

Policy implementation plan

2020

| September 2020 progress

To support the implementation of the Socfin Group policy for responsible management, Socfin, with Earthworm Foundation's support, has developed an implementation plan around its four policy commitments.



Best
Management
Practice



Responsible
Development



Respect
Human
Rights

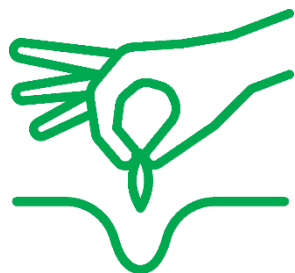


Transparency

Given the health crisis of this year, our ability to implement actions on the ground has been limited by travel and contact restrictions. We have put the priority to ensure the health of our staff, their relatives and our partners. We will do our best to roll out our implementation plan towards the end of the year, either remotely or on the ground, when possible.

Best Management Practice

Design tailor-made action plans for the Socfin Group's sites to aid transformation



Activities & progress

1

Local action plan implementation and monitoring

Following the development of a locally adapted action plan, EF will continue supporting our teams on the field for their implementation at Socapalm (Cameroon), LAC and SRC (Liberia). This support covers topics such as internal and external grievance management process, suppliers training and monitoring, communities' engagement and support.



EF teams have visited some of our operations at Socapalm to review and discuss action plan implementation. Due to the Covid-19 crisis, EF has conducted remote support to the other operations: LAC and Brabanta. Field visits will be planned before the end of the year (depending on borders' opening).

2

Field visits and action plan development

Due to some deferral of last year workplan, it is planned this year for EF team to visit SAC operations in Sierra Leone.



Due to the Covid-19 crisis, EF teams did not get the chance to go to Sierra Leone yet, but a visit is planned before the end of the year (depending on borders' opening).

3

Review progresses of the policy implementation plan for each site

Following last year's analysis of each site's policy implementation, a workshop gathering all GMs will be organised in order to discuss and share across all operations the lessons-learnt, major challenges and key priorities.



Such gathering is currently not possible given the sanitary context. Therefore, a customised follow-up through calls with each GM will be made and planning for the workshop will be done for early 2021.

Responsible Development

Responsible development of the operations



Activities & progress

1

Finalize HCV assessments

For Safacam (Cameroon), SOGB (Côte d'Ivoire), Socapalm, Agripalma (São Tomé and Príncipe), Brabantia (DRC), SAC



HCV assessments have been finalised for Safacam, SOGB and SAC; the ones of Brabantia, Mbambou/Mbongo (Socapalm) will be finalised in Q4 2020.

LUCA studies are progressing for all units going for RSPO certification audits in September-October 2020 (SAC, Safacam, SOGB, Mbambou/Mbongo).

2

Support the formalization of the concession boundaries at Socapalm

Socapalm, with EF teams' support at Kienké, will work towards the formalization of the concession boundaries through meetings with the local authorities and the communities, reaching to an agreement with the communities, officialising and marking the agreed boundaries.



Several meetings with the communities, stakeholders and the administration have taken place for Kienké boundaries process.

While the cadastral report has been validated by all parties, the areas to be reassigned are still under discussion.

In parallel to the work done at Kienké, other Socapalm plantations are following the same steps.

3

Remediation and compensation

A few activities are planned for remediation and compensation of land development in some of our operations such as SAC, Safacam or Socapalm. These activities include:

- identification of all riparian areas and monitoring to ensure their protection,
- identification of compensation projects aimed at protecting forested areas.



Socapalm and EF team are developing a RaCP project in Cameroon which will be submitted to RSPO.

Respect Human Rights

Ensure effective
management of grievances
raised to Socfin



Activities & progress

1

Grievance management process

Along with the Transparency Dashboard structure review (see next page), we want to review the section on grievance management in order to make it more dynamic and ergonomic to follow-up the resolution process.



The dashboard structure review is under progress.

2

Renovation of workers housing

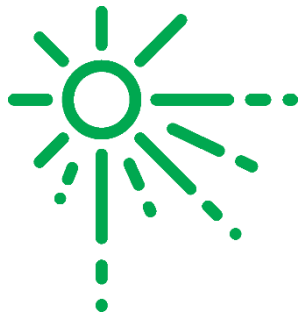
Socfin's operations are constantly working to maintain decent living conditions for all its employees. However, this year specific efforts are planned to build and to renovate houses in Socapalm and Brabanta.



In Socapalm, 42 new houses have been constructed for the sites of Mbambou and Mbongo alone.
In Brabanta, the construction of around a hundred of houses has started and should be finalised before the end of the year.

Transparency

Increase the transparency
of its operations



1

Transparency dashboard

After the redesign of our global corporate website in 2019, our Transparency Dashboard structure and content will be rebuilt in order to harmonise our message, to optimise its management and to ensure a dynamic communication towards our stakeholders.



The dashboard structure review is under progress.

2

Communication with stakeholders

This year dedicated local stakeholders engagement actions will take place, including-

- Sharing of local implementation plan,
- Exploring possibility of an open day for local stakeholders to exchange on respective challenges and concerns.



These actions have incurred some delay caused by the current context but they should take place before the year ends.

