

Safacam Action Plan

June 2024



SAFACAM – ACTION PLAN – JUNE 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
Extension of the concession without adequate compensation	Carry out a detailed analysis of the compensation process and document any weaknesses identified.	29 December 2024	To start
	Have the relevant authorities endorse the minutes of the transaction signed between the Ndonga community and SAFACAM.	March 2024	Done
Plantation development outside the concession boundaries	Obtain from the authorities the administrative boundaries of Dikola and Nsèppè Elog-Ngango in order to continue the engagement.	Depends on the administrative authorities in Cameroon.	Ongoing
Lack of land for livelihoods	Include the recommendations resulting from the land dynamics on the agenda for discussions with the various villages, in order to generate actions.	29 December 2024	To start

SAFACAM – ACTION PLAN – JUNE 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
Sexual harassment	Document the selection criteria and method of appointing members of the gender committee in place.	29 December 2024	To start
	Formalise a procedure for handling cases of gender-based violence (reporting, investigation, disciplinary measures, follow-up, etc.).	29 December 2024	To start
	Formalise the various means/supports and frequency of communications relating to the gender committee	July 2024	Ongoing
	Broaden the gender committee's socio-professional representation.	29 December 2024	To start
	Expert support for the gender committee (training of committee members, terms of reference, complaint management)	29 December 2024	To start
	Training health auxiliaries in gender issues	29 December 2024	To start
	Update of the gender committee's terms of reference.	29 December 2024	Ongoing

SAFACAM – ACTION PLAN – JUNE 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
Water pollution	Map all effluent discharge points.	May 2024	Done
	Map all water sampling points for analysis	May 2024	Done
	Maintenance of the rubber plant's lagoons at a specific frequency	29 December 2024	To start
	Adjusted list of sampling points, taking into account water entry and exit points in the Safacam concession.	February 2024	Done
Difficult access to drinking water for the village of Nséppé Elog-Ngango	Include discussions on the subject with the community of Nséppé Elog-Ngango during bipartite meetings so that solutions can be agreed.	29 December 2024	To start
	Carry out a review of the water supply infrastructure built by SAFACAM in order to implement appropriate corrective action where possible.	29 December 2024	To start

SAFACAM – ACTION PLAN – JUNE 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
Limited access to management positions for members of local communities	Annual audit of compliance with the recruitment procedure	29 December 2024	To start
	Systematically include an item on recruitment at bipartite meetings	At each bipartite meeting	Ongoing
	Communicate the status of applicants vs. successful candidates for each community	From July 2024 and then continuously	Ongoing
	Continue to communicate all job offers to local communities	Continuous	Done

www.socfin.com

