

LAC - Action Plan

UPDATE FEBRUARY 2025



LAC – ACTION PLAN – FEBRUARY 2025 UPDATE

| ALLEGATIONS | ACTIONS | TIMEFRAME | NEW TIMEFRAME | REASON FOR DELAY | CURRENT STATUS |
|--|--|------------|---------------|---|----------------|
| 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. | Dec. 2024 | / | / | Closed |
| | Develop participatory mapping SOP* and implement. | Dec. 2024 | / | / | Closed |
| | Develop a comprehensive work plan for the implementation of the stakeholder engagement strategy. | March 2025 | / | / | Started |
| | Update existing program for LAC's support for education, taking into account community needs. Clarify LAC's role and communicate to communities. | April 2025 | / | / | Closed |
| | 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. | Oct. 2024 | Aug. 2025 | Underestimation of the time of engagement with the 46 communities. Grievance management process document has been drawn and sensitization process is ongoing. | Started |

* SOP: Standard Operating Procedure

** FPIC: Free, prior and informed consent

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| Insufficient engagement with communities who resided and depended on the land during the land expansion in 2003 | Establish MOUs* with communities documenting what has been agreed and how agreements will be implemented. | Sep. 2024 | Aug. 2025 | Implementation at 40% and MoUs* have been documented. Consultations with communities in progress: time of meetings underestimated. | Started |
| 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 | / | / | Closed |
| 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 | / | / | Started |

* MoU: Memorandum of understanding (MOU)

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| Compensation is either insufficient or not existing | Compile summary of all who were entitled to compensation from LAC and the government. | Dec. 2024 | June 2025 | Time underestimated due to volume of information. | Started |
| | Compile summary of all who have received crop compensation. | Dec. 2024 | June 2025 | Time underestimated due to volume of information. | Started |
| | Engage the government (through National Bureau of Concession for example) to assess pending payment / compensation options (deduction of taxes, etc.). | Depending on Government response | / | Engagement ongoing awaiting confirmation from government. | Started |
| | 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 | / | Engagement ongoing awaiting confirmation from government. | Started |

* CSO: Civil Society Organisation

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| 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. | Dec. 2024 | / | / | Closed |
| | 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. | Dec. 2024 | / | / | Closed |
| | 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 | / | / | Continuous |
| | 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 | / | / | Started |
| | Establish a hotline for reporting sexual harassment. | June 2024 | / | / | Closed |
| | Put in place pictorial communication warning signs within the plantation that indicate zero tolerance of sexual harassment and corruption. | Aug. 2024 | June 2025 | Pictorial communication warning signs have been prepared. Display and sensitization in progress. | Started |

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| Reprisals, Threats, and Intimidation of activists | Discuss with communities' representatives the best ways to handle common security incidents, especially rubber theft and cup theft. | Dec. 2024 | Continuous | / | Continuous |
| | 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. | Dec. 2024 | Continuous | / | Continuous |
| | Carry out training on Human Rights and no intimidation for LNP** operating in LAC's premises and for LAC security guards. | Continuous | / | / | Continuous |
| Restriction of movement | Develop and implement policy on restriction/regulation of movement, train security guards on the policy. | July 2024 | Continuous | / | Continuous |
| | Conduct further investigations with towns related to requests for bribes from security guards, in order to set up a participatory approach to settle disputes. | Dec. 2024 | / | / | Closed |
| | Carry out awareness-raising with communities on the policy. Radio awareness already being done. | Dec. 2024 | Continuous | / | Continuous |

* PSU: Police Support Unit

** LNP: Liberia National Police

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| Access to drinking water | Improve renovation and construction of hand pump by hiring qualified companies. | Continuous | / | / | Continuous |
| | Put in place a monitoring system for hand pumps and implement. Train community dwellers to handle and trouble shoot minor repairs. | Continuous | / | / | Continuous |
| | Assess communities' drinking sources and establish a phased priority program to provide safe drinking water for communities. | Continuous | / | / | Continuous |
| 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 | / | / | Continuous |
| | Document all workers irrespective of contracts or jobs. | Continuous | / | / | Continuous |
| | 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 | / | / | Continuous |
| | Supply tools and PPE* to all workers free of charge and monitor their use. | Continuous | / | / | Continuous |
| | 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 | / | / | Continuous |

* PPE: Personal Protective Equipment

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| 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. | Sept. 2024 | / | / | Closed |
| | Conduct investigations into all bribes reported against agents, security guards and Quality Assurance team and take appropriate disciplinary action. | Continuous | / | / | Continuous |
| Food insecurity | Finalize participatory mapping with communities to assess whether or not they have sufficient farmland. | March 2025 | Dec. 2025 | Time necessary for communities engagement underestimated. | Started |
| | Conduct a food security assessment and design, implement, and monitor a food security strategy based on its results. | Dec. 2024 | Dec. 2025 | Prospection for specialists in charge of food security assessment in progress. | Started |

* SOP: Standard Operating Procedure

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