

Evaluation of implementation of “Deep dive” action plan by Safacam

Closing meeting – 23 April 2026



PROFOREST – ASSESSMENT TEAM



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Team Member



OVERVIEW & ASSESSMENT PROCESS

OVERVIEW

Objective

- Verify measures implemented by Safacam to address allegations and evaluate their alignment with recommendations made by EF*.

Scope

- Safacam's operations.
- EF's investigation of allegations against Safacam.
- Actions and measures in Safacam action plan (updated April 2026).

* EF: Earthworm Foundation

** HR: Human Resources

*** HSE: Health, Safety and Environment

ASSESSMENT PROCESS

- Development of checklist of follow up information.
- Consultations/interviews.
- Field visits and observations.
- Document review.
- Analysis and reporting.



FIELD WORKPLAN

Date	Activity
Sun 19 Apr 2026	• Proforest team arrives in Dizangue.
Mon 20 April 2026	• Opening meeting (Monday morning). • Document review. • Interviews with management and key staff (Plantation Manager, HR*, HSE** Officer, Gender Committee, Community Relations, Sustainability team, Security). • Visit to lagoon site.
Tue 21- Thu 23 Apr 2026	• Consultations with selected communities. • Beach, Dikola, Koungué Lac Ossa, Koungué Somsé, Nséppè Elog-Ngang (on-phone).
Fri 24 Apr 2026	• Mop up and preparation for closing meeting. • Closing meeting (afternoon). • Proforest team departs for Douala.

* HR: Human Resources

** HSE: Health, Safety and Environment



CONTEXT OF DEED DIVE INVESTIGATION



- From 2023 to the end of 2025, Socfin Group mandated Earthworm Foundation (EF*) to conduct independent investigations, including field missions, to verify allegations raised by NGOs.
- Following each mission, EF published an investigation report outlining its findings and recommendations on its website.
- Based on these reports, Socfin developed action plans to address each identified issue. These action plans were updated on a quarterly basis and made publicly available on the Socfin website.
- In January 2026, Socfin partnered with Proforest to independently verify, through field visits, the alignment and implementation of the actions set out in these action plans, providing an additional independent external perspective.

* EF: Earthworm Foundation

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SAFACAM – KEY ELEMENTS

Earthworm Foundation

December 2023: mission

May 2024: publication of the report

Jun. 2024 – Dec. 2025

Socfin publications of action plans

Apr. 2026

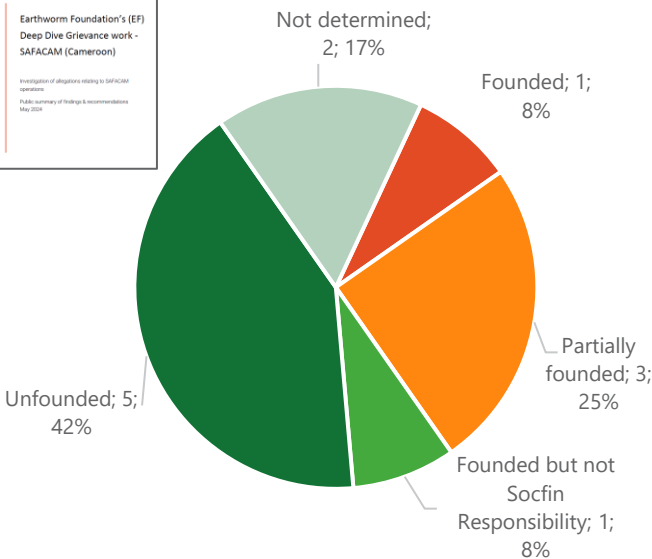
Proforest mission

12 allegations

21 actions

21 measures verified

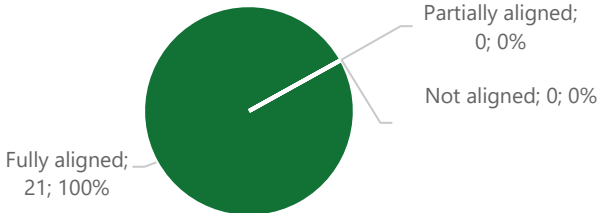
Allegations findings



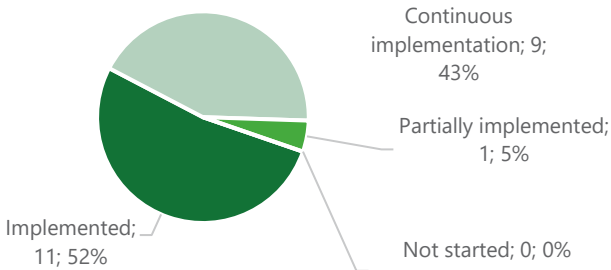
- #1: June 2024
- #2: September 2024
- #3: January 2025
- #4: June 2025
- #5: September 2025
- #6: December 2025 → **closing of all the actions**

SAFACAM – ACTION PLAN – DECEMBER 2025									
ALLEGATIONS TOPIC	FINDINGS	ACTIONS	STATUS	STATUS & IMPLEMENTATION		TIMELINE			
				MEASURES IMPLEMENTED	LONG TERM STRATEGY	INITIAL	NEW	REASON FOR DELAY	
Extension of the concession without adequate compensation	Proforest founded	Carry out a detailed analysis of the compensation process and document any weaknesses identified.	None	1. A detailed analysis of the compensation process has been carried out. 2. Any weaknesses are documented when identified. 3. Socfin has established a procedure signed by both neighboring communities that provides a framework for any dispute related to land.	1. Application of existing procedures.	Dec. 2024	/	/	
		Have the relevant authorities endorse the measures of the transaction signed between the M'passi community and Socfin.	None	1. On the 26/03/2024, the relevant authorities have endorsed the measures of the transaction signed between the M'passi community and Socfin.	/	May 2025	/	/	

Alignment of measures



Status of implementation of measures



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Verification of measures implemented

 **Implemented:** Reported measure is confirmed to be fully implemented.

 **Partially implemented:** Reported measure has been partially or fully implemented but does not fully address issue.

 **Continuous implemented:** Reported measure is still being implemented.

 **Not started:** Reported measure is planned, but yet to be implemented.

Alignment implemented measures with EF recommended actions

 **Fully aligned**

 **Partially aligned**

 **Not aligned**

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ALLEGATIONS		ACTIONS	STATUS & IMPLEMENTATION			PROFOREST VERIFICATION		
TOPIC	FINDING		STATUS	MEASURES IMPLEMENTED	LONG TERM STRATEGY	MEASURES		RECOMMENDATIONS
						ALIGNMENT	STATUS	
Extension of the concession without adequate compensation	Partially founded	Carry out a detailed analysis of the compensation process and document any weaknesses identified.	Done	1. A detailed analysis of the compensation process has been carried out. 2. Any weaknesses are documented when identified. 3. Safacam has established a procedure signed by each neighboring community that provides a framework for any process related to land.	1. Application of existing procedures.	Fully aligned	Implemented	
		Have the relevant authorities endorse the minutes of the transaction signed between the Ndonga community and Safacam.	Done	1. On the 21/03/2024: the relevant authorities have endorsed the minutes of the transaction signed between the Ndonga community and Safacam.	/	Fully aligned	Implemented	

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Plantation development outside the concession boundaries	Founded	Obtain from the authorities the administrative boundaries of Dikola and Nsèppè Elog-Ngango in order to continue the engagement.	Continuous	1. Safacam has engaged the local authorities since 2016 to obtain the administrative boundaries of Dikola and Nsèppè Elog-Ngango in order to continue the engagement.	1. Keep the pressure on the local authorities to finalize the administrative process.	Fully aligned	Continuous implementation	Minutes of the tripartite meeting between Safacam, the administrative authorities, and the 2 communities were reviewed. The minutes had been signed and formally endorsed by all parties. Safacam continues to engage with the relevant authorities to facilitate the boundary demarcation exercise, which is expected to resolve the outstanding land boundary issue. It is recommended that Safacam continue working closely with the relevant authorities to expedite the boundary demarcation process and secure the legal recognition of its land rights and investments within the disputed area.

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Lack of land for livelihoods	Not determined	Include the recommendations resulting from the land dynamics on the agenda for discussions with the various villages, in order to generate actions.	Continuous	1. The recommendations resulting from the land dynamics have been included on the agenda for discussions with the various villages.	1. Continue dialogue with local communities and maintain the RSPO certificate.	Fully aligned	Continuous implementation	Evidence was provided that actions arising from discussions on land-related issues are being implemented. Safacam maintains a community projects monitoring register that records the status, progress, and decisions relating to community project requests. However, it is recommended that this measure be expanded to explicitly include the implementation of actions arising from these discussions.

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Sexual harassment	Partially founded	Document the selection criteria and method of appointing members of the Gender Committee in place.	Done	1. The selection criteria and method of appointing members of the Gender Committee has been documented.	1. Continuous implementation. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Implemented	
		Formalize a procedure for handling cases of GBV (reporting, investigation, disciplinary measures, follow-up, etc.).	Done	1. A procedure for handling cases of GBV (reporting, investigation, disciplinary measures, follow-up, etc.) has been established.	1. Communication and sensitization on the new procedure for handling cases of gender-based violence. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Implemented	

* GBV: Gender-Based Violence

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Sexual harassment	Partially founded	Formalize the various means/supports and frequency of communications relating to the Gender Committees.	Done	1. Safacam has formalized the supports and frequency of communications relating to the Gender Committees.	1. Continuous trainings on Gender Committee. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Implemented	

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Sexual harassment	Partially founded	Broaden the Gender Committee's socio-professional representation.	Done	1. Inclusivity of the Gender Committee has been promoted through the inclusion of representatives for each department. 2. The Gender Committee's socio-professional representation has been broadened. 3. The list of Gender Committee members has been displayed on notice boards.	1. Ongoing oral and pictural communication on the Gender Committee existence and roles. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Implemented	

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Sexual harassment	Partially founded	Expert support for the Gender Committee (training of committee members, ToR*, complaint management).	Continuous	1. Safacam has engaged external bodies to assist the Gender Committee as expert.	1. Continuous trainings on Gender Committee. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Continuous implementation	Safacam has engaged the services of Association Sourires des Femmes (ASDF), a local NGO** specializing in women's empowerment, to provide training and technical support to the Gender Committee in carrying out its responsibilities. In addition, ASDF supports Safacam in the review and strengthening of relevant policies, procedures, and processes related to GBV and harassment.

* ToR: Terms of Reference

** NGO: Non-Governmental Organization

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Sexual harassment	Partially founded	Training health auxiliaries in gender issues.	Done	1. Health auxiliaries have been trained in gender issues.	1. Continuous trainings to health auxiliaries with external bodies. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Implemented	
		Update of the Gender Committee's ToR.	Done	1. The Gender Committee's ToR has been updated. 2. Roles and responsibilities of the Gender Committee members have been identified and signed by all members.	1. Ongoing surveillance to ensure respect of the updated ToR through internal inspections and external audits such as annual RSPO audits. 2. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".	Fully aligned	Implemented	

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Water pollution	Not determined	Map all effluent discharge points.	Done	1. Effluent discharge points have been mapped.	1. Update of the effluent map with sampling points and water wells. 2. Continuous discussions on water quality and analysis results during meetings with communities.	Fully aligned	Implemented	An updated effluent management map, including sampling points and treatment basins, was available and reviewed. It is recommended that Safacam install clear signage to facilitate the identification of the rubber effluent discharge points during monitoring and inspection activities.
		Map all water sampling points for analysis.	Done	1. Water sampling points for analysis have been mapped.	1. Continuous update of the effluent map with water sampling points and analysis results. 2. Continuous discussions on water quality and analysis results during meetings with communities.	Fully aligned	Implemented	Water sampling points have been mapped for monitoring and analysis. During the site visit, it was observed that some of the sampling locations did not correspond to the GPS coordinates provided. It is therefore recommended that Safacam verify and update the GPS coordinates where necessary.

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Water pollution	Not determined	Maintenance of the rubber plant's lagoons at a specific frequency.	Continuous	1. Rubber plant's lagoons are maintained at a specific frequency following the maintenance plan.	1. Lagoon Inspections are conducted to monitor the effluent ponds and control the respect to procedures in place.	Fully aligned	Continuous implementation	
		Adjusted list of sampling points, taking into account water entry and exit points in the Safacam concession.	Done	1. Water sampling points for analysis were updated to include water entry and exit points in the Safacam concession.	1. Continuous improvement developed with the external laboratory to include the effluent map and results statistics.	Fully aligned	Partially Implemented	The records of the water sampling points do not distinguish between the water entry and water exit points within the Safacam concession. It is recommended that Safacam update the sampling records to clearly identify the water entry and water exit points.

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Difficult access to drinking water for the village of Nsèppè Elog-Ngango	Founded, but not the responsibility of Safacam due to community preferences	Include discussions on the subject with the community of Nsèppè Elog-Ngango during bipartite meetings so that solutions can be agreed.	Continuous	1. Discussions on difficult access to drinking water have been included in bipartite meetings with the community of Nsèppè Elog-Ngango in 2024. 2. Solutions have been mutually agreed and tested following the meeting.	1. Maintain the communication process established between Safacam and local communities. 2. Monitor the implementation of the agreed solution.	Fully aligned	Continuous implementation	Access to drinking water was included as an agenda item during the bipartite meetings held with the Nsèppè Elog-Ngango community in 2024. During these discussions, the community agreed on a preferred option for improving the village's water supply. At the time of the assessment, no evidence was available that proposed solutions had been tested or implemented, as Safacam was still awaiting the community's confirmation of the locations selected for the installation of the drinking water supply pipelines.

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Difficult access to drinking water for the village of Nsèppè Elog-Ngango	Founded, but not the responsibility of Safacam due to community preferences	Carry out a review of the water supply infrastructure built by Safacam in order to implement appropriate corrective action where possible.	Done	1. A review of the water supply infrastructure built by Safacam has been carried out in order to implement appropriate corrective action where possible.	1. Maintain the communication process established between Safacam and local communities. 2. Monitor and assess the effectiveness of the corrective actions implemented.	Fully aligned	Implemented	

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Limited access to management positions for members of local communities	Partially founded	Annual audit of compliance with the recruitment procedure.	Continuous	1. Annual audit of compliance with the recruitment procedure are conducted.	1. Implementation of recommendation resulting from annual audit results.	Fully aligned	Continuous implementation	
		Systematically include an item on recruitment at bipartite meetings.	Continuous	1. An item on recruitment has been systematically included during bipartite meetings.	1. Continuous discussions on recruitment during the bipartite meetings.	Fully aligned	Continuous implementation	
		Communicate the status of applicants vs. successful candidates for each community.	Continuous	1. Safacam has implemented a communication of the status of applicants vs. successful candidates for each community.	1. Continue systematic communication with local communities where there are applicants.	Fully aligned	Continuous implementation	Representatives from some communities (Koungue Lac-Ossa and Dikola) indicated that they do not systematically receive feedback on the outcome of job applications and often have to make repeated enquiries to obtain this information. It is recommended that Safacam establish a clear process for communicating recruitment outcomes to all participating communities.

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Limited access to management positions for members of local communities	Partially founded	Continue to communicate all job offers to local communities.	Continuous	1. Communication on job opportunities offered to local communities is ongoing through official correspondences.	1. Continue to systematically communicate job opportunities to local communities.	Fully aligned	Continuous implementation	

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