rural development, our employees 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.



For a local and rural development



For our local employees and communities



For our environment



△ SOGB, Côte d'Ivoire



Develop a  
responsible  
tropical agriculture



△ Team, SCC, Côte d'Ivoire

1.7

## Our responsible governance system and its implementation

1.8

1.7

### Our responsible governance system

Sustainability is integrated in our management process.

At the end of 2018, we adopted a Governance Charter, which also includes the commitments made in our responsible management policy, renewed and strengthened in 2021, and approved by Socfin's Board of Directors in March 2022. We publish a Governance Statement in our annual financial report each year.

The Group's Board of Directors plays an active role in guiding and formulating the sustainability strategy and recognises that sustainability must 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's management is responsible for the Group's sustainability department, managed by the Head of Sustainability and his team; each subsidiary also has a sustainability department.

Within the Group, on a total of 209 administrator positions, women hold 3 in the different holdings and subsidiaries. Concerning the Socfin holding, at this time no woman is represented amongst the 6 administrator posts.

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 livelihood 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 policy<sup>2</sup>, which was renewed and strengthened in 2021 in order to include the issues raised in the GPSNR policy. It was approved by the Group's Board of Directors in March 2022. Our policy 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 plantation companies 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<sup>3</sup>" and a "code for suppliers<sup>4</sup>". Both codes are complemented by a "whistle blower<sup>5</sup>" policy.



1.8.2

## Our commitments

1.8.2.1

### Compliance with domestic regulatory requirements

**Comply with the environmental, social and land laws of the host countries**



**Develop legal watch procedures**

**Avoid non-compliant practices**

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.



△ CSR awards ceremony, Socfin Cambodia, Cambodia



1.8.2.2

## We apply a zero tolerance approach to:

### Child labour

**1** NO POVERTY**3** GOOD HEALTH AND WELL-BEING**4** QUALITY EDUCATION

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 disciplinary actions.

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 and LAC in Liberia) to identify different social and environmental risks in the supply chains, including child labour.

### Forced or compulsory labour

**8** DECENT WORK AND ECONOMIC GROWTH

We are all free and equal and will not tolerate forced or compulsory labour, including prison labour, bonded labour, slavery, servitude, or any form of human trafficking. Each violation of this commitment will lead to severe disciplinary actions.

### Corruption

**8** DECENT WORK AND ECONOMIC GROWTH**16** PEACE, JUSTICE, AND STRONG INSTITUTIONS

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 procurement 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

**16** PEACE, JUSTICE, AND STRONG INSTITUTIONS

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



△ EF team and Safacam 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.

In 2017, we 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. ministries 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, etc. undertake audits for certification and/or renewal of obtained certifications at our plantation companies.



## Specialised evaluation bodies

Such as SPOTT, Forest 500, 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 our clients and suppliers, such as most tyre manufacturers or large banks, call on the agency EcoVadis, who gave us a score of 51%, corresponding to "Silver". That is the score obtained in 2019. Socfin is assessed every two years and the 2021 evaluation questionnaire was completed in September 2021. On the closing date of this report, we were still awaiting our evaluation results. The Covid-19 pandemic seems to be the cause for this important delay as well as the number of companies that were assessed in the same period.

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 SPOTT<sup>6</sup> or Global Canopy<sup>7</sup>.

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

**Over the last 8 years, the Socfin Group has gradually improved its score, from 28% in 2014 to 67.6% in 2021.**

Today, the Group is ranked 25<sup>th</sup> out of 100 companies for palm oil and 5<sup>th</sup> out of 30 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



**67.6%**



**62.3%**

The average of all companies evaluated is 42.7% for oil palm and 39.3% for rubber.

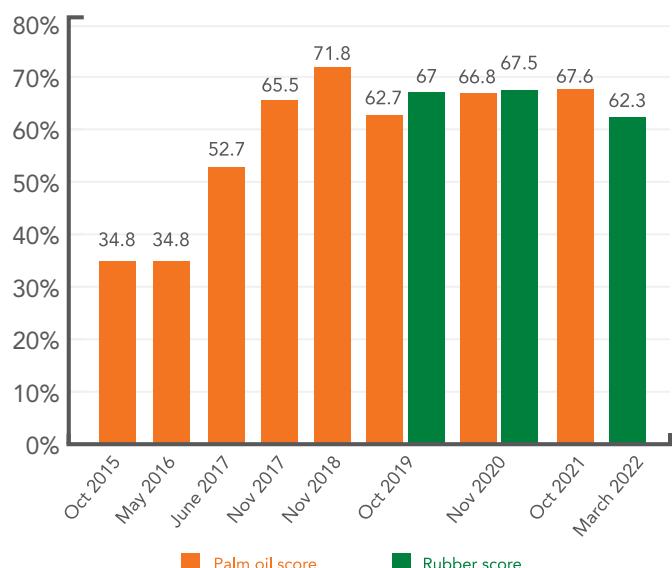
In 2021, the oil palm score is still slightly lower than the one received in 2018 (71.8%). This can be explained by a new methodology that rather emphasizes follow-up methods and elements demonstrating implementation of commitments made. Following this change, Socfin developed an action plan to improve the scores, which effectively translated into progress in 2020 and 2021.

Global Canopy Program (Forest 500) conducted a new evaluation in 2021 and published the latest scores in January 2022; we are at the 20<sup>th</sup> place out of 350, with a score of 55% or 3/5. We would like to point out that this evaluation did not take into account the updated responsible management policy, published in September 2021, an important factor that will definitely be in our favour at the 2022 evaluation.

**ecovadis**



### SPOTT evaluation





1.8.5

## Our grievance management system

To strengthen our transparency, we have also developed a "transparency dashboard<sup>8</sup>", which is available online. Its structure and design were updated in 2021 to improve readability.

**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.

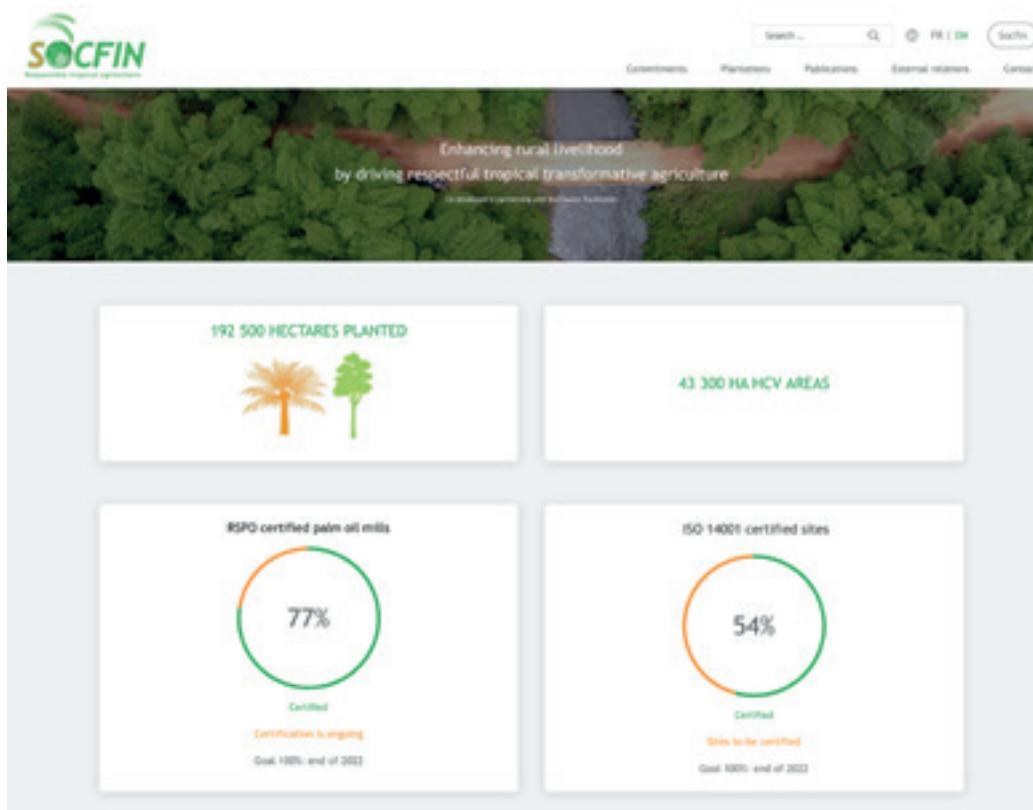
In case of a conflict, we encourage dialogue between the stakeholders concerned, at a local, national, and international level to resolve the situation properly. All grievances are registered and documented, and we do our utmost to solve all grievances in due course.

The system we have implemented with our partner EF, allows us to monitor the management and handling of grievances received step by step<sup>9</sup>.

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

On 31 December 2021, 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.



<sup>8</sup>[socfin.com/dashboard](http://socfin.com/dashboard) — <sup>9</sup>[socfin.com/dashboard/en/complaints-management](http://socfin.com/dashboard/en/complaints-management)

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



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.



Continuous transfer of technical and agricultural skills,  
as well as better management practices  
for a sustainable production



Respect and improve social well-being of employees,  
their families and the neighbouring communities



Integrated action to fight deforestation  
and preserve the environment



## 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 14001:2015 certified.

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 a Group 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. Our aim was to certify all our palm oil sites by 2021; at the end of 2021, only 2 sites out of 22 had not yet been audited; they will be audited in 2022.



### GPSNR (Global Platform for Sustainable Natural Rubber)

We are a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR<sup>10</sup>). 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.



### Other initiatives

We had our first successful experience with bio palm oil on our plantation in São Tomé-and-Príncipe.

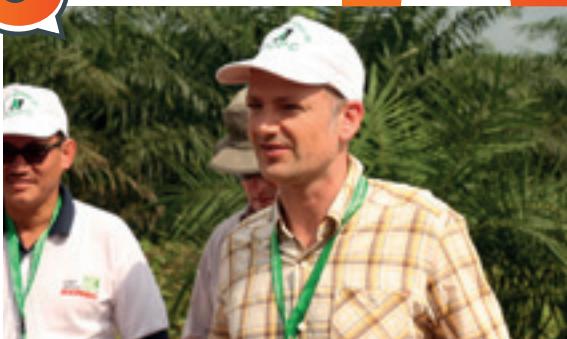
Global Gap certification and certification in accordance with the European standard for biological agriculture were obtained in 2017 and thereafter renewed yearly.

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All our certifications are visible on our website<sup>11</sup>.

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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.



When GPSNR was created, we seized the opportunity to join the platform. The Group has always produced palm oil and natural rubber in an environmentally and socially friendly manner.

I am convinced that GPSNR, as a multi-stakeholder platform will become the reference in natural rubber. Therefore, being a member is the right action to ensure the sustainability of its value chain:

- The platform is benefiting from active participation of all relevant actors of the supply chain;
- The working groups consist of members with different perspectives and backgrounds, operating at various levels of the value chain.

In my opinion, this is the proper format to ensure the recommendations and targets will take into account the concerns or constraints of all parties involved and get their support.

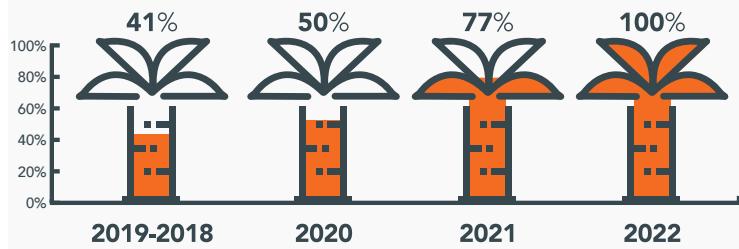
**Philippe de Groote, Head of Agronomy –  
Rubber, Socfin**



### ISO 14001 CERTIFICATION PLANNING (SUBSIDIARIES)



### RSPO CERTIFICATION PLANNING (OIL MILLS)



Sites	RSPO	ISO 9001	ISO 14001	ISO 45001	Organic	ISO 17025 ISPO - SNI SIR
SAC	✓		✓			
LAC	N/A	✓	⌚2022			
SRC	N/A		✓			
SOGB	✓	✓	✓			
SCC	N/A	✓	✓			
PSG	⌚2022		⌚2022			
Okomu	✓	✓	✓	✓		
Safacam	✓	✓	⌚2022			
Socapalm	✓ (3/6) ⌚2022 (3/6)		✓			
Brabanta	⌚2022		⌚2022			
Agripalma	✓		⌚2022		✓	
Socfin Cambodia	N/A	⌚2022	⌚2022			
Socfindo	✓	✓	✓	✓		✓
Sogescol	N/A	✓	N/A		✓	



## TESTIMONY OF OUR RSPO MANAGERS



RSPO certification, and as such all the requirements that must be implemented, ensure operations on a wide variety of topics become more sustainable. It not only makes our operations safer for our workers, the communities, and the environment, but also helps us establish fair and transparent interactions with stakeholders such as suppliers, NGOs, and independent smallholders. Being an RSPO member and being certified, is very complementary to our Socfin Responsible Management Policy and

ISO 14001 certification. Together, these requirements challenge us to do better.

In 2021, we noted that our commitment to the community continues to have a positive impact, allowing us to have constructive meetings with the communities and to collaborate on different projects to support local livelihoods.

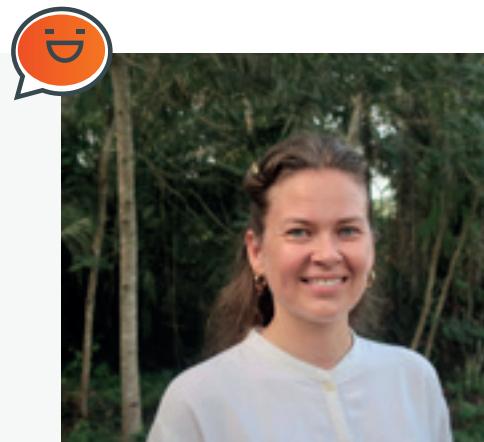
**Catherine Ter Berg, Sustainability Manager,  
SAC, Sierra Leone**

RSPO is a tool: for PSG to demonstrate its good practices to the outside world and for us to know that the plantation is doing its agri-business responsibly.

It increases not only our competitiveness, but even more our sense of collective team effort and our sustainability drive at PSG.

In 2021, we transformed and prepared the young plantation for RSPO certification. In May 2021, an assessment audit was conducted with good results, which highlighted many of our practices and a few areas of improvement. Since then, we have focused on closing the gaps and on continuous improvement.

**Josephine Laursen, Sustainability Manager,  
PSG, Ghana**



Given that RSPO is a certification that revolves around sustainability practices, obtaining the RSPO certification not only confirms the Socfin slogan of "Responsible Tropical Agriculture" but also proves that the company is committed to implementing good agriculture practices and providing good social development to the local communities.

The year 2021 was all about closing the gaps identified during the audit and implementing systems that would guarantee the continuous implementation of the SOP and company policies,

developed according to RSPO standards. We have increased our environmental awareness sessions and have doubled our efforts towards conservation of the riparian areas inside the plantation.

Our biggest challenge currently is mostly due to logistic technicalities and low supply in the local markets of various materials, making it difficult to adequately plan certain activities or operations.

**George Shotton, RSPO Coordinator,  
Agripalma, São Tomé-and-Príncipe**





In 2021, we intensified community dialogue, by improving the existing system of bilateral or trilateral meetings between the company and the local villages, making them more frequent and inclusive. During those meetings the expectations and preoccupations of all are discussed and subsequently solutions are worked out.

**Emmanuel Gang, Assistant responsible for stakeholder relations (ACRPP), Socapalm, Cameroon**



The RSPO certification process allowed for continuous improvement of our management practices and collaboration with the local communities. It also enabled environmental protection and conservation. In 2021, we intensified our awareness programs and trainings, we put in place quarterly meetings with the local communities and demarcated HCV areas.

**Urbain Mbambu, RSPO Coordinator, Brabanta, DR Congo**



By obtaining RSPO certification, Socfindo was able to leverage on the special attention the company pays to keeping its villages clean and well maintained and therefore contributing to the peaceful and agreeable quality of life characterising the plantation life of Aceh and North Sumatra.

Over the years, RSPO has contributed to the systematic approach that we implement in our plantation management, whether keeping a safe and healthy work environment or striving for more efficiency or productivity.

**Andria Zulmanitra, Sustainability Manager, Socfindo, Indonesia**

RSPO certification brings increased visibility of company practices both internally and externally, sustainability of knowledge and the functioning of the company through implemented procedures, plans and various operational documents. It allows for the continuation of economic development, while taking into account sustainability objectives. The involvement of and dialogue with various stakeholders bring us closer to speaking the same language, facilitating the required peaceful cohabitation.

In 2021, we have, among others, implemented a more detailed regulatory monitoring, social participatory maps in collaboration with the local communities, awareness programs

and improved smallholder follow-up, a broader system for information feedback in case of an employee grievance with the possibility to remain anonymous, an update of plantation borders, monitoring of buffer zones, more efficient product traceability, and community development plans with the input of the various local communities.

We are sometimes confronted with certain challenges, such as respecting RSPO guidelines without offending the culture and symbols of the local communities, as well as the need to engage all stakeholders for a successful certification.

**Sara Baleme, Sustainability Manager, Safacam, Cameroon**





RSPO certification allowed us to formalise issues related to women's rights and gender equality and to guarantee the traceability of the palm oil supply chain.

It also enabled us to identify the High Conservation Value (HCV) areas, riparian buffer zones and sources of Greenhouse Gas (GHG) emissions, in order to develop action plans.

**Alphonse Kadio Koutou, RSPO Coordinator, SOGB, Côte d'Ivoire**

Generally, RSPO certification allowed the company to take a new step in the responsible management of its operations. The introduction of this certification enabled us to improve existing systems related to the management of operational and managerial activities in all domains, but above all, allowed for the implementation of new practices related to biodiversity protection, stakeholder commitment and human rights protection.

Socapalm made progress in the 3 RSPO impact domains: prosperity, population and planet.

Improvement plans were implemented,

covering all aspects related to biodiversity and natural environment protection. Environmental action plans were revised, integrating various aspects linked to the local communities.

Moreover, it has identified and enhanced surveillance and monitoring of HCV areas, though the recruitment of ecoguards. Faced with all the positive changes brought about by certification, we must nevertheless find the right approach and compromise between the interest of the various stakeholders involved in the RSPO certification project.

**William Doumstop, RSPO Coordinator, Socapalm, Cameroon**



RSPO certification is proof of Okomu's commitment to the responsible production of palm oil, which has consistently helped in ensuring better waste management, improved social and regulatory compliance and better conditions of service for our workers.

Our employees now understand things must be done in a methodical way

thanks to the training they received, and this has increased productivity. The institutionalisation of engagement with stakeholders has helped improve community relations, worker retention and morale.

**Mikle George, Sustainability Manager, Okomu, Nigeria**



## For a local and rural development



- |     |  |     |
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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 modernise 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.



**58%**

of rubber production  
comes from smallholders

**9.7**

**€ million**  
of budget dedicated to road  
construction and maintenance

**9**

technical training  
centers



2.2

## Our commitments to local and rural development

• • •

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.

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**Encourage the inclusion of smallholders  
in our supply chain**

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**Ensure ethics and continuously improve  
transparency and traceability**

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**Offer solutions to accelerate rural development  
while preserving the environment**

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**Facilitate development and accountability of  
workers and youngsters: trainings, internships...**

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**Improve or create most needed local  
infrastructure (for example: road construction,  
technical training schools, etc.)**

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**Contribute to local food security  
in the palm oil producing countries**

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**Establish partnerships to stimulate innovation  
and sustainability performance (examples:  
microcredit, rice cultivation, AFS (Agricultural  
Family Schools), etc.)**



△ Meeting with smallholders, SCC, Côte d'Ivoire

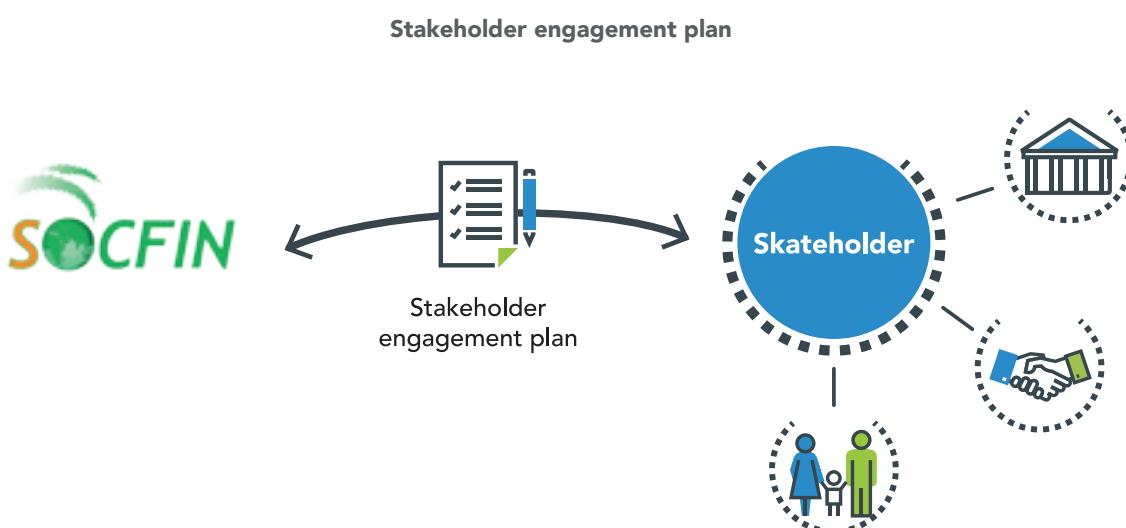
## Our commitments to local and rural development

### 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.





Sierra Leone

Rice cultivation project



Since 2014, SAC supplies rice seed to our village and 16 other communities within the chiefdom every year. The support is not only limited to the provision of rice seed, but SAC also provides machines for land preparation. In our community, we receive 200 bushels of rice seed every year and we cultivate over 100 acres every year.

I am grateful to SAC for the rice cultivation project. My husband died 4 years ago; he was a hard-working farmer, so we are following in his footsteps and benefiting greatly from this project.

**Fatmata Aruna, Beneficiary of SAC's rice cultivation project, Ngyeyama village, Sierra Leone**



Cambodia

Family garden



My name is Koy. I am 43 years old, and I come from Kampong Thom Province. I work in the roads and bridges maintenance team in Coviphama plantation. Before working for Socfin Cambodia, I had buffaloes in my hometown. One day, someone stole them, and when I managed to get them back, I decided to sell them and find a better job.

I live in one of the company villages in Coviphama. I have some rice fields in my hometown, but I do not have any land near the plantation. However, when the company started its family garden program, I got a small plot to grow vegetables.

Because some people did not want to use their own plots, they agreed, under the supervision of the village coordinator, to let me cultivate their plots.



I am proud to be one of the successful beneficiaries of SAC's microcredit. The way I manage the microcredit I received from SAC, has a positive impact on my business and life.

I started with little but now I can brag about my business because I am self-reliant.

The microcredit have changed the life of many petty traders in the Malen Chiefdom.

I wish every woman would have this opportunity.

**Ragiatu Turay, Beneficiary of SAC's microcredit project, Sahn, Sierra Leone**



My work with the roads and bridges team starts at 6.00 am so I finish quite early, and I can work in the garden a couple of hours every day.

Today, I grow many fruits and vegetables: watermelon, eggplant, pumpkin, cabbage, yam...

In my free time, I can sell some of my products at the market in Bousra so I get an extra income from my garden.

I like to work in the garden because I think it is a healthy activity. It is better than to stay at home and drink beer in the evening. Not to mention that I can produce food for myself and get an extra income from it!

When people see the garden plots that are not maintained, they do not want to start cultivating them because it is a lot of work. But when they see my garden, they want to do like me!

I like the life I have here because it equals freedom. I can work, live in the company village with other people, grow my own garden and get a better livelihood and income from it.

**Koy Yon, Roads and bridges maintenance employee, Socfin Cambodia, Cambodia**



△ RSPO board, PSG, Ghana

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**

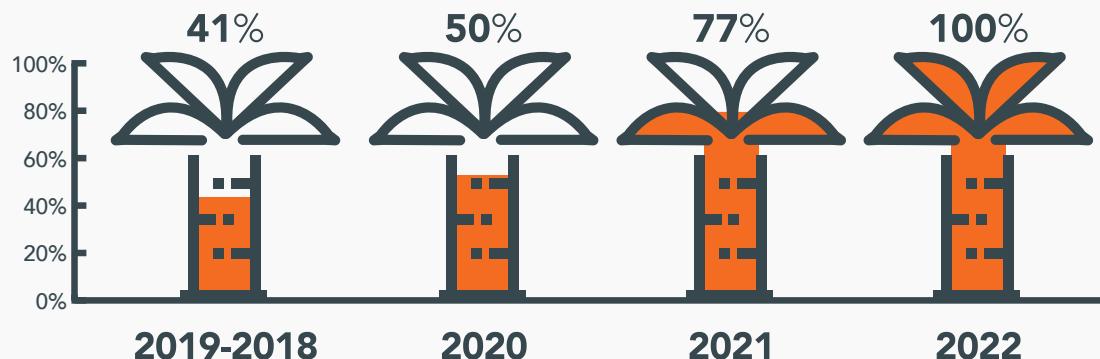
In 2019, we set the objective to obtain RSPO certification for all our oil palm plantations in Africa and, at the end of 2021, all African sites were audited, except for 2.

Currently, Okomu, Safacam, SOGB, SAC, Agripalma, and 3 Socapalm sites are certified, and we are waiting for the certifications of 2 Socapalm sites and Brabanta.

In 2022, the last Socapalm site and PSG will obtain certification.



### RSPO CERTIFICATION PLANNING (OIL MILLS)





## 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 must adhere to 12 principles for sustainable natural rubber<sup>12</sup>. Shortly after its creation, GPSNR put in place governance elements: statutes, code of conduct, Executive Committee, which includes Socfin, etc. Subsequently, workshops<sup>13</sup> 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 must be incorporated into its members' policies as from 2021. The 2021 General Assembly validated the requirements of the annual report that must be submitted to GPSNR.

The first reports of our rubber plantations and factories were submitted to GPSNR in 2022 for the parameters related to 2021.



△ Grafting team, SCC, Côte d'Ivoire

## 2.4

## Our actions for local and rural development



Sierra Leone

Job creation

In 2021, SAC made a significant investment in extending the mill's production capacity from 30 tons of Fresh Fruit Bunches (FFB) per hour, to 60 tons per hour. This makes SAC's palm oil mill one of the largest mills in Africa.

This huge investment in the mill extension is to the benefit of the local industries and local populations: it creates additional employment opportunities and reduces the need of food imports and the use of foreign currency.

We are proud to be running the mill on full capacity; processing the large production that comes from the fields with almost solely Sierra Leonean technical staff.

**Philip Tonks, SAC General Manager, Sierra Leone**



△ Philip Tonks accompanied by President Julius Maada Bio, SAC, Sierra Leone



△ Inauguration of the oil mill in the attendance of President Julius Maada Bio, SAC, Sierra Leone

<sup>12</sup>sustainablenaturalrubber.org —<sup>13</sup>sustainablenaturalrubber.org/news-publications/gpsnr-working-groups-update-march-2022



## 2.4.1

## Our collaboration with our local partners

## 2.4.1.1

### Our subcontractors



△ Local partner, Socapalm, Cameroon

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).



I am an independent contractor and I have been working for Safacam for 10 years.

At Osthyp-X, I employ about 60 people to do maintenance in the palm sector. I am also a partner smallholder of Safacam, as I have my own rubber plantation.

As a contractor, I appreciate the collaboration with Safacam as the company has always ensured business opportunities.

**Maurice Bile, Independent contractor, Cameroon**



## 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.

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

 For example, in Côte d'Ivoire, 6 800 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.



△ Smallholder representative day, SCC, Côte d'Ivoire



△ Hino Benoît Gnaoué, Smallholder, Gnaoula, Côte d'Ivoire



# Testimony

First of all, I would like to thank you for visiting me to discuss my life as a smallholder. My name is Hino Benoît Gnaoué, rubber smallholder, living at Gnaoula and village chief. I am also the DEG (German Investment and Development Cooperation) and FISDES (Swiss-Côte d'Ivoire Economic and Social Development Fund) representative.

I started developing my plantations in 1984. My first plantations were at different locations and in 1987 I started to plant here, at Gnaoula, my village. Subsequently, with the help of SOGB, I have benefited from FISDES and DEG programs since 2002. **In total, I have planted more than 22 ha of rubber.** Besides these plantations, I plant plantain banana, cassava, and chili peppers.

I cannot accuse SOGB of anything, as **SOGB is a development tool that helps us enormously.** During all these years that I have developed my plantations, it was with the support of SOGB and the financing was done by a bank called BNDA. Subsequently, we benefited from DEG and FISDES projects as I mentioned above, and it was still SOGB that supervised us and that continues to do so today. It is true that sometimes issues between partners can arise and, in that case, my belief is that dialogue can iron out the differences. SOGB is so important for us and the region that during the 2011 post-election crisis, we ensured that SOGB was not touched or raided, as was the case elsewhere. It is all we have, and it is important to safeguard the company as our survival and subsistence depends on it. I have always delivered my production to SOGB and not elsewhere as some others, so I can assure you that my relationship with SOGB is excellent.

Within the context of the rejuvenation of our plantations, **SOGB offers us the possibility to receive support with the rejuvenation of our plantations. The company will deduct a certain amount from our production income and will thereafter come and replant our old plantations that no longer produce.** I am already enrolled in the project. In my opinion it is the right decision to take if you want to leave something to your children. Moreover, through FIRCA, SOGB supervisors monitor the evolution of our plantations, they regularly check the tapping quality, tree health, and advise us on how to better manage our plantations so that we can tap the trees for as long as possible.

It is the smallholder department, managed by Mr Taky, that is responsible for our daily supervision and support. It is true that some of us do not make it easy on the

supervisors. Even I have wanted to prohibit a supervisor from entering my field as he had commented on our working method. But we finally understood that it is to our advantage that they are there. Regarding support, there is nothing to say, only that SOGB is doing a great job.

Currently, one of the biggest challenges is replanting our old plantations, as we do not have the financial means to do this alone. Of course, I agree to contribute by paying a security deposit, but support is needed.

Rubber is part of the commodities that Côte d'Ivoire exports, such as cacao, coffee, cotton, cashews, etc. When I analyse that, I think rubber plays a significant role. **Everybody starts with rubber cultivation and the reason is simple: a rubber plantation produces almost 10 months of the year, which is not the case for the other crops that I mentioned above. This capacity of the rubber tree to produce allows the planters to be somewhat free from need.** Therefore, I ask the government to strengthen the rubber sector by improving the price. In our region, we, the Kroumen, do not have any other crop, only rubber. If a company like SOGB would close, it would be our death sentence. The government thus has to enable those companies to invest by lowering taxes for example.

In the fight against the pandemic, SOGB raised awareness and offered sanitation materials. We received buckets to wash our hands, disinfectant gel, cleaning products, etc. SOGB helped us raise our voice to the government of Côte d'Ivoire so they would take us into account. This is how we got listed to receive financial compensation but unfortunately, we have not yet received these compensations. SOGB put in place a system to allow village communities to deliver their production. We benefited from the facilities to deliver without too much hassle.

It is obvious that if SOGB had to close in these difficult times, we would be in trouble, as we live from the income from our rubber cultivation. In your opinion, to whom do we sell our rubber? We would be obliged to cut down the trees and replace them with subsistence crops instead. But SOGB has continued to support us, SOGB remained supportive. We are grateful to this company.

**We would like to thank SOGB for its efforts towards our communities.**

*Hino Benoît Gnaoué, Smallholder,  
Gnaoula, Côte d'Ivoire*



Liberia

STA program



The Smallholder Technical Advisory Program (STA) was founded in 2008 and incorporated five technicians to work with local farmers in terms of training and technical advice. The STA program under the local rubber purchase department is meant to empower local farmers outside of LAC's investment. In the past, most of our local farmers used to spread rubber seeds at their farms without taking into consideration the proper planting density.

However, with the introduction of the STA program, we were able to help local farmers with the following training: seedling nursery establishment, bud grafting, how to lay out a farm with pegs, how to plant budded rubber stumps with the proper planting density, farm maintenance, tapping quality including, panelling, channelling, and disease control, safety and pollution.

The STA Program was able to encourage other farmers from far away counties, like Bong County, through the Bong County Farmers Cooperative, to establish bud wood gardens and seedling nurseries.

In terms of benefits, both the company and local farmers benefit. The local farmers benefit from better plantations due to the professional training they receive from the STA program and good yields, which means better livelihood. LAC, in return, benefits from the purchase of raw rubber that comes from these local farms, enabling LAC to increase its production.

We are committed to our local farmers as we have no intention of stopping the program; as a way of further commitment, we provide the same clones planted at LAC to the local farmers, and also offer free bud wood sticks to those who have a seedling nursery.

**Alfred H Flomo, Local rubber purchase officer, LAC, Grand Bassa County, Liberia**



△ Smallholder training, STA program, LAC, Liberia



Nigeria

CSR scheme



The smallholders' project is part of Okomu's Corporate Social Responsibility (CSR) scheme to help smallholder farmers and to integrate them into the Fresh Fruit Bunches (FFB) supply chain of Okomu.

In 2021, some farmers got seedlings worth 3 million Naira in the pilot phase of seedling distribution to smallholder farmers, which helped build confidence amongst farmers to participate in the program.

**Festus Ebazele, Employee at TA Commodity, Partner of Okomu, Nigeria**



These partnerships stimulate smallholder development and thus reduce poverty in these regions.



For  
POSITIVE IMPACTS:

Stable income;  
Better agricultural practices;  
Less land is used because of increased productivity.



# Impact of the Covid-19 pandemic on our partners

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

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Within the Group, we have strived at all costs to implement the required management measures in order to safeguard jobs and smallholder procurement as much as possible, and as such guarantee 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 good as possible from Covid-19

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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 health crisis, particularly in isolated rural areas



#### 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 Schools<sup>14</sup> (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. Many of them became agricultural entrepreneurs, others secured qualified jobs, whereas the majority continued their studies. Currently, 54 young people, who were school dropouts, found their way back to school or became entrepreneurs.

Mid 2021, IECD and Socapalm agreed to end their partnership because of a lack of candidates in the Kienké region. Nevertheless, to not slow down its impact on local development and to ensure the training of the 13 entrepreneurs that started in the 2020 school year, Socapalm has chosen a new educational partner to support the parents' association for rural development, namely the Association of Professionals in Alternance Education (APAE). The school year started with 10 new students besides the 13 that were already enrolled in 2020 and awareness-raising activities are carried out to promote this educational structure in the region.

Safacam, on the other hand, continued its partnership with IECD and together they requested the Minister of Secondary Education (MINESEC) to change the status of the Agricultural Family Schools to that of Professional Family and Agricultural Training Center. The MINESEC, that had previously given its consent, will formalise this new status at the start of the 2022 school year, as such enabling the best students of the center to enter state technical secondary education.

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. In 2021, 96 children (aged 6 to 16) benefited from Agripalma's project. They are divided in 6 groups and train twice a week. Worldwide, 202 schools were created by the Real Madrid Foundation in 34 countries.



#### 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.



△ Training initiative, LAC, Liberia



The arrival of Okomu to our region has been a blessing, as it has played a significant role in the development of communities around its plantation. For us in Irhue community, the annual projects implemented by Okomu in our community have helped transform our once remote village into a mini city.

The recent installation of a 500 KVA transformer in Irhue by Okomu has helped connect the community to the national power grid and boost economic activities in the area.

**Hon. Ogbenudia Efionayi, Chairman, Irhue community working committee, Nigeria**

<sup>14</sup> Since 1992, the IECD works to improve the professional integration of rural youngsters in Cameroon based on the concept of AFS.



△ Roads and bridges maintenance team, Socfin Cambodia, Cambodia

#### 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 local 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 € 9.7 million in 2021.

**Road network budget of € 9.7 million in 2021.**



My name is Lavy, I am 37 and I started to work for Socfin Cambodia as a field worker in Socfin-KCD plantation in 2009.

Since 2016, I am the supervisor of the roads and bridges team in Coviphama. We maintain and fix the roads and bridges for the company. I am also in charge of doing the demarcation around the concession, putting the fire breaks to protect forests and rubber fields during the dry season and controlling the signs placed to demarcate protected areas in the plantation.

Through my work, I have acquired a great knowledge of the plantation and the area.

I live in one of the company villages with my wife

and three children. My two older children, aged 7 and 11, go to the plantation's school. I am originally from Pu Teut Village in Bousra.

My father is Khmer and my mother is Bunong, and she follows the indigenous traditional beliefs. Today, I still have a house in Pu Teut Village and with the money I saved through working for the company, I was able to buy some land to develop my own farm near Coviphama where I grow coffee, cassava, and avocado.

People in the community tell me that Socfin Cambodia is a good company because it helps them by supporting development projects such as roads or water wells. From my perspective, I am thankful that the company came to Bousra. Because I am not well educated, I would not have been able to find a job easily. Only Socfin Cambodia could give me a job with a good income. Now I have a good position with responsibilities, I can learn more through my work at the company and I can afford to develop my own farm, improving my livelihood.

I can also see that Socfin Cambodia cares about our local environment because we pay a lot of attention in our work to cleaning plastics that people leave in natural areas and to patrolling and protecting the forests. I hope that local people in the area would also help to protect the wildlife and stop hunting animals to sell them because we see them less than before.

**Lavy Net, Roads and bridges Supervisor,  
Socfin Cambodia, Cambodia**



△ Smallholder training, STA program, LAC, Liberia

2.5

## Improvement of our supply chain transparency

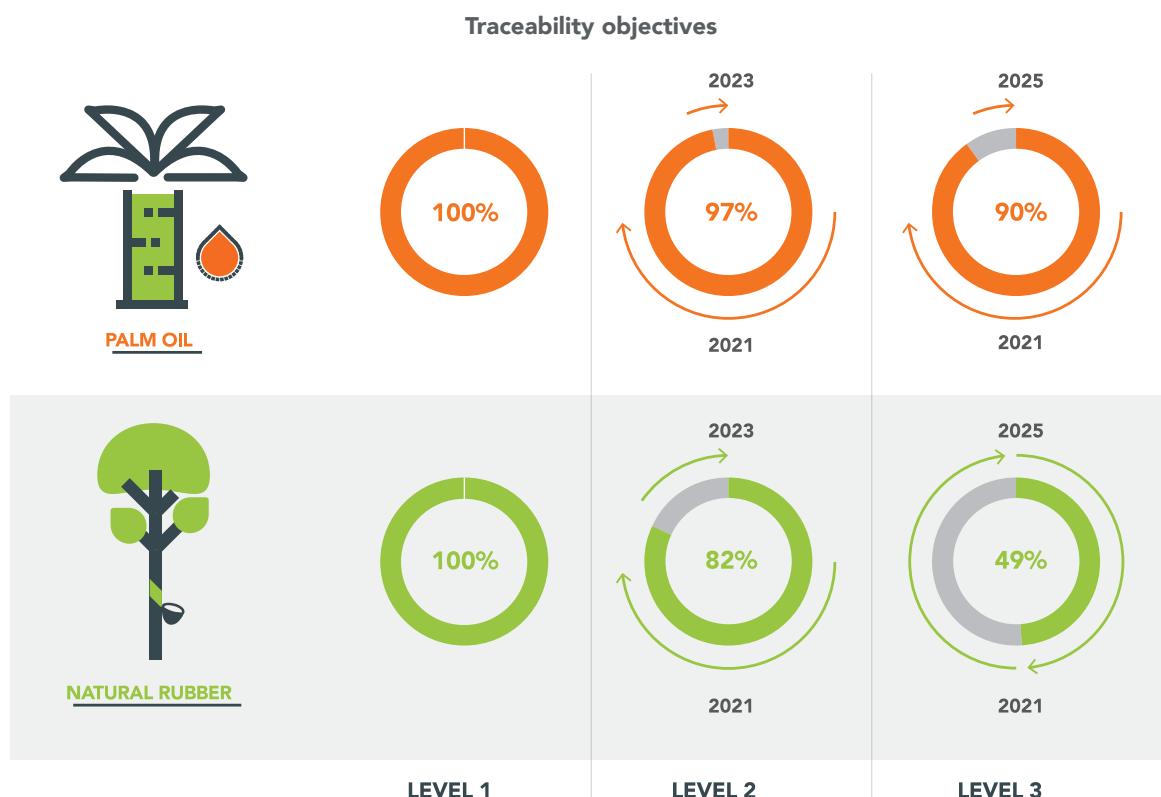
We are committed to putting traceability tools in place to make our supply chain more transparent.

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 obtain 100% traceability for our "first level" supplies, for both FFB and 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, dealers, etc.

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



**Level 1:** identification of suppliers;

**Level 2:** identification of suppliers and precise location for industrial plantations and smallholders;  
identification of suppliers and catchment areas for dealers;

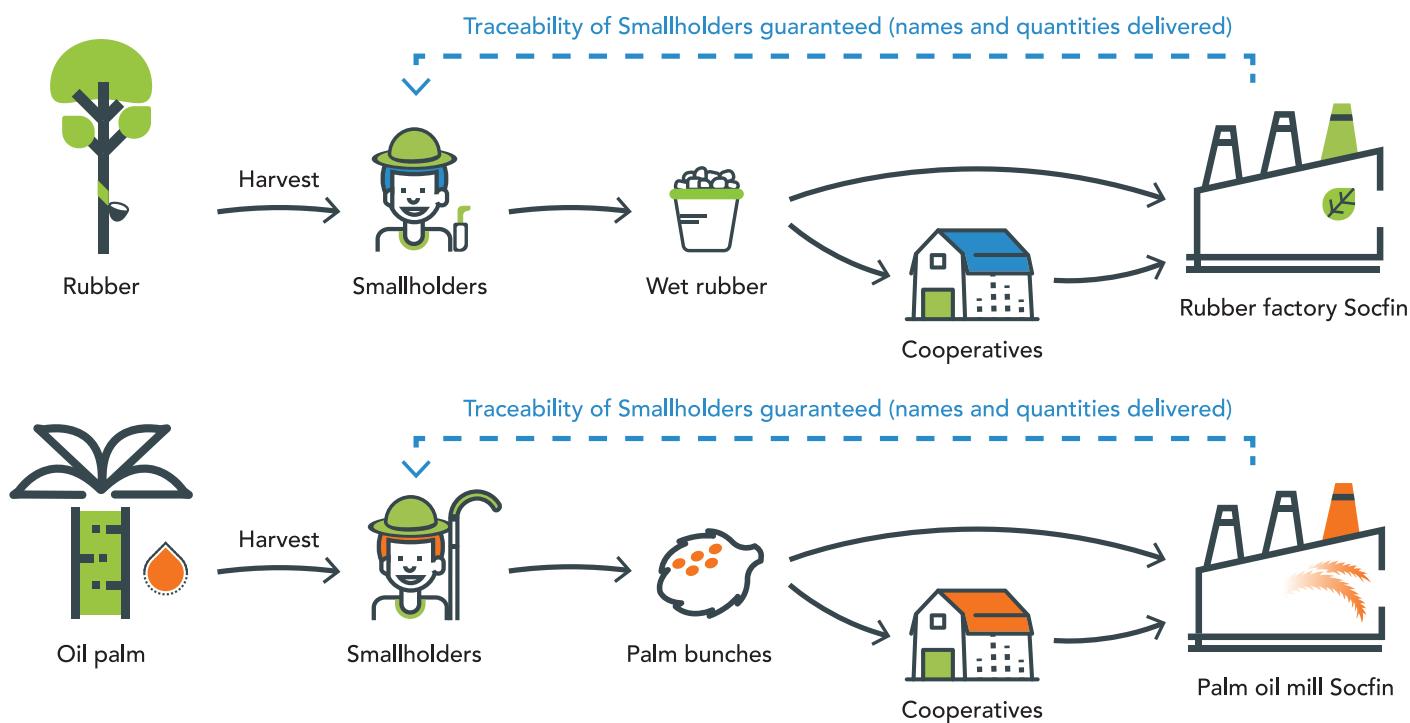
**Level 3:** identification and precise location of the entire supply chain.



△ Arrival of smallholder's production, SCC, Côte d'Ivoire

### 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 dashboard<sup>15</sup>” online.

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

<sup>15</sup> [socfin.com/dashboard](http://socfin.com/dashboard)



## 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.

As a key player, we acknowledge the role we have to play in the transparency of the industry, therefore we have been committed to the "RubberWay" project since the very beginning and the first evaluations took place on our Ivorian sites in 2018.

**Michelin developed a smartphone application in 2018, based on the principle of self-evaluation by the actors in the supply chain.**

Until now, at our level, we have finalised a complete evaluation in 4 countries, and in Liberia and Côte d'Ivoire alone, close to 13 800 smallholders were evaluated.



The data collected in our Group's operations enable us to develop a comprehensive risk mapping in those supply areas and to define the priorities in terms of training for smallholders to engage them in more sustainable practices.

For our Group, RubberWay is an efficient tool to raise awareness in our entire supply chain about social and environmental issues and to undertake progressive compliance with our commitments in terms of responsible management.



## 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 a site "compliance officer".

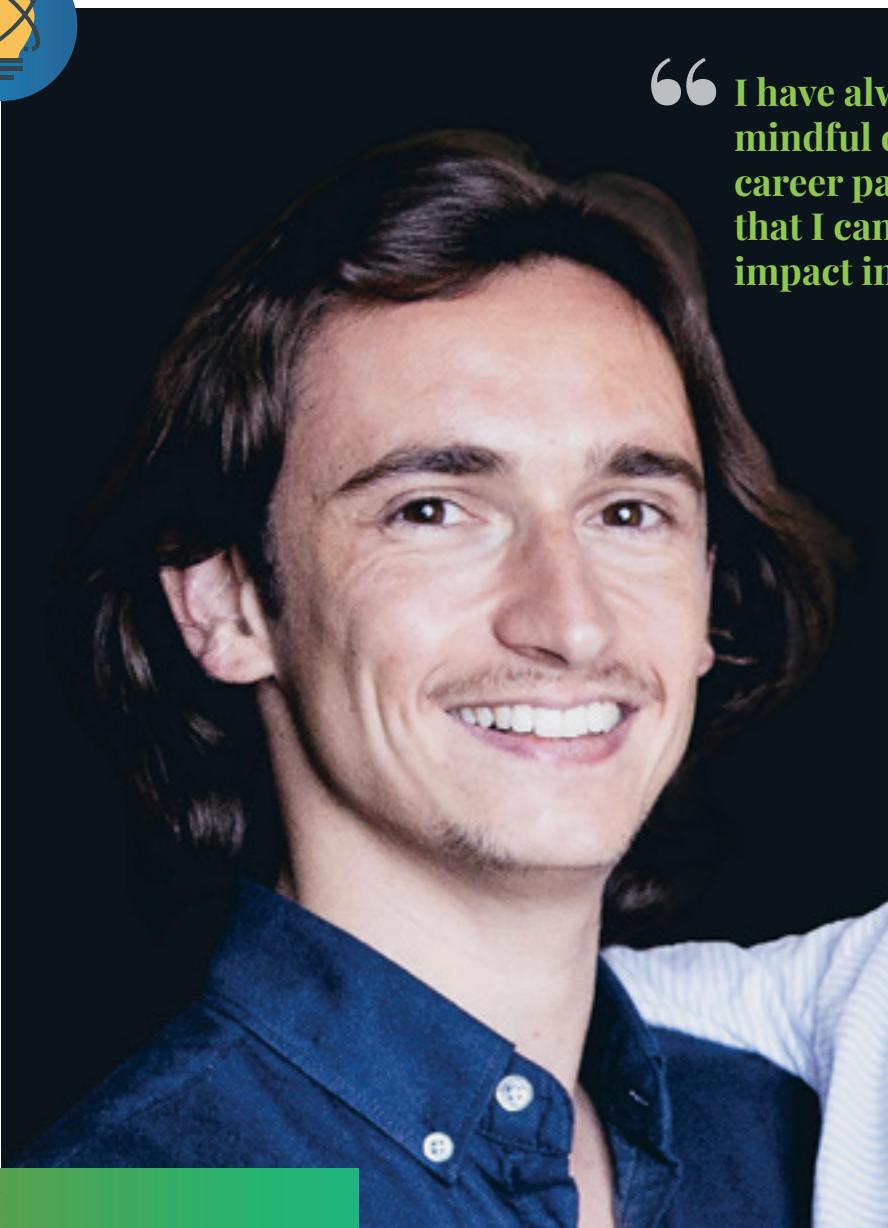


# Interview with Côme de la Porte

HEAD OF OPERATIONS AT RUBBERWAY.



“ I have always been mindful of creating my career path in such a way that I can have a social impact in my work. ”



RUBBERWAY

△ Côme de la Porte, Head of operations at RubberWay

**“ RubberWay is a digital solution specifically developed to identify the sustainability risks in the natural rubber upstream supply chain. ”**

## Can you present yourself and describe your work experience?

I have always been mindful of creating my career path in such a way that I can have a social impact in my work.

For a long time, I considered humanitarian work to be the profession with the most unquestionable positive impact. When I was younger, my favourite movies and novels were those featuring humanitarians in conflict zones in Sudan, Yugoslavia, Rwanda, Indochina, etc.

I studied management completed by a master's degree in humanitarian aid. After graduating, I wanted to combine my business background with my interest in social impact. Therefore, the Corporate Social Responsibility (CSR) field naturally came up, with a particular attraction for global and international problems.

It is in this context that I joined the sustainability department of the Michelin group's natural rubber purchasing structure four years ago, and then participated in the creation of RubberWay as an independent structure.

## What is RubberWay, and what led to its creation?

First, let us look at the global context.

Despite the economic advantages and livelihood benefits arising from rubber production, the growing demand for natural rubber and the resulting expansion of plantations poses social, economic, and environmental risks.

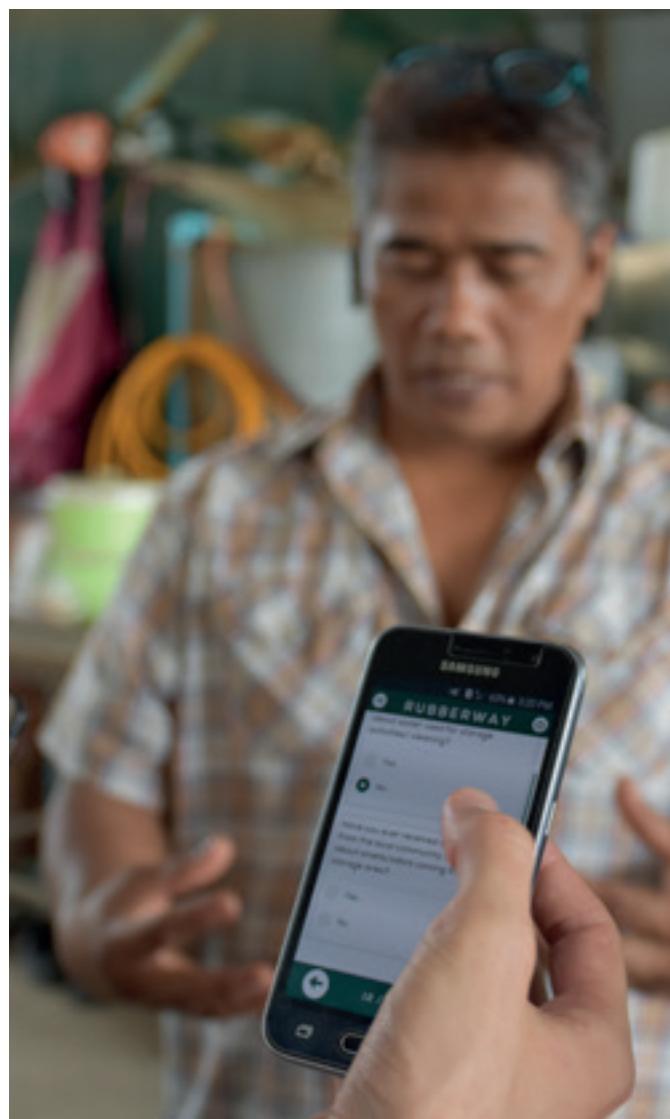
If this increase in demand is not addressed wisely, it will certainly put more pressure on forests, biodiversity, and agricultural land. It is therefore urgent to scale up good practices all along the supply chain and look for global impact.

RubberWay is a digital solution specifically developed to identify the sustainability risks in the natural rubber upstream supply chain. It was first designed by tyre makers to empower their natural rubber suppliers (i.e., Socfin) to report on the transparency of their supply chain.

Our digital solution is based on a self-assessment concept. By using a mobile app, the rubber processor will perform a series of interviews for each key actors of their own upstream supply chain: smallholders, intermediaries, large plantations, and processing factories.

Based on the answers collected, RubberWay can flag practices at risk and have them displayed in their geographical context thanks to a mapping.

Ultimately, such assessment provides a tool to identify critical areas involving social and environmental risks.



△ RubberWay application



## What is your role at RubberWay?

Given our relatively small size, as the head of operations, I am essentially in charge of running the company! This includes a high variety of tasks: communication and prospection, training and follow-up with the users, production of analysis reports, maintenance of the system along with our IT provider, dialogue with internal and external stakeholders, etc. There is no time to get bored.

Fortunately, I am also assisted by our very active shareholders who help spread the word more widely.

## How is RubberWay helping local smallholders? Why do you think this initiative is important for the rubber sector?

Establishing a risk diagnosis is crucial as the data collected are then used as a base to develop further capacity building projects in collaboration with all actors in the value chain (producers, processors, NGOs, government agencies, etc.) to improve the sustainable dimension of the industry. These projects have indeed a direct impact on the smallholders.

Such action plans have already been implemented by a rubber processor in Thailand following a RubberWay assessment, also in Côte d'Ivoire supported by a public agency, and currently in Sumatra, where a project cofounded by a processor, tyre manufacturer and auto maker is being established.

RubberWay is essential also because it is not only used as a risk assessment tool, but as an effective way to raise awareness on social and environmental topics, and to engage the actors of the supply chain in more sustainable practices.

“ Given its position of key player in the natural rubber sector, Socfin has acknowledged its essential role in ensuring the transparency of the industry by being fully committed to the RubberWay assessment. ”

## What did you implement on the field with Socfin Group (and on which plantations)?

Given its position of key player in the natural rubber sector, Socfin has acknowledged its essential role in ensuring the transparency of the industry by being fully committed to the RubberWay assessment.

Thus, Socfin proudly led a comprehensive assessment in 4 countries concurrently. Together in Côte d'Ivoire and Liberia they used RubberWay to interview close to 13 800 smallholder farmers. They collected information within twelve districts allowing a comprehensive risk mapping of their sourcing areas.

Overall, the assessment does not show particularly alarming risks. Though, we were able to highlight a clear lack of official land titles held by smallholders in Côte d'Ivoire.

On the other hand, we were positively surprised to notice a high degree of agricultural training received by the farmers thanks to the involvement of Socfin in partnership with the Ivorian public agency in charge of natural rubber.

“ RubberWay is essential also because it is not only used as a risk assessment tool, but as an effective way to raise awareness on social and environmental topics, and to engage the actors of the supply chain in more sustainable practices. ”

## What challenges are you facing?

The highly fragmented supply chain is one of the most challenging aspects of sustainability in the natural rubber. 90% of the global natural rubber is produced by independent smallholders, with little or no interaction with downstream companies. In Indonesia and Thailand, the top two producing countries, it is common for processing factories to source raw material through middlemen three or more layers deep.

This lack of direct access to producers makes the implementation of verification processes very challenging.

The resulting advantage is that RubberWay can be used as an opportunity to engage the whole supply chain, starting with the middlemen, towards more awareness on the risks involved in the production of the raw material.

The second main challenge is that sometimes processors do not see the value of spending resources on sustainability. Thus, there is also longer-term background work to be done to make sure that sustainability is seen as a pre-competitive challenge by the various actors of the industry.

## Do you think other companies from the rubber sector should follow this approach?

Yes, I advise them to adhere to this very pragmatic approach for many reasons.

With RubberWay, downstream companies (processors, trader, buyers) hold a key to driving significant environmental and social changes in the natural rubber industry by enhancing transparency in their sourcing procedures.

They should ensure to have access to relevant information about the current state of risks in the industry. By being equipped with the appropriate data, the companies will be able to mitigate the risks with targeted interventions that will serve their purpose as well as those of the whole industry.

If many downstream companies were to use a risk assessment approach such as RubberWay, supply chain transparency could efficiently be achieved industry wide, as most rubber purchases come from the same areas.

## How do you see the future of the rubber supply chain?

The natural rubber industry has been less scrutinised by the civil society compared to other commodities. For instance, unlike palm oil, forest products, and soy industries, there is no overarching sustainability certification standard specifically for natural rubber.

However, this is starting to change with the formation of the Global Platform for Sustainable Natural Rubber (GPSNR) and an increasing number of companies committing to producing and sourcing sustainable natural rubber.

We observe the emergence of various reporting initiatives, traceability solutions, trading platforms, which are all working towards greater transparency. This movement helps downstream companies to consider sustainability as a key added value to their products.

**“ I am convinced that RubberWay’s risk maps will be used by most rubber buyers as a basis for purchasing decisions. ”**

## Do you think this approach can be applied to other agro-industry sectors?

Yes, I think that this model is highly replicable, and I hope to see PalmWay, CocoaWay, SoyWay, and others emerging soon!

*Côme de la Porte, Head of operations at RubberWay*

in  
[linkedin.com/company/rubberway](https://linkedin.com/company/rubberway)



[rubberway.tech](http://rubberway.tech)



## For our local employees and communities



3

- |     |  |     |
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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 have to organise an awareness campaign and an intensive training of our staff, for example on respect for the rules concerning safety at the workplace.

As we are usually 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.



**62 500**

children enrolled in 2021,  
1 200 more than in 2020

**91**

health centers and hospitals  
on our plantations

**2.9**

**€ million**  
dedicated to the realization  
of community projects



3.2

## Our commitments for our local employees and communities

• • •

Social well-being

**Respect and improve the social well-being of our employees and their families, as well as the communities:**

Raise awareness

Solve grievances and publicly report on progress made

Protection and respect the Universal Declaration of Human Rights

**Ensure social protection and respect the Universal Declaration of Human Rights for our employees:**

Apply a zero tolerance approach regarding serious violations of human rights, such as intimidations, physical attacks and/or threats

Promote gender equity and strengthen gender equality

Acknowledge and respect the rights of all workers, including subcontractors, temporary workers or migrant workers

Implement a grievance mechanism in compliance with principle 31 of the UN Guiding Principles on Business and Human Rights

Allow local employees and their families to benefit from infrastructure, health coverage and access to education

Improve livelihood: water, electricity, leisure, etc.



3.2

## Our commitments for our local employees and communities

• • •

Rights of local communities

### Respect the rights of local communities in all our operations and supply chains:

Respect the right of indigenous populations and local communities to give or withhold their Free, Prior and Informed consent (FPIC) on all operations affecting the land or resources they are legally, communally or customary entitled to, through application of RSPO's FPIC methodology

Maintain permanent, efficient, transparent, open and culturally appropriate communication channels with the indigenous populations and local communities

Encourage long-term collaboration to implement local community projects supporting decent livelihood: social life, health, education, food security, etc.

Respect local and indigenous communities' rights to access and occupy land

Maintain the traditional rights to access the plantations for hunting and harvesting plants for subsistence, indigenous cultural religious traditions and customs and ceremonies in compliance with legal requirements and the Socfin Group's commitment to protect rare, threatened, vulnerable or critically endangered species

Implement a grievance mechanism in compliance with guiding principle 31 of the UN Guiding Principles on Business and Human Rights.

This mechanism is used to settle ongoing disputes; the implementation of the agreed corrective measures is monitored jointly by the community/communities and the Socfin Group and/or the appointed third party/parties



△ Memorandum Of Understanding with ADV, SOGB, Côte d'Ivoire

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 search and choice of concessions focus 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, 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 sites' concession maps are available on our dashboard<sup>16</sup>.

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.

Furthermore, because of the recent demographic explosion in certain regions, we notice that land pressure has strongly increased around certain plantations 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.



*At Socapalm, since 2017, to resolve the land situation, which has been the cause of certain tension and to avoid any misunderstanding, an identification of the concession has been conducted, in close collaboration with the State, the Ministry of State Domains and Land Affairs, through the local land registration department, as well as the local communities involved.*

*The company has also requested the identification of the concession boundaries and densification of boundary markers along the State's land titles. This operation was concluded on all sites, with the help of the communities and administrative authorities, and in certain cases, it was necessary to place or add boundary markers limiting the concession. These results were presented to the communities on completion of the work.*

*Based on these elements, maps have to be drawn up by the Ministry of State Domains and Land Affairs in order to be presented to the Technical Committee in charge of this case for validation.*

3.3.2

### 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 local 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.

<sup>16</sup> socfin.com/dashboard



## 3.3.3

## 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 560 hectares of land identified as sacred sites.*

Simultaneously, in our responsible management policy, we have formally committed to apply Free, Prior and Informed Consent (FPIC<sup>17</sup>), a concept legally supported by the UNDRIP<sup>18</sup> (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 plantations.

## 3.3.4

## We encourage community dialogue

Our neighbouring communities 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.

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.



I would like to thank you for the opportunity to talk about myself and my village. I am Youkou Félix Néan, and I am the traditional chief of Wapo county, living at Klotou. This village is part of the 13 ADV villages (Association of Displaced Villages) that are joined to SOGB. It is a happy union that we share with SOGB. It is through this structure that SOGB supports the villages economically with development projects.

We have put in place a discussion platform that allows us to resolve possible disagreements. We know that nothing is perfect but regarding SOGB I can admit that it tends towards perfection. Every 5 years, improvements are made that make us genuinely happy. SOGB exerts itself to nurture our ambitions. I want to discuss the projects that are implemented here and there in our villages.

Concerning the Covid-19 crisis, I must admit that we were not heavily impacted. SOGB supplied sanitary materials, raised awareness and, those who wanted, could get vaccinated. In my opinion, SOGB management handled this crisis well. It is unfortunately not over yet, but I think the worst is behind us now.

In 2021, we inaugurated a health center at Djihimbo, several classrooms were constructed in various villages and several other community projects were undertaken. At Klotou, a health center was opened.

The Memorandum of Understanding was also re-evaluated, we participated in the discussions and good and favourable decisions for the villages were taken. Budgets were revised upwards. This will further boost village development and I must admit the results of those discussions went beyond our expectations. In any case, the current general manager of SOGB did something very important for us and we would like to express our gratitude.

All the villages are pleased, what SOGB does for our communities is unique and has to be welcomed. We only wish SOGB prosperity, because when SOGB prospers, the ADV villages will prosper as well.

**Youkou Félix Néan, Traditional chief of Wapo county, Klotou, Côte d'Ivoire**



# Interview with Céline Schmitz

SUSTAINABILITY MANAGER

Socapalm, Cameroon



“These 10 years have allowed me to gain varied experiences and skills, more specifically through the implementation of procedures and the ISO 14001 and RSPO certification processes.”

△ Céline Schmitz, Sustainability Manager, Socapalm, Cameroon

## Relations between Socapalm and the local communities

**“ We have created a “Stakeholder Guide” defining the modalities of the relations between Socapalm and its stakeholders and we have raised awareness on the company’s HSE policies, plans and procedures. ”**

## Can you please present yourself and describe your work experience?

After my studies, a master's in history and anthropology at Brussels University and in environmental science, and after a brief mission in Congo, I really started my professional career with Socfin at SAC in Sierra Leone in 2012. It was a new plantation where I got the opportunity to work on various projects and in various jobs in the agronomic, logistic and HR departments to eventually set up the company's Sustainability Department.

These 10 years have allowed me to gain varied experiences and skills, more specifically through the implementation of procedures and the ISO 14001 and RSPO certification processes.

A life-changing experience was the management of the Ebola pandemic in 2014: to encourage and motivate the workers and villagers so they would implement the sanitary measures with due regard of the communities' sensibility was a true challenge that we addressed. Our region was indeed the first one in the country to be declared Ebola free.

## What is your mission within the Socfin Group and Socapalm?

I arrived in Cameroon in February 2021 to create and take charge of the Sustainability Department for all Socapalm sites (Dibombari, Edéa, Eséka, Kienké, Mbambou and Mbongo) and centralise the following services and operations within this department:

- Occupational health and safety policy and prevention, including the collaboration with various committees;
- Development of a training and meeting calendar for all sites;
- No discrimination and equality policy in collaboration with the Gender Committee;
- Development of an open and sustainable communication with the 47 local communities of the Socapalm sites, put in place a calendar for meetings with those communities;
- Participation in the national interpretation process of the "RSPO principles and criteria";
- Respect and application of environmental regulations and implementation of analysis (water, air, fumes, etc.), action plans, and compliance reviews;
- Preservation and renewal of ISO 14001 certifications;
- Achievement and implementation of RSPO certifications:
  - Internal audits on all sites and implementation of recommendations;
  - Organisation of pre-audits and external audits;
  - Continuous information management for the auditors.

## How does Socapalm manage its community relations and does the company respect their human rights?

Community relations and respect of human rights are at the core of the responsibilities Socapalm entrusted to the Sustainability Department. The contacts go through formal and systematic bi- and tripartite meetings (Socapalm-local communities and Socapalm-local communities-local authorities) or through partnerships with external organisations (such as Earthworm Foundation, WWF...) and raise awareness on the Human Rights policy and their compliance.

Of course, this concern is also shared by all our teams on the ground and establishing and maintaining a quality communication channel with the local communities is an objective that motivates and unites all our teams.

In order to maintain a climate of understanding and mutual confidence, we have to operate following a participatory model and not only address the needs of the communities within the timeframe set with the stakeholders, but also ensure efficient communication (i.e., in the language chosen by the stakeholders).

In this regard, we have created a "Stakeholder Guide" defining the modalities of the relations between Socapalm and its stakeholders and we have raised awareness on the company's HSE policies, plans and procedures. More specifically, the implementation of this strategy is based on:

- A calendar of work meetings between Socapalm and the communities with an agenda that is determined in a participatory way;
- A grievance management system for all sites to enable monitoring of correct registration and follow-up of grievances while respecting the allotted time in the procedure and accompanied by performance indicators;
- A community track file, compiling:
  - Village information: geographical data, lists of representatives, number of inhabitants, river names, etc.;
  - Issues and questions that were raised during previous studies and evaluation of the satisfaction level of the answers;
  - Systematic registration of meetings, points addressed and agreed follow-up.



## What did you achieve with the communities in 2021?

In 2021, we organised various meetings (more than 70) with the local communities and stakeholders to establish a constructive and open dialogue, enabling us to register and solve problems, but also to address requests or grievances from the villages.

Socapalm continues with its financial support and community project participation programs (construction of boreholes, maintenance and repair of electrical lines, road maintenance, bridge construction, community field development, supply of school equipment, construction or renovation of schools, distribution of medical equipment...). In 2021, the allocated contribution amounted to € 515 693.

As requested, and supported by most communities, we drew up a report for 2021 (for each village: number of recorded grievances, resolutions, meetings, awareness campaigns, social projects and amounts allocated) that was presented in January 2022.

Together with the agronomic department, we have also participated in HCV protection through collaboration on the identification process and participatory mapping.

“ In 2021, the allocated contribution amounted to € 515 693. ”

## What are the daily challenges you are facing?

Certain difficulties are inherent to the multidisciplinary character of sustainability objectives and the multi-site aspect of Socapalm; at the same time, you have to standardise and integrate the procedures based on the various skills in the 6 sites, while respecting the particularities of each site and ensuring an efficient, aligned and adapted communication.

In addition, even though the criteria defined in the certification process are demanding and the audits are conducted thoroughly and flawlessly, we notice that under pressure of the external criticism on Socapalm, the auditors impose repeated and additional inspections with more verification audits.

Finally, respecting the timelines to obtain certification is a real organisational and logistic challenge, especially because of the required updates to integrate the latest developments and international expertise in the context of RSPO certification.

Therefore, the sustainability improvements implemented in 2021 were the result of the implication and efforts of all members of the Sustainability Department and this thanks to the support of each site and their management teams.

It is worth noting that, while respecting the sanitary regulations and the limitations linked to the Covid-19 crisis, the number of meetings with the local communities increased sharply compared to the previous years.

“ Therefore, the sustainability improvements implemented in 2021 were the result of the implication and efforts of all members of the Sustainability Department and this thanks to the support of each site and their management teams. ”

## What is the impact of RSPO certification on your relations with the communities?

The environmental requirements that are covered by RSPO certification, and that were strengthened regarding biodiversity, result in new studies and management plans that were developed in a participatory manner and have to be implemented with the communities.

Moreover, RSPO certification aims at ensuring public information sharing, which we achieve through our communication strategy (meetings, awareness campaigns, dissemination and display of messages related to new policies) and transparency with the communities, which are regularly visited in order to verify their compliance with RSPO indicators.

“ Climate urgency is rising and increasing the need to monitor the HCV areas and to implement protective measures in partnership with members from the local communities. ”

## What do you expect from your relations with the communities?

Climate urgency is rising and increasing the need to monitor the HCV areas and to implement protective measures in partnership with members from the local communities. For examples, the appointment of ecoguards who have to raise awareness with the communities on the protective measures implemented by Socapalm to preserve biodiversity in the HCV areas.

▼ Aerian view, Edéa, Socapalm, Cameroon





### 3.3.5

## Implementation of a grievance management system

At Group level, we have developed an external grievance management system with the support of EF (see 1.8.5, 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<sup>19</sup>, close to Kienké (Socapalm, Cameroon) and the Bunongs<sup>20</sup> in Cambodia.

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.*



*In Cameroon, the Bagyéli pygmy community of about 70 people, spread over 5 villages, lives close to the Kienké plantation about 15 km from Kribi.*

*On a daily basis, the plantation is trying to improve the integration of the Bagyéli pygmies and to improve their livelihood by facilitating access to education for the youngest. Simultaneously, training and awareness campaigns are aimed at the eldest to enable them to put in place preservation measures for their forests: protection of ecosystems and HCV areas.*

*An exchange and dialogue platform was also established with the help of the NGO BACUDA (Bagyéli Cultural Development Association). Socapalm is committed to offering long-term assistance (solar energy, water, etc.) and in July, the community entered the tripartite dialogue platform that has been created with the State of Cameroon for 4 years. They attended their first meeting on 15 September 2021.*

### 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 2021, more than € 2.9 million was spent.**



Nigeria



On behalf of Odionwere and all the elders of Oke community, I would like to specifically thank Okomu management for their assistance to our community and for all the good work done, such as building and renovation of schools, sinking of boreholes and installation of a transformer in our community.

For this, we say thank you and pledge our continued support to the company.

*Isaac Agbonzee, Representative of Odionwere Oke community, Nigeria*



Nigeria



The Elders Council, men, women, and youth of Gbole-Uba community want to explicitly thank Okomu management for the swift response to the community plight following the flood that destroyed houses in the community.

The food distribution went a long way to comfort those affected by the flood. We least expected this gesture from Okomu management, and we hope that the company will be sustainable and prosperous.

*Michael Kekegha, Secretary of Gbole-Uba community, Nigeria*



△ Interns and their supervisor, LAC, Liberia



△ Donation of basic goods to the Globe-Uba community, Nigeria

### 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.



€ 275 800 was spent on water, electricity and telecommunication connection in the past year.



62 473 pupils attended these schools in 2021, and among them, 20 640 pupils are children from the local communities, or more than 33% of the total number of pupils.

### 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 sites 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 to improve youth education: **€ 263 300** was spent on schools surrounding the sites in 2021.

To ensure the longest possible schooling of the children from these remote areas, we also provide scholarships for the most meritorious pupils and assist in the renovation of buildings when needed.



My name is Harry M. Attoh, human resource and administration manager at LAC in Liberia, and I also have oversight responsibility for the LAC school system.

Currently, LAC has 23 schools, including secondary, primary, and nursery schools. We have various types of academic programs, such as the scholarship program.

The LAC's scholarship program provides ten scholarships to deserving students every year. These scholarships are based solely on academic excellence; we ensure that the selection process is very transparent. The selected students have an opportunity to do a four-year program at any higher institution of learning in Liberia. After the scholarship is awarded, we monitor the progress of the students. We ensure that enough funds are provided for every semester to allow them to go smoothly on their academic journey without interruption.

We decided to set up this scholarship program because some parents do not have the financial capacity to let their children continue their studies after high school. We also see it as part of our corporate social responsibility and as a motivational program.

**We have quite a few of these students who have excelled tremendously. Some have good jobs in government; others are doing further studies in the UK, the United States, and other African countries. Some of them even work in very high positions in different countries worldwide.**

We have scholarship beneficiaries in our staff: nurses, engineers, agriculturists, teachers, and accountants working in the hospital, factory, plantation, schools, and accounting departments and even an agronomist is a Socfin staff member in another country.

It depends on which discipline they graduated in, and if the job is available. The selection is based on the company's recruitment policy.

The program will be continued as it has given us positive and sustainable results. We have one of our students graduating in a few weeks as a medical doctor, and she graduated from the LAC school system and benefited from the scholarship program. And our data show that most of the program students are doing exceptionally well.

**Harry M. Attoh, Human Resource and Administration Manager, LAC, Liberia**

### 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 plantation (but not employed by the company).



*At the request of communities and as part of our community engagement plans, we have also, at certain sites, 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.



△ Héké health center, SOGB, Côte d'Ivoire



△ Donation of medication, Koungué Soumsé medical center, Safacam, Cameroon



△ Employee, Socapalm, Cameroon

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 treatment and decent housing to our employees.

3.4.1

### Social protection of our employees

3.4.1.1

#### Labour law compliance

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

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

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

3.4.1.2

#### Social contributions

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

In certain countries, with the employee's authorisation, union contributions can also be directly deducted from the salary and transferred to the union of a worker's choice.

3.4.1.3

#### Union membership and freedom of association

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

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

Employee union membership is estimated at 75%. Union representatives are chosen during union elections. All meeting reports are locally available for consultation.

Labour relations on our sites 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 members of neighbouring communities.



*In Sierra Leone, SAC plantation is established around 53 community villages and 93% 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.

#### 3.4.1.5

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

We are committed to working daily to eliminate any form of discrimination related to gender from our workforce but also from the workforce of our subcontractors and this from the recruitment and appointment process.

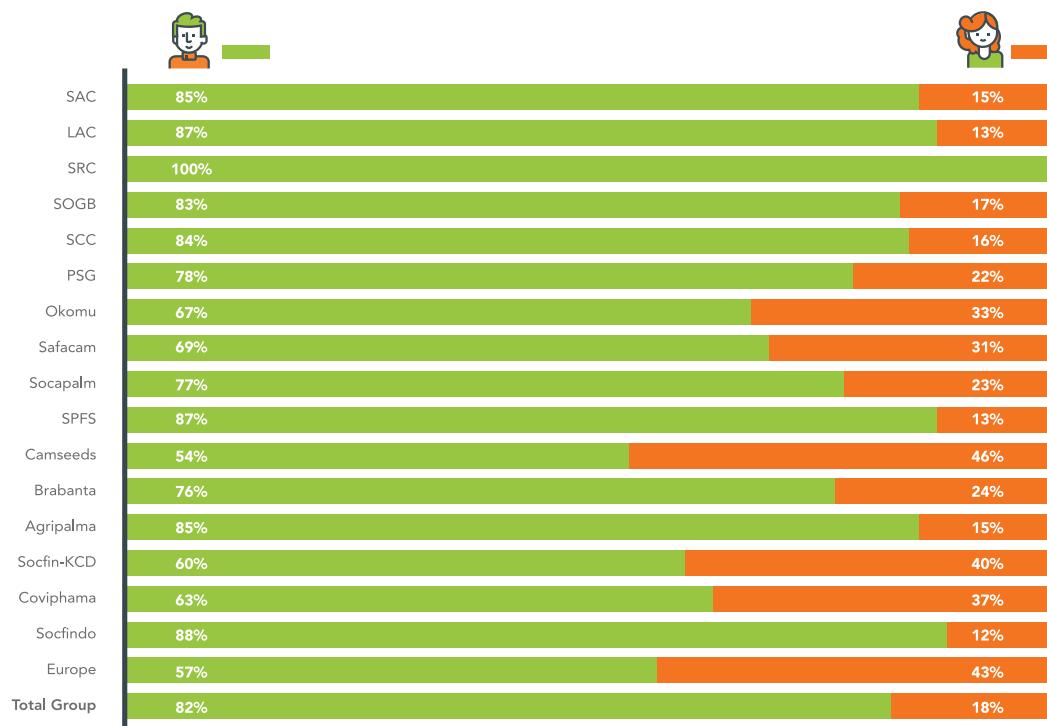
In 2021, our direct employees consisted of more than 5 300 women and 23 700 men. In 2021, women thus represented 18%, the same as in 2020, compared to 17% in 2019. On the total number of direct and indirect employees, **they represent more than 22% of the workforce**.

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 46% female employees, followed by our plantation companies in Cambodia (40% for Socfin-KCD and 37% for Coviphama) and Nigeria with 33%.

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

**Each year, more women are represented in our staff: in 2021, 215 women out of 1 224 supervisors and managers, or 18% compared to 15% in 2020.**

Workforce distribution by gender by plantation in 2021 (direct employees)





△ Employees, SOGB, Côte d'Ivoire



△ Employees, SCC, Côte d'Ivoire



△ Employees, SOGB, Côte d'Ivoire



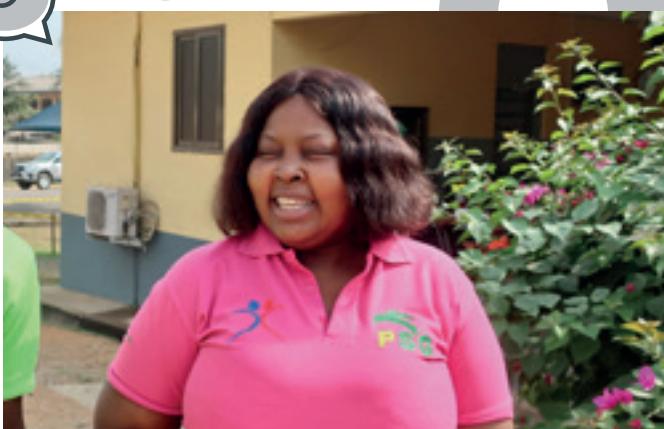
△ Employees, SOGB, Côte d'Ivoire

“ In 2021, 215 women out of 1 224 supervisors and managers, or 18% compared to 15% in 2020. ”



Ghana

Gender Committee



In March 2021, Plantations Socfinaf Ghana (PSG) launched its Gender Committee consisting of twenty-two gender-balanced representatives from all departments of the company. This was in line with the RSPO P&C requirement to ensure non-discrimination and to protect human rights of employees at the workplace.

Trainings on gender, protection of reproductive rights (women), sexual harassment & violence, internal grievance mechanism, non-discrimination & harassment policies were conducted for members by their two patrons, the sustainability and admin & HR manager. In order to reduce the potential risk of harassment or discrimination in any form, the committee was created to provide a conducive and anonymous channel through which reports or complaints can be made. In addition, our competent team provides equal opportunities to address inequality issues, especially for women.

To kick-start, we organised a one-and-a-half-week's program, called "gender awareness program" in collaboration with PSG health center and safety team.

Judging by the positive response of workers during and after the program, we can say this was a successful program. In reality, many workers are afraid, unaware of the existence of such policies, or unwilling to report complaints. Workers, especially women, are very happy to have familiar faces they can easily talk to about their grievances and now they are aware of the policies that exist to protect their rights.

The awareness program resulted in an increase in number of workers reporting all sorts of complaints and experiences, either through the suggestion boxes or Gender Committee representatives.

Until now, however, no cases of sexual harassment or abuse have been reported. We had questions during the awareness program, which were answered and recorded for further improvement in our functioning.

As for the Gender Committee's next steps, in

general, we have many goals. To name a few:

- To continue building awareness and a safe platform for people to come out with grievances and/or incidents that they experience, so they can be addressed.
- To continue with our annual programs based on our gender-related policies and peoples' rights. Topics range from sexual harassment, discrimination, and family planning campaigns to health screening exercises and STD (Sexually Transmitted Diseases) awareness.
- To establish partnerships with relevant internal and external groups or associations for future programs.
- To include diverse age groups, especially the older generation, to provide more comfortable experience for complainants on our discussion platforms.

In 2022, we have plans for interesting educational programs with our budget allocation, including family planning campaigns for women and STD awareness.

**Baaba Mensima Appiah, Gender Committee chairperson, PSG, Ghana**

Under the gender awareness program, we have had cases where workers are comfortable enough to reveal their identities, willingly, although they know that reporting can be done anonymously.

So far, the reported cases have been of grievance-character and have been investigated and addressed accordingly.

Also, the number of Covid-19 vaccinations increased because of the health talks.

**Enoch Danso, Gender Committee organiser, PSG, Ghana**





Cameroon

Evolution



My name is Marlène Ngo, I am 32 and I am the technical staff officer at Safacam since 2018. I joined Safacam through an academic internship as well as a professional internship in 2016.

### Did you find your place in the team? In your opinion, what does it mean to be a woman in a company as Safacam?

In the beginning, I had to prove myself and my teams put me to the test every day. When a young woman, who had just left school, gave them orders, it was very hard for them as I was young enough to be their daughter.

However, with time, I got to know them better, I learned to work with them and that is how I gained their respect. They no longer see me as a young female chief but as a chief, my function has become legitimate.

### What struck you at Safacam?

What struck me at Safacam are the different professional opportunities they give us. Whether you are a man or a woman, the hierarchy does not distinguish once you have proved your worth, that is the most important. In my case, I did not experience any discrimination during the recruitment process or in the work with my superiors.

### What did you learn from your experience at Safacam?

Safacam gave me experience in 3 domains. First of all, the technical aspect, as I was trained in rubber and palm. Secondly, the management aspect, as yearly we attend trainings on team management given by external offices. And finally, the social aspect, as I gained the confidence of my teams because I got to know them, learned to listen to them and work in a team.

**Marlène Ngo, Technical staff officer,  
Safacam, Cameroon**



Cambodia

Evolution

My name is Vanna, I am 40 years old and I come from Svay Rieng Province. I studied until grade 12 (end of high school) and worked 9 years as a receptionist in hotels.

I wanted to change careers so, in 2009, I came to Mondulkiri Province and started working for Socfin Cambodia as a daily worker. The management noticed my potential and good level of English and I was transferred to work in the administration department. At first, I was in charge of controlling workers' attendance. After a while, I also became responsible for the company's fuel station and the purchasing process with suppliers in Mondulkiri province.

When joining the administration, I only knew a little bit how to use computers, so the IT technician was asked to teach me and help me improve my computer skills. Today, it is my main work tool!

I am also responsible for the distribution of rice to workers and their families in Socfin-KCD's villages every month and for the allocation of company village housings to new workers. The rice distribution can be very challenging because a lot of people come at the same time. But I improved this through time by explaining them how to better organise and respect the rules so the distribution would be easier and faster for everyone.

I work with the two other women of the administration office in Bousra, and I like my team. After I started working for Socfin Cambodia, my brother also came here to work for the security department, and he now works for the company's factory. My husband too is working at the factory now. Our 18-year-old son is back in our home province where he is working now.

My husband and I live in a house provided by the company. I am happy with the life I have because I like the work I do, I like the team I work with, and we have a nice life here.

**Vanna Un, Purchase and administration officer,  
Socfin Cambodia, Cambodia**



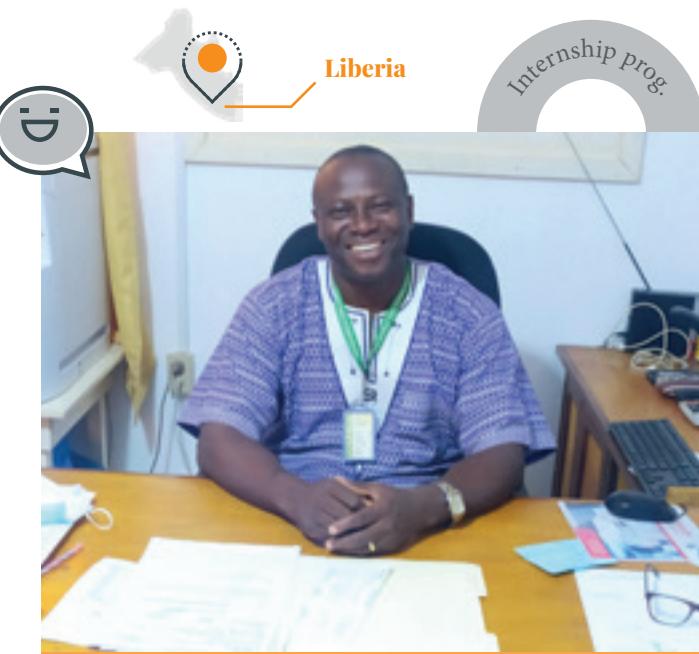


## 3.4.1.6

## We encourage integration of young people in the working world

In 2021, youngsters – aged between 18 and 29 years – represented 15% of our workforce. Most internships and job requests come from young people living on and around the sites.

Priority is given to people from the local communities in the vicinity of the sites.



My name is Momolu S. Johnson and I have been the administrator of the Liberian Agricultural Company (LAC) hospital since 2014.

The LAC medical internship program is a program where we welcome students from other institutions to come and learn on the job, to experience the practical aspect of all the theories they have learned in their medical schools. These schools have been qualified by the Ministry of Health in collaboration with the Liberian National Board of Nursing and Midwifery.

This program is implemented as a part of LAC's corporate social responsibility. And as a company, it is our duty to help our communities. So, as a hospital, we have cooperated with the qualified medical schools of Liberia and set up a programme according to their schedule for students to come and train. Most of the students we receive, are trained in our system; after graduation, we give them priority for recruitment. Whenever we have vacancies, we request them to apply, especially the brilliant ones, and whenever they apply, we incorporate them into our system, and they easily fit in.

We will continue the internship program because we are preparing our future generation to serve the country. When I arrived here, the hospital's catchment population was around 15 000. But as we speak currently, the catchment population has increased to 25 000. So that means the more developed the country becomes, the bigger the population under our care.

Students get a lot of knowledge from our trained and experienced doctors and nurses they are working with. There are many cases that they have not seen in Monrovia or other parts of Liberia that they can see here. There are many surgeries that have been performed here by our trained surgeon, Dr. Machayo. Therefore, her experience and the experience of our nurses, most of whom are BSC nurses, enhance the student's practical knowledge during the training.

Currently, some students have benefited from our employment scheme, as they were hardworking students. For example, we have one lab technician who came on an internship and has been employed; we have two nurse aides: one of them is now serving as an operating room technician assistant, and the other one works directly in the nutritional department of LAC hospital.

We are motivated to continue the medical internship programme as it has a positive impact on our young generation and our communities.

**Momolu S. Johnson, Hospital administrator, LAC, Liberia**

I am a Nurse aide at LAC hospital. I came to LAC to do my internship in 2016 and graduated from Liberia Professional Training Institute (School of Nursing). The internship was quite beneficial to me because I learned many practical medical tasks.

After my training, I got a job at LAC. When I was unemployed, things were difficult, but now I am earning something, and I can make ends meet thanks to this company. I want to say thank you to LAC for this opportunity.

**Lovette Tugbe, Nurse aide at LAC hospital, Liberia**





Liberia

Internship prog.



I came to LAC in 2018 from the Markue Nursing Aid Institute on an internship, and I started my employment as a Scrub nurse at LAC hospital in June 2019.

During my internship, I learned a lot and did many medical procedures all by myself; my training lasted three months.

This job is very important to me because the salary is paid timely, and I can support my family financially. I can now stand on my own feet and do many things for myself. So, I am happy here at LAC hospital.

**Peterson F. Kalor, Scrub nurse at LAC hospital, Liberia**

I first started my internship at LAC on July 4, 2018. I was on the internship program for three months, and I commend the people of LAC hospital who were very supportive of me during my internship. During the internship, I learned so many things, including many medications and practical experiences.

I graduated from Dr. Arthur Lewis Memorial Dispensing Institute, and I am now a pharmacy technician working at LAC hospital.

As an employee of LAC, I am now earning a salary, and I can support my family.

**Vamusa Kamara, Pharmacy technician at LAC hospital, Liberia**



### 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;
- Organise regular awareness campaigns for workers, communities and subcontractors (including the security teams) on the policies and grievance management systems;
- Organise specific awareness campaigns on human rights with the various groups in charge of plantation security;
- Set up discussion platforms on violence and harassment;
- Strengthen anonymous grievance procedures;
- Raise awareness with women during family planning campaigns;
- Raise awareness and offer specific support to the "women associations" within the plantations, 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, even though every employee has the right to report a concern or lodge a complaint in good faith, without reprisal or threat of reprisal.

These last years, particular efforts were made to create a climate of confidence amongst the potential victims through the creation of Gender Committees, that allow for discussion of these sensitive topics and encourage statements of vulnerable people who could have been victims of harassment from employees or subcontractors, whatever the nature, and this at the level of employees or people from the local communities.



## 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 most 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 2021, more than € 2.5 million was lent to the Group's plantation employees.**

OKOMU Agricole Graine Agricole	Document title: <b>PROCEDURE GRIEVANCE MANAGEMENT</b>	Revision: 3 Date: 04/03/19
Reference: GP27		Page 1 of 15



Based on a long-term vision on regional development, we encourage major banks to set up branches in the vicinity of the plantations, 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.



*On the Kienké site at Socapalm in Cameroon, a partnership was created with the SCB bank, which will open an agency in the proximity of the plantation offices during 2022. Accessible to all, it will open its doors 1 or 2 days a week and the cash dispenser will be accessible 24/24 and 7/7. This pilot project will certainly be extended to other Socapalm sites if it is as successful as expected.*

SOGB	Document title: <b>PROCEDURE DE GESTION DES PLAINTES ET GRIEFS INTERNES ET EXTERNES</b>	RSPO
Revision: 8 Date : 28/04/20	Reference: P/DG/06	Page 1 de 8

GESTION DES PLAINTES ET GRIEFS INTERNES ET EXTERNES
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▼ Suggestion box, Agripalma, Sao Tomé-and-Principe





△ Employees, SOGB, Côte d'Ivoire

3.4.2

## Our key human resources data

On 31 December 2021, we had 51 623 direct and indirect employees (compared to 48 283 in 2020).

On certain sites, we rely on contractual labour to meet seasonal labour needs<sup>21</sup>. 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 harvester) follow the production peak and subsequently move towards other seasonal crops. Consequently, this labour is generally not settled.



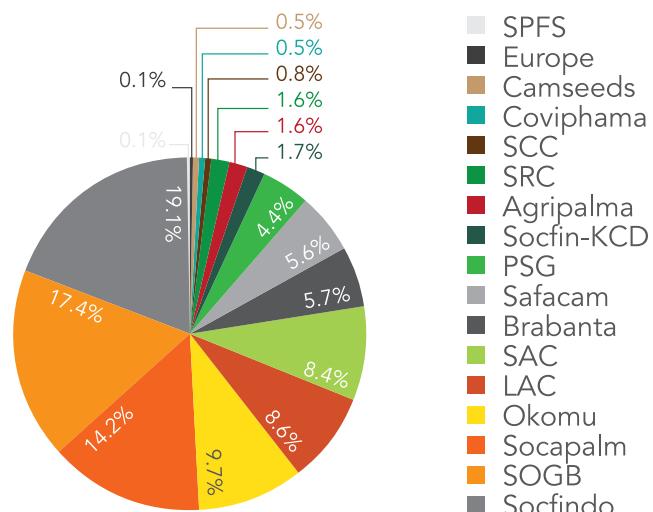
**51 600 jobs**

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.

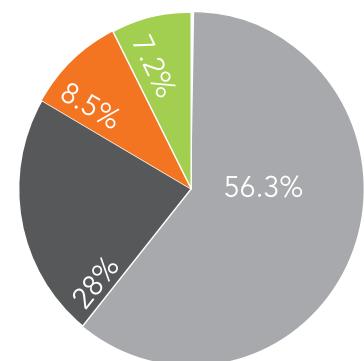
A short-term vision results in many of them leaving the company as soon as they have received a few months' salary. A challenge we try to resolve by considering and accepting cultural differences.

The Group's overall turnover rate in 2021 is 12.78% compared to 11.40% in 2020.

**Workforce distribution (direct and indirect) by plantation (2021)**



**Direct and indirect jobs by status (2021)**



<sup>21</sup> Please see the table with key figures attached to this report for more information.



△ Safety training, LAC, Liberia



△ Safety training, SOGB, Côte d'Ivoire

#### 3.4.3

## Occupational safety of our employees, a priority

#### 3.4.3.1

### Our occupational health and safety policy

#### ISO 45001



The Group's occupational safety management system is based on the ISO 45001 standard. The main goal of this standard 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 ISO 45001 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 € 1.6 million was spent in 2021, compared to € 1.5 million in 2020.**



△ Safety prevention board, PSG, Ghana



### 3.4.3.2

## A policy supported by adequate certifications

### RSPO certification of our palm oil producing sites



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 sites. Our Asian subsidiary has been certified since 2015.

**This comprehensive certification integrates a set of principles and criteria<sup>22</sup> linked to social, environmental and sustainability aspects, the “people” principles and criteria, 4, 5, 6, concern both our employees and the local communities.**

### Occupational health and safety committees for risk prevention

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

- Advise and propose rules to management on occupational accident prevention and occupational illnesses;
- Stimulate and verify the proper functioning of the occupational health and safety system;
- Organise regular training sessions on OHS.

### Risk analysis for better prevention

On all sites, and in compliance with local laws, and RSPO, ISO 45001 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 unfortunately 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 sectors of activity.

### 3.4.3.3

## Staff training and sensitisation



△ Training with the WHO and the Red Cross, Okomu, Nigeria

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. Most of our employees attend a professional training course each year.

In 2021, the number of trainings organised in the plantation companies increased by 20% from 15 439 in 2020 to 18 530 (12 594 in 2019).

We are talking about professional training, induction programs and toolbox meetings for a total budget of € 380 000.

Training and sensitization					
Sites	2019	2020	2021	Δ 21/20	Hours 2021
SAC	2 233	3 163	3 425	8%	757
SRC	119	28	7	-75%	21
LAC	638	208	249	20%	47 639
SOGB	1 075	1 866	2 311	24%	2 358
SCC	29	38	219	476%	246
PSG	1 393	1 343	2 058	53%	27 736
Okomu	1 231	3 841	3 129	-19%	3 028
Safacam	1 680	1 406	553	-61%	913
Socapalm	2 626	2 299	4 460	94%	3 299
SPFS	N/A	0	8	N/R	23
Camseeds	N/A	0	119	N/R	65
Brabanta	836	708	711	0%	9 395
Agripalma	3	2	120	5 900%	137
Socfin-KCD	N/A	49	64	N/R	2 394
Coviphama	N/A	22	35	N/R	2 039
Socfindo	731	466	1 062	128%	23 813
Socfin	12 594	15 439	18 530	20%	123 863



## 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 sensitisation 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' sensitisation 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 sites 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 11,04 injuries/200 000 working hours (or 100 employees) in 2021 for our permanent and temporary workers, compared to 12,95 in 2020, or a decrease of 14,7%, 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 2021, the DART is 8.49/200 000 working hours, compared to 7.98 in 2020. The difference between the accident rate and the DART represents 23% of recorded accidents and are minor accidents (38% 2020 and 2019).

Rates need to be compared by site 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 sensitisation 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 then 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 sensitisation.



▲ Occupational safety, SOGB, Côte d'Ivoire



△ Medical team, Edéa, Socapalm, Cameroon

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 site health centers.** When patients are referred to external specialised health centers, part of the costs may be borne by the employee.

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

3.4.4.1

### 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 plantation villages. They address the basic health needs of the village population.

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.

**In 2021, a budget of € 6.8 million was allocated to the Group's health services.**



Health infrastructure (2021)	
Hospitals	3
Dispensaries and health centers	29
Health outposts	59
Ambulances	34

Evolution of health staff in the plantations' health services			
	2019	2020	2021
Doctors	36	35	37
Nurses	161	163	165
Midwives	36	34	36
Other staff	216	230	235
<b>Total</b>	<b>449</b>	<b>462</b>	<b>473</b>



△ Medical team, SOGB, Côte d'Ivoire

#### 3.4.4.2

## Our disease prevention, detection and treatment system

Prevention is our first pillar. All departments regularly organise health talks in the plantation 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.

The second pillar of prevention is family planning: 75% of our plantations' health services offer family planning services which are, at certain plantations, organised in collaboration with government and NGO's (ACMS, AIBEF, UNFPA).

In 2021, more than 400 600 people were treated in the Group's health centers (the graph below comprises employees, dependents, subcontractors, and local population), or a slight increase compared to 2020.

**In an attempt to standardise treatment, 92% of our plantation 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 2021, 88 617 patients were diagnosed with and treated for malaria, or an increase of 18% compared to 2020.

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.

**Evolution of consultations and hospitalisations**



△ Medical check-up, SOGB, Côte d'Ivoire



### 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.



△ Ambulance, SOGB, Côte d'Ivoire



## Management of the Covid-19 pandemic

After facing the Ebola epidemic in West-Africa (2014-2016), we were confronted with the Covid-19 pandemic in 2020 and 2021. The epidemiological situation varied from one continent to another but also from one country to another and this forced us to adapt our implemented measures and health management system according to the local situation.

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 efficiently the health crisis we are facing.

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, depending on the evolution of the situation, we adapt the implemented measures and our internal organisation to protect our employees as much as possible and to try and curb the pandemic.



△ Covid-19 vaccination, LAC, Liberia



△ Covid-19 vaccination, Sopapalm, Cameroon



△ Meeting to fight against Covid-19, SOGB, Côte d'Ivoire



△ Pupils, SOGB, Côte d'Ivoire

3.4.5

## Our education policy for employee children

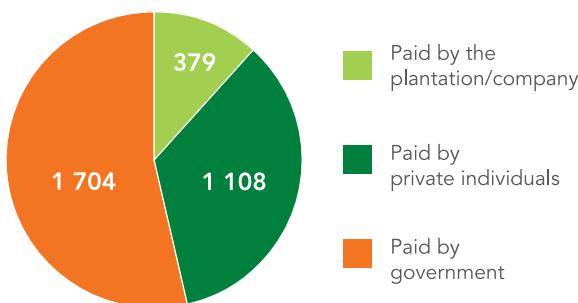
We are dedicated to improving the availability and quality of the schools in the regions where we operate.

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

The teaching staff 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 increased.

In 2021, 12% of teachers in the schools concerned are assigned and paid by the plantation companies compared to 11% in 2020. And the average pupil/teacher ratio (number of pupils per teacher) improved from 24.35 in 2020 to **23.61 in 2021**.

**Breakdown of teachers by status**



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

In 2021, a total of 3 191 teachers were responsible for the education of the youngest children on the plantations, or 129 teachers more than in 2020 (3 062) and 368 more than in 2019 (2 823).

**62 473 pupils attended the schools in 2021**, or 1 191 more than in 2020 (61 283) and 1 180 more than in 2019.

**Breakdown of pupils by origin**



We have reached gender parity as 50% 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 plantations amounts **€ 2.3 million in 2021**.

**Evolution in the number of schools**



**62 500 pupils**  
**3 200 teachers**  
**€ 2.3 million of education budget**  
**Average pupil/teacher ratio 23.61**



### 3.4.5.1

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

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

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

In 2021, € 708 100 was donated and almost € 34 600 was spent on scholarships.

### 3.4.5.2

## Children's school transport

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



*In Liberia, our subsidiary LAC is committed to education: as there are several schools spread over the plantation, school transport towards the different schools is essential. In 2021, LAC bought a new school bus to supplement the current fleet.*



△ Students of the school Heke Village, SOGB, Côte d'Ivoire



△ School transport, LAC, Liberia



△ New bus for school transport, LAC, Liberia



△ New village, Plantation of Kienké, Socapalm, Cameroon

3.4.6

## Our employee infrastructure

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



My name is Chhaira, I am 35 years old and I come from Kampong Cham Province. I am a tapping team leader and I work for Socfin Cambodia since 2015. Before joining Socfin Cambodia, I was a car driver for a rubber plantation.

In addition to my work in the field, I am the village coordinator for one of the company's villages. This means that I am the link between the employees and their families living in one of the villages and the company's administration. Every day I check whether the village is clean, and whether the maintenance is good. I also facilitate the organisation of activities such as meetings with the company doctor and I check the water points so I can report it when some pumps are broken. Finally, I work with the security team when there is a problem in the village, and I make sure that the villagers respect the rules of good neighbourliness.

It is sometimes difficult to be a village coordinator, because all villagers do not always understand

why I ask them to respect instructions such as keeping the village clean.

However, it is a very important role because it contributes to maintaining good livelihood for employees and their families. Today, I live in the company village with my wife, who stays at home, and my two daughters aged 10 and 4 years old.

Compared to other companies, I am happy to work for Socfin Cambodia because I get a good salary, a nice house with free electricity and access to water. I also get free rice for me and my family, and my children can freely attend the company school.

Transportation from our village to the school is even organised by the company. I like to live in this village, because we are well integrated and have a good life here.

**Chhaira Soeurn, Tapping team leader,  
Socfin Cambodia, Cambodia**



### 3.4.6.1

## Within the plantation villages

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

We are committed to ensuring that all employees have decent quality housing. Unfortunately, certain plantations 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 at Socapalm, in Cameroon for several years now and € 3.8 million was spent in 2021.*

### At Group level, the budget dedicated to construction and renovation of housing was € 12 million in 2021.

This investment is again 6% higher than in 2020 and demonstrates the Group's willingness to continually improve its housing stock. Here below, we present the details of the work done within the Socfin Group during the past 3 years.

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

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

**Evolution of renovations and constructions in the plantation villages**

	2019	2020	2021
New housing	277	434	953
Renovated housing	455	721	790
New kitchens	264	396	1 027
Renovated kitchens	53	360	97
New latrines	907	1 361	1 599
New showers		839	1 376
Renovated latrines	311	490	152
Renovated showers		153	100

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 2021, a budget of € 884 600 was allocated to this, or 37% more than in 2020.

All plantation companies maintain the roads within their sites. In 2021, more than € 9.7 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 2021, the Socfin Group spent € 4 million.



△ New housing, Édéa, Socapalm, Cameroon



### 3.4.6.2

## Our leisure infrastructure

In total, 218 sports fields, 39 marketplaces and 119 gathering places are available for our employees and their families. On most plantations, we organise sports competitions between the different villages or departments.

The 799 shops, in turn, encourage trade and exchange of products, either locally grown or imported from urban centers.

Lastly, more than 90 clubs/bars, generally managed by an external entrepreneur, offer village inhabitants the opportunity to follow their favourite soccer teams and other international sports events on television.

Evolution of leisure infrastructure			
	2019	2020	2021
Sports fields	201	219	218
Shops	734	784	799
Clubs	92	92	90
Market places	43	46	39
Gathering places	122	135	119

**In 2021, the Group budget spent on leisure infrastructure was € 900 800.**



In 2021, SCC inaugurated a new soccer field. We are delighted to now have a sports field within the company that all employees and the local population can enjoy.

Moreover, the organisation of tournaments will strengthen the relations between colleagues, encourage mutual assistance, cohesion, and team spirit, and will contribute to the improvement of the company's social climate.

**Rokia Bah, Quality and communication assistant,  
SCC, Côte d'Ivoire**

### 3.4.6.3

## We ensure employee transport to their workplace

Specially converted vehicles are used to transport workers to their workplace where needed.

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 through 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 plantation to safeguard the workers and premises. A systematic security check is carried out at the entrance of the sites. When necessary, the security team seeks to resolve security issues.

Finally, to guarantee the security teams correctly implement the commitments made in our policies, regular awareness sessions were organised on policies and grievance management systems.



△ New soccer field, SCC, Côte d'Ivoire



△ Transport of personnel, Edéa, Socapalm, Cameroon



△ Shop, Mbambou, Socapalm, Cameroon



△ Meeting point the center of a village, Safacam, Cameroon



△ Palmfoot competition, Socapalm, Cameroon



△ Market place, Kienké, Socapalm, Cameroon



## For our environment



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4.1

## Context

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

Oil palm culture has various benefits, more specifically its high yield per hectare and low need for phytosanitary input, greatly reducing its environmental impact, contrary to some of 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).



**91%**

sites RSPO **audited**

**77%**

sites RSPO **certified**

**>14**

**million**

liters of fuel saved  
thanks to our renewable  
energy production

**4.1**

**€ million**  
dedicated to  
environmental actions



4.2

## Our environmental commitments

• • •

Environmental impacts

**Reduce and prevent our environmental impacts:**

Minimise our carbon emissions and mitigate climate change

Minimise the rate of energy use

Increase the consumption of green energy  
and reduce the consumption of fossil fuels

Prevent water and air pollution

Maintain healthy soils

Prohibit the use of fire, except in cases that are well documented or where the specific threats for phytosanitary risks or other prevent us from doing so

Manage and ensure the treatment of used water

Protect water quantity by achieving the best performance in our category related to water-use intensity in our activities

Continuously improve our agricultural practices aimed at achieving higher yields with a minimum of inputs and natural resources



4.2

## Our environmental commitments

• • •

### Promote biodiversity and forest preservation by eliminating deforestation:

Identify, maintain and protect natural forests, by using the High Carbon Stock approach (HCS) where appropriate

Identify, maintain and protect high conservation values (HCV), including the protection of fauna and rare, vulnerable, threatened or critically endangered species against poaching, hunting and habitat loss in the areas under our management

Identify, maintain and protect peatland areas: support the rehabilitation of these areas, if they are degraded

Support the long-term protection of ecosystems

Biodiversity and forest preservation



△ RSPO signboard, PSG, Ghana

4.3

## Our validated commitments

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



4.3.1

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

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



△ SOGB, Côte d'Ivoire



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 obtaining RSPO certification for all our oil palm plantations.

All our Indonesian oil palm plantations have been certified between 2011 and 2015.

African subsidiaries started the certification process in 2019:

- In 2020, our subsidiaries Okomu in Nigeria and Safacam in Cameroon obtained RSPO certification;
- In 2021, our subsidiaries SOGB in Côte d'Ivoire, SAC in Sierra Leone, Agripalma in São Tomé-and-Príncipe and the 3 Socapalm sites obtained RSPO certification;
- We are waiting for the certifications of 2 Socapalm sites and Brabanta;
- In 2022, only the last Socapalm site and PSG have to get certified.

As the current situation outlined above shows, we have made good progress in the RSPO certification in Africa, despite the Covid-19 crisis that imposed strict travel restrictions on audit missions.

This shows the strong commitment of Socfin and the drive and enthusiasm of all our local teams to achieve the validation of all efforts made these last years to ensure compliance with the stringent RSPO principles and criteria.

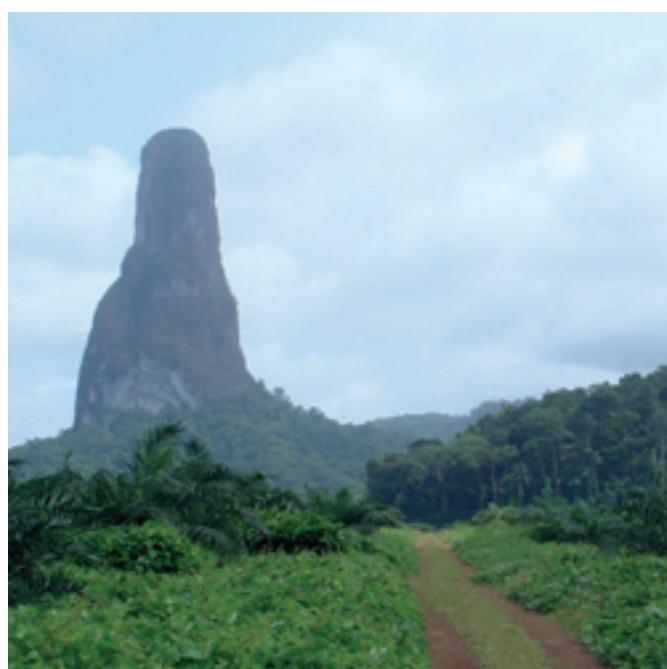


#### 4.3.3

### For organic palm oil production

We had our first successful experience with bio palm oil on our plantation in São Tomé-and-Príncipe.

Global Gap certification and “biological agriculture” were obtained in 2017 and thereafter renewed yearly.



△ Agripalma, São Tomé-and-Príncipe



#### 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.



△ Rubber, SOGB, Côte d'Ivoire



△ LAC, Liberia

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.

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 15 m from a water point;
- Construction of latrines more than 15 m from a water point.

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

**Almost € 4.1 million was allocated to our environmental management system in 2021.**

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 plantations. 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

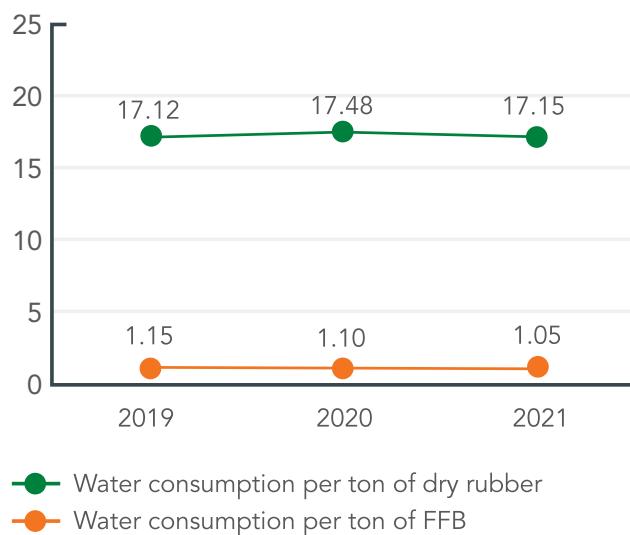
## We strive to keep our water consumption as low as possible

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: 1.13 m<sup>3</sup>/T of processed FFB; Asia: 0.90 m<sup>3</sup>/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 m<sup>3</sup>/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 (m<sup>3</sup>/T)**



△ Lagoon, Kienké, Socapalm, Cameroon

#### 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 (698 783 tons applied in 2021). Block fertility is regularly monitored by the Group's soil science laboratory.



△ Mbongo, Socapalm, Cameroon



#### 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.

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. 220 training sessions were organised on this topic in 2021.

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

▼ Okomo, Nigeria





## 4.4.2.2

## Solid biodegradable waste is mainly reused on the plantations

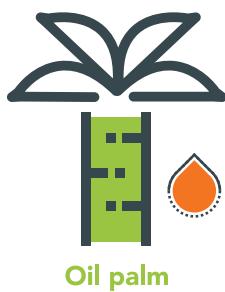
- **Empty fruit bunches are used as organic fertiliser**, applied on the soil or mixed with effluents to make compost (composting center at Socfindo);
- **Fibers and shells are used as biofuel for the boilers** of the palm oil mills;
- **Rubber wood from a windfall**, or from logging operations before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

Concerning hazardous waste, the QHSE officers organise the chemical product stores following the First Expired-First Out

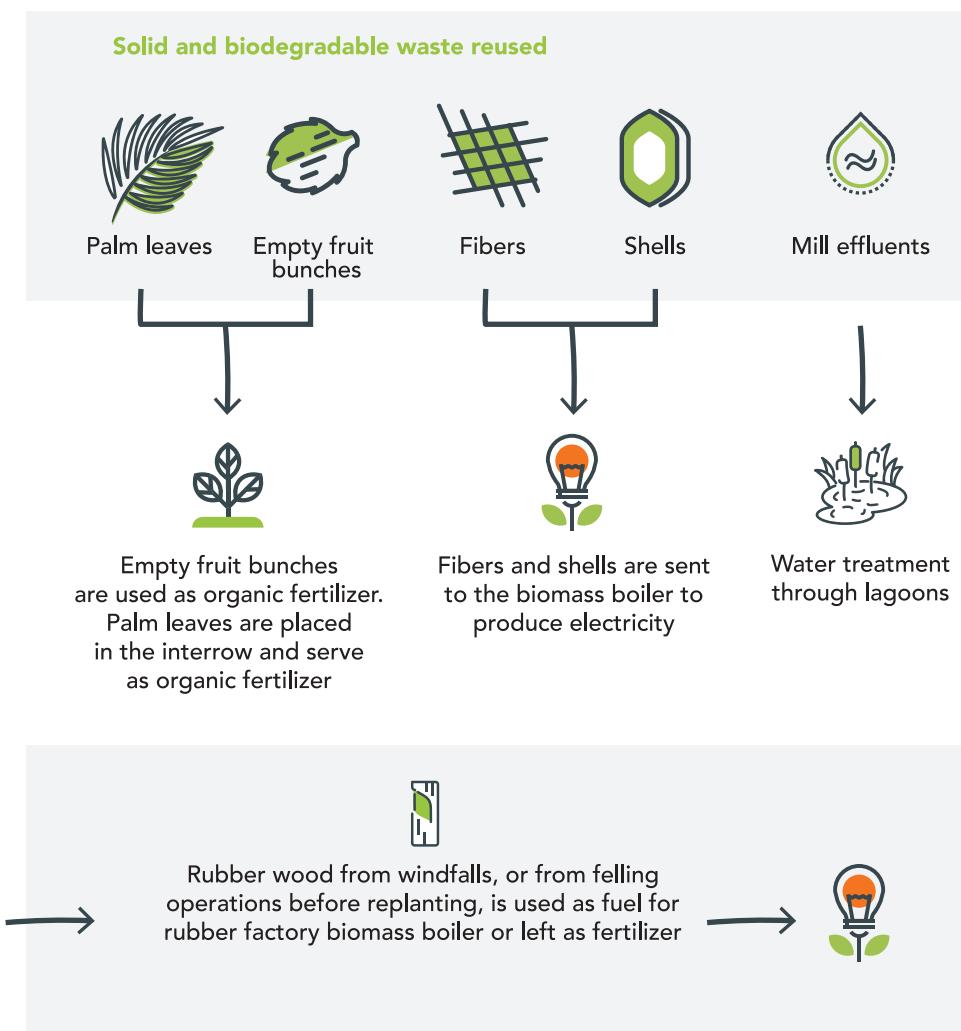
(FEFO) principle, in order to prevent as much as possible the accumulation of expired products. Registered companies collect hazardous waste such as used oil, oil filters or used batteries.

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

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.



Oil palm



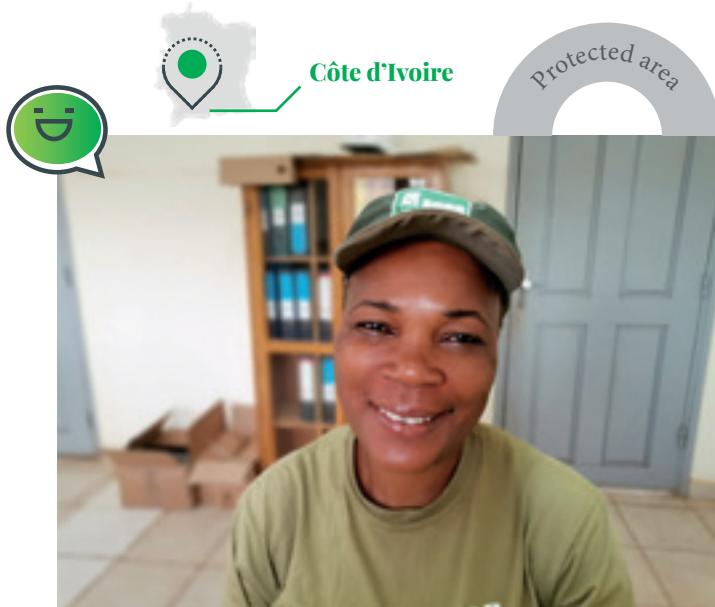


## 4.4.3

## 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 ecoguards trained by the Agency of Ecology and Nature Protection (DEPN).



I am Anita Marcelle Gnolou, ecoguard at the protection areas of the sustainability department.

I have only been appointed 3 months ago. Before I was a security agent like most of my colleagues. I think it is not a real job change as it still involves ensuring security, only this time **it concerns the security of nature**.

Like my colleagues, I go through the protected areas to ensure permanent surveillance, to prevent people from entering and conducting activities.

It is a profession like any other. Some wonder what a woman is doing in a difficult job like this. I do not think there is a job that is only for men. You can do whatever you want in life, it is just a question of willingness. As far as I am concerned, all goes well, and I try to do my job correctly and unashamedly. I am the only woman in the team, all the more reason to take up the challenge.

I enjoy facing the challenges, however difficult they may be. **It is true that going through the forest all day long is not easy but having a sense of doing**



△ SOGB, Côte d'Ivoire

**something good for humanity is well above that toll.** Being close to nature, knowing that life is present, hearing the birds sing and observing incredible things... It brings immeasurable happiness. It is as if I am a hiker.

I am still fairly new in the team, I did not yet have the chance to see all that my colleagues have seen, but I have already spotted a herd of buffalo and it was incredible. They are huge and very impressive. That day, we kept our distance for our safety.

**I would like to appeal to all of you, to emphasise that the protected areas are important for our future and the future of our descendants. We must all protect them by not conducting illegal activities.** We have many touristic sites inside these protected areas. Everybody can request to visit during hiking tours. Thank you.

**Anita Marcelle Gnolou, Ecoguard at the protected areas, SOGB, Côte d'Ivoire**



Côte d'Ivoire

Protected area



I am Kouabénan Kossou, I am an ecoguard at the protected areas at SOGB. My colleagues and I go through the protected areas every day to ensure there are no illegal activities going on such as infiltrations, poaching, cultivation, etc. We ensure preservation and surveillance of forest areas that SOGB has classified as protected areas to protect the plant and animal species that are present. These areas are spread over the concession.

A protected area at SOGB is a well demarcated forest area, prohibiting human activities like fishing, hunting, cultivation, etc. aimed at protecting plant and animal species and the natural resources present. **In other words, it constitutes a forest reserve that benefits from protection to maintain and preserve biodiversity.**

Our job consists in daily patrols following a well-established program. At first, we travel along the edges of the forest to see if there was no infiltration. We also perform weekly group patrols: we pick a forest where we enter to see whether there are no traces of infiltration. And finally, we patrol at night to combat poaching above all.

It is difficult to make the population understand they can contribute to the preservation of these protected areas by not entering. Even if things evolve in the right direction, we nevertheless still observe violations that can endanger these areas. Some continue to secretly enter the forests to poach, to fish, etc.

We continue to raise awareness in the agricultural villages and the local villages so that everyone understands that the preservation of fauna and flora slows down the climate change that is affecting us today.

Since I became an ecoguard and I go through the protected areas, I have seen a lot of amazing things that you generally only see in documentaries. One of the things that really impressed me, was a huge python that was busy swallowing a gazelle. It was

awesome and I immediately alerted my supervisors who came and assisted me at the scene.

Besides being an agent devoted to the monitoring of protected areas like my colleagues, I also ensure the coordination between the ecoguards and the sustainability department.

Our immediate plans are continuing the patrols in the protected areas efficiently. It is our ambition to develop a management plan for the protected areas and, lastly, to highlight the communication on High Conservation Values.

Last year, the surface area of the protected areas increased, meaning the challenges increased as well. It is a greater responsibility, and it takes self-sacrifice and courage. Our action radius has expanded. We have to extend our awareness sessions to the communities of the agricultural villages and local villages bordering these new areas. Moreover, this implies that the habitat of the animals has enlarged, and thus we have to take this into account in our monitoring planning.

We have noticed a lot of changes, mainly positive, regarding the protected areas. Poaching, even if it hasn't totally disappeared, has sharply decreased. The forest has regrown and become thicker to the point where it becomes increasingly difficult to operate there. We again see a lot of animals, even big animals, such as buffalo. One of the aspects of my job I am passionate about are the trainings we receive to recognise the different plant species and know their medicinal properties.

At a moment where we are globally seeing the impacts of climate change in the increasingly frequent natural disasters, I contribute, through my job, to the fight to save the planet. It gives me the feeling to be somewhat useful, in the same way as many other organisations that fight for this noble cause.

**Kouabénan Kossou, Ecoguard at the protected areas, SOGB, Côte d'Ivoire**



#### 4.4.3.1

## We apply the HCS and HCV 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 HCS<sup>23</sup> 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.

In line with the commitments described in our responsible management policy, it goes without saying that new plantations are prohibited in peatland areas.

While preparing for our RSPO certifications, we started the required HCV studies; they enabled us to identify the existing risks, the actions to be implemented to reduce their impact, as well as the development of HCV management plans.

Riparian buffer zones and wetlands are potential animal and plant biodiversity areas; they are either protected or restored, if those were damaged 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).



△ Meeting with the stakeholders on the HCV study, PSG, Ghana

Various endemic, rare, threatened, 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-and-Principe, 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.



△ HCV area, Édea, Socapalm, Cameroon

<sup>23</sup> [highcarbonstock.org/the-hcs-approach-toolkit](http://highcarbonstock.org/the-hcs-approach-toolkit)



“ We monitor and prevent inappropriate hunting (bushmeat), fishing, logging or gathering activities in accordance with local laws. ”



**Photos taken during the HCV studies on the Socfin plantations in Africa**



# Interview with Shamsia Shanid

MAPPING DEPARTMENT MANAGER

Socfin



“ I have always had a passion for analysis and have always wanted to provide solutions for everything in life. ”

△ Shamsia Shanid, Mapping Department Manager

**“ Related to the environmental part, mapping is vital to understand accurately how these land covers evolved from 2005 to the current date. ”**

## Can you present yourself and describe your work experience?

I'm Shamsia Shanid, better known as Cia amongst friends and colleagues. I am currently managing the mapping department within the Group as a GIS consultant.

By qualification, I am a civil engineer but with my passion for surveying and technology, I have had the chance to explore more in terms of GIS with satellite imaging and processing for various landscapes and provide solutions.

I have always had a passion for analysis and have always wanted to provide solutions for everything in life. Most times, my friends and colleagues say my nickname CIA suits me well, as my agenda is to unearth every case or mission. (Hahaha!) Whenever a problem is thrown at me, I take great pleasure in solving it.

## What is your role as a mapping manager at Socfin?

My work entails capacity building for the managers in mapping applications:

- Detailed production of crucial maps, annually and when the need arises;
- Retrospective and current study on LUCA, mainly for RSPO certification, using satellite images;
- Network analysis to find the shortest route and estimate transport cost;
- Hydrology study with satellite imaging and processing;
- Land elevation data;
- Drone application;
- Tree census;
- Deforestation & fire alert systems, etc.

My aim is to educate a local employee at each site who can use all applications mentioned above and deliver a result with the desired accuracy.

## What is the link between RSPO and mapping surveillance? And the link to an HCV approach?

RSPO relies on responsible management of oil palm areas, developed and existing, within our supply chain both socially and environmentally. Related to the environmental part, mapping is vital to understand accurately how these land covers evolved from 2005 to the current date.

With strict implementation of no deforestation, no burning and complete conservation of HCV and HCS areas within our supply chains for both oil palm and rubber plantations, it has become the standard of our lifestyle. Early warning systems, like fire alerts and deforestation alerts, have helped us mitigate any further damage within our conserved and preserved areas.

Integrating remote sensing and spatial data analysis helps us to accurately map and monitor agricultural crops and HCV-HCS areas.

Water and other HCV areas are an important and incredibly valuable resource in this area and mapping surveillance helps implement the right measures in terms of buffer zones and protected areas.

A detailed data exploration technique with great accuracy has made it easier to demarcate the limits of these sites, which further helps people on the ground to implement procedures and plans to conserve them.

With sustainability being a part of our lives, we are encouraged to be more responsible for our activities within our environment.

**“ With sustainability being a part of our lives, we are encouraged to be more responsible for our activities within our environment. ”**



## In 2021, on what plantations did you work and what did you achieve? Since you started this job in late 2018, how many sites have you been working on for the LUCA process?

2021 was a crucial year and I worked mainly on the LUCA, which is a detailed study on the landscape evolution prior to 2005 up until now. This also involved further study on slopes, hydrology, buffer zones and identification of the areas to be remediated. This was a key step for RSPO certification.

In particular, I worked on Okomu, Socapalm (Edéa, Mbongo, Mbambou, Kienké), Safacam, Agripalma, PSG and Brabanta.

With the help of a great team, we were able to get the RSPO validation for all the LUCAs in the projects.

Since I started working on LUCA in 2019, I have conducted the study on all oil palm plantations. The initial days were a task, as it involved generating a signature procedure to achieve the desired result and the collection and correction of the right data and information from various sources, field validations, HCV studies, previous studies, etc.

Challenging enough but exceptionally rewarding, especially when you know you are doing the right thing to have a greener and safer working and living environment, for the communities and the employees.

## Do you think it is important for agro-industrial companies to adopt this approach?

Geospatial technology, especially remote sensing, provides a diagnostic tool, which can serve as an early warning system helping the agro-industry to immediately intervene to counter potential problems before they spread widely or negatively impact the productivity and our environment.

Data management and data analytics have recently advanced and are more accessible to agricultural companies. Having the power to foresee and having the areas at a bird's eye view, makes a huge difference in planning, execution, and management.

Geospatial technology is very exciting and fast progressing every day. I am optimistic it will become an integral part of helping decision-makers both prepare for and overcome the major challenges our planet faces.

66 Challenging enough but exceptionally rewarding, especially when you know you are doing the right thing to have a greener and safer working and living environment, for the communities and the employees. 99



△ Safacam, Cameroon

“ Having the power to foresee and having the areas at a bird’s eye view, makes a huge difference in planning, execution, and management. ”

▽ Édéa, Socapalm, Cameroon





#### 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 RSPO<sup>24</sup> 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 is being reviewed to make its use more intuitive and easier. It will subsequently be implemented on all our rubber production and processing plantations to determine the global carbon footprint.

Our goal is reducing direct and indirect greenhouse gas emissions, in particular those 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.

The Socfindo plantations have adopted a zero burning policy since 2012 and all their rubber replanting activities have been conducted without using fire for the last 10 years.

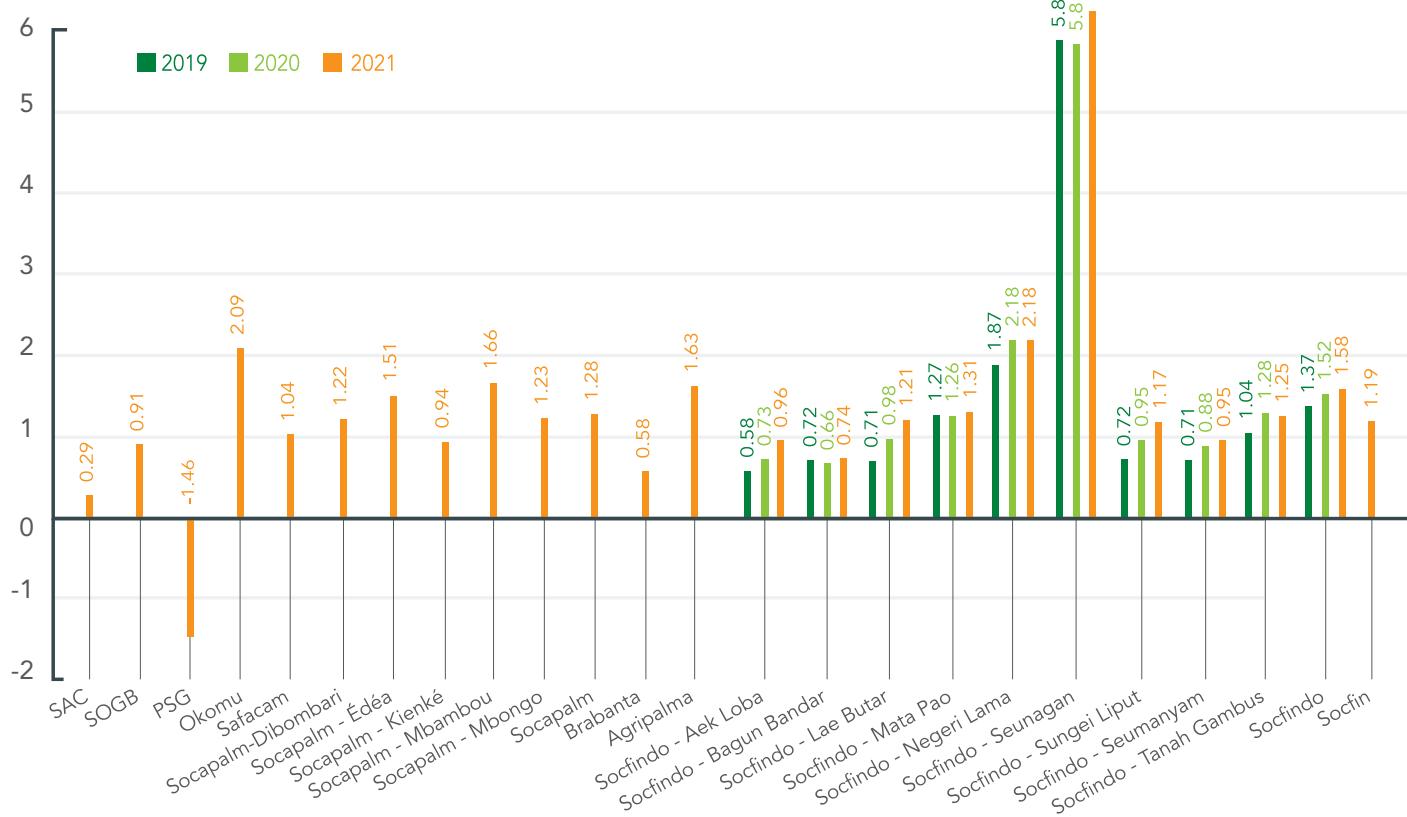
Our rubber plantations SOGB, LAC and Safacam have started optimising their replanting techniques without using fire. These techniques are gradually being implemented on all Group rubber plantations. The phytosanitary risk related to rubber root rot seems to be controlled but further follow-up is needed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

Net emissions in CO<sub>2</sub> equivalent (CO<sub>2</sub>e) are calculated for each site's agricultural and industrial activities.

Gross emissions depend on:

- Concession size;
- Converted vegetation quality;
- Fossil fuel consumption;
- Fertiliser application;
- Transport, etc.

Net emissions (T CO<sub>2</sub>e/T CPO)



<sup>24</sup> rspo.org/certification/palmghg/palm-ghg-calculator



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 plantation (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.

66

**Optimal use of organic fertilisers from the factory limits the need for chemicals: 698 783 tons of organic fertilisers used in 2021.**

99

#### 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: 698 783 tons of organic fertilisers used in 2021.

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 used exceptionally 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 stopped within the Group. As per our commitments, the use of paraquat has stopped on all plantations since 2020.

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

#### 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.

**In 2021, 248 environmental awareness trainings were organised.**

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

#### 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 14001 standard, are available locally.

No planting in peatland areas was done since the implementation of the Group's responsible management policy in 2017.



△ Kienké, Camseeds, Cameroon

4.5

## Research and development

4.5.1

### Research and development projects

Our research and development activities are generally carried out by a team of experts that monitor and support our subsidiaries and collaborate 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.

Our research team is also **at the forefront of biotechnology research applied in rubber culture**.

Through rubber cuttings, they try 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/CRAD 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.

▼ Seeds, Camseeds, Cameroon



△ Kienké, Camseeds, Cameroon



△ Wood garden, Dibombari, Socapalm, Cameroon



△ Rubber seeds, Socapalm, Cameroon

## 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 sites 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

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 sites, 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 hydropowerplant 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 livelihood 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 CO<sub>2</sub> as it is a closed carbon cycle
- ✓ When using the solar panels or the hydropower dam, there are no CO<sub>2</sub> 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)



# Green Energy



↳ Solar panels, SAC, Sierra Leone

4.5.3.1

## Solar panels

**585**

solar panels with a total capacity of 170 kW/c on a surface of 1 800 m<sup>2</sup>

**400**

kWh of storage capacity on batteries

**16 400**

liters of diesel were saved since June 2021, or 44 T of CO<sub>2</sub>



↳ Hydropower dam, LAC, Liberia

4.5.3.2

## A hydropower dam

**1 204 000**

liters of fuel were saved in 2021, or 3 217 T of CO<sub>2</sub>

**4 016**

MWh of electricity produced



## 4.5.3.3

Steam turbines and  
biomass boilers



▼ Steam turbine and biomass boiler

# 11 634 600

liters of fuel  
were saved in 2021

30

MW of total  
production capacity

# 38 800

MWh were produced in 2021

This corresponds to 88% of  
energy used in the oil mills  
in Africa and 94% in Asia



▼ Steam turbine and biomass boiler

## 4.5.3.4

Biomass dryers



# 1 403 400

liters of fuel  
were saved in 2021



△ Boiler for biomass dryer

## 4.5.3.5

Generating sets  
fuelled by palm oil



△ Generating set

For

# 15 000

tons of palm oil yearly

# 450 000

liters of fuel are saved



## Focus on our sustainable products



5

- 5.1 We produce two agricultural commodities through sustainable agriculture p113
- 5.2 Sustainable palm oil p114
- 5.3 Natural rubber p122



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.



# RSPO

**certified** palm oil, zero deforestation

**95%**

of our production is consumed in Africa and Asia and helps to feed the growing population

**85%**

of natural rubber worldwide provides a livelihood for 6 million smallholders<sup>25</sup>

<sup>25</sup> Source: GSPNR

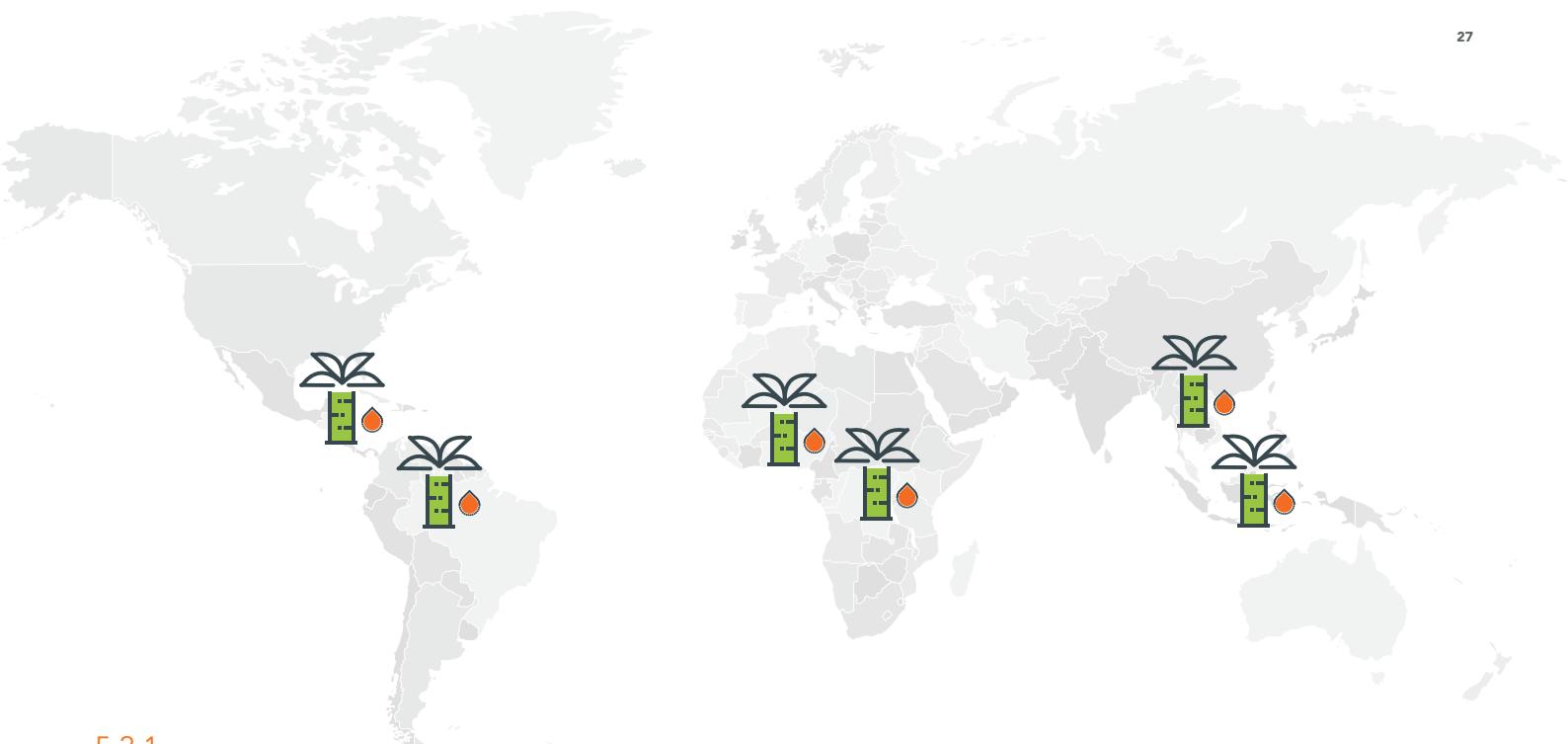


△ Palm fruit

5.2

## Sustainable palm oil

Palm oil is globally the most consumed oil, representing 38%<sup>26</sup> 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.



5.2.1

### 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.

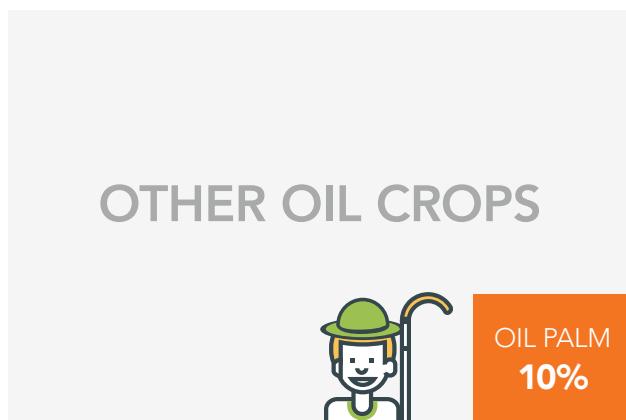
Thanks to its qualities, it is an important and stable source of vitamin A and antioxidants in the daily diet. A common saying in Cameroon is: "the red oil helped us grow".

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

**95%**

of our production is consumed locally in the host countries

<sup>26</sup> Source: Oil World — <sup>27</sup> Source: FAO



### 5.2.2

## The good productivity of oil palm 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.



Oil palm produces **38%**<sup>28</sup> 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 **52 000 people** and their families, as well as **1 500 partner smallholders**.





### 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 must 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 another<sup>30</sup>.

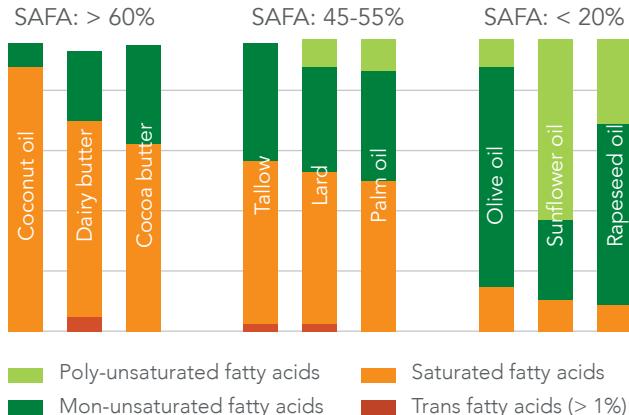
It is worth noting that palmitic acid, in palm oil, is one of the most frequent saturated fatty acids in animals or plants. It can be found in all animal or vegetal fats and oils (butter, cheese, milk, and meat). It also constitutes the fat body in breast milk.

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.



Natural source  
of vitamin A

Fatty acid content in different fats and oil<sup>31</sup>



### 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 surface<sup>32</sup> than other oil crops.

Nowadays, to limit the impact of oil palm cultivation on the environment, one of the challenges is to increase the yield per hectare. This is done through better management practices and R&D, but also smallholder support, important players in the sector, who do not have access to the same means as the agro-industry to improve their yields.



<sup>30</sup><sup>31</sup> Source: European Palm Oil Alliance — <sup>32</sup>Source: IUCN



5.2.7

## Why we should not boycott palm oil?

### SHOULD PALM OIL BE REPLACED?<sup>33</sup>



Palm oil is very profitable. To replace it, other oilseeds would have to be planted on much larger areas – with negative environment impacts.

**The problem is not the oil itself, but the way it is produced.**

### DO NOT BOYCOTT PALM OIL<sup>34</sup>



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

1

*The strong international demand encourages sustainable agriculture*

• • •

Producers look for other customers and lower their price



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



*This reduces the incentive to produce environmentally sustainable palm oil*

2

*Replacing palm oil by another crop will require more land for the same production output*

• • •

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 will have other impacts*

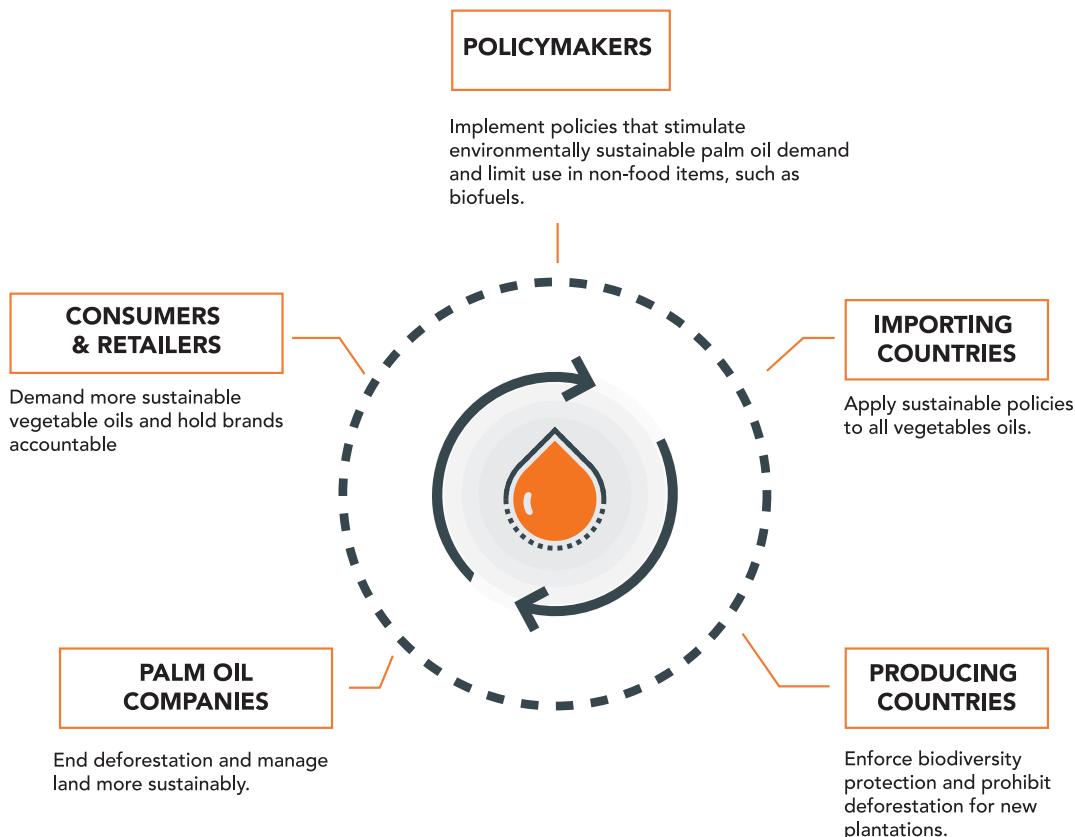


**Palm oil has to be produced sustainably following ambitious and responsible policies. [...] Companies and consumers have an important role to play to make consumers more accountable<sup>33</sup>.**

<sup>33</sup> Source: [wwf.ch/fr/nos-objectifs/huile-de-palme](http://wwf.ch/fr/nos-objectifs/huile-de-palme) — <sup>34</sup> Source: IUCN



## THE ENTIRE WORLD HAS A ROLE TO PLAY<sup>35</sup>



Sustainable palm oil is a collective action, everyone can contribute.  
**And that is what is happening today!**

### 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.

**19%**<sup>36</sup>  
of sustainable palm oil produced worldwide is certified RSPO

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

Moreover, RSPO certification reduces the environmental impact of palm oil production. Based on an analysis of their lifecycle, RSPO certified sustainable palm oil emits 35% less greenhouse gases and impacts biodiversity 20% less compared to non-certified palm oil production.

<sup>35</sup> Source: IUCN — <sup>36</sup> Source: RSPO



## THE MISSIONS OF RSPO<sup>37</sup>



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.

## 7 RSPO PRINCIPLES<sup>38</sup>



### 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

*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

*Conserved, protected and enhanced ecosystems that provide for the next generation.*

**Principle 7:** Protect, conserve and enhance ecosystems and the environment.



## COMPLIANCE WITH THE RSPO PRINCIPLES AND CRITERIA

### IN THE WORLD:<sup>39</sup>



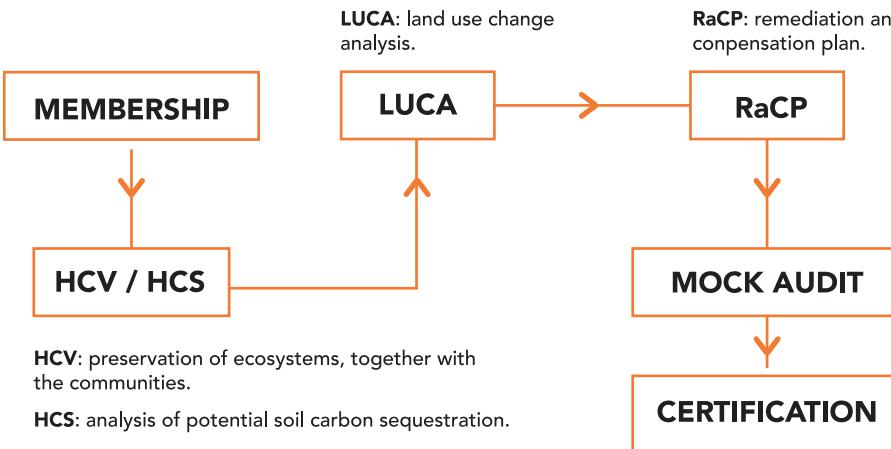
**162 896**  
smallholders in operation in 2021



**464 325**  
hectares of smallholders plantations certified RSPO

### COMPLIANCE with the RSPO Principles and Criteria

TIMELINE FROM 2 TO 4 YEARS



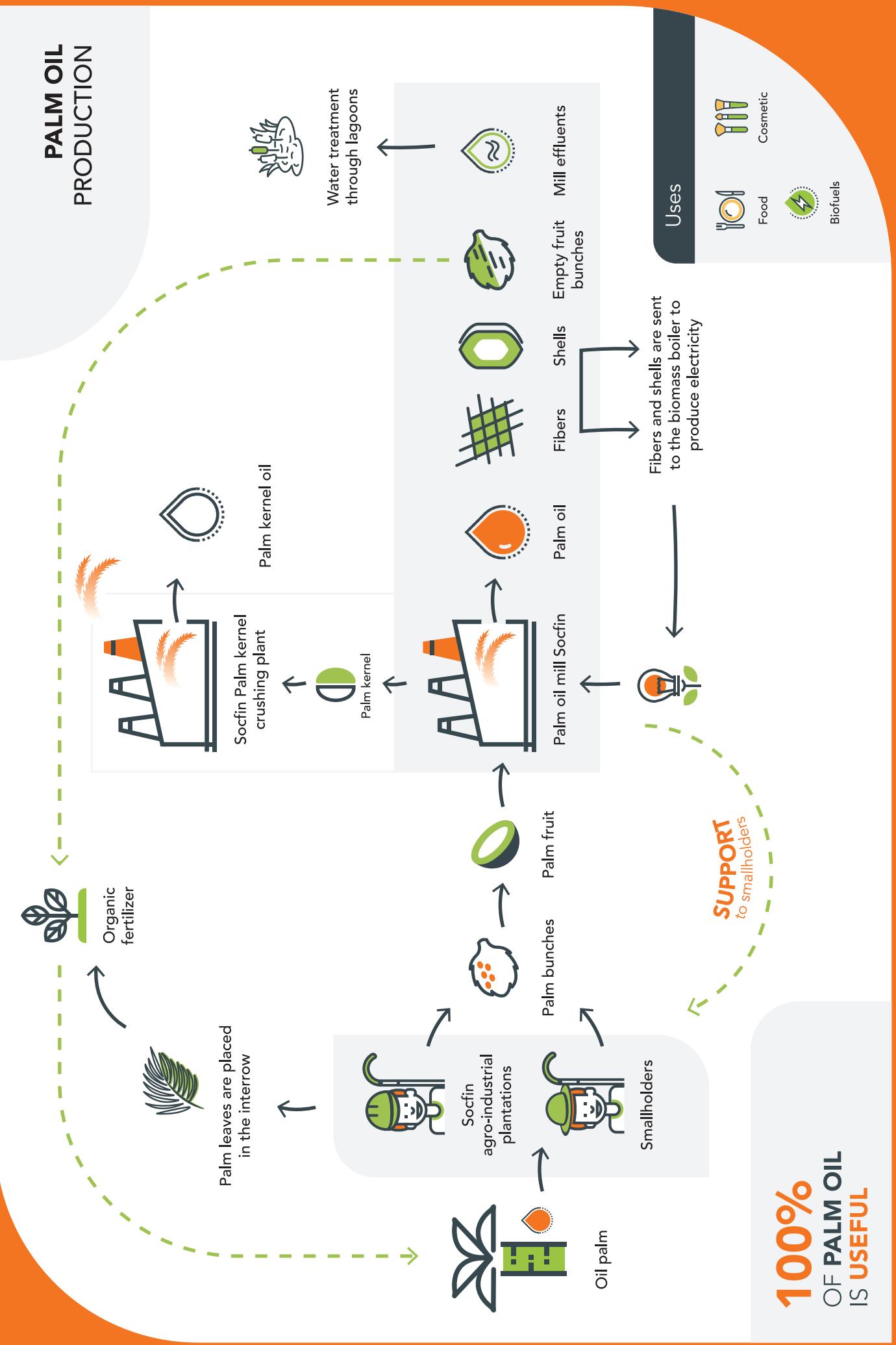
<sup>39</sup> Source: RSPO



△ Palm oil, Édéa, Socapalm, Cameroon



△ Oil palm, Mbambou, Socapalm, Cameroon

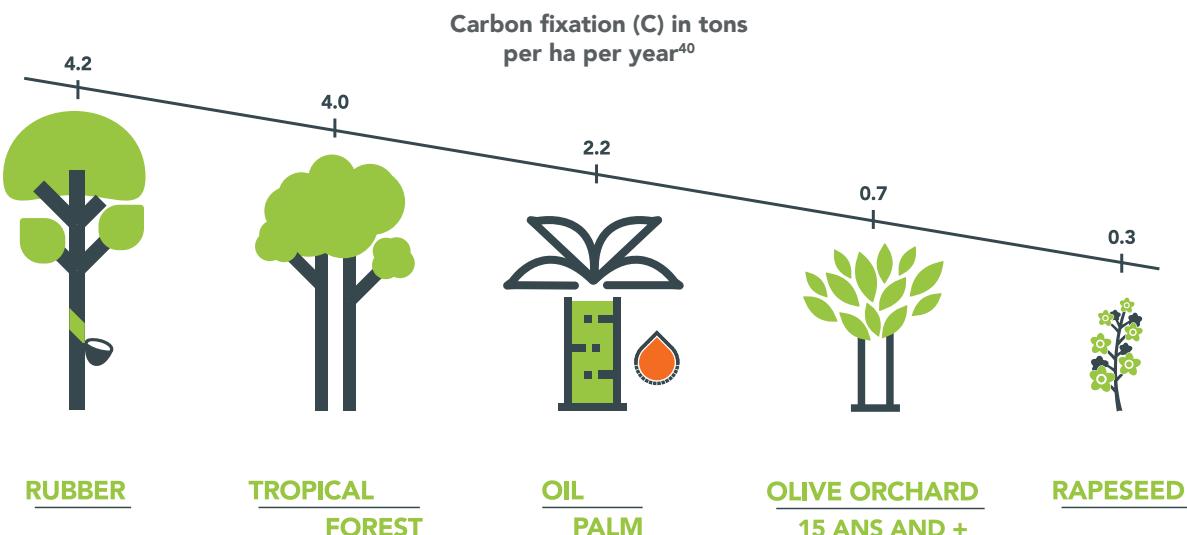




5.3

## 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 as a carbon sink

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

Natural rubber is a biopolymer. 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.

<sup>40</sup> Source: "Potential carbon sequestration in rubber tree plantations in the northwestern region of the Paraná State, Brazil", S.R Maggiotto, 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", INRA, page 136



### 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 objects<sup>⁴²</sup>

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.

### 5.3.5

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

About 85% of natural rubber is cultivated by 6 million 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.



**58%**

of the Socfin Group's rubber production comes from smallholders

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.

We collaborated on the integration of 12 principles for sustainable natural rubber production into **GPSNR** policy elements.

<sup>⁴¹</sup> Source: IRSG (estimate 2021) — <sup>⁴²</sup> Source: GPSNR

▼ Smallholders support, SCC, Côte d'Ivoire





## GPSNR MISSION

To improve the social, environmental and economic sustainability of the global natural rubber value chain.



## 12 GSPNR PRINCIPLES

Forest sustainability  
Water management  
Land rights (FPIC)  
Labor rights  
Human rights  
Equity

Traceability  
Transparency  
Anti corruption  
Grievance mechanism  
Auditing protocols  
Training and education

## Divided into 8 policy components:

• • •

- ✓ Legal Compliance
- ✓ Healthy, Functioning Ecosystems
- ✓ Respecting all Human Rights
- ✓ Community Livelihoods
- ✓ Increased Production Efficiency
- ✓ Systems and Processes to drive effective implementation of policy components
- ✓ Supply Chain assessment, traceability, and Management
- ✓ Monitoring and reporting on progress and compliance with Policy Components



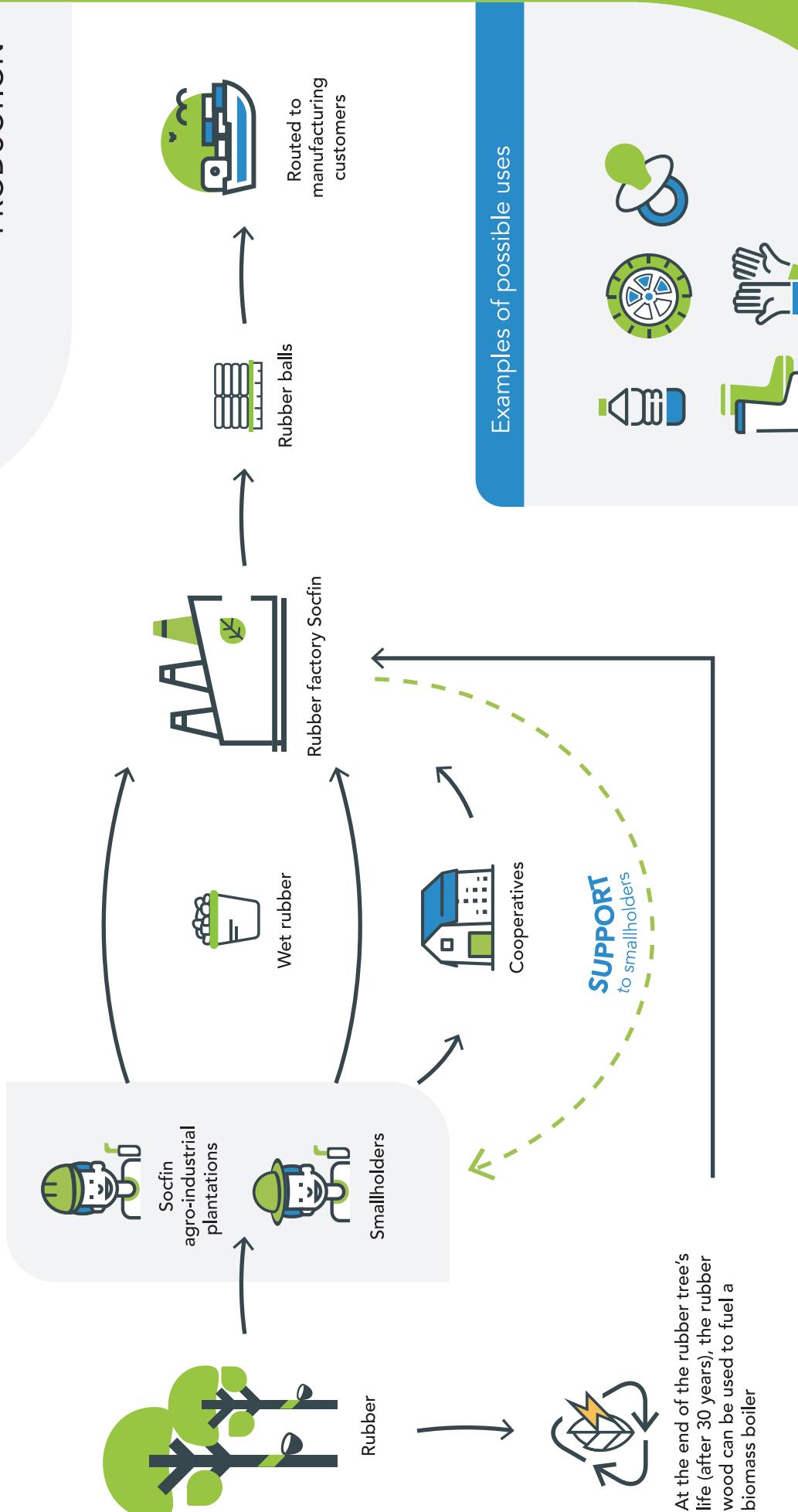
## GPSNR POLICY FRAMEWORK

For Sustainable Natural Rubber Production and Sourcing  
(GPSNR Ordinary Member Companies)

Endorsed by the GPSNR Executive Committee and adopted at the 2nd General Assembly by GPSNR Members on 23 September 2020

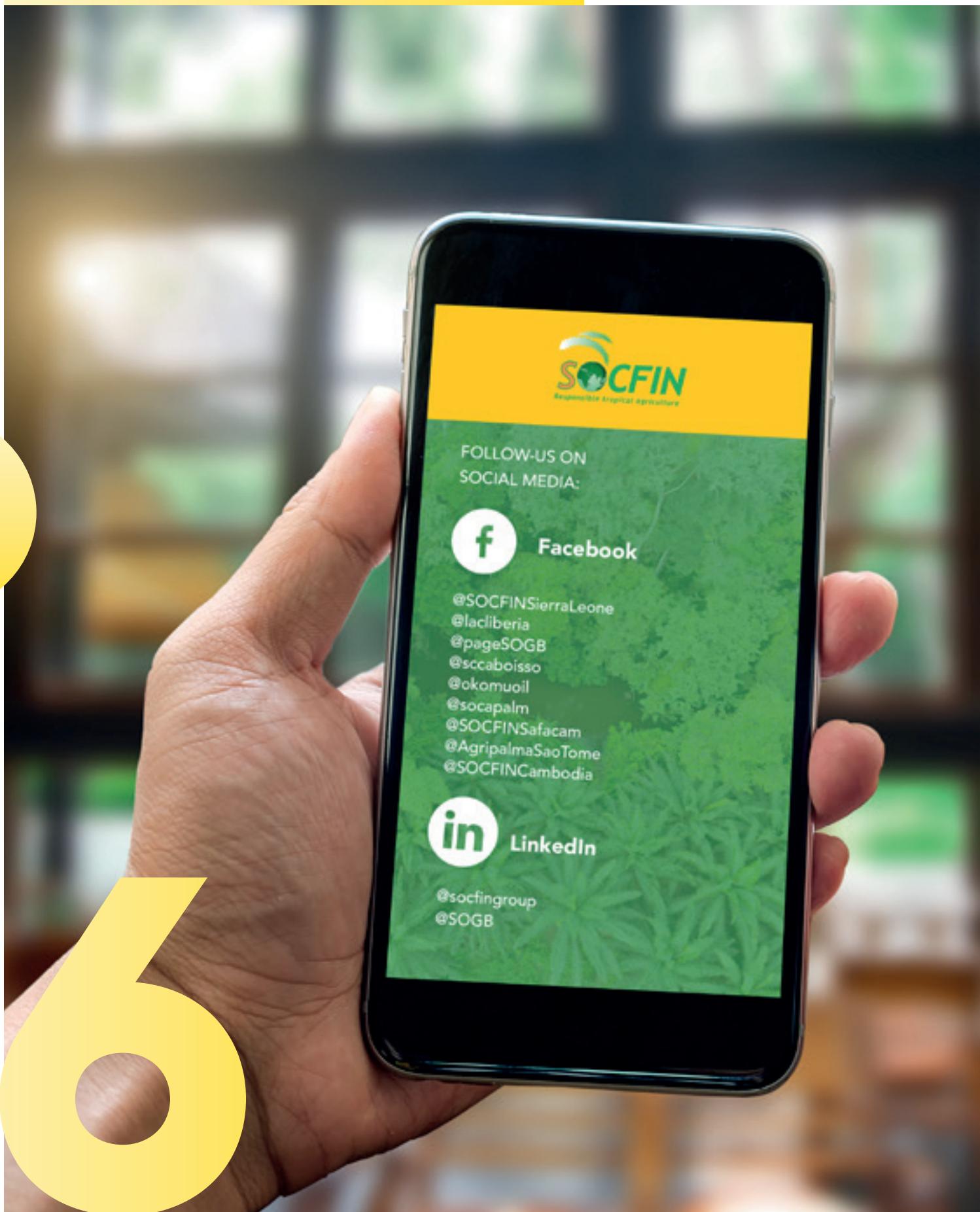


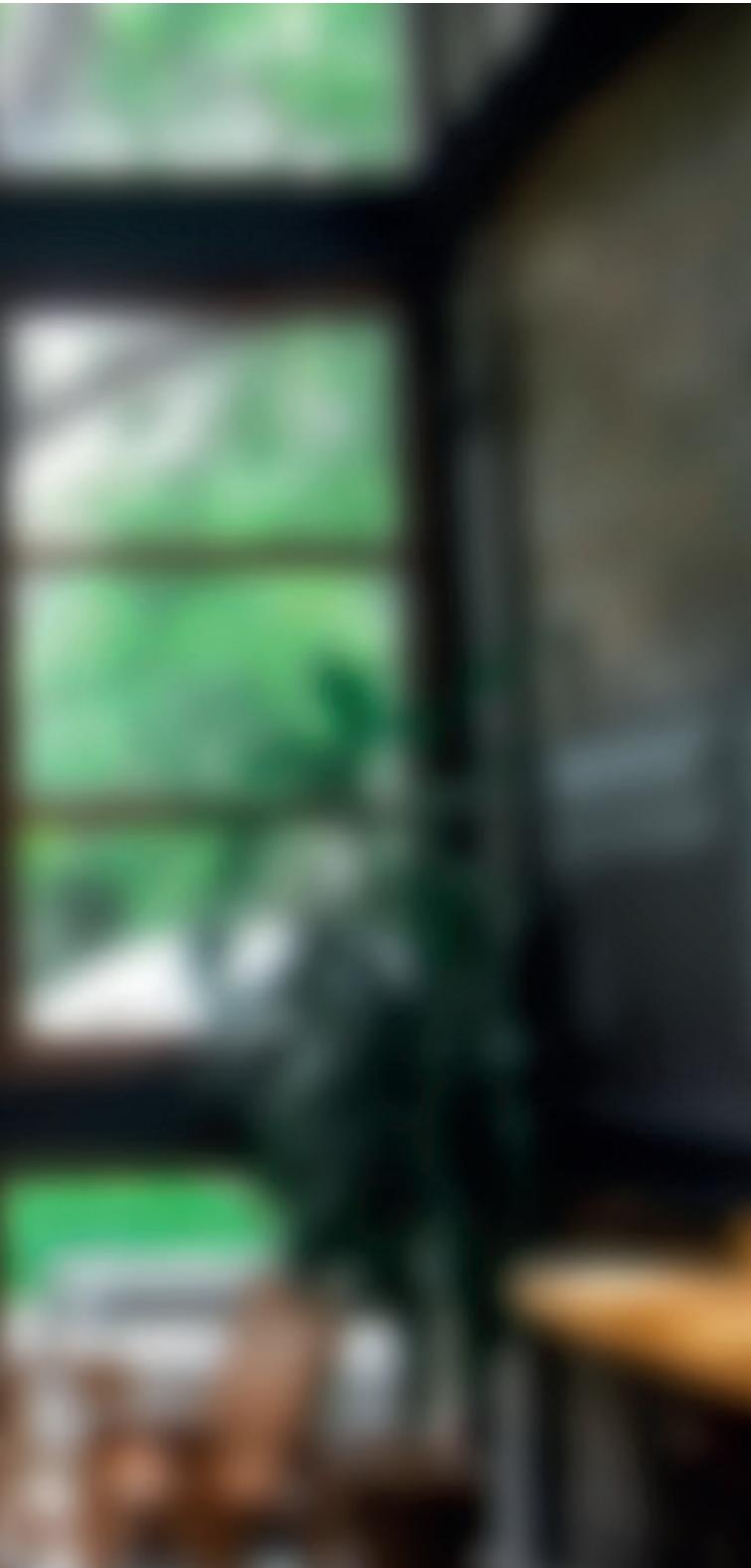
## NATURAL RUBBER PRODUCTION





## Follow-us





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.



[www.socfin.com](http://www.socfin.com)



[www.socfin.com/dashboard](http://www.socfin.com/dashboard)



To discover our other publications and the sustainable development reports of our plantations:

[socfin.com/dashboard](http://socfin.com/dashboard)



## 7.1 Key data

	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
<b>Financial data (expenditures)</b>									
General infrastructure	EUR		1 310 991	234 479	2 724 028	4 171 670	67 797	1 007 298	7 552 422
Health	EUR		136 335	49 451	1 130 944	1 553 321	13 152	175 649	316 528
Education	EUR		81 714	64 902	522 079	264 616	0	9 612	131 445
Environment	EUR		132 294	0	29 633	319 090	86 124	549 083	279 640
Occupational health and safety	EUR		64 257	0	88 239	322 590	20 644	119 258	222 481
Trainings	EUR		1 469	0	65 987	205 416	20 463	3 150	4 001
Framework	EUR		0	56 164	0	424 210	85 856	112 565	0
Donations	EUR		14 028	1 269	38 930	237 053	95 368	117 704	7 048
Other specific projects	EUR		7 151	0	6 801	5 596	0	3 244	17 286
<b>Total investments</b>	<b>EUR</b>		<b>1 748 239</b>	<b>406 266</b>	<b>4 606 641</b>	<b>7 503 562</b>	<b>389 404</b>	<b>2 097 563</b>	<b>8 530 851</b>
Loans	EUR		0	0	0	1 624 057	206 195	60 922	0
<b>Workforce</b>									
Permanent employees	nb		1 539	5	2 077	5 973	383	700	442
of which are female	nb		232	0	270	58	60	154	145
Daily workers	nb		0	0	0	2 264	0	1 561	0
Temporary employees	nb		2 533	0	0	0	0	0	17
Contractors	nb		265	837	2 391	770	50	0	4 578
Other: trainees, etc.	nb		0	0	0	0	0	0	0
<b>Total workforce</b>	<b>nb</b>		<b>4 337</b>	<b>842</b>	<b>4 468</b>	<b>9 007</b>	<b>433</b>	<b>2 261</b>	<b>5 037</b>
Staff turnover rate	%		28.39%	0.00%	5.11%	18.20%	3.48%	7.81%	5.71%
Employees eligible for maternity leave	nb		12	0	11	58	5	7	31
Employees on maternity leave	nb		12	0	2	58	5	7	31
Employees supposed to return to work	nb		12	0	11	72	5	6	0
Employees who have returned to work	nb		12	0	11	72	5	6	0
Maternity leave return to work rate	%		100%	N/A	100%	100%	100%	100%	N/A
Employees eligible for paternity leave	nb		0	0	2	0	38	0	0
Employees on paternity leave	nb		0	0	0	0	38	0	0
Employees supposed to return to work	nb		0	0	2	0	38	0	0
Employees who have returned to work	nb		0	0	2	0	38	0	0
Paternity leave return to work rate	%		N/A	N/A	100%	N/A	100%	N/A	N/A
Male/female salary ratio	%		100%	100%	100%	100%	100%	100%	100%
<b>Area</b>									
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	7 471	N/A	6 140	19 060
Rubber planted area	hectares		N/A	4 445	12 861	16 165	N/A	942	7 023
<b>General infrastructure</b>									
Palm oil mills	nb		1	0	0	1	0	1	2
Refineries	nb		0	0	0	0	0	0	0
Palm kernel crushing plants	nb		0	0	0	1	0	0	1
Rubber factories	nb		0	0	1	1	1	0	1
<b>Production</b>									
Crude palm oil	T		52 307	N/A	N/A	38 935	N/A	27 538	46 429
Of which RSPO certified palm oil	T		0	N/A	N/A	9 040	N/A	N/A	25 798
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	3 069	N/A	N/A	1 234
Dry rubber	T		N/A	N/A	26 872	67 727	39 273	N/A	9 285
Seeds	million		N/A	N/A	N/A	N/A	N/A	N/A	N/A

<sup>43</sup>The 74 employees of the head office in Europe are included in the total.—<sup>44</sup>The 32 employees of the head offices in Europe are included in the total.



Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
1 011 491	7 345 707	N/R	N/R	635 896	67 790	285 186	103 793	1 594 041	28 112 588
564 430	1 128 302	N/R	N/R	377 900	0	23 285	18 051	1 327 155	6 814 505
80 506	818 483	N/R	N/R	59 993	20 302	4 152	3 336	243 569	2 304 708
202 605	901 997	N/R	N/R	658 230	62 763	109 338	50 971	752 524	4 134 291
119 758	355 536	N/R	N/R	78 529	75 043	7 549	1 820	145 946	1 621 651
15 859	37 324	N/R	N/R	838	772	0	0	24 577	379 856
28 740	0	N/R	N/R	224 089	0	55 318	46 737	44 293	1 077 971
0	0	N/R	N/R	29 978	42 380	0	0	124 377	708 136
0	0	N/R	N/R	0	0	0	0	0	40 078
2 023 390	10 587 349	N/R	N/R	2 065 453	269 050	484 828	224 708	4 256 483	45 193 785
111 025	262 863	N/R	N/R	223 612	0	0	0	0	2 488 675
2 402	2 553	30	116	2 584	268	789	190	8 923	29 048 <sup>43</sup>
736	585	4	53	608	41	317	70	1 039	5 351 <sup>44</sup>
0	0	0	0	5	539	0	0	0	4 369
212	802	5	144	0	0	0	0	15	3 728
263	3 971	0	0	331	0	72	45	905	14 478
0	0	0	0	0	0	0	0	0	0
2 877	7 326	35	260	2 920	807	861	235	9 843	51 623
9.06%	5.41%	9.52%	3.92%	15.88%	0.41%	58.41%	63.07%	6.90%	12.78%
52	33	0	3	86	33	69	12	30	442
52	33	0	3	86	1	69	12	30	401
0	30	0	3	86	1	67	10	27	330
0	30	0	3	86	1	62	9	27	324
N/A	100%	N/A	100%	100%	100%	93%	90%	100%	98%
27	0	0	3	22	210	0	0	464	766
27	0	0	3	22	5	0	0	464	559
1	0	0	3	22	5	0	0	464	535
1	0	0	3	22	5	0	0	464	535
100%	N/A	N/A	100%	100%	100%	N/A	N/A	100%	100%
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
17 690	58 063	N/A	N/A	8 689	4 917	6 659	5 345	47 643	383 014
5 327	32 484	N/A	N/A	6 072	2 100	N/A	N/A	39 089	130 092
4 425	2 079	N/A	N/A	N/A	N/A	3 796	3 255	6 835	61 826
1	6	0	0	1	1	0	0	9	23
0	0	1	0	0	0	0	0	0	1
1	0	0	0	0	0	0	0	1	4
1	0	0	0	0	0	1	0	2	8
16 945	152 323	N/A	N/A	15 993	5 636	N/A	N/A	180 584	536 690
2 692	0	N/A	N/A	N/A	0	N/A	N/A	180 584	218 114
N/A	N/A	8 431	N/A	N/A	N/A	N/A	N/A	N/A	8 431
10 197	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	14 500
6 919	N/A	N/A	N/A	N/A	N/A	6 107	N/A	8 550	164 733
N/A	N/A	N/A	3.36	N/A	N/A	N/A	N/A	11.67	15.03



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
<b>Traceability and transparency</b>									
<b>Traceability</b>									
Palm oil - Level 1	%		100%	N/A	N/A	100%	N/A	100%	100%
Palm oil - Level 2	%		100%	N/A	N/A	99%	N/A	100%	100%
Palm oil - Level 3	%		100%	N/A	N/A	83%	N/A	100%	100%
Palm kernel oil - Level 1	%		N/A	N/A	N/A	100%	N/A	N/A	100%
Palm kernel oil - Level 2	%		N/A	N/A	N/A	100%	N/A	N/A	100%
Palm kernel oil - Level 3	%		N/A	N/A	N/A	100%	N/A	N/A	100%
Rubber - Level 1	%		N/A	N/A	100%	100%	100%	N/A	100%
Rubber - Level 2	%		N/A	N/A	79%	61%	100%	N/A	96%
Rubber - Level 3	%		N/A	N/A	79%	31%	0%	N/A	96%
<b>Transparency - Palm oil - Smallholders</b>									
Number of smallholders	nb		N/A	N/A	N/A	62	N/A	N/A	35
Smallholders with a signed contract with the plantation	%		N/A	N/A	N/A	0%	N/A	N/A	100%
Smallholders with clauses on environmental and social issues in their contract	%		N/A	N/A	N/A	0%	N/A	N/A	100%
Smallholders who have had a CSR risk assessment	%		N/A	N/A	N/A	0%	N/A	N/A	0%
Farmers who have been audited in the field on their environmental and social practices	%		N/A	N/A	N/A	0%	N/A	N/A	0%
Smallholders who have received training on environmental and social issues	%		N/A	N/A	N/A	100%	N/A	N/A	100%
<b>Transparency - Palm oil - Collectors</b>									
Number of collectors	nb		N/A	N/A	N/A	8	N/A	N/A	N/A
Collectors with a signed contract with the plantation	%		N/A	N/A	N/A	100%	N/A	N/A	N/A
Collectors with clauses on environmental and social issues in their contract	%		N/A	N/A	N/A	100%	N/A	N/A	N/A
Collectors who have had a CSR risk assessment	%		N/A	N/A	N/A	0%	N/A	N/A	N/A
Collectors who have been audited in the field on their environmental and social practices	%		N/A	N/A	N/A	0%	N/A	N/A	N/A
Collectors who have received training on environmental and social issues	%		N/A	N/A	N/A	100%	N/A	N/A	N/A
<b>Transparency - Palm oil - Third Party Plantation</b>									
Number of third party plantations	nb		N/A	N/A	N/A	N/A	N/A	N/A	1
Third party plantation with a signed contract with the plantation	%		N/A	N/A	N/A	N/A	N/A	N/A	100%
Third party plantation with clauses on environmental and social issues in the contract	%		N/A	N/A	N/A	N/A	N/A	N/A	100%
Third party plantation that has had a CSR risk assessment	%		N/A	N/A	N/A	N/A	N/A	N/A	0%
Third party plantation having been audited in the field regarding their environmental and social practices	%		N/A	N/A	N/A	N/A	N/A	N/A	0%
Third party plantation that has received training on environmental and social issues	%		N/A	N/A	N/A	N/A	N/A	N/A	0%
<b>Transparency - Rubber - Smallholders</b>									
Number of smallholders	nb		N/A	N/A	616	6 348	6 811	N/A	N/A
Smallholders with a signed contract with the plantation	%		N/A	N/A	0%	0%	0%	N/A	N/A
Smallholders with contract that includes clauses on environmental and social issues	%		N/A	N/A	0%	0%	0%	N/A	N/A
Smallholders who have had a CSR risk assessment	%		N/A	N/A	0%	0%	0%	N/A	N/A
Farmers who have been audited in the field on their environmental and social practices	%		N/A	N/A	0%	0%	0%	N/A	N/A
Smallholders who have received training on environmental and social issues	%		N/A	N/A	0%	100%	100%	N/A	N/A



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	100%	100%	N/A	N/A	100%	100%	N/A	N/A	100%	100%
	100%	92%	N/A	N/A	95%	100%	N/A	N/A	100%	97%
	99%	72%	N/A	N/A	95%	100%	N/A	N/A	100%	90%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	100%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	100%
	100%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	82%
	98%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	49%
	24	1 241	N/A	N/A	21	N/A	N/A	N/A	N/A	1 383
	0%	9%	N/A	N/A	100%	N/A	N/A	N/A	N/A	12%
	0%	0%	N/A	N/A	100%	N/A	N/A	N/A	N/A	4%
	0%	0%	N/A	N/A	0%	N/A	N/A	N/A	N/A	0%
	0%	0%	N/A	N/A	0%	N/A	N/A	N/A	N/A	0%
	100%	87%	N/A	N/A	0%	N/A	N/A	N/A	N/A	87%
	N/A	11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	42%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	42%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	N/A	2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33%
	17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13 792
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	96%



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
<b>Transparency - Rubber - Collectors</b>									
Number of collectors	nb		N/A	N/A	8	8	28	N/A	20
Percentage of collectors with a signed contract with the plantation	%		N/A	N/A	100%	100%	0%	N/A	0%
Percentage of collectors who have environmental and social clauses in their contract	%		N/A	N/A	100%	100%	0%	N/A	0%
Percentage of collectors who have had a CSR risk assessment	%		N/A	N/A	0%	0%	0%	N/A	0%
Percentage of collectors who have been audited in the field regarding their environmental and social practices	%		N/A	N/A	0%	0%	0%	N/A	0%
Percentage of collectors who have received training on environmental and social issues	%		N/A	N/A	0%	100%	0%	N/A	0%
<b>Health and Safety</b>									
<b>Working accidents - Only for permanent and temporary workers</b>									
Total hours worked	nb		6 945 316	13 000	4 673 277	13 336 291	654 291	1 495 824	1 365 672
Work-related fatalities	nb		2 (1)	0	2	1	0	0 (1)	1 (1)
Work-related injuries	nb		1 019	0	114	1 158	33	162	7
Injury rate per 200 000 hours	nb/200 000 h		29.40	0.00	4.96	17.38	10.09	21.66	1.17
Occupational injuries or illness resulting in DART	nb		847	0	113	1 159	8	70	8
DART incidence rate per 200 000 hours	nb/200 000 h		24.39	0.00	4.84	17.38	2.45	9.36	1.17
Lost days	nb		2 691	0	452	3 406	45	159	57
Lost day rate per 200 000 hours	nb/200 000 h		77.49	0.00	19.34	51.08	13.76	21.26	8.35
<b>Training</b>									
Training and sensitization	nb		3 425	7	249	2 311	219	2 058	3 129
Training hours	h		757	21	47 639	2 358	246	27 736	3 028
Workers that attended training	nb		44 108	159	1 243	75 228	3 337	35 577	93 832
Are the reported training sessions only for daily and temporary workers ?	Yes/No		No	Yes	Yes	Yes	No	No	No
<b>Environment</b>									
HCV areas	ha		4 771	N/A	N/A	6 735	N/A	10 441	2 976
Peatland planted areas (planted before 2017)	ha		0	0	0	0	N/A	0	0
Accidental fires due to internal causes	nb		0	0	0	0	N/A	0	0
Area burned as a result of accidental fires started by internal causes	ha		0	0	0	0	N/A	0	0
Accidental fires started by external causes	nb		6	0	2	0	N/A	0	15
Area burned as a result of accidental fires started by external causes	ha		69	0	2	0	N/A	0	19
<b>Consumption indicators</b>									
<b>Factories</b>									
Fuel use per processed ton of FFB	L/T FFB		0.26	N/A	N/A	0.12	N/A	0.05	0.44
Water use per processed ton of FFB	m³/T FFB		1.33	N/A	N/A	1.06	N/A	1.20	1.26
Electricity use per processed ton of FFB	kWh/T FFB		17.50	N/A	N/A	20.82	N/A	15.99	20.58
Fuel use per processed ton of dry rubber	L/T dry		N/A	N/A	4.74	39.81	41.14	N/A	14.81
Water consumption per processed ton of dry rubber	m³/T dry		N/A	N/A	16.06	18.54	17.27	N/A	17.31
Electricity use per processed ton of dry rubber	kWh/T dry		N/A	N/A	199.99	195.40	207.41	N/A	184.53
<b>Workshops and garage</b>									
Average fuel consumption – light vehicles	l/100 km	< 14.5	12.80	12.90	12.80	11.90	10.70	12.60	19.10
Average fuel consumption – trucks	l/100 km	< 55	48.80	42.70	61.70	20.20	22.80	27.30	35.90
Average fuel consumption – tractors	l/h	< 4.0	3.70	3.50	4.50	4.20	N/A	5.20	3.50
Average fuel consumption – gensets	l/kWh	<1.8	0.35	0.54	0.29	0.28	0.66	0.37	0.30
<b>Renewable energy production</b>									
Steam turbines fed by biomass	kWh		3 296 000	N/A	N/A	3 344 482	N/A	1 552 022	4 003 388
Turbine power produced/ton FFB processed	kWh/T FFB		14.81	N/A	N/A	17.03	N/A	15.06	16.95
Turbine use POM	%		85	N/A	N/A	82	N/A	94	82
Hydroelectricity	kWh		N/A	N/A	4 016 000	N/A	N/A	N/A	N/A



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	64
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	25%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	26%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13%
	3 762 015	5 443 752	70 202	534 231	5 744 249	442 622	1 729 540	374 194	18 383 602	64 968 076
	2	1	0	0	0	0	0	0	0	9 (3)
	233	249	2	7	485	26	30	5	48	3 758
	12.49	9.18	5.70	2.62	16.89	11.75	3.47	2.67	0.52	11.04
	164	69	1	3	252	0	15	2	48	2 759
	8.72	2.54	2.85	1.12	8.77	0.00	1.73	1.07	0.52	8.49
	3 264	1 292	11	7	1 234	0	26	2	2 986	15 632
	173.52	47.47	31.34	2.62	42.96	0.00	3.01	1.07	32.49	48.12
	553	4 460	8	119	711	120	64	35	1 062	18 530
	913	3 299	23	65	9 395	137	2 394	2 039	23 813	123 863
	18 633	63 908	9	3 438	101 157	2 401	767	188	6 534	450 519
	Yes	No	No	No	No	Yes	Yes	No	N/R	N/R
	3 624	14 446	N/A	N/A	407	1 505	N/A	N/A	654	45 559
	0	0	N/A	N/A	0	0	0	0	1 905	1 905
	0	0	N/A	N/A	0	0	0	0	0	0
	0	0	N/A	N/A	0	0	0	0	0	0
	10	66	N/A	N/A	38	0	29	0	0	166
	34	196	N/A	N/A	289	0	33	0	0	642
	0.31	0.39	N/A	N/A	0.48	0.30	N/A	N/A	0.08	0.24
	1.01	1.17	N/A	N/A	1.23	1.04	N/A	N/A	0.98	1.12
	18.43	17.89	N/A	N/A	48.89	18.14	N/A	N/A	19.14	19.55
	0.00	N/A	N/A	N/A	N/A	N/A	34.78	N/A	45.08	31.41
	8.72	N/A	N/A	N/A	N/A	N/A	19.33	N/A	20.47	17.48
	150.89	N/A	N/A	N/A	N/A	N/A	123.48	N/A	198.19	194.00
	12.00	12.30	N/A	N/A	19.50	9.90	10.60	10.40	10.89	12.74
	44.10	48.30	N/A	N/A	79.40	110.60	19.90	15.70	40.00	44.10
	4.20	3.20	N/A	N/A	3.60	4.60	3.20	3.20	3.16	3.83
	0.31	0.60	N/A	N/A	0.40	0.32	0.56	0.65	0.32	0.42
	1 066 397	11 414 507	N/A	N/A	N/A	N/A	N/A	N/A	14 105 300	38 782 095
	13.82	16.50	N/A	N/A	N/A	N/A	N/A	N/A	18.03	16.03
	75	92	N/A	N/A	N/A	N/A	N/A	N/A	94	86
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4 016 000



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Diesel fuel saved by hydroelectric dam	l		N/A	N/A	1 204 000	N/A	N/A	N/A	N/A	
Diesel fuel saved by biomass plants	l		N/A	N/A	905 234	N/A	N/A	N/A	221 523	
Diesel saved by the use of generators	l		N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Diesel saved by the use of solar panels	l		16 400	N/A	N/A	N/A	N/A	N/A	N/A	
<b>Quality indicators</b>										
<b>Air emissions</b>										
SO <sub>2</sub>	mg/m <sup>3</sup>	<500	BDL	N/A	N/A	14.50	1.35	0.01	< 10	
NO <sub>x</sub>	mg/m <sup>3</sup>	<200	BDL	N/A	N/A	5.00	0.35	0.01	< 10	
Dust PM10	mg/m <sup>3</sup>	<100	14.90	N/A	N/A	0.23	404.20	N/A	N/A	
Dust PM2.5	mg/m <sup>3</sup>	<50	4.40	N/A	N/A	0.05	70.76	N/A	N/A	
CO <sub>2</sub>	mg/m <sup>3</sup>	<9	BDL	N/A	N/A	39 218.00	1 161.00	0.01	313.00	
<b>Ambient air</b>										
Dust PM10	mg/m <sup>3</sup>	<100	35.30	N/A	N/A	N/A	212.55	26.60	N/A	
Dust PM2.5	mg/m <sup>3</sup>	<50	7.50	N/A	N/A	N/A	45.59	9.18	N/A	
<b>Waste management</b>										
Waste disposed of in a municipal landfill	kg		0	0	0	0	0	0	0	
	m <sup>3</sup>		0	0	0	0	0	0	0	
Waste collected by a registered dealer	kg		59 136	16 730	0	484 353	0	10 455	0	
	P/C		364	0	0	0	0	0	0	
Waste sold	kg		59 640	16 730	0	484 353	58 880	0	58 320	
Waste disposed of in the company landfill	kg		23 394	549	0	3 409 390	26 050	0	452 120	
	m <sup>3</sup>		0	0	0	371 620	0	0	0	
Waste incinerated (without energy recovery)	kg		0	87	0	1 705	26 050	0	618	
Waste recovered (energy recovery)	kg		0	0	0	34 849 680	0	0	44 270 080	
Waste recovered (organic recycling/composting)	kg		23 394	0	0	51 887 900	0	0	0	
	m <sup>3</sup>		0	0	0	0	0	0	0	
Liquid waste disposed of in the lagoons	m <sup>3</sup>		263 855	0	310 143	119 647	678 099	0	217 643	
<b>Special industrial waste (SIW) generation</b>										
SIW collected by a registered dealer	kg		0	0	0	19 180	0	0	0	
	m <sup>3</sup>		0	0	0	0	0	0	0	
<b>Agricultural data</b>										
<b>Toxic products used</b>										
Use of Aldicarb	kg		0	0	0	0	0	0	0	
	kg		0	0	0	0	0	0	0	
Use of Paraquat	kg		0	0	0	0	0	0	0	
	kg		0	0	0	0	0	0	0	
Use of Carbofuran	kg		0	0	0	0	0	22	0	
	kg		0	0	0	0	0	0	0	
Others OMS 1a / 1b	kg		0	0	0	0	0	0	0	
<b>Organic fertilizer used</b>										
Empty fruit bunches	T		43 011	0	0	47 812	0	20 553	46 543	
Quantity of stalk compost/mill effluent	T		45 155	0	0	0	0	0	0	
PK fibers	T		1 173	0	0	18	0	0	0	
Other solids	T		0	0	0	0	0	6 345	0	
Purchase of organic fertilizer	T		0	0	0	0	0	0	0	
<b>Medical data</b>										
Hospitals	nb		0	0	1	1	N/A	0	0	
Clinics	nb		0	1	1	3	N/A	1	1	
Health outposts	nb		0	1	3	15	N/A	4	3	
Ambulance	nb		2	1	3	2	N/A	1	4	



	<b>Safacam</b>	<b>Socapalm</b>	<b>SPFS</b>	<b>Camseeds</b>	<b>Brabanta</b>	<b>Agripalma</b>	<b>Socfin-KCD</b>	<b>Coviphama</b>	<b>Socfindo</b>	<b>TOTAL</b>
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 204 000
	276 619	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 403 376
	3 403	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3 403
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	16 400
	19.00	54.78	N/A	N/A	N/A	N/A	N/A	N/A	50.88	N/R
	13.00	11.95	N/A	N/A	N/A	N/A	N/A	N/A	137.34	N/R
	N/A	39.31	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/R
	29.00	39.32	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/R
	6.55	46 182.59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/R
	N/A	4.97	N/A	6.22	N/A	N/A	N/A	N/A	17.96	N/R
	N/A	3.21	N/A	N/A	N/A	N/A	N/A	N/A	11.16	N/R
	0	0	N/A	0	0	27 440	0	0	0	27 440
	0	1 106	N/A	18	0	266	0	0	0	1 390
	127 730	413 240	N/A	0	0	0	0	0	34 078	1 145 723
	0	0	N/A	0	0	0	0	0	0	364
	126 910	207 186	N/A	0	7 766	0	0	0	0	1 019 785
	15 725	97 668	N/A	0	0	0	88 460	35 100	1 957	4 150 413
	0	610	N/A	0	0	0	0	0	0	372 230
	729	2 572	N/A	0	0	0	0	0	0	31 762
	0	48 635 521	N/A	0	0	0	0	0	0	127 755 281
	17 829	77 703 487	N/A	0	0	388 140	0	0	0	130 020 750
	0	0	N/A	0	0	339	0	0	0	339
	154 328	590 279	N/A	0	2 028	2 333	0	0	310 517	2 648 872
	127 730	24 334	N/A	0	0	0	0	0	0	171 244
	0	1 200	N/A	0	0	0	0	0	0	1 200
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	9	0	0	0	0	31
	22	83	0	0	0	0	0	0	0	105
	17 829	140 346	0	0	13 907	4 592	0	0	160 076	494 669
	17 829	53 125	0	0	0	0	0	0	12 988	129 097
	0	39 494	0	0	5 956	0	0	0	0	46 641
	0	0	0	0	0	0	0	0	22 031	28 375
	0	0	0	0	0	0	0	0	0	0
	0	0	N/A	N/A	1	N/A	0	0	0	3
	1	7	N/A	N/A	1	N/A	1	0	12	29
	9	2	N/A	N/A	3	N/A	0	1	18	59
	1	6	N/A	N/A	1	N/A	1	0	12	34



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu
Doctors	nb		0	0	2	1	N/A	0	1
Nurses	nb		0	2	17	6	N/A	5	11
Midwives	nb		0	4	4	2	N/A	1	2
Other staff	nb		2	13	56	82	N/A	7	16
<b>Total medical staff</b>	<b>nb</b>		<b>2</b>	<b>19</b>	<b>79</b>	<b>91</b>	<b>N/A</b>	<b>13</b>	<b>30</b>
Consultations	nb		5 445	3 986	36 421	111 380	N/A	11 207	36 779
Hospitalizations	nb		0	379	2 886	1 301	N/A	741	538
Diagnosed malaria	nb		507	1 402	1 992	33 606	N/A	4 442	13 206
Family planning	Yes/No		Yes	Yes	Yes	Yes	N/A	No	Yes
HIV treatment	Yes/No		Yes	Yes	Yes	Yes	N/A	No	Yes
Tuberculosis treatment	Yes/No		Yes	Yes	Yes	Yes	N/A	No	Yes
<b>Educational data</b>									
Nurseries	nb		0	0	0	0	N/A	0	3
Nursery schools	nb		2	0	10	1	N/A	1	4
Primary schools	nb		22	2	10	14	N/A	1	2
Secondary schools	nb		2	1	3	0	N/A	1	0
<b>Total</b>	<b>nb</b>		<b>26</b>	<b>3</b>	<b>23</b>	<b>15</b>	<b>N/A</b>	<b>3</b>	<b>9</b>
Of which are plantation schools	nb		0	3	23	0	N/A	0	5
Teachers	nb		120	38	87	91	N/A	40	35
<i>Of which are supported by the plantations</i>	<i>nb</i>		<i>9</i>	<i>38</i>	<i>87</i>	<i>2</i>	<i>N/A</i>	<i>0</i>	<i>24</i>
<i>%</i>	<i>%</i>		<i>8%</i>	<i>100%</i>	<i>100%</i>	<i>2%</i>	<i>N/A</i>	<i>0%</i>	<i>69%</i>
Pupils	nb		5 270	1 204	7 245	4 198	N/A	1 237	848
Ratio pupils/teachers	nb		43.64	36.26	53.11	45.58	N/A	30.09	21.31
<b>Villages data (only for plantation villages)</b>									
Plantation villages	nb		8	10	81	23	N/A	1	6
Population - Housed employees	nb		213	427	4 274	5 879	N/A	207	4 614
Population - Dependents	nb		604	1 869	12 612	15 231	N/A	0	2 574
Population - Illegal occupants	nb		0	0	3	0	N/A	0	0
Population - Number of other occupants	nb		6	0	2 266	3 041	N/A	27	9
<b>Total - Population</b>	<b>nb</b>		<b>823</b>	<b>2 296</b>	<b>19 155</b>	<b>24 151</b>	<b>N/A</b>	<b>234</b>	<b>7 197</b>
Housing	nb		190	384	1 852	4 162	N/A	161	3 678
New housing	nb		1	0	21	77	N/A	0	581
Renovated housing	nb		5	0	143	0	N/A	0	372
Kitchens	nb		185	384	858	3 979	N/A	157	2 101
New kitchens	nb		3	0	23	97	N/A	0	539
Renovated kitchens	nb		0	0	28	0	N/A	0	9
Latrines	nb		193	217	1 585	3 568	N/A	161	3 129
News Latrines	nb		5	17	201	135	N/A	0	609
Renovated latrines	nb		0	0	37	9	N/A	0	24
Showers	nb		186	0	659	3 692	N/A	161	2 889
News showers	nb		5	0	198	190	N/A	0	525
Renovated showers	nb		0	0	30	0	N/A	0	24
Water points	nb		55	38	301	500	N/A	161	5 230
Sport fields	nb		3	7	52	23	N/A	1	6
Shops	nb		0	1	4	384	N/A	0	126
Clubs	nb		1	1	2	15	N/A	1	4
Market places	nb		0	1	3	14	N/A	0	0
Gathering places	nb		1	4	25	21	N/A	2	5



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	1	6	N/A	N/A	1	N/A	1	24	37	
	31	27	N/A	N/A	19	N/A	0	47	165	
	0	0	N/A	N/A	6	N/A	0	17	36	
	10	25	N/A	N/A	12	N/A	0	12	235	
	42	58	N/A	N/A	38	N/A	1	100	473	
	56 710	56 326	N/A	N/A	16 591	N/A	9 343	1 521	54 895	400 604
	2 192	583	N/A	N/A	2 299	N/A	0	0	974	11 893
	10 140	14 955	N/A	N/A	8 367	N/A	0	0	0	88 617
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
	0	0	N/A	N/A	0	6	0	0	9	
	8	20	N/A	N/A	1	0	0	44	91	
	12	36	N/A	N/A	15	3	5	54	176	
	4	8	N/A	N/A	12	2	1	20	54	
	24	64	N/A	N/A	28	11	6	118	330	
	0	6	N/A	N/A	2	2	0	24	65	
	241	530	N/A	N/A	478	102	68	1 361	3 191	
	47	105	N/A	N/A	0	7	0	60	379	
	20%	20%	N/A	N/A	0%	7%	0%	4%	12%	
	4 113	11 158	N/A	N/A	7 615	1 369	1 818	16 398	62 473	
	22.28	25.35	N/A	N/A	22.21	12.77	22.34	11.08	23.61	
	13	31	N/A	N/A	39	2	8	15	237	
	2 056	5 347	N/A	N/A	1 068	173	848	3 557	28 663	
	8 224	8 754	N/A	N/A	4 286	406	424	6 802	61 786	
	4	302	N/A	N/A	57	0	0	3 416	3 782	
	0	1 930	N/A	N/A	637	0	0	136	8 052	
	10 284	16 333	N/A	N/A	6 048	579	1 272	13 911	102 283	
	2 169	4 619	N/A	N/A	1 010	138	837	2 415	21 615	
	40	165	N/A	N/A	60	0	8	0	953	
	52	112	N/A	N/A	103	0	0	3	790	
	1 502	3 701	N/A	N/A	476	138	813	2 415	16 709	
	142	180	N/A	N/A	35	0	8	0	1 027	
	6	37	N/A	N/A	15	0	0	2	97	
	1 606	3 043	N/A	N/A	389	138	748	1 379	16 156	
	227	252	N/A	N/A	106	0	8	39	1 599	
	0	56	N/A	N/A	19	0	4	3	152	
	1 606	1 131	N/A	N/A	450	138	220	1 379	12 511	
	227	82	N/A	N/A	100	0	4	45	1 376	
	0	24	N/A	N/A	19	0	0	3	100	
	98	600	N/A	N/A	74	9	105	2 197	9 368	
	12	29	N/A	N/A	11	2	9	63	218	
	6	137	N/A	N/A	2	13	6	120	799	
	7	45	N/A	N/A	4	0	0	10	90	
	12	3	N/A	N/A	3	0	0	3	39	
	12	15	N/A	N/A	1	0	5	28	119	



## 7.2 GRI Index

GRI norms		Chapters
102	General elements of information	
102-1	Name of organization	Message from the Chairman
102-2	Activities, brands, products, and services	1.2 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 2021
102-6	Markets served	Socfin financial report 2021 5.1 We produce two commodities through responsible agriculture
102-7	Scale of the organisation	3.4.2 Our key human resources data 1.5 10 countries where we promote respectful and transformative tropical agriculture Socfin financial report 2021
102-8	Information on employees and other workers	3.4.2 Our key human resources data 7.1 Key data
102-9	Supply chain	2.4.1 Our collaboration with our local partners 2.5 Improvement of our supply chain transparency 5. Focus on our sustainable products
102-10	Significant changes to the organisation and its supply chain	1.5 10 countries where we promote respectful and transformative tropical agriculture 2.5 Improvement of our supply chain transparency Socfin financial report 2021
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
102-12	External initiatives	4.4.1 Our water and soil management 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 2021
102-14	Statement from senior decision-maker	Message from the Chairman
102-15	Key impacts, risks, and opportunities	1.7 Our responsible 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 responsible 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 responsible governance system
102-19	Delegating authority	1.7 Our responsible governance system
102-20	Executive-level responsibility for economic, environmental, and social topics	1.7 Our responsible governance system
102-21	Consulting stakeholders on economic, environmental, and social topics	1.7 Our responsible 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 responsible governance system 1.8 The implementation of our responsible governance
102-30	Effectiveness of risk management processes	1.9 Our commitments by 2025
102-31	Review of economic, environmental, and social topics	1.7 Our responsible governance system 1.8 The implementation of our responsible governance
102-32	Highest governance body's role in sustainability reporting	1.7 Our responsible 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 2021
102-41	Collective bargaining agreements	3.4.1.3 Union membership and freedom of association
102-42	Identifying and selecting stakeholders	Sustainability report 2021
102-43	Approach to stakeholder engagement	Sustainability report 2021
102-44	Key topics and concerns raised	Sustainability report 2021
102-45	Entities included in the consolidated financial statements	Socfin financial report 2021
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 2021
102-49	Changes in reporting	7.3 Approach
102-50	Reporting period	2021
102-51	Date of most recent report	Sustainability report 2021 published in May 2022
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	The external verification project of the sustainability report has been postponed due to the update of the European directive on corporate sustainability reporting (CSRD). We are waiting for the publication of the different texts and will put in place the necessary actions to comply with this regulation as soon as it comes into force for our 2023 sustainability report



200	Economic	
201	Economic performance	
201-1	Direct economic value generated and distributed	1.2 Key figures 7.1 Key data Socfin financial report 2021
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 2021
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 2021 7.1 Key data
203-2	Significant indirect economic impacts	1.2 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. For a local and rural development
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 organisation	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	Water sources significantly affected by withdrawal of water	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 3.3.6 Protection of indigenous populations 4.4.3 We protect biodiversity and support its enhancement
304-3	Habitats protected or restored	
305	<b>Emissions</b>	
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	<b>Effluents and Waste</b>	
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	<b>Environmental compliance</b>	
307-1	Non-compliance with environmental laws and regulations	4.4.3.6 Reporting on environmental non-conformities
308	<b>Supplier environmental assessment</b>	
308-1	New suppliers that were screened using environmental criteria	2.5 Improvement of our supply chain transparency
400	<b>Social</b>	
401	<b>Employment</b>	
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	<b>Occupational health and safety</b>	
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



<b>404</b>	<b>Training and education</b>	
404-1	Average hours of training per year per employee	3.4.3.3 Staff training and sensitisation 7.1 Key data
404-2	Programs for upgrading employee skills and transition assistance programs	3.4.3.3 Staff training and sensitisation
<b>405</b>	<b>Diversity and equal opportunity</b>	
405-1	Diversity of governance bodies and employees	3.4.2 Our key human resources data 7.1 Key data
<b>408</b>	<b>Child labor</b>	
408-1	Operations and suppliers at significant risk for incidents of child labor	1.8.2.2 We apply a zero tolerance approach to
<b>409</b>	<b>Forced or compulsory labor</b>	
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
<b>410</b>	<b>Security practices</b>	
410-1	Security personnel trained in human rights policies or procedures	3.4 Our social commitment to our employees and respect of their human right
<b>413</b>	<b>Local communities</b>	
413-2	Operations with significant actual and potential negative impacts on local communities	3.3.3 Our commitment to respecting the human 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, Sodimex FR, Sogescol FR, Induservices FR, Centrages and Induservices Luxembourg).

**Calendar and data collection:**

to draft this report, the following actions were taken:

- On a monthly basis during the year 2021, 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 sites;
- Then each plantation 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 2022, the finance department collected data related to investment costs, infrastructure maintenance and social and environmental actions;
- Subsequently, we verified the report of each site and analysed the factual and statistical data, crosschecked, and corrected them if needed and processed the consolidated figures statistically. Certain remarkable actions of the plantations 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

# Corporate governance principles of the Luxembourg Stock Exchange (December 2017)

Corporate governance principles of the Luxembourg Stock Exchange (December 2017)	Corresponding information of Socfin S.A.	Chapter of report
<b>Principle 9 – Corporate social responsibility.</b>		
The company shall define its corporate social responsibility policy with respect to social and environmental aspects.	Responsible Management Policy	1.8.1
<b>Recommendation 9.1</b> The company shall integrate the CSR aspects in its strategy for the creation of long-term value, and shall describe how the CSR measures are contributing thereto.	Responsible Management Policy	1.8.1
<b>Recommendation 9.2</b> 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	Full report
<b>Guideline</b> 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
<b>Recommendation 9.3</b> 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
<b>Recommendation 9.4</b> 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.	Approach	7.3
<b>Guideline 1</b> The company shall show, in the form of a scoreboard, the CSR performance indicators applicable to its business activities. The company is invited to present the indicators by making a comparison over time	Some indicators are present in dedicated chapters, others are spread over several chapters.	



<b>By way of illustration, the significant indicators could include:</b>			
	o workforce	Workforce	SDGs, 1 (key figures of the chapter heading), 3.4.1.5, 3.4.1.6, 3.4.2 and 7.1 2.2, 2.4.1.2, 2.4.1.4, 2.5.3, 2.5.4, 3.1, 3.4.3.2, 3.4.3.3, 3.4.3.5, 3.4.4.3, 4.4.1.1, 4.4.2.1, 4.4.3.5 and 4.5.2
	o staff training	Staff training	
	o safety	Safety	2.5.4, 3.1 and 3.4
	o absenteeism	Absenteeism	3.4.3.5
	o gender balance	Gender balance	1.5, 3.4.1.4, 3.4.1.5 and 3.4.1.7
	o 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
	o energy consumption	Energy consumption	3.3.7.1, 4.2, 4.4 and 4.5.3
	o water consumption	Water consumption	3.2, 3.3.7.1, 3.4.6.1, 4.2 and 4.4
	o waste treatment	Waste treatment	4.1, 4.4 and 4.5.3.3
	o CO <sub>2</sub> emissions	CO <sub>2</sub> emissions	4.4.3.2 and 4.5.3
	o adaptation to the consequences of climate change	Adaptation to the consequences of climate change	4.5.2
	o 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
ACRPP	Assistant responsible for stakeholder relations
ADV	Association of Displaced Villages
AIBEF	Association Ivoirienne pour le Bien-Etre Familial
AIDS	Acquired Immunodeficiency Syndrome
AIPH	Interprofessional Association of Oil Palm
APAE	Association of Professionals in Alternance Education
APROMAC	Association of Natural Rubber Professionals of Côte d'Ivoire
ASF	Family Health Association
BACUDA	Bagyelis Cultural Development Association
BNDA	Banque Nationale de Développement Agricole
BOD	Biological Oxygen Demand
CBA	Collective Bargaining Agreement
CIRAD	Centre de coopération Internationale en recherche Agronomique pour le Développement (Agricultural research for development)
CO2	Carbon dioxide
COD	Chemical Oxygen Demand
COVID-19	Coronavirus 2019
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
DART	Days Away from work, days of Restricted work activity or job Transfer
DEG	Deutsche Investitions und Entwicklungsgesellschaft - German Investment and Development Cooperation
DEPN	Agency of Ecology and Nature Protection
DRC	Democratic Republic of Congo
DWB	Doctors Without Borders
EF	Earthworm Foundation
EMS	Environmental Management System
FEFO	First Expired – First Out
FIRCA	Fond Interprofessionnel pour le Conseil Agricole
FISDES	Swiss-Côte d'Ivoire Economic and Social Development Fund
FPIC	Free, Prior and Informed Consent
GGAP	GLOBAL G.A.P
GHG	Greenhouse Gas emissions
GIS	Geographic Information System
GPSNR	Global Platform for Sustainable Natural Rubber
GRI	Global Reporting Initiative
HCS	High Carbon Stock
HCV	High Conservation Value
HIV	Human Immunodeficiency Virus
HSE	Health, Safety, Environment
IECD	European institute for Development Cooperation



Abbreviation	Meaning
ILO	International Labour Organisation
IRSG	International Rubber Study Group
ISO	International Organization for Standardization
ISPO	Indonesian Sustainable Palm Oil
IUCN	International Union for Conservation of Nature
KVA	Kilovoltampere
kW/c	KiloWatt peak - Unit used for solar photovoltaic
kWh	Kilowatt hour
LUCA	Land Use Change Analysis
MINESEC	Minister of Secondary Education (Cameroon)
MW	Megawatt
N/A	Not Applicable
N/R	Not Relevant
NGO	Non Governmental Organisation
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHS	Occupational Health and Safety
P&C	Principles and Criteria (for RSPO)
PPE	Personal Protective Equipment
QHSE	Quality, Health, Safety and Environment
RaCP	Remediation and Compensation Procedure
RSPO	Roundtable on Sustainable Palm Oil
SCB	Société Commerciale de Banque Cameroun
SCS	SCS (Global Services): Scientific Certification Systems
SD	Sustainability Department
SDGs	Sustainable Development Goals
SFI	Société Financière Internationale
SME	Medium Sized Enterprises
SPOTT	Sustainability Policy Transparency Toolkit
STA	Smallholder Technical Advisory Program
STD	Sexually Transmitted Infections
TIP	Tire Industry Project
UN	United Nations
UNDIP	United Nations Declaration on the Rights of Indigenous Peoples
UNFPA	United Nations Population Fund
VSB	Very Small Businesses
WBSCD	World Business Council for Sustainable Development
WHO	World Health Organisation
WWF	World Wide Fund for Nature



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