

Socfin responsible management policy implementation progress report

September 2018 progresses

1. Responsible development of the operations

All Socfin's subsidiaries have stopped development of new plantation on green field.

Three companies are planning to do either rubber or oil palm extension in 2019 - 2020 and are currently undergoing HCV, HCS and FPIC assessments (Safacam and Socapalm in Cameroon, PSG in Ghana).

In addition, linked to Socfin's RSPO commitment, HCV assessments will be carried out in all plantations where it is necessary to do so. It is expected that by end 2019 those assessments will be finalised.

2. Transparency

Socfin's transparency dashboard has been launched in November 2017.

Traceability data for FFB and raw natural rubber are updated twice a year, last update occurred in June 2018 for the semester October 2017 - April 2018. The last data ensure 100% of FFB and natural rubber traceability. The data are available on the dashboard's page "[Traceability](#)".

The transparency dashboard has been used extensively to access the plantations' concessions of the Group. The shapfiles are available to anyone who wishes to clarify the boundaries on the [Concession Maps page](#).

The dashboard also share all reports produced for the Group and its subsidiaries such as: HCV assessment reports, Carbon Stock assessments reports (anterior to Socfin new policy), Environmental and Social Impact assessment reports and sustainability reports (find them [here](#)).

In addition, Socfin and TFT have been working closely to support the subsidiaries, including Sierra Leone, Cameroon and Nigeria, in having open dialogue with the civil society. More face to face meetings with NGO's are taking place and more discussion happened when the civil society organisations have questions towards Socfin's operations.

3. Optimisation of the grievance management process

Since the publication of Socfin new grievance management procedure, Socfin has registered [5 cases](#) of which only one has come from a "grievance raiser". The four other cases have been recorded as media article in which potential breach of our Responsible Management Policy were put forward. Three of the five cases are now closed, one is in the final stage of closure and another is still in investigation at our local site.

New grievance management procedure at Socfin's subsidiaries is currently being deployed and implemented.

4. Socfin's Group sites assessment and transformation

Cameroon - Socapalm

Socfin and TFT are focusing their resources on 2 sites (Edea and Kienké).

Progresses have been made in:

- **Waste management:** the objectives were to improve the cleanliness on workers' villages as well as their health and safety. Solutions for waste sorting, composting, recycling and sewage sludge disposal have been looked at and tested. Some experiments have been proven to be efficient while some other requires further investigations.
- **Workers housing:** 201 houses have been built and 30 houses renovated in 2018 as part of a big project to improve Socapalm workers' accommodation. We expect this project, which requires a big investment, to end by 2023.
- **Concession boundaries:** the sites are working on refreshing the concessions boundaries and on locating the concessions boundary stones, registering their official location or identifying where disagreement exists. The next step will be to have a workshop with each Socapalm plantation director on their achievements and define the clear next step to engage surrounding communities.
- **Regular communication with communities:** Socapalm has been working to improve the efficiency of the existing tripartite dialogue platform which gathers the local authority (Prefet or his representative), the local communities and Socapalm on a regular basis in order to discuss issues and requests raised by the communities and reach to an agreement on solutions and projects. Representation of the local communities has been extended to include local Synaparcam representatives. A new Social Manager has been appointed and is currently undergoing the training at the CSE (Centre for Social Excellence) from TFT.
- **Internal grievance management:** a new procedure has been developed with the relevant department and the workers representatives. This procedure aims at ensuring that any worker can log a grievance and will be transparently and fairly managed.

Safacam

- **Workers housing:** 59 houses have been built and 67 houses renovated in 2018 to provide Safacam's workers up to date accommodation.
- **Communication on the Policy:** a monitoring of the legal compliance of the contractors has been set up. A training session will be carried out to the management staff as well as to contractors on Socfin's responsible management policy.
- **Human resources:** the recruitment procedure is being updated and will be communicated to the workers and the communities before the end of this year.
- **Grievance management:** internal and external grievance management has been reviewed and is in process of updating.
- **Communication with communities:** Safacam has increased its communication with the local communities in order to address everyday concerns as well as long lasting ones such as: concession boundaries and development of new plantations, grievances and requests management, CSR projects, etc. This is done through the tri-party dialogue platform. A new Social Manager has been appointed and is currently undergoing the training at the CSE (Centre for Social Excellence) from TFT

PSG

- **Plantation Management:** TFT has supported and reinforced the improvement of PSG procedures for plantation management including: buffer zones and biodiversity patches maintenance, mapping of water courses, use of chemicals. These procedures have been communicated to the relevant staff with continuous improvement in implementing down to the level of casual laborers.
- **Community Relations:** PSG has strengthened the approach, procedures, documentation of its relationship with the local communities. Working with TFT, they have put in place a schedule for meetings with the communities and their youth, a grievance log, a database of the workers, and carried out community mapping for two communities. This more regular communication and documentation has also allowed the Community Relations and Security teams to engage communities in discussion about illegal activities within the concession and get alignment on how such incidences will be managed. A second Community Liaison Officer has been recruited and is currently undergoing training at the CSE (Centre for Social Excellence) from TFT
- **Land Use Strategy:** PSG concession landscape contains high density forest which are threatened by illegal activities (mining, logging). TFT and PSG have identified local stakeholders (surrounding Companies, communities, Forestry Commission and authorities) with the objective to enter into a forest protection partnership; the viability of the PSG rubber project requires to find additional suitable land to expand the rubber plantation; to that effect PSG and the Forestry Commission are currently exploring options that would comply to Socfin's Responsible Management Policy. So far mapping has already started, with ground truthing, as well as on-going engagement with the Forestry Commission.
- **Human resources:** the human resources management has demonstrated progress through the creation of a procedure for employee appraisal, and the on-going development of hiring and promotion procedures, HSE and staff unionization.

CSE

In November 2017 and April 2018 Socfin has sent a total of 20 people working for Socfin to the Center for Social Excellence (CSE) which trains, since 10 years in Africa, either new staff or already in place staff to the skills of social management.

Two short sessions (2 weeks) have been carried out where current employees from Cameroon, Côte d'Ivoire, Liberia, Nigeria, Ghana and Sierra Leone have participated to.

A longer social practitioner training session of 9 months has started on September, 17, 2018 for which Socfin's subsidiaries have either recruited new staff or appointed one of their current staff. 5 employees from Cameroon, Ghana, DR Congo, and Sierra Leone, are currently trained by renowned international Experts on the social aspects of the responsible management of natural resources.