LAC - Action Plan

July 2024

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LAC – ACTION PLAN – JULY 2024

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
1. Insufficient engagement with communities who resided and depended on the land during the land expansion in 2003	Develop SOP for community engagement that respects FPIC principles	December 2024	**Ongoing**
	Develop participatory mapping SOP and implement	December 2024	**Ongoing**
	Develop a comprehensive work plan for the implementation of the stakeholder engagement strategy.	March 2025	**To start**
	Update existing program for LAC's support for education, taking into account community needs. Clarify LAC's role and communicate to communities.	April 2025	**To start**
	Update the external grievance management process: SOP, sensitizations with communities, implementation with trackers ensuring the capture of the status and follow up of all grievances up to resolution.	October 2024	**Ongoing**
	Establish MOUs with communities documenting what has been agreed and how agreements will be implemented.	September 2024	**Ongoing**
2. Physical relocation	If further expansion is planned, develop relocation plan according to international requirements and implement in case of any future development.	No plan to expand	**Not applicable**
3. Destruction of Sacred sites and grave yard	Finalize the process of graves / graveyards identification and set up a management plan with communities (activities, roles, responsibility, monitoring). Get a written document signed by the communities.	April 2025	**Ongoing**

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4. Compensation is either insufficient or not existing	Compile summary of all who were entitled to compensation from LAC and the government.	December 2024	**To start**
	Compile summary of all who have received crop compensation .	December 2024	**To start**
	Engage the government (through National Bureau of Concession for example) to assess pending payment / compensation options (deduction of taxes, etc.).	Depending on Government response	**To start**
	Once the government has completed the assessment of pending payment/compensation options, engage the communities in collaboration with the government and local CSOs to validate and pay pending government compensation.	Depending on Government response	**To start**

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5. Sexual harassment and Gender – based violence	Develop and implement policies on sexual harassment and gender-based violence that covers all levels of workers, including long-term and short-term workers.	December 2024	**Started with various levels. Short term workers remain**
	Develop safe and confidential reporting mechanisms for workers to report incidents of sexual harassment or gender-based violence and ensure that there are sufficient resources available to investigate and respond to complaints.	December 2024	**To start**
	Provide regular awareness and training for all employees, contractors, and contract workers on the sexual harassment policy and procedures for reporting incidents of sexual harassment and gender-based violence.	Continuous	**Ongoing**
	Provide all necessary logistical support to the Gender Committee to enable them to reach and cover effectively all workers 'villages and schools within the plantations & LAC.	June 2025	**Ongoing**
	Establish a hotline for reporting sexual harassment	June 2024	**Done**
	Put in place pictorial communication warning signs within the plantation that indicate zero tolerance of sexual harassment and corruption.	August 2024	**To start**

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6. Reprisals, Threats, and Intimidation of activists	Discuss with communities' representatives the best ways to handle common security incidents, especially rubber theft and cup theft.	December 2024	**To start**
	Share information with communities on law related to penalties for rubber theft- PSU will be involved with Cluster community leadership to disseminate information about laws.	December 2024	**To start**
	Carry out training on Human Rights and no intimidation for LNP operating in LAC's premises and for LAC security guards	Continuous	**To start**

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7. Restriction of movement	Develop and implement policy on restriction/regulation of movement, train security guards on the policy.	July 2024	**In progress**
	Conduct further investigations with towns related to requests for bribes from security guards, in order to set up a participatory approach to settle disputes.	December 2024	**To start**
	Carry out awareness-raising with communities on the policy.- Radio awareness already being done	December 2024	**In progress**
8. Access to drinking water	Improve renovation and construction of hand pump by hiring qualified companies	Continuous	**Ongoing**
	Put in place a monitoring system for hand pumps and implement. Train community dwellers to handle and trouble shoot minor repairs	Continuous	**Ongoing**
	Assess communities' drinking sources and establish a phased priority program to provide safe drinking water for communities	Continuous	**Ongoing**
	Improve renovation and construction of hand pump by hiring qualified companies	Continuous	**Ongoing**

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9. Poor Employment conditions, work safety and labor rights violations of subcontracted workers	Document workers' community of origin and give priority and preference to surrounding communities.	Continuous	**Ongoing**
	Document all workers irrespective of contracts or jobs.	Continuous	**Ongoing**
	Ensure all workers irrespective of the type of contract are paid at least the minimum wage in accordance with the Decent Work Act of 2015.	Continuous	**Ongoing**
	Supply tools and PPE to all workers free of charge and monitor their use	Continuous	**Ongoing**
	Reinforce the monitoring system of subcontractors with regular inspections of their operations to ensure that the responsible management policy is being implemented- Radio jingles, awareness meeting with contractor heads	Continuous	**Ongoing**

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10. Abuse from middlemen purchasing from smallholders	Develop and implement a comprehensive smallholder strategy and approach that includes SOPs and policies for how middlemen deal with smallholders.	September 2024	**Ongoing**
	Conduct investigations into all bribes reported against agents, security guards and Quality Assurance team and take appropriate disciplinary action	Continuous	**Ongoing**
11. Food insecurity	Finalize participatory mapping with communities to assess whether or not they have sufficient farmland.	March 2025	**Ongoing**
	Conduct a food security assessment and design, implement, and monitor a food security strategy based on its results.	December 2024 / continuous	**To start**

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