

# Okomu Action Plan

July 2024



# OKOMU – ACTION PLAN – JULY 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
Forced Eviction/ Burning of houses	To have quarterly meetings with communities to discuss all issues including security	Already in place	<b>Ongoing</b>
	To engage Partnership Initiative for Niger Delta (PIND) to participate to dialogue platforms with Okomu, communities and security agencies	December 2024	<b>To start</b>
Issues of intimidation using of soldiers/police/military forces: mistreatment by security forces on the plantation, beatings and harassment	To have joint meetings between the company security personnel and community policing personnel and to have community policing through the ESSN policing model of Edo State incorporated into the company's security portfolio .	Already in place	<b>Ongoing</b>
	To have a whistleblower policy that protects the identity of all whistleblowers through an independent whistleblower communication system	Already in place	<b>Done</b>
	To organize regular training of company security personnel on human rights and ethics.	Already in place	<b>Ongoing</b>
	To have quarterly meetings between Okomu security and communities with Nigerian Security forces invited on an ad hoc basis.	Already in place	<b>Ongoing</b>
	To organize community stakeholder engagement for full understanding of boundaries and protected areas	Already in place	<b>Ongoing</b>

# OKOMU – ACTION PLAN – JULY 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
<p>Access blocked to roads. Access blocked to houses with big trenches</p>	To install warning signs for trenches	December 2024	<b>Ongoing</b>
	Regularly monitor and maintain the condition of trenches and roads to ensure accessibility and safety	Already in place	<b>Ongoing</b>
	Identify, establish and maintain alternative routes that can be used when primary access roads are blocked	Already in place	<b>Ongoing</b>
	Grade alternative route in AT&P community and complete culvert. Investigate and address the issue of erosion	Already in place/2025 (culvert)	<b>Ongoing for grading/To start for culvert</b>
	Closing time of the gates to be in line with security constraints	Already in place	<b>Ongoing</b>
	Ensure that security agents do not demand/request money from people who pass through the plantation. The whistleblowing policy to be communicated to users of internal roads through community meetings. Security agents will be educated through ongoing toolbox talks and training on ethics and good conduct & human rights. Signboards to be erected at entry points informing people not to give bribes.	Already in place	<b>Ongoing</b>
	Put in measures to remove restrictions at the gate during emergencies (such as medical emergencies) to allow communities access through the plantation.	Already in place	<b>Done</b>
	Train security officers on human rights, conflict resolution and community health and safety.	Already in place	<b>Ongoing</b>

# OKOMU – ACTION PLAN – JULY 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
<p><b>Actions related to EF recommendations for unfounded allegations</b></p>	To Implement community-based conflict resolution programs to address disputes and grievances before they escalate to legal action.	2025	<b>To start</b>
	To encourage individuals to come forward to report cases without fear of retaliation. To re-sensitize communities on Grievance Mechanism.	Already in place	<b>Ongoing</b>
	To form community watch committees that collaborate with local law enforcement to monitor and report on security-related issues (done under the Edo State Government ESSN initiative with communities and Okomu)	Already in place	<b>Ongoing</b>
	For new activities with potential community impacts, to widen the scope of discussions with community members to include women and youth representatives	Already in place	<b>Ongoing</b>
	To develop a documentary on Okomu operations, host communities and CSR projects to improve the public image of Okomu and sensitize communities on company operations.	July 2024	<b>Ongoing</b>
	To improve transparency and communication about CSR project selection and implementation by having Pre-CSR project meetings between Okomu and communities and having project monitoring committees put in place in all the communities	Already in place	<b>Ongoing</b>
	To conduct regular impact assessments over a 5 years period to evaluate the effectiveness and outcomes of CSR projects	2029 to review 2024 CSR projects	<b>To start</b>
	Once they have resolved their internal factions disagreements, to engage riverine communities to resolve grievances and meet some of their community needs	Once internal communities' conflicts are resolved	<b>To start</b>

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