

SUSTAINABILITY REPORT

2022

RESPONSIBLE
TROPICAL
AGRICULTURE





Oil palm

The plant with the highest yield per hectare compared to other oil crops

Produces the vegetable oil richest in carotenes, a natural source of vitamin A



Rubber

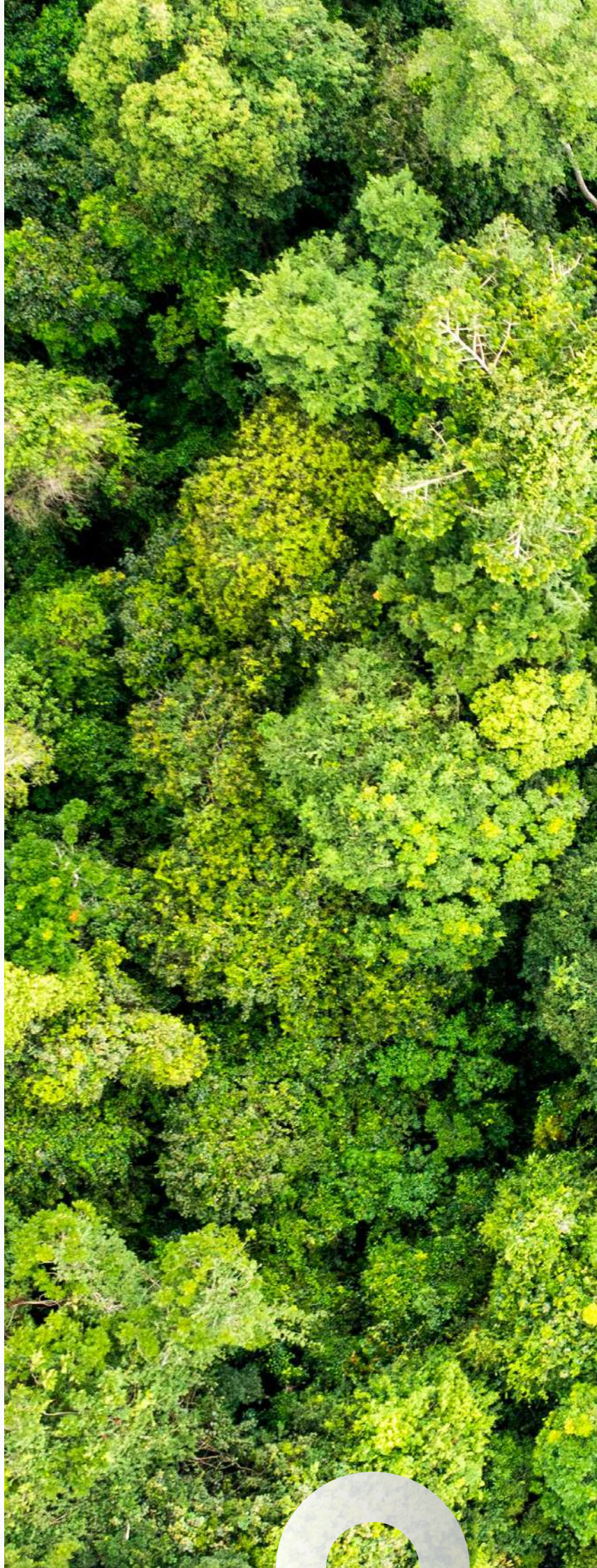
Facilitates efficient carbon sequestration

Produces rubber, a natural and sustainable commodity



53.7

€ million
Sustainability budget



Message from the Chairman

Our Group's ambition has always been to perpetuate the development of responsible tropical agriculture based on innovation and sustainability. In this report, we describe our sustainability approach and its integration into the Group's activities.

Such an approach generates positive impacts in the isolated regions where we operate by supporting rural development, innovation, and improvement of livelihood. In particular, our constant research and development provides long-term solutions improving plantation yields and product quality by integrating practices that ensure respect for nature and people.

In 2022, we prioritized **RSPO certification of our sites so as to achieve 100% of our sites audited and 91% certified**. Thanks to this relentless work, we became one of the major producers of RSPO certified palm oil on the African continent and our teams deserve all the credit.

In the field, they enabled the implementation of new and unique pilot projects in Africa such as the development of the **traceability platform** based on geolocation, called "**NERO**", a promising system that **will help us combat deforestation and better preserve protected areas**. Developed in Côte d'Ivoire, this technology will be progressively implemented on all Group sites.

In this document, you will also discover the special attention we pay to our employees' personal development: **we focus on skills development and create opportunities for career progression thanks to the implementation of training solutions**.

It has always been our mission to produce palm oil and natural rubber sustainably. Therefore, we have based our approach on a responsible management policy allowing us to strengthen and protect the rights of the communities, improve their livelihoods, and protect the environment in and around our sites.

We invite you to learn more about our concrete realizations to date and the positive impacts generated by the actions of the Group's sustainability program.

Hubert Fabri
Chairman

info@socfin.com

“ In 2022, we prioritized RSPO certification of our sites so as to achieve 100% of our sites audited and 91% certified. ”

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SUSTAINABLE DEVELOPMENT GOALS

“To achieve a better and more sustainable future for all”.

As an international Group, we wish to contribute to the achievement of these goals developed by the United Nations, the SDG¹.

This report outlines all actions that are daily implemented on our sites to participate and help achieve those goals.

Our sustainability program aims to contribute to 12 of the 17 SDGs.

<p>1 NO POVERTY</p>  <p>More than 53 200 jobs in rural areas</p>	<p>2 “ZERO” HUNGER</p>  <p>Promote respectful and transformative tropical agricultural practices in isolated rural areas in Africa and Asia</p>	<p>3 GOOD HEALTH AND WELL-BEING</p>  <p>Access to health care on all sites</p>	<p>4 QUALITY EDUCATION</p>  <p>Access to education for close to 64 500 children</p>
<p>5 GENDER EQUALITY</p>  <p>Strengthen gender equality</p>	<p>6 CLEAN WATER AND SANITATION</p>  <p>Access to water, sustainable water management and treatment</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>Offer solutions to accelerate rural development, ensure decent working conditions and transfer of technical and responsible skills</p>	<p>10 REDUCED INEQUALITIES</p>  <p>Improve or provide local infrastructures</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>Promote sustainable agriculture and zero tolerance for deforestation</p> <p>Improve energy efficiency</p>	<p>13 CLIMATE ACTION</p>  <p>Promote a balance between agricultural development and natural resource preservation within and around the plantations</p>	<p>15 LIFE ON LAND</p>  <p>Preservation of forests, reforestation and afforestation</p> <p>Identification and protection of HCV-HCS areas</p>	<p>16 PEACE, JUSTICE, AND STRONG INSTITUTIONS</p>  <p>Respect of the land agreements signed with the government and management of operations in full compliance with local legislation</p>

¹ The Sustainable Development Goals (SDG), as adopted by the UN in 2015, define the global sustainability priorities, by emphasizing our planet's biggest social and environmental challenges. They comprise 17 goals to achieve by 2030 and show “the way forward to achieve a better and more sustainable future for all”.



Our Group



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1.1

Context

On all our sites, we strive to produce palm oil and rubber in a way that is beneficial to all: our employees and their family, the smallholders, and communities by improving their livelihood.

For example, the palm oil we produce in Africa is for local consumption, thereby contributing to the food security of these communities, where the population is exploding.

In fact, in these regions, palm oil has been the food base of traditional cuisine of hundreds of millions of people for centuries.

Africa's demographic explosion on the one hand, and the strengthening of international standards related to health and environmental protection on the other hand, are new challenges to the agri-food sector and even more for the smallholders in the rural areas.

This situation makes these countries dependent on imports from Southeast Asia while the agricultural potential to be self-sufficient is there.



Nigeria, for example, had to import 450 000 tons of palm oil in 2021 to meet its population's needs, because of insufficient local production. Consequently, the government launched a 500-million-dollar investment plan in the oil palm sector.

This country, which used to be the biggest palm oil producer worldwide, aims to increase national production by 700% by 2027, in order to meet local demand and reduce import costs.

The government also facilitates access to investment and training for smallholders.

Therefore, we have built partnerships with smallholders, fostering the development of their own plantations, increasing the quantity of locally produced oil, and finally reducing poverty in these regions by improving livelihood.

And, contrary to the preconception, these two models "agro-industrial plantations" and "smallholder plantations" are complementary and interlinked. Coupled together, they efficiently and suitably address the need for economic development, food security and poverty reduction, while preserving the environment.



73.3

€ million
total Group investments

53.7

€ million
Sustainability budget

53 200

direct and indirect jobs

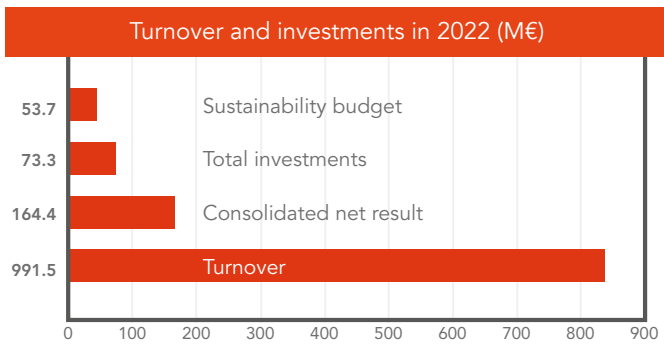


△ Oil palm and rubber trees, Safacam, Cameroon

1.2

Key figures

We are convinced that the continuity of our activities is the necessary foundation to any sustainability program. In 2022, our activities reported a positive annual result with a turnover of € 991.5 million.



△ Storage of dry rubber, SCC, Côte d'Ivoire



△ Oil palm fruit, SAC, Sierra Leone

Gross palm oil production (tons)

	2020	2021	2022
Palm oil produced by our plantations	468 303	489 915	488 060
Palm oil produced from FFB delivered by third parties	35 623	46 775	41 100
Total	503 926	536 690	529 160

Dry rubber production (tons)

	2020	2021	2022
Dry rubber produced by our plantations	64 082	68 338	71 941
Rubber produced from cup lumps delivered by third parties	96 329	96 395	88 243
Total	160 411	164 733	160 184



△ Rubber cup lumps, Safacam, Cameroon

As previously indicated, the palm oil we produce is for local markets. We mainly resell it locally and in subregions to refiners and processors operating in the agri-food or cosmetic sectors. The natural rubber produced is exported to the sector's major buyers, more specifically, the tire manufacture.



991.5

€ million
of turnover



529 160

tons of palm oil produced



160 200

tons of rubber produced



17.68

million seeds produced



191 000

ha of plantations

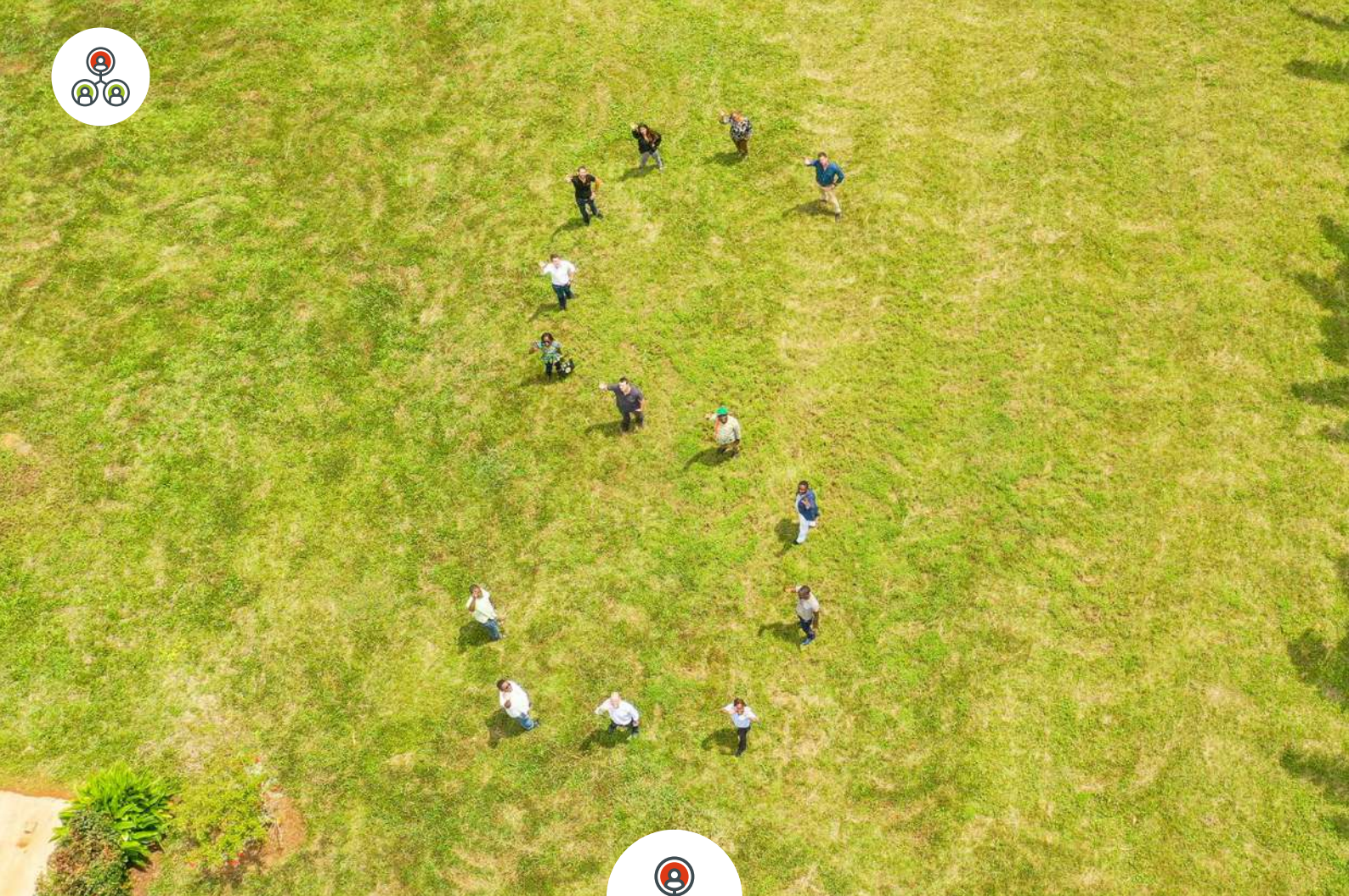


32%
rubber



68%
oil palm





△ Team picture, Safacam, Cameroon

1.3

Our organization

We want to support our operational teams in an efficient way. Therefore, along the way, we have structured ourselves into various subsidiaries, with each one having a specific field of expertise.

Socfinco FR: agro-industrial plantation management and technical assistance, coordination of scientific research in the agronomic field, development and management of our green energy production installations;

Sodimex FR: central procurement body for the sites;

Sogescol FR: marketing and export of natural rubber and palm oil;

Induservices FR: development and provision of administrative and IT solutions.

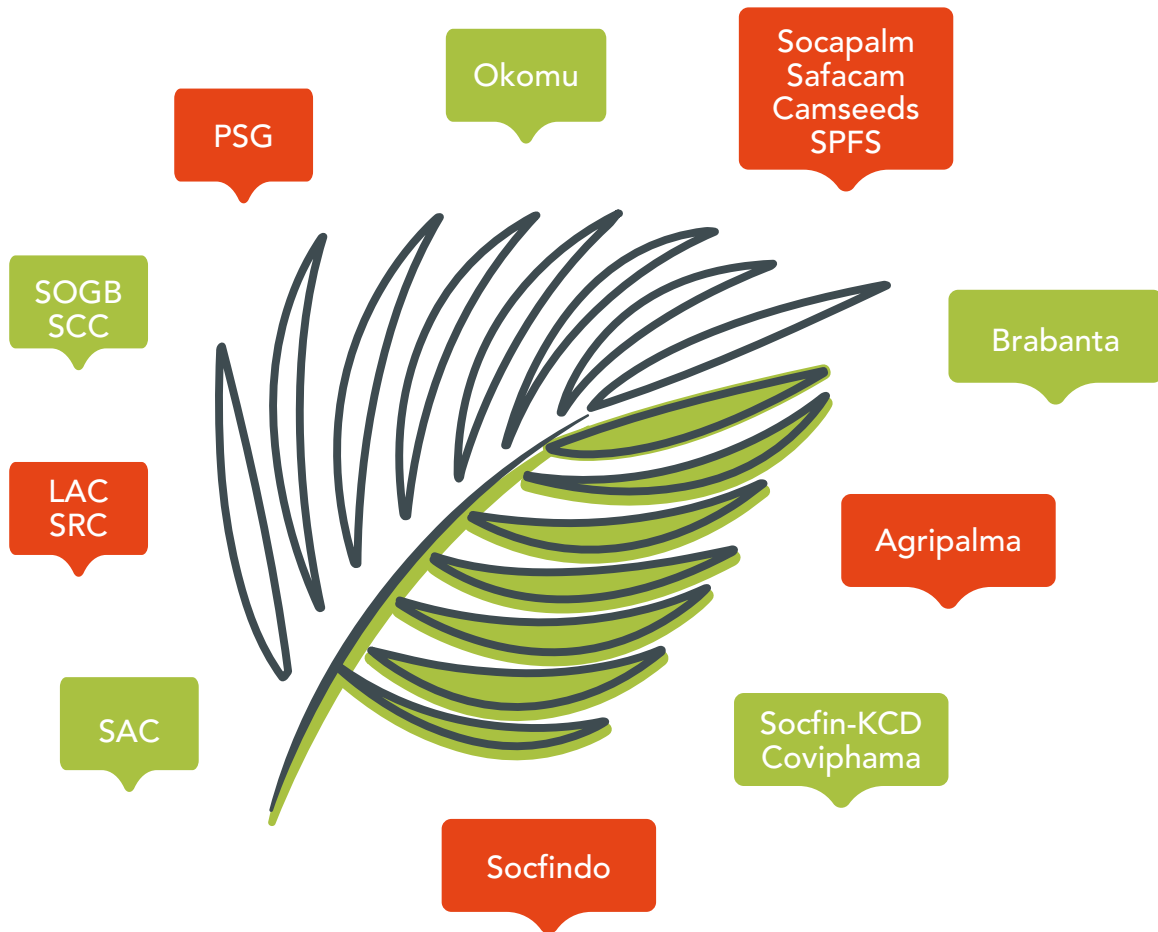
Our 16 local subsidiaries comprise 36 agro-industrial sites and 2 research centers.

On a daily basis, we work in close collaboration to ensure a consistent integration of the Group's overall development, field operations, and the implementation of our sustainability commitments to move towards responsible, transformative tropical agriculture.

OUR ORGANIZATION



An agile organization, bringing together expertise and experience, with **respectful and transformative agricultural** practices at its heart.



AGRONOMY

IT

Trading

Research and development

PROCUREMENT

SUSTAINABILITY

Industry

Communication

Finances

ADMINISTRATION



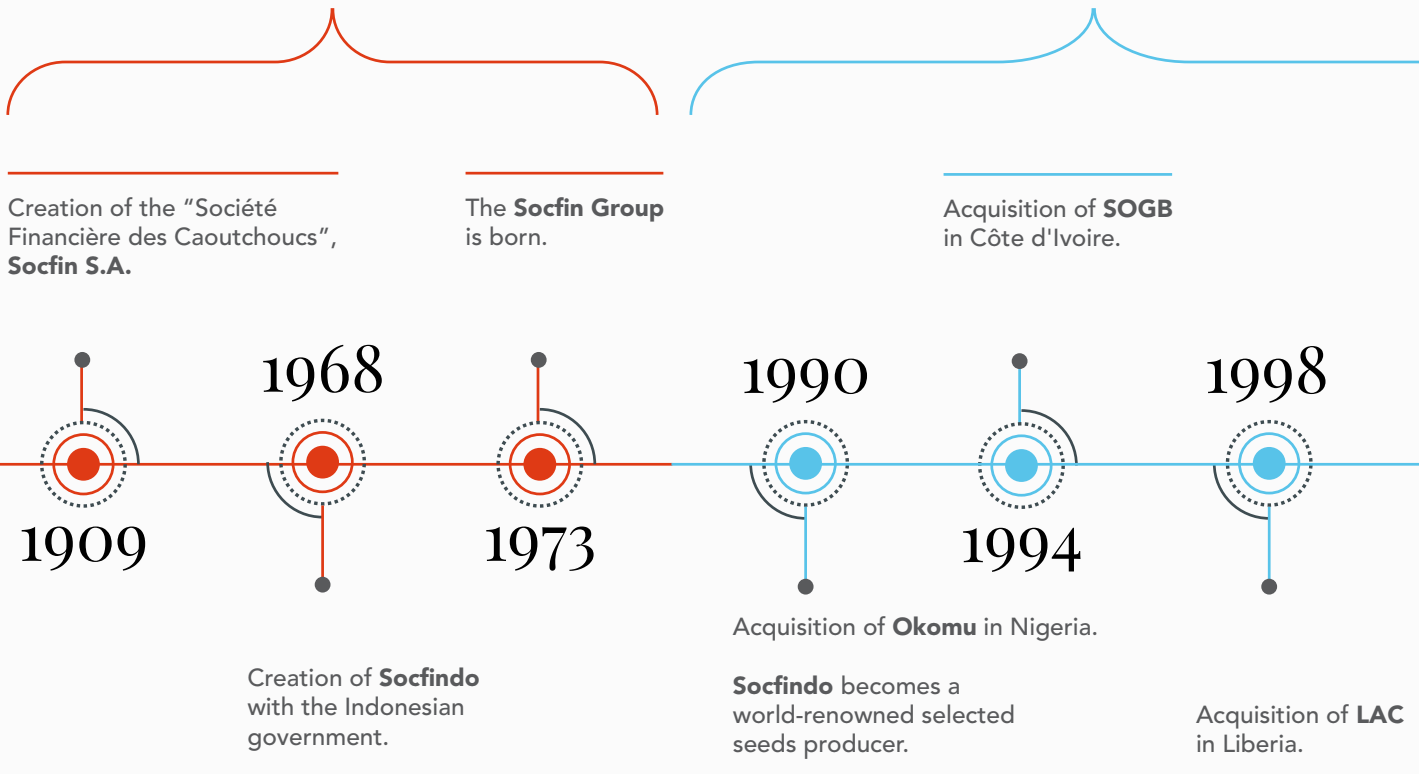
1.4

Our history

A century of field expertise.
Pioneer in long-term rural development thanks to responsible tropical agriculture.

Creation of the Socfin Group by securing rural living and health conditions on the ground.

First acquisition phase in Africa, period of divestiture and economic revival in Africa.



Each village has a nursery and primary school, a clinic, a marketplace, a shop, and a soccer field. Staff is accommodated at the expense of the Company within the vicinity of their working station.

Medical care for employees and their families is borne by the Company. Expatriate doctors assisted by local teams run site hospitals.

In 1968, all houses are replaced by brick structures. A "movie truck" tours the sites, showing at least one movie a month, and traditional performances are organized.





Certain African countries privatize their plantations and, accompanied by large financial institutions (International Finance Corporation, Proparco, World Bank, etc.), offer shareholding to the Socfin Group. They have two objectives: meet the growing national demand in palm oil and develop these regions, sometimes destroyed by years of civil war (Liberia), socio-economically.

Following the acquisition and to support the opening of the region, SOGB launches a project of smallholder plantations in partnership with DEG in 1996, and a second project with the Swiss cooperation FISDES in 1997.

Second acquisition phase and strengthening of the sustainability program.

The SIPH Group sells **SPFS** in Cameroon to the **Socfin Group**.

Rehabilitation of **Brabanta** in DRC, acquisition of **SRC** in Liberia and of **Socfin-KCD** in Cambodia.

Creation of **Agripalma** in Sao Tomé-and-Principe, acquired by the **Socfin Group** in 2013.



Acquisition of **Socapalm** in Cameroon.

Creation of **SCC** in Côte d'Ivoire.

Creation of **SAC** in Sierra Leone.



△ Signboard at the site entry, LAC, Liberia



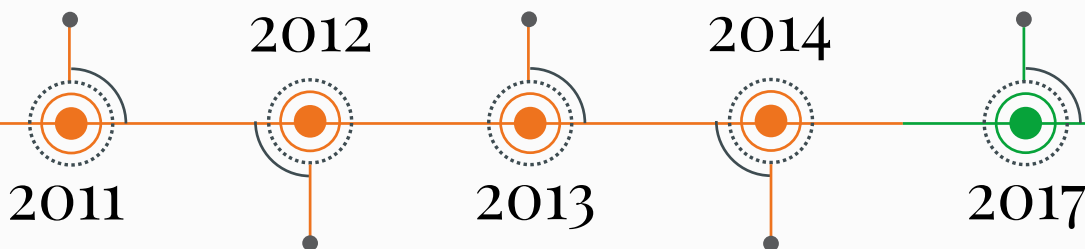
▲ Site map, Brabanta, DR Congo, 2006

Second acquisition phase and strengthening of the sustainability program.

Socfindo certifies its first plantation in accordance with **RSPO P&C**.

Acquisition of **Coviphama** in Cambodia.

The **transparency dashboard** is launched, and **Agripalma** in Sao Tomé-and-Principe obtains its **Organic** and **GGAP** certification.



Acquisition of **PSG** in Ghana.

Acquisition of **Safacam** and creation of **Camseeds** in Cameroon.

The Socfin Group becomes a global player in the sector and is requested by governments to revive abandoned projects (DRC), destroyed by civil war (Liberia) and to support the socio-economic development of certain regions (Sao Tomé-and-Principe and Sierra Leone). Smallholders together with local authorities request the Group to establish a rubber processing plant in partnership with them (Aboisso, Côte d'Ivoire).

During this second phase, a vital partnership is created with the DEG aimed at intensifying the prevention and treatment of HIV/AIDS, for the employees and their families, as well as the communities (2008-2014).



The Group has been an RSPO member since 2004 through its subsidiary Socfindo in Indonesia and has obtained "Group membership" in February 2019.

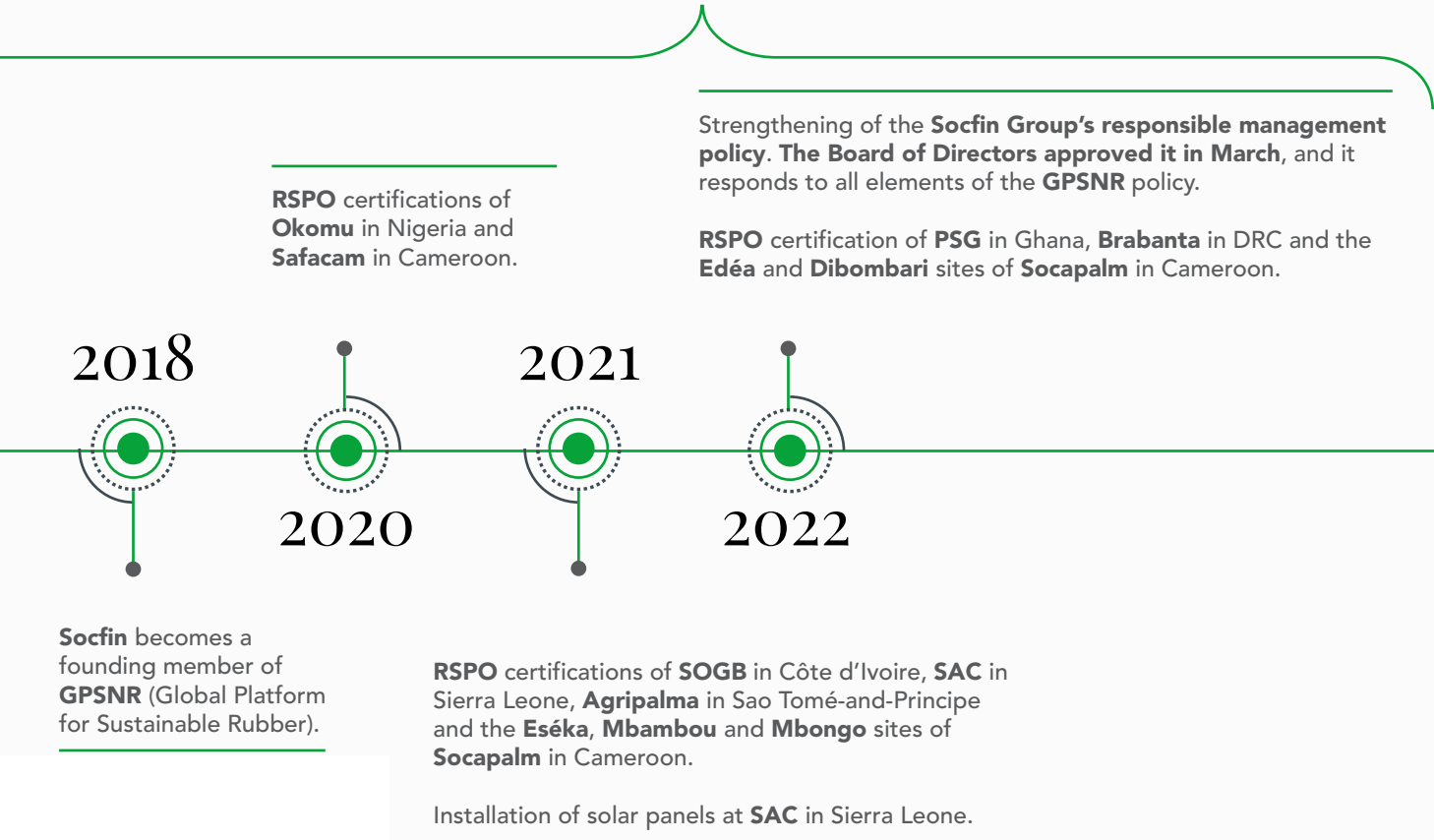
Simultaneously, the Group was a founding member of GPSNR in 2018.

An intensive certification program is launched and, in 2015, all Indonesian sites obtain RSPO certification. Socapalm becomes the first ISO 14001 certified oil palm site in Central Africa. In December of the same year, Pujehun is the first region in Sierra Leone to be declared Ebola free, thanks to SAC's support.

Simultaneously in 2016, the Group formalizes its commitments through its responsible management policy and quality policy. Socfin also heavily invests in renewable energy and inaugurates the hydroelectric dam at LAC in Liberia.

Our operations contribute to 12 of the 17 SDG.

Publication of the responsible management policy and start of intensive certification programs.

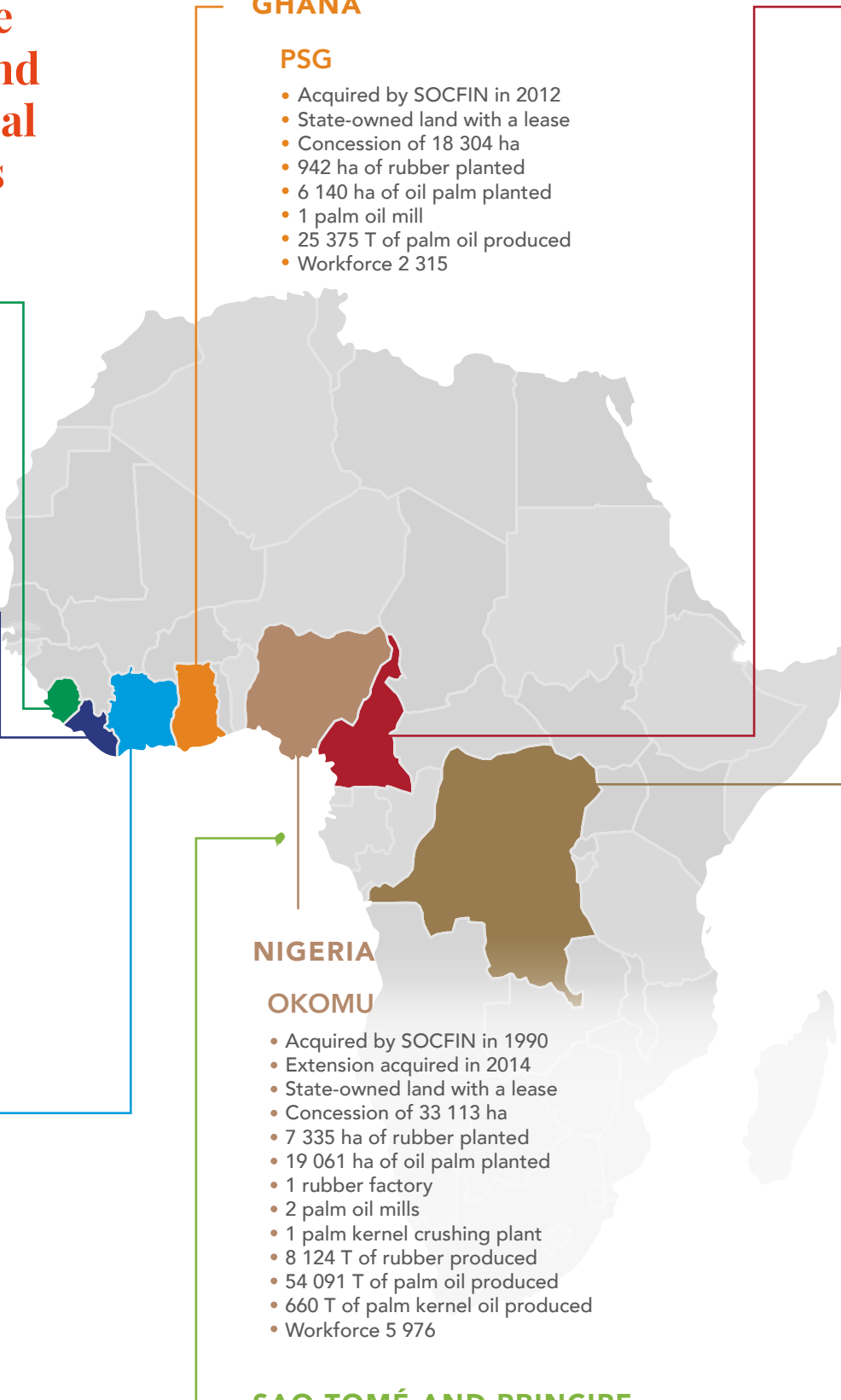


▲ RSPO signboard, PSG, Ghana



1.5

10 countries where we promote respectful and transformative tropical agricultural practices



SIERRA LEONE

SAC

- Created by SOCFIN in 2010
- State-owned land with a lease
- Concession of 18 473 ha
- 12 349 ha of oil palm planted
- 1 palm oil mill
- 51 919 T of palm oil produced
- Workforce 4 876

LIBERIA

SRC

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 8 000 ha
- 4 445 ha of rubber planted
- Workforce 850

LAC

- Acquired by SOCFIN in 1998
- State-owned land with a lease
- Concession of 121 407 ha
- 12 336 ha of rubber planted
- 1 rubber factory
- 27 401 T of rubber produced
- Workforce 4 557

CÔTE D'IVOIRE

SOGB

- Acquired by SOCFIN in 1994
- State-owned land with a lease
- Concession of 34 712 ha
- 15 862 ha of rubber planted
- 7 471 ha of oil palm planted
- 1 rubber factory
- 1 palm oil mill
- 1 palm kernel crushing plant
- 65 815 T of rubber produced
- 35 301 T of palm oil produced
- 2 645 T of palm kernel oil produced
- Workforce 8 890

SCC

- Created by SOCFIN in 2008
- 1 rubber factory
- 39 554 T of rubber produced
- Workforce 447

GHANA

PSG

- Acquired by SOCFIN in 2012
- State-owned land with a lease
- Concession of 18 304 ha
- 942 ha of rubber planted
- 6 140 ha of oil palm planted
- 1 palm oil mill
- 25 375 T of palm oil produced
- Workforce 2 315

NIGERIA

OKOMU

- Acquired by SOCFIN in 1990
- Extension acquired in 2014
- State-owned land with a lease
- Concession of 33 113 ha
- 7 335 ha of rubber planted
- 19 061 ha of oil palm planted
- 1 rubber factory
- 2 palm oil mills
- 1 palm kernel crushing plant
- 8 124 T of rubber produced
- 54 091 T of palm oil produced
- 660 T of palm kernel oil produced
- Workforce 5 976

SAO TOMÉ-AND-PRINCIPE

AGRIPALMA

- Acquired by SOCFIN in 2013
- State-owned land with a lease
- Concession of 4 917 ha
- 2 100 ha of oil palm planted
- 1 palm oil mill
- 6 430 T of palm oil produced
- Workforce 753



CAMEROON

SAFACAM

- Acquired by SOCFIN in 2014
- Concession of 17 690 ha
- 4 284 ha of rubber planted
- 5 306 ha of oil palm planted
- 1 rubber factory
- 1 palm oil mill
- 1 palm kernel crushing plant
- 6 377 T of rubber produced
- 16 526 T of palm oil produced
- 8 531 T of palm kernel oil produced
- Workforce 3 105

SOCAPALM

- Acquired by SOCFIN in 2000
- State-owned land with a lease
- 6 sites
- Concession of 58 063 ha
- 2 075 ha of rubber planted
- 32 460 ha of oil palm planted
- 6 palm oil mills
- 146 232 T of palm oil produced
- Workforce 7 334

DEMOCRATIQUE REPUBLIC OF CONGO

BRABANTA

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 8 380 ha
- 6 072 ha of oil palm planted
- 1 palm oil mill
- 13 769 T of palm oil produced
- Workforce 2 651

CAMBODIA

SOCFIN-KCD

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 6 659 ha
- 3 692 ha of rubber planted
- 1 rubber factory
- 6 018 T of rubber produced
- Workforce 848

COVIPHAMA

- Acquired by SOCFIN in 2013
- State-owned land with a lease
- Concession of 5 345 ha
- 3 228 ha of rubber planted
- Workforce 186

CAMSEEDS

- 1 research laboratory
- 4.50 million of seeds produced
- Workforce 256

SPFS

- Acquired by SOCFIN in 1999
- 1 refinery
- 4 918 T of refined oil produced
- Workforce 33



INDONESIA

SOCFINDO

- Created by SOCFIN in 1968
- State-owned land with a lease
- Concession of 47 643 ha
- 6 603 ha of rubber planted
- 39 279 ha of oil palm planted
- 2 rubber factories
- 9 palm oil mills
- 6 896 T of rubber produced
- 179 516 T of palm oil produced
- 13.19 million of seeds produced
- Workforce 10 066



1.6

Our ambition

Develop a responsible tropical agriculture.

We strive to produce palm oil and rubber in a way that benefits all: our local employees on the ground, smallholders, and communities; helping them build a better life for present and future generations.

Our sustainability program focuses on 3 impact areas: **rural development, our employees and communities, and the environment**, implementing key initiatives bringing long-term economic performance, respect for human rights, social welfare, health, security, and natural resource management, such as the "zero deforestation" commitment.



Local and rural development



Local employees and communities



Environment



**Develop a
responsible
tropical agriculture**



△ Plantation road, Safacam, Cameroon

Our responsible governance system and its implementation

1.7 Our responsible governance system

Sustainability is integrated in our management process.

At the end of 2018, we adopted a Governance Charter, which also includes the commitments made in our responsible management policy, renewed, and strengthened in 2022, and approved by Socfin's Board of Directors in March 2022. We publish a Governance Statement in our annual financial report each year.

The Group's Board of Directors plays an active role in guiding and formulating the sustainability strategy and recognizes that sustainability must lie at the core of all Group activities and that it is indispensable to ensure long-term success. Consequently, the Board approves and encourages all sustainability and responsible governance policies and provides the financial and human resources required to meet key objectives, more specifically RSPO certification for all oil palm sites and compliance with the GPSNR policy for all rubber sites.

Review of progress made is part of the agenda at each Board meeting. More specifically, the Socfin Group's management is responsible for the Group's Sustainability Department, managed by the Head of Sustainability and his team; each subsidiary also has a Sustainability Department.

Within the Group, on a total of 188 administrator positions, women hold 6 in the different holdings and subsidiaries. Concerning the Socfin holding, at this time no woman is represented amongst the 5 administrator posts.

1.8 The implementation of our responsible governance

1.8.1 Our responsible management policy and code of conduct

Since the Group's creation in 1909, we have always been committed to the most urgent social and health issues. Ever since, we have always strived for performance, both sound and ethical, to ensure the group's long-term success while improving livelihood and natural resource management.

Building on this vision, we have opted for a management approach that is both responsible and transformative.

Our approach is formalized in our responsible management policy², which was renewed and strengthened in 2022 in order to include the issues raised in the GPSNR policy. It was approved by the Group's Board of Directors in March 2022. Our policy goes beyond a commitment to the three traditional pillars of sustainable development; it integrates henceforth societal, traceability and transparency issues, applicable to the Group's entire supply chain.

These commitments we made are not only applicable to our sites but also to our subcontractors and suppliers. These rules are specified in the contracts binding us to them and they are regularly audited, as part of the management systems, in order to ensure that their activities are in line with the Group's environmental and social objectives.

Furthermore, we have a "code for employee and business conduct"³ and a "code for suppliers"⁴. Both codes are complemented by a "whistle blower"⁵ policy.



We have also decided to appoint a Compliance Officer at the Group's headquarters from the first quarter of 2023 in order to strengthen training and prevention of corruption in all its subsidiaries.



1.8.2 Our commitments

1.8.2.1

Compliance with regulatory requirements



Comply with the environmental, social, tax and land laws



Put in place risk prevention procedures

Avoid non-compliant practices including for our stakeholders

We have always been committed to full compliance with the environmental, social, tax and land laws of the host countries.

Furthermore, our teams have developed legal watch procedures and integrated them into their management systems, such as the various ISO standards or Roundtable on Sustainable Palm Oil (RSPO) Principles and Criteria (P&C), in order to anticipate new regulations and avoid non-compliant practices.

1.8.2.2

We apply a zero tolerance approach to:

Child labour



We cannot tolerate that school-aged children are taken to work. Therefore, we are committed to not employ or make use of any individual below the minimum employment age set by local law or by ILO conventions (International Labor Organization).

Our teams take adequate measures to prevent child labor; they verify the age of all employees, using documents such as birth certificates, school records, ID's and driving licenses.

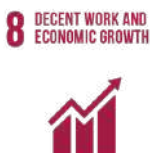
We do not make any exceptions to this policy; our teams are regularly audited by their line managers or local labor inspectors.

Each violation of this commitment will lead to severe disciplinary actions.

Regarding the supply chain, we have developed an audit system to verify whether all commodity suppliers and subcontractors correctly adhere to this policy.

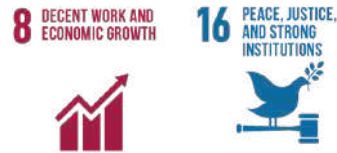
As part of the "RubberWay" project, with Socfin participation, "checklists" were developed and tested (at SCC and SOGB in Côte d'Ivoire and LAC in Liberia) to identify different social and environmental risks in the supply chains, including child labor.

Forced or compulsory labour



We are all free and equal and will not tolerate forced or compulsory labor, including prison labor, bonded labor, slavery, servitude, or any form of human trafficking. Each violation of this commitment will lead to severe disciplinary actions.

Corruption



The code of employee and business conduct explicitly specifies that nobody can make illegal payments in name of the Socfin Group or any of its subsidiaries. Moreover, the Group's central procurement body Sodimex is the most exposed to these practices and has therefore developed a specific business ethics code, strongly regulating, and limiting these practices. This code was updated in 2020.

We have also decided to appoint a Compliance Officer at the Group's headquarters from the first quarter of 2023 in order to strengthen training and prevention of corruption in all its subsidiaries.

Anti-competitive behaviour



In compliance with the ethical codes and business code (Sodimex), all employees must abstain from practices limiting competition and, in the case of procurement, ensure that all competitors are treated equally during the entire procurement process.



△ Field mission EF, Kienké, Socapalm, Cameroon

1.8.3

Our daily partners

Our partnerships allow for an amplification of positive impacts and speed up project implementation.

Our partnerships are based on shared values essential for project success: transparency and mutual respect.

We are convinced of the effectiveness to build win-win partnerships with development organizations or universities that share our mission, and therefore continuously seek to develop synergies that bring together complementary expertise. This ensures the realization of adapted sustainability projects with a long-term positive impact on the regions.

In 2017, we decided to become a member of the **Earthworm Foundation (EF)** to assist us in the implementation of our responsible management policy within our subsidiaries. We have worked together for five years now and whereas in the beginning, the EF support teams focused on the priority sites, they are now progressively deployed on all Socfin Group sites.

1.8.4

Our stakeholder evaluation

We have implemented monitoring and verification systems of our operations. They intervene at an operational, technical, legal, or administrative level to monitor the successful implementation or achievement of our commitments.

Our internal audit system

On the ground, our Group's Technical Departments monitor and perform technical audits of the sites' operations.

Monitoring by national local departments

Local labor, environmental, health, etc. ministries perform annual audits of our sites to verify our operations' legal compliance.

Our partner on the ground

Earthworm Foundation monitors the implementation of our responsible management policy on our sites, through field missions with our teams.



△ Field mission EF, Brabanta, DR Congo

Quality audits by our clients

Most of our clients have stringent quality policies in place. Their auditors, together with our teams, carry out frequent field missions to verify our compliance with production procedures and processes.



Certification bodies

Certification auditors, such as ISO, RSPO, etc. undertake audits for certification and/or renewal of obtained certifications at our sites.



Specialized evaluation bodies

Such as SPOTT, Forest 500, EcoVadis assess the sites' sustainability, transparency, etc. performance and give a score to each assessed company.

Our clients, service providers and/or specialized evaluating bodies periodically evaluate our ethical, sustainable, responsible management and transparency performance.

Some of our clients and suppliers, such as most tire manufacturers or large banks, call on the agency EcoVadis, who gave us a score of 50%, in 2021. Socfin is assessed every two years: the 2021 evaluation survey was completed in September 2021 and EcoVadis completed its evaluation in May 2022. The causes of this important delay seem to be the Covid-19 pandemic, as well as the number of companies that were assessed in the same period.

The public availability of information related to environmental, social and corporate responsibility issues is also assessed by neutral agencies, such as SPOTT⁶ or Forest 500/Global Canopy⁷.

The SPOTT evaluation, which was initially only for oil palm, has expanded to the rubber sector since 2019.

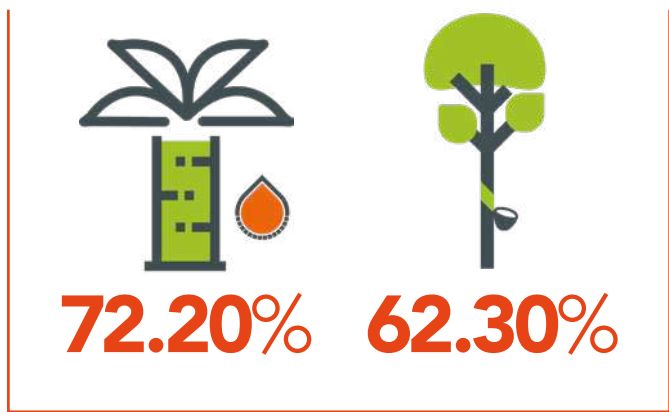
Over the last 8 years, the Socfin Group has gradually improved its score, from 28% in 2014 to 72.20% in 2022.

Today, the Group is ranked 26th out of 100 companies for palm oil and 5th out of 30 for rubber.

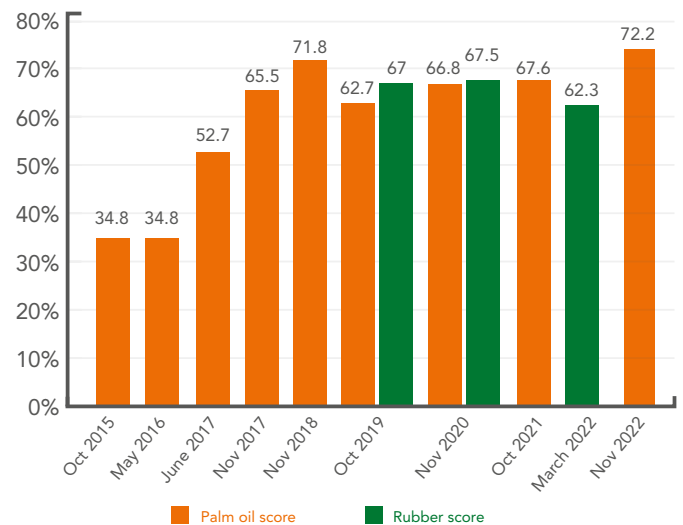
This positive evolution is thanks to the Group's commitment towards transparency since 2016 and the communication on the websites, the sustainability reports and transparency dashboard.

The average of all companies evaluated is 45.40% for oil palm and 39.73% for rubber.

Our SPOTT results in 2022



SPOTT Evaluation (%)



⁶spott.org/palm-oil and spott.org/natural-rubber — ⁷globalcanopy.org



1.8.5

Our grievance management system

To strengthen our transparency, we have also developed a “transparency dashboard⁸”, which is available online. Its structure and design were updated in 2021 to improve readability. A specific traceability page⁹ was added in 2022 to make all traceability tracking documents of the Socfin Group and its subsidiaries available to visitors.

For our Group, respect of human rights and communities is crucial, and we do our utmost to protect these rights. Nevertheless, our approach is sometimes misunderstood or questioned and can generate complaints. Therefore, it seemed essential to develop a system to manage and monitor these grievances.

In case of a conflict, we encourage dialogue between the stakeholders concerned, at a local, national, and international level to resolve the situation properly.

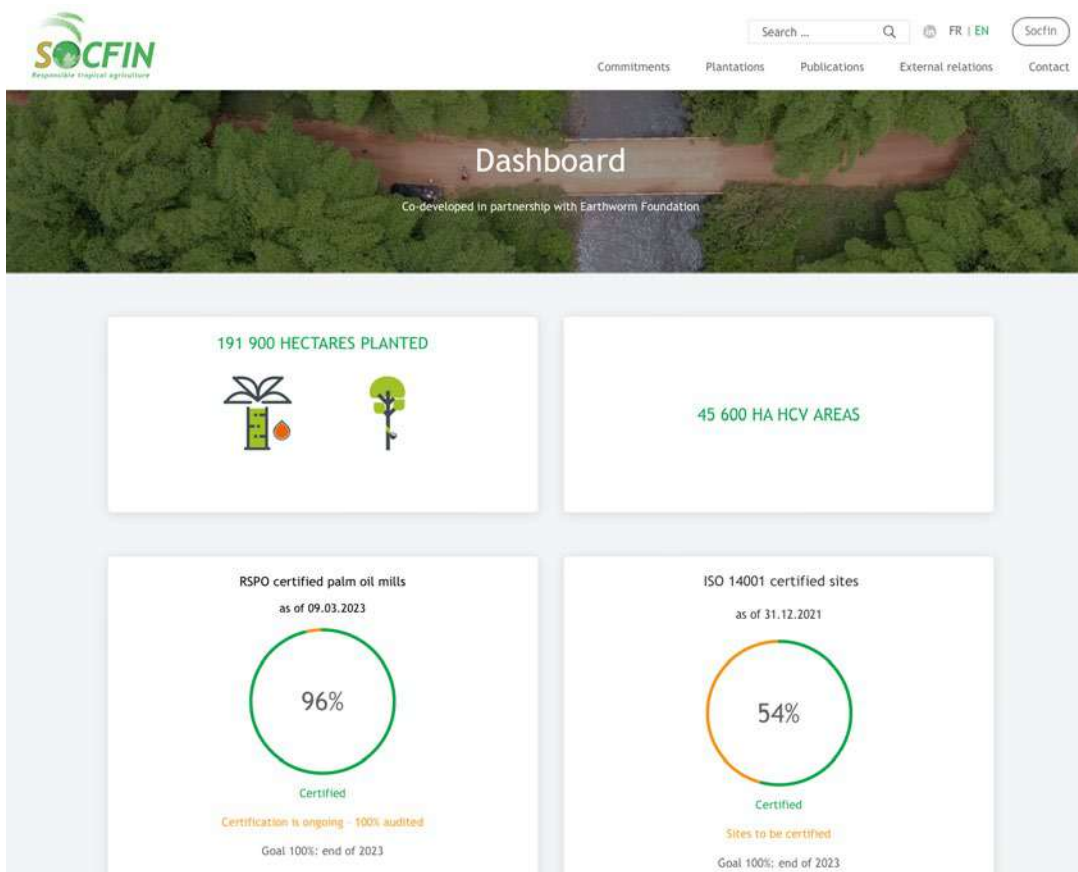
All grievances are registered and documented, and we do our utmost to solve all grievances in due course.

The system we have implemented with our partner EF, allows us to monitor the management and handling of grievances received step by step¹⁰.

This online grievance management and monitoring platform, checked by EF, guarantees all stakeholders access to factual and transparent information.

On 31 December 2022, 4 out of 6 recorded grievances were closed and 2 were under investigation.

On the ground, each site has made this external grievance management system available to resolve each grievance or complaint as quickly as possible in full transparency and collaboration with all stakeholders.



⁸socfin.com/dashboard — ⁹https://www.socfin.com/dashboard/traceability/ — ¹⁰socfin.com/dashboard/en/complaints-management



1.9

Our commitments by 2025



Our sustainability program focuses on 3 impact areas in which we have made strong and global commitments by 2025. To achieve these goals, we implement action plans, programs and field projects that strengthen our commitments.



Continuous transfer of technical and agricultural skills, as well as better management practices for a sustainable production



Respect and improve social well-being of employees, their families and the neighboring communities



Integrated action to fight deforestation and preserve the environment



Our obtained and ongoing certifications

As an international player in responsible tropical agriculture, it is essential for us to demonstrate our compliance with globally recognized and shared quality standards.



ISO 9001 and ISO 14001

Most of our African operations are now ISO 14001:2015 certified.

Similarly, the quality management system proposed by ISO 9001 certification, provides a suitable structure for our approach, and is also highly valued by the rubber industry, more specifically the tire manufacturers.



GPSNR (Global Platform for Sustainable Natural Rubber)

We are a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR¹¹). It was launched in October 2018, GPSNR has the advantage that it can count all natural rubber supply chain players among its members, as well as representatives from civil society (NGOs – Non-Governmental Organizations). Members are committed to respecting the 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.



RSPO (Roundtable for Sustainable Palm Oil)

We are active RSPO members since 7 December 2004 through Socfindo. In February 2019, we obtained a Group membership, allowing us to extend RSPO certification to all our African subsidiaries. The Socfin Group is now the RSPO member most representative of African realities.

As such, all our oil palm operations are in the process of obtaining RSPO certification. Our aim was to obtain certification for all our oil mills at the end of 2021, but the Covid-19 pandemic has delayed some audits. By the end of 2022, we had achieved a 91% certification rate, and, of the last 2 palm oil mills awaiting certification that were audited in 2022, one has already received its certificate bringing our certification rate to 96%, and the second is expected to be certified during the course of 2023, bringing the certification rate of our oil mills to 100%.



Other initiatives

We had our first successful experience with bio palm oil on our plantation in Sao Tomé-and-Príncipe.

Global Gap certification and certification in accordance with the European standard for biological agriculture were obtained in 2017 and thereafter renewed yearly. The site also obtained USDA Organic certification in 2021.

All our certifications are visible on our website¹².

Concurrently with these certifications and initiatives, the leading industry buyers such as: Michelin, Bridgestone, Continental, Nestlé, etc. impose their suppliers, including our Group, adherence to their policies and commitments, in turn applicable to our entire supply chain.

¹¹ sustainablenaturalrubber.org — ¹² socfin.com/en/certifications



Sites	RSPO	ISO 9001	ISO 14001	ISO 45001	Organic	ISO 17025 ISPO - SNI SIR
SAC	✓		✓			
LAC	N/A	✓	⌚2023			
SRC	N/A		✓			
SOGB	✓	✓	✓			
SCC	N/A	✓	✓			
PSG	✓		⌚2023			
Okomu	✓ (1/2) ⌚2023 (1/2)	✓	✓	✓		
Safacam	✓	✓	⌚2023			
Socapalm	✓ (5/6) ⌚2023 (1/6)		✓			
Brabanta	✓		⌚2023			
Agripalma	✓		⌚2023		✓	
Socfin Cambodia	N/A	✓	⌚2023			
Socfindo	✓	✓	✓	✓		✓
Sogescol	N/A	✓	N/A		✓	





Local and rural development



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2.5	Improvement of our supply chain transparency	p46



2.1 Context

Our operations mainly take place in remote and in some cases poorly developed areas. We are confronted with post-conflict situations like in Sierra Leone, Liberia, or Cambodia, forgotten areas like the Democratic Republic of Congo (DRC), or areas with security problems such as Nigeria.

The years of war, without any investments in infrastructure (roads, electricity networks, etc.) have left their marks. The impact on young generations is easily perceived: little training and few development opportunities for small businesses.

Based on these observations, we are convinced that linking agro-industrial activity and smallholder plantation development is an efficient and adapted response to those regions' economic development and food security needs. Moreover, this approach integrates environmental protection practices and thus helps rebuild local agriculture taking into account the economic, social and environmental dimensions.

It is important to underline once more that our presence in these countries is often at the request of local government, as in Cameroon and Sierra Leone, or of the World Bank, as in Liberia. Our Group has mostly taken over old sites to modernize or resume agro-industrial operations that were abandoned due to lack of investments in the 1990s. In other words, entire regions gradually come back to life.



55%

of rubber production
comes from smallholders

9.2

€ million
of budget dedicated to road
construction and maintenance

9

technical training
centers



2.2

Our commitments to local and rural development



Based on the socio-economic development state of our host regions, we have formalized our main commitments in this area to better structure our action and efficiently contribute to long-term development.

Encourage the inclusion of smallholders
in our supply chain

Ensure ethics and continuously improve
transparency and traceability

Offer solutions to accelerate rural development
while preserving the environment

Facilitate development and accountability of
workers and youngsters: trainings, internships...

Improve or create most needed local
infrastructure (for example: road construction,
technical training schools, etc.)

Contribute to local food security
in the palm oil producing countries

Establish partnerships to stimulate innovation
and sustainability performance (examples:
microcredit, rice cultivation, AFS (Agricultural
Family Schools), etc.)



▲ SCC Supervisor and smallholder, SCC, Côte d'Ivoire

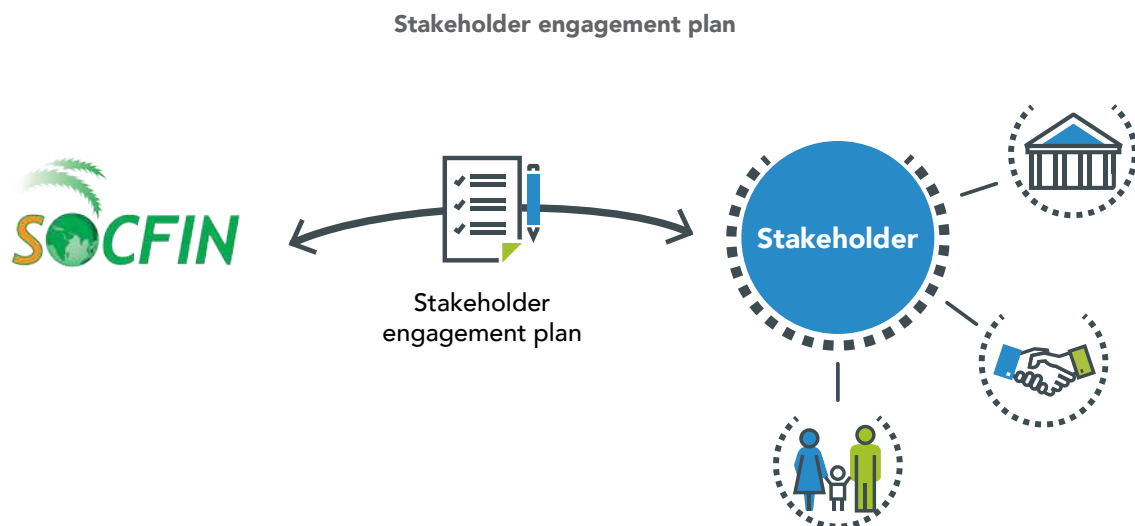
Our commitments to local and rural development

Our stakeholder engagement plans

We are not only concerned about our workers and their families. We are equally committed to the local communities and our suppliers.

Each plantation has developed its own “**stakeholder engagement plan**” and ensuing “**community development plan**”, to ensure the efficiency and relevance of projects to the benefit of the local communities. These plans are detailed and updated progressively as the dialogue structures validate the communities’ needs.

More specifically, we collaborate as much as possible with local and national governments, and with non-governmental organizations in the host regions to carry out common development projects.





△ RSP0 Principles reminder signboard, SAC, Sierra Leone

2.3

Commitments validated by certifications

The commitments we made are regulated and structured by various certifications or organizations we have decided to adhere to.

2.3.1

Towards 100% RSP0 certification

Our responsible management policy is entirely in line with RSP0 Principles & Criteria.

The Socfin Group became an RSP0 member in February 2019 (membership number: 1-0269-19-000-00).

For Socfindo, a member since 2004, nothing has changed, except that they now also use the new membership number.

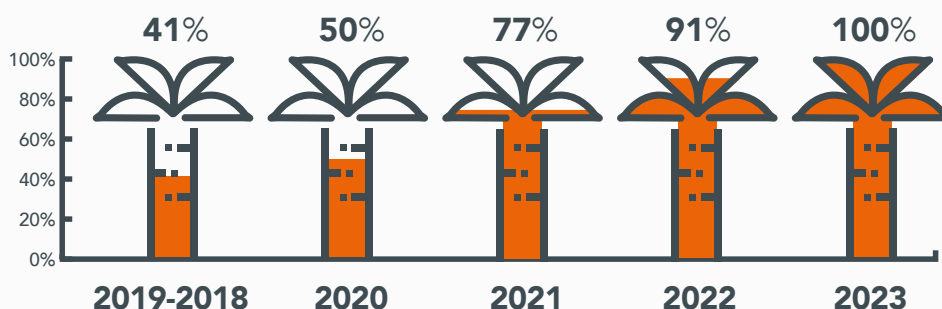


△ Thomas Lavreys, RSP0 Africa Coordinator with the Agripalma team during the RSP0 audit, Sao Tomé-and-Príncipe

1-0269-19-000-00

In 2019, we had set the objective to obtain RSP0 certification for all our oil palm sites in Africa at the end of 2021, however Covid delayed certain audits. By the end of 2022, we have achieved a 91% certification rate and, of the last 2 palm oil mills awaiting certification that were audited in 2022, one has already received its certificate and the other should be certified during 2023.

RSP0 CERTIFICATION PLANNING (OIL MILLS)





2.3.2

Creation of the GPSNR platform



In October 2018, the Global Platform for Sustainable Natural Rubber (GPSNR) was established by a group of founding members, including Socfin.

The mission of GPSNR is to lead socio-economic and environmental performance improvement in the natural rubber supply chain. The vision of GPSNR is to have a natural rubber supply chain that is just, fair and respectful of the environment.

GPSNR members must adhere to 12 principles for sustainable natural rubber¹³. Shortly after its creation, GPSNR put in place governance elements: statutes, code of conduct. Executive Committee, which includes Socfin, etc. Subsequently, workshops¹⁴ and working groups enabled progress on objectives and strategy to achieve the desired state (process equivalent to the one used by RSPO with its "Theory of change").

The 2020 General Assembly validated GPSNR policy elements that must be incorporated into its members' policies as from 2021. The 2021 General Assembly validated the requirements of the annual report that must be submitted to GPSNR.

In our case, we submitted the first reports of our rubber plantations and rubber factories to GPSNR in 2022 for the parameters related to 2021.

2.4

Our actions for local and rural development

2.4.1

Our collaboration with our local partners

2.4.1.1

Our subcontractors

With as objective stimulating local entrepreneurship, the sites call as much as possible upon local Small and Medium Sized Enterprises (SME) and Very Small Businesses (VSB).



Nigeria

Local partner

As subcontractors of Okomu, we are always informed about best international practices regarding contract execution, which helps us carry out our activities sustainably. Management regularly organizes training and information sessions, called "toolbox talks", to inform us about the policies, rules, and operational procedures.

Particularly, they regularly remind us of the zero tolerance policy regarding child labor, in compliance with international labor law, the Socfin Group's responsible management policy, as well as the Nigerian constitution.

Our employees are not exempted as they always undergo a training and sensitization session, allowing them to familiarize themselves with the company's operations and policies. It is important to underline that the procedure to secure a contract with Okomu is very transparent and based on competence and competition.

Patrick Ndubuisi, Contractor, Okomu, Nigeria



¹³sustainablenaturalrubber.org — ¹⁴sustainablenaturalrubber.org/news-publications/gpsnr-working-groups-update-march-2022



Okomu has always contributed to the local communities' economic development and has always given local contractors the opportunity to work together.

For example, the communities can select the local contractors of their choice to execute their community development projects, as part of Okomu's CSR program. This commitment from management has greatly contributed to the strengthening of relations between the communities and Okomu.

Wilfred Okoro, Chief Internal Auditor, Okomu, Nigeria



2.4.1.2

Our smallholders partners

Our partnerships stimulate smallholder development, thereby reducing poverty in those regions.

Our sites maintain close relations, and specific to each region, with the rubber and palm smallholders. They purchase from them, and some have put in place support and supervision projects at their own initiative or within the framework of a state program.

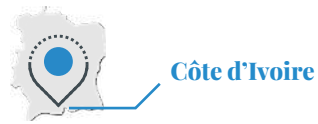
These partnerships allow planters to benefit from training and financial support, access to selected planting material, production processing plants and thereby the international market, etc.

We ensure that the identified smallholder operations are in line with our responsible management policies and requirements.

Perennial crops, contrary to annual crops, have a huge positive impact on the smallholders: Their plantations give them a regular income throughout the year (contrary to seasonal crops such as coffee, cacao, cotton, etc.).



For example, in Côte d'Ivoire, 9 200 smallholders deliver their production to our factory SCC on a daily basis.



We work in close collaboration with SCC, we deliver our production every month and we are pleased with their organization.

SCC purchased trucks so that the cooperatives can deliver their production. These trucks have then been offered for sale to the cooperatives so that they can obtain their own trucks through a reimbursement system at a low interest rate.

We are organized in a cooperative and we work with a division manager and supervisor, whom we meet periodically. For example, meetings were organized with managers present to inform us about various topics, such as quality and environment.

Working with SCC brings us reliability, quality service and our rubber is purchased at the national market price as set by APROMAC.

Frédérique Kouadio, Smallholder, N'zikro division, Kouakoukro cooperative, SCC, Côte d'Ivoire



Most of the people living in our area are rubber producers. To help them transport their rubber and other merchandise, we rehabilitate roads and bridges to improve transport between their village and the market. We ensure as such that the main road, linking LAC to Buchanan, is rehabilitated every year.

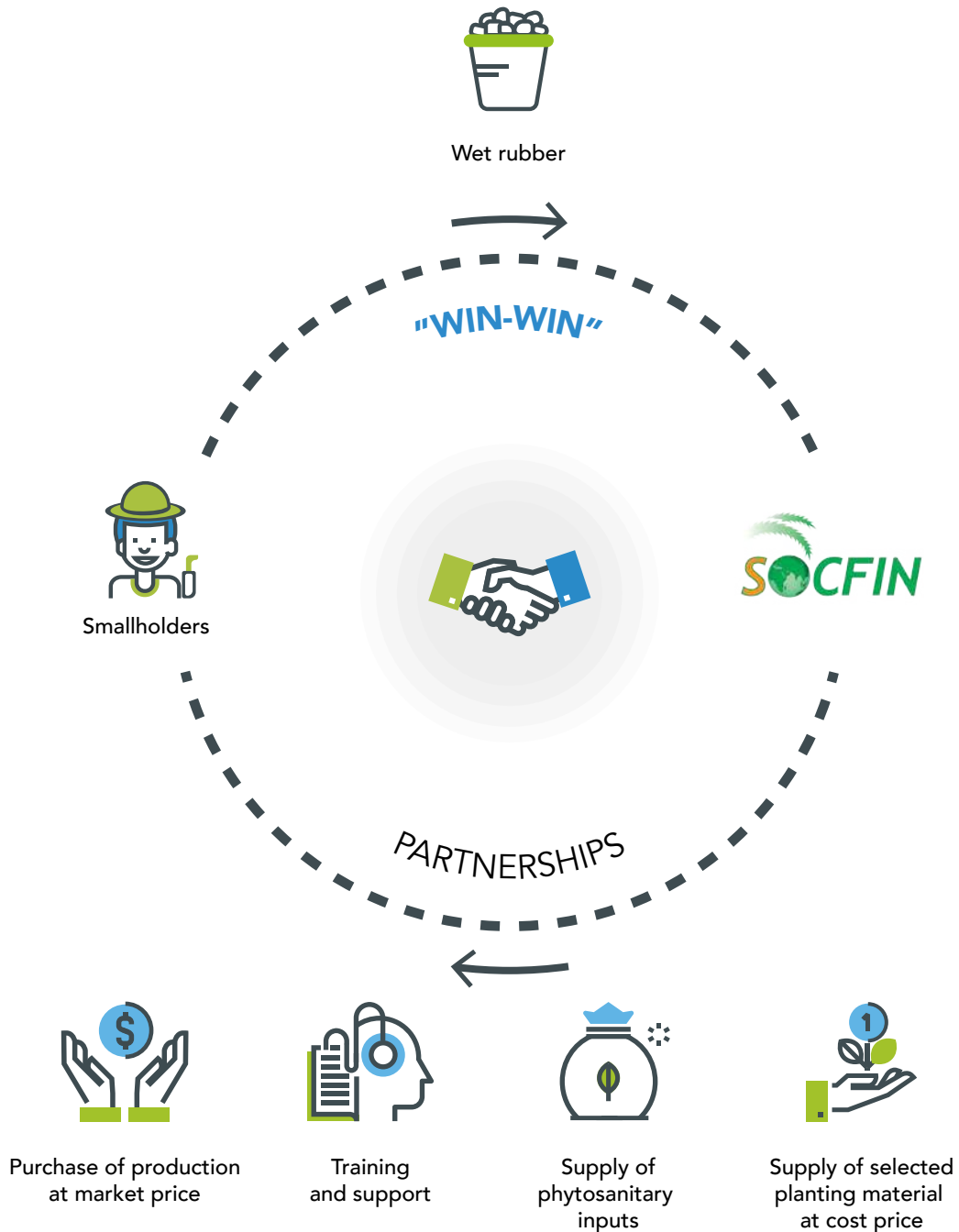
Our long-term vision consists in maintaining our commitment towards our stakeholders, a win-win situation for all parties involved.

Joekpele Morris Saah, HSE and Community Liaison Officer, LAC, Liberia

Simultaneously, the smallholder production also contributes significantly to the global production put on the market (both industrial and smallholder production), thereby progressively meeting the demand for these raw materials.



These partnerships stimulate smallholders' development and thus reduce poverty in these regions.



For
POSITIVE IMPACTS:

Stable income;
Better agricultural practices;
Less land is used because of increased productivity.



Impact of the Covid-19 pandemic on our partners



In the spring of 2020, the pandemic, the strict lockdown, and the temporary stop of a large part of the global economy had serious consequences on several sectors of activity.

Within the Group, we have strived at all costs to implement the required management measures in order to safeguard jobs and smallholder procurement as much as possible, and as such guarantee a stable income for the thousands of families living on and around the sites by putting in place the necessary measures to protect them as good as possible from Covid-19.

We all know to what extent the financial and food security and the access of families to health care are prerequisites to deal with this type of health crisis, particularly in isolated rural areas.



2.4.1.3

Our partners for development projects

In Cameroon, Socapalm and Safacam have entered into a partnership with the IECD (European Institute for Development Cooperation) in 2013. Their common objective is to facilitate local socio-economic development through the creation of Agricultural Family Schools¹⁵ (AFS) aimed at educating youngsters from the region in professions and rural entrepreneurship (agricultural production, small livestock, crafts, processing, etc.). Following an alternating pattern: 15 days at school and 15 days at a rural project, the first graduated students (2017) started as agricultural entrepreneurs or got skilled jobs, whereas the majority pursued their studies.

At Socapalm, this training project has been going on for almost 2 years with the Association of Professionals in Alternance Education (APAE). The support offered by the company, in terms of people, equipment and financing, aims at improving the professional integration of youngsters from neighboring communities and indigenous populations and as such, guide them towards entrepreneurial jobs (agricultural production, small livestock, crafts, processing...). The degree (agricultural CAP) obtained at the end of the course is recognized by the Ministry of Employment and Professional Training (MINEFOP). Graduates can continue their agricultural training at an AFOP¹⁶ center or already start their own company.

Awareness campaigns are regularly organized to promote this educational affiliate so that we can further develop the school and welcome more students at the start of the school year in 2023. Actually, since 2020, more than 30 pupils registered for the program.

Safacam, on the other hand, has continued its partnership with IECD. Since 2022, they have obtained the status of Training Institution for Rural Entrepreneurship (IFER) through the Ministry of Secondary Education, as such enabling the best students of the center to access state technical secondary education. In 2022, 48 pupils attended the training institution, 18 more than the previous year.

Since the end of 2019, Agripalma formed a partnership with the Real Madrid Foundation to link sport and education and as such contribute to children's well-being. Our goal is to create a passion for sport, while promoting education and respect for values as equality, self-esteem, team spirit, tolerance, etc. In 2022, 110 children (aged 6 to 16) benefited from Agripalma's project. They are divided in 6 groups and train twice a week. Worldwide, 202 schools were created by the Real Madrid Foundation in 34 countries.



2.4.1.4

Our educational initiatives to support regional development

We believe that the development of remote areas starts with the education of youngsters, women, and any motivated person. To succeed, our sites implement various programs, projects, and initiatives to strengthen the capacities of each and every one, in addition to internal promotion, allowing numerous employees to move up within the Group, within their area of expertise and sometimes even beyond thanks to the continuous training opportunities offered. Numerous women and men spent their entire career within the same organization but evolved there greatly even when they started at the lowest level.



▲ Training in vegetable farming, IFER, Safacam, Cameroon



▲ Training in vegetable farming, IFER, Safacam, Cameroon

¹⁵ Since 1992, the IECD works to improve the professional integration of rural youngsters in Cameroon based on the concept of AFS.

¹⁶ AFOP: Support program for the renewal and development of professional education in the agricultural, livestock and fishing sectors.



Training to support career development

MARIE JOSÉPHINE MBARGA

Deputy Financial Controller, Socapalm, Cameroon



“ My history with Socapalm is the story of my life and as I like to say, Socapalm has trained me and has given me everything. And I choose my words carefully. ”

Can you introduce yourself and describe your experience?

I am deputy financial controller at Socapalm since 12 June 2019. I joined Socapalm in August 1992 as a laborer, I was doing picketing and bag filling at the nursery.

My history with Socapalm is the story of my life and as I like to say, Socapalm has trained me and has given me everything. And I choose my words carefully.

When I started as a laborer in 1992, Socapalm was still a state-owned company. My work dedication and discipline led to my promotion as supervisor of “field work” a couple of months later. I held that position until 1994 when my integrity and rigor at work was noticed by my superiors. They put their trust in me and assigned me to the general service of the department head. I took up the position of secretary/accountant, after I successfully defied the application of organic fertilizer (EFB) on the trial block under the supervision of IRAD DIBAMBA; at the time Mbambou was still called Southern sector of the Mbongo site.

During the year 1995, Mbambou became an independent site, and, with the set-up of the related structures, I became field accountant. My vitality, endurance and concentration capacity were noticed again, and the site manager offered me the position of cashier. I stayed at this position for 2

years. My superior was always available and attentive and this harnessed my academic knowledge in accounting while performing my duties. This last trait was noticed and I was promoted to senior accountant in 1998.

At what point was a training dynamic established within the company?

For the preparation of Socapalm’s privatization, **several accounting training seminars were organized for all accounting staff and following a test conducted by the accounting firm. I was promoted to the general management of the accounting department** in charge of cost accounting during the year 1999. We were still in the early stages of cost accounting. I was honored to be part of the pioneers in this field. I stayed until the privatization in 2000. My lucky star was my good work and I got the opportunity to be part of the staff selected to stay on board after the privatization.

“ **The privatization injected a new dynamic and the human dimension was put at the center of concerns. The idea of belonging to a Group was strengthened and the recognition of the value of work and the effort made its mark.** ”

The privatization injected a new dynamic and the human dimension was put at the center of concerns. The idea of belonging to a Group was strengthened and the recognition of the value of work and the effort made its mark. The management in place let us work in a serene environment year after year, several types of training, both internal and external, were offered in various domains (software, accounting, ISO 14001, RSPO...) and this boosted my motivation and that of my colleagues. My drive and loyalty allowed me to stand out.

Have you been able to put into practice the knowledge acquired during these trainings?

Experienced and always eager to learn, to tackle challenge after challenge. I filled the positions of research officer to management control and then management control assistant between 2000 and 2015. These positions allowed me to be in permanent contact with the different Socapalm sites and to use my field knowledge. This facilitated my job performance in management control at the general management as my experience in the plantation became an indisputable asset: I master our business from the nursery to the processing of palm oil. My experience helped me achieve the objectives set by my superiors to the best of my ability and particularly to gain further knowledge and maturity on a professional level.

This somewhat atypical path brought me to the position of deputy financial controller in June 2019, a position I still hold today.

As mentioned above, Socapalm molded me and has given me everything. My path, my professional experience and my career made me understand that at Socapalm progress is mainly based on merit.

Socapalm promoted me from “Zero to Hero”, to quote an African proverb, by giving me the opportunity not only to join their team in 1992 but also to put in place the necessary means: advice, training, etc. so I can fully develop my potential in my working environment, and from my side, I merely doubled my efforts and determination.

What do you remember about your career at Socapalm?

I started in 3rd category A and today I am an executive at the top of my career. You can thus imagine how far I have come.

Effort leads to success. This seems to be the motto of Socapalm.

I can never thank Socapalm enough, and particularly the management since its privatization, to have given me all these opportunities. **I am in my 31st year of service and I hope that my testimony serves as an inspiration for those who read it, especially for young African girls**, while we are on the verge of celebrating International Women’s Day, when we celebrate women in their environment.

I hope my career path can be a beacon of hope and expectation for women in general.

Thank you Socapalm for everything.

Marie Joséphine Mbarga, Deputy Financial Controller, Socapalm, Cameroon



An additional degree proposed and obtained allowing for professional specialization

SAMPSON W. NEUFVILLE SR.
Registered Nurse Anesthetist, LAC hospital, Liberia



“ My education brings a lot to the company and my environment, particularly to the neighboring communities. ”

Can you introduce yourself and describe your experience?

I am a registered nurse anesthetist at LAC hospital, and also the person of reference for infection prevention and control, and I am involved in several other medical activities at the hospital.

I started to work as a registered nurse on 1 June 2012, I remember that I was asked during the interview whether I was interested in the profession of anesthetist, which was quite ironic as I already aspired pursuing that career path!

When did the Company offer you training?

In 2017, after several years at LAC, they gave me the opportunity to enroll in the anesthesia program at the Phebe School of Nursing for a degree program of 2 years. The fact that our country suffers from a lack of anesthetists and that the most qualified anesthetists prefer not to work in rural areas are some of the reasons, in my opinion, why LAC's management decided to give me the option to follow this course. Consequently, when they noticed my work dedication, they decided to train one of their own, and I got the opportunity to enroll at the Phebe School of Nursing.

What did this training bring you?

My education brings a lot to the company and my environment, particularly to the neighboring communities. Considering the health system in this region, the need for an anesthetist cannot be overstated, as the company only had one at the time.

I think I did a good job, and this course enlightened me.

I still work at the emergency room and consultation room, in addition to my specialty. Overall, I think the training is satisfactory. In a nutshell, the involvement of the company in my education, enabled me to go from registered nurse to registered nurse anesthetist, having a direct impact on my work and my quality of life.

I would like to extend my gratitude and appreciation to LAC's management to have given me the privilege to advance in my career.

Sampson W. Neufville Sr., Registered Nurse Anesthetist, LAC hospital, Liberia

Lifelong learning but also in-house training, as a team

MARIE ROSE NGO NLEND SPOUSE BADJANG
 Superintendent, Mbambou, Socapalm, Cameroon



Can you introduce yourself and describe your experience?

During my 24 years at Socapalm, I have filled several positions such as timekeeper, supervisor, field inspector before being promoted to superintendent in 2012, which is my current job.

This path was made possible thanks to trainings organized by Socapalm to the benefit of its entire workforce.

Also, throughout this career path, **I had the privilege to be supported by professional and available service managers.** Work dedication, patience, and respect for applicable standards at Socapalm are personal qualities that have contributed to my success.

These are qualities that each employee must embrace in a company, especially our young colleagues. Your work is the key to successful social development.

Marie Rose Ngo Spouse Nlend Badjang, Superintendent, Mbambou, Socapalm, Cameroon

Offering internships to students to facilitate their entry into professional life

DAVID LLOYD
 Workshop Manager, LAC, Liberia



Can you introduce yourself and describe your experience?

The internship program started in 2006, and if I remember correctly, we have currently more than 8 schools coming at regular intervals. **We accept between 10 and 15 students each quarter**, following this program, LAC then hires certain students. Every 3 months, other schools participate in the program.

More specifically, in my Workshop Department, we train students in heavy mechanics, trucks and tractors, light vehicles, buses, welding and bodywork.

Recently, we welcomed students from Tubman University College and we trained them practically, using certain equipment and tools.

We are also very proud to have some female interns who have proved to be successful. During my training experience, I have noticed that most students are very responsive and eager to learn.

For us Liberians, it also helps us to educate future generations, to identify the technical skills of our children and how they can become productive. Therefore, I would again like to express my gratitude to LAC for this remarkable program.

David Lloyd, Workshop Manager, LAC, Liberia



Education of adults to improve the development of isolated rural areas

HARRY ATTOH
Admin and HR Manager,
LAC, Liberia



Can you introduce yourself and describe your experience?

In addition to the internship program we offer, we also have an education program for adults, which means that we offer disadvantaged people the possibility to attend evening classes. The curriculum of this program is the same as a regular school.

Harry Attoh, Admin and HR Manager, LAC, Liberia

Internships, an effective step towards obtaining a permanent job

EMENJI AKAMIN
Audit Officer at the Sustainability Department,
Safacam, Cameroon



Can you introduce yourself and describe your experience?

I arrived at Safacam in February 2022, as a professional trainee. My internship consisted in the implementation of the ISO 9001:2015 standard in the oil mills (palm oil and palm kernel oil). My internship proved to be successful and 8 months later I was offered a permanent position. I am responsible for certification (ISO, RSPO) at the oil mill.

I would also like to thank general management for this career development opportunity.

Emenji Akamin, Audit Officer at the Sustainability Department, Safacam, Cameroon

“ We believe that the development of remote areas starts with the education of youngsters, women, and any motivated person. To succeed, our sites implement various programs, projects, and initiatives to strengthen the capacities of each and every one, in addition to internal promotion, allowing numerous employees to move up within the Group, within their area of expertise and sometimes even beyond thanks to the continuous training opportunities offered. ”

Opportunity for internship and eventually employment

ANNIE K. DAVID
Machine Operator, LAC, Liberia



Can you introduce yourself and describe your experience?

In 2019, I arrived at LAC for a 4-month internship program with a practical training in machinery. After obtaining my degree at BWI (Booker Washington Institute) in 2020, LAC offered me a job and I am currently a machine operator at the Maintenance Department of LAC's factory.

My superiors trained me really well, I am confident now to complete the tasks assigned to me. At present, I have a job and earn a living, but I also want to further my education, I am grateful to LAC.

Annie K. David, Machine Operator, LAC, Liberia

“ Numerous women and men spent their entire career within the same organization but evolved there greatly even when they started at the lowest level. ”

Start of income-generating beekeeping activities

MARC VAN STRYDONCK
Former General Manager, Brabanta, DRC

Can you introduce yourself and describe your experience?

Beekeeping is an activity that is underdeveloped in the Kasai region despite the existence of a market for the honey. In order to encourage the development of beekeeping activities, Brabanta hired a local beekeeper with the objective, on the one hand, to create demonstration apiaries within the plantation and, on the other hand, to organize training for those interested.

Apiaries and beekeeping equipment (outfits, bee smokers, etc.) have been made available for these demonstrations and trainings.

Marc van Strydonck, former General Manager, Brabanta, DRC

2.4.2

We promote transportation of goods and people

Operating in isolated areas, all our sites construct, maintain and repair roads and bridges, even outside the concessions.

These roads are crucial for access to markets, schools, workplaces, cities, hospitals, and local communities. Indeed, in the remote regions, travel is difficult: public transport is nonexistent, and roads are rarely maintained.

Therefore, we encourage as much as possible the mobility of people and goods, and we spent a budget of € 9.2 million in 2022.

Road network budget of € 9.2 million in 2022.



2.5

Improvement of our supply chain transparency

We are committed to putting traceability tools in place to make our supply chain more transparent.

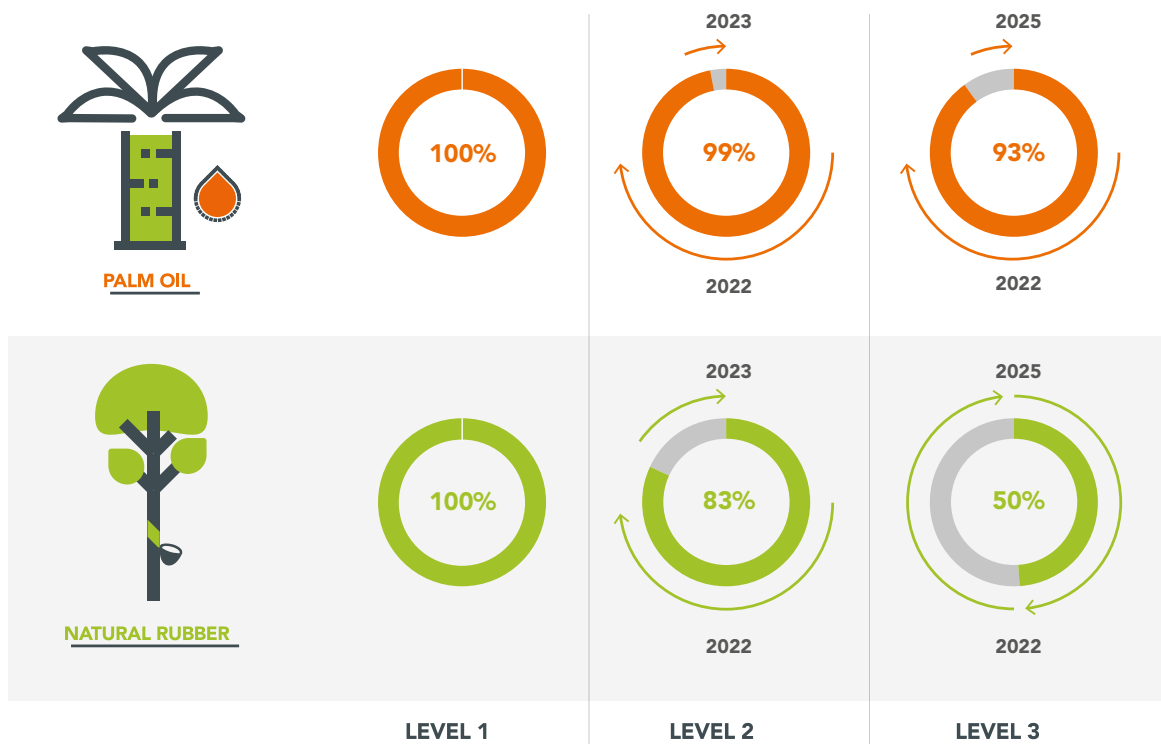
Our Group ensures that its sustainability and responsible management criteria apply to all its suppliers (including the smallholders from whom we buy wet rubber or FFB (fresh fruit bunches)).

Currently, we obtain 100% traceability for our "level 1" supplies, for both FFB and rubber.

We have developed traceability tools allowing us to identify and track production parcels of all partner smallholders. This traceability will be expanded to our entire supply chain and its dealers: cooperatives, buyers, etc.

This will enable us to advance our traceability from level 1 to level 3.

Traceability objectives



Level 1: identification of suppliers (names);

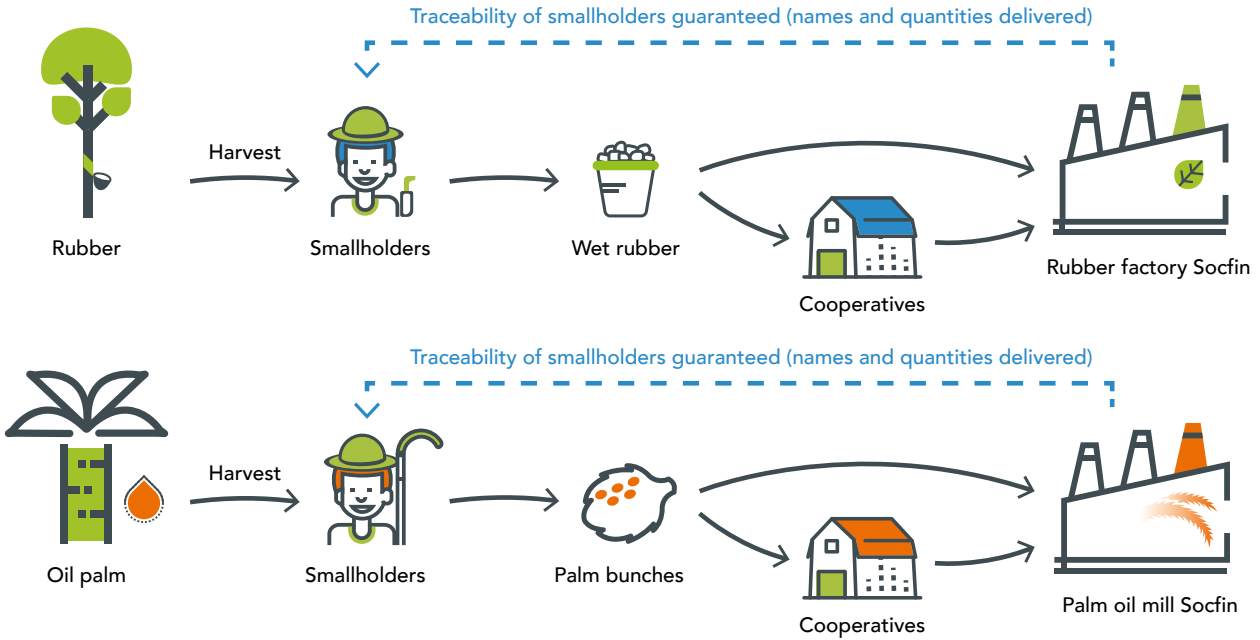
Level 2: same as level 1 and precise localization of the industrial plantations with maps, localization of the smallholders with GPS points, catchment area for the dealers;

Level 3: same as level 2 and maps of all the smallholders' plots, who deliver directly to the Socfin rubber processing factories or mills, or through dealers.



2.5.1

We identify our FFB and rubber suppliers



The Group buys wet rubber or fresh fruit bunches from thousands of smallholders who deliver directly to the factories, or who sell to a cooperative that is responsible for transport and factory delivery.

Partner smallholders who deliver their production directly and individually to our factories are identified based on their names and delivered quantities.

To facilitate the supervision and monitoring by organizations and third parties, we publish our full traceability data (factory coordinates, concession maps, etc.) on our “transparency dashboard¹⁷” online.

This data is publicly available and disclosed to limit possible misinterpretation by external parties.

To improve this data collection and facilitate its analysis to continuously improve our product traceability, one of our subsidiaries in Côte d’Ivoire, SOGB, launched an innovative project in terms of listing and geolocation of smallholder plantations. Simply put, the NERO project implemented by the Smallholder Department complements the RubberWay project initiated a few years ago.

¹⁷ socfin.com/dashboard

▼ Weighbridge, SAC, Sierra Leone





Testimony



JEAN-LOUIS TAKY
Head of the Smallholder Department,
SOGB, Côte d'Ivoire

Can you please introduce yourself?

My name is Jean-Louis Taky, I am married and father to 4 daughters. I started to work in 1998 at PALMCI as unit head and finished as industrial plantation manager. After working somewhere else for 12 years, I started at SOGB as Unit Head in the Rubber Exploitation Department. In 2018, following the retirement of the previous director of smallholder operations, an internal exam was organized, and I was promoted to the position I am still holding today, namely smallholder support.

Briefly explain your position please?

There are 2 departments in smallholder operations: the Procurement Department, responsible for the supply of fruits and cup lumps, so commodities, to the 2 factories, and the other department responsible for smallholder support of which I am in charge.

You have been working on the NERO project for some time now. Can you explain what it consists of?

I will start with explaining the technical assistance so that you can better understand the project as a whole.

We have a technical assistance contract, financed by FIRCA. They divided the rubber production zones all over the country in supervisory plots. A supervisor and support agent must supervise 300 smallholders in the field. At our level, we have a database grouping all smallholders that we supervise, there are currently 23 700.

However, rubber marketing is liberalized in Côte d'Ivoire so, under the assistance contracts, we cannot force smallholders to deliver their production to SOGB. They can go wherever they please.

This means that the database of the Procurement Department at the weighbridge is different from the technical assistance database. Moreover, for a company, it is not efficient to have 2 databases, **NERO's objective is to have one single database listing all the smallholders we supervise, and whether they deliver their production to our factories.** Thereby, whether it is at a procurement or supervisory level, we have the same information available. This desire to standardize is what motivated the implementation of the NERO project.

With as goal to go even further, and thanks to the vision of our general manager who wishes to work on the traceability of our supply chain, we have decided to add other innovations such as the geolocation of the plantation on a map for example. This will allow us



to overlay this map on the Ivorian territory map and to have a single and unique view of the distribution of all smallholder plantations at a national level. This makes the project absolutely ground-breaking.

In addition to these objectives, **NERO also allows for improved traceability, fight against deforestation and better conservation of protected areas.** Indeed, when we project the distribution map on the Ivorian territory map, which includes the protected areas and classified forests, **we immediately see whether a plantation is situated in a protected area. So, in this case, we can immediately ban this supplier thanks to his delivery code and number in the system so that we no longer accept his production and can take the necessary measures to protect the environment.**

In which way is NERO different from RubberWay?

RubberWay takes information from the smallholder, the labor they use, the plantation history, the products they use or market. Whereas thanks to NERO, we go even further because of smallholder geolocation. For example, in RubberWay, we only have information about the distance to the factory, but we do not know exactly where the plantation is located or whether it is in a classified forest or a protected area, whereas NERO gives us that information.

RubberWay includes all information linked to environmental and social policies in order to verify whether smallholders respect them, does NERO also include this information?

In the long term, we will integrate all the information from RubberWay in NERO, as both systems are complementary.

RubberWay is a survey that we complete in the field and that we send to a website from where analyses are conducted by the people in charge at RubberWay. It focuses on smallholder information, cropping history, practices used, etc.

NERO is an online program that provides physical data such as surface area, year of planting, age, position...

The 2 solutions are complementary at the level of information gathered.

Will NERO lead to a more sustainable rubber production thanks to improved environmental protection?

Yes, of course, because all plantations situated in risk areas are visible thanks to the geolocation offered by NERO. This allows us to stop our partnership with those who do not respect the standards, whether in terms of delivery or technical assistance.

When will NERO be ready for use?

At the moment, we have registered more than 13 000 smallholders willing to participate in the project, out of the 23 000 we supervise. In general, between 6 000 and 9 000 smallholders deliver to our factories. We think we will get to 16 000 registered smallholders by 1 May 2023, the target date for operational launch.

Subsequently, all those who are not registered at that date, will no longer be authorized to deliver their production to SOGB. We hope this will create a buzz and that by August 2023 all smallholders delivering to us and supervised by us, will be registered in NERO.

Why is a project like NERO important for SOGB and for the rubber industry in general?

At the moment in Côte d'Ivoire, we are making huge progress. We are currently the 3rd natural rubber producer globally. However, certain processors are setting up all over the country and we think there will be a production decrease in a couple of years. **This database provides us with the classification of all plantations with the years of planting so we will know the evolution. This allows us to project the production in future years and to initiate, if necessary, replanting policies.** We can thus act by zone, by village and by sub-prefecture and so on. We can better anticipate.

This project also allows us to **anticipate the regulations of the European Union concerning deforestation.** Once this law is in place, we will be able to prove the origin of our commodities.

Thank you, is there anything you would still like to add?

I would like to emphasize that **it is a very interesting large-scale project.** When we project the maps on the plan, it is just extraordinary. To be able to visualize 23 000 smallholders on a map and identify the different areas, **is very innovative so we are proud and pleased with this project and to be its pioneers.**

Jean-Louis Taky, Head of the Smallholder Department, SOGB, Côte d'Ivoire



Testimony

ANDRÉ KOUAMÉ YAO
Head of the IT Department,
SOGB, Côte d'Ivoire

Can you please introduce yourself?

Good day, I am André Kouamé Yao, born 16 July 1967 in Côte d'Ivoire. I obtained a degree in physics and chemistry before starting other studies to become a computer engineer. Since I obtained that degree, I have worked my entire career at SOGB, and that since 1995. Currently, I am the head of the IT Department.

Can you please explain what the NERO project consists of?

We started working on the project in 2022 and were able to develop the software program in one year.

NERO is an agricultural project; it involves tracing our smallholders to have a good overall view and geolocation of the plantations. This allows us to ensure that their plantation is not in a protected area or a reserve. It also allows us to know who their employees are and provides traceability (on the number of employees, their date of employment, age, etc.). The information concerning their workforce is foreseen in the software but has not been encoded in NERO yet.

With the NERO project, we can verify the information provided by the smallholders, so it offers security to us and the smallholders. As we have put a lot of effort in geolocation, the smallholders know exactly what belongs to them. It avoids the theft of production from their fields for example.

What is the role of the IT Department in such a project?

Our task is to assess the situation and to develop the required software program. We developed the program following a mission statement prepared according to the requirements identified by the Smallholder Department. You need to know that the entire program, from A to Z, was developed here at SOGB.

In what way is it innovative?

You must emphasize that it took us some time to get started because at a national level, APROMAC already started the development of a software program 10 years ago without finishing. So, we have taken the lead by developing our own software program. You must understand that it is a major concern for everybody: the smallholders and the factory. In the past, we offered loans to the smallholders (we still do), and they had to reimburse us by delivering their production to our factory.



In reality, many of them, once they were in production, did not honor their commitments and did not want to reimburse SOGB. Therefore, we started the project in 2010 so the smallholder could be traced at a national level, and as such, by all factory owners.

This project is destined to become a large-scale project that will be applied on all Socfin Group sites.

How will this project make rubber production more sustainable?

We will have a better traceability, but it will also allow us to register the supervision given to the smallholders and their teams and to inform the smallholders in real time about the state of their plantation.

When will it be available for use?

It is already being used to encode the plantations since May 2022 and it will be available from 1 May 2023. There are many smallholders for whom we started encoding the information, such as geolocation. **We must determine the boundaries for all smallholder plantations in the field with our 69 supervisors.** We are currently at 13 000 smallholders on a total of about 23 000. This program will help us have a clearer vision of the exact number of smallholders: their plantation and their delivery. Our data will be more reliable.

What are the challenges you have faced?

We had to manipulate new files that we have never had to manipulate before, with respect to geolocation. This was completely new, and we are proud to have succeeded.

**André Kouamé Yao, Head of the IT Department,
SOGB, Côte d'Ivoire**



2.5.2

Fair procurement

We adhere scrupulously and in all transparency to national or sectorial price setting regulations and exert our influence as much as possible to ensure that the price paid to smallholders is sufficiently high to guarantee an adequate income.



Every month, SOGB receives the rubber price from APROMAC (Association of Natural Rubber Professionals of Côte d'Ivoire) and the FFB price from AIPH (Interprofessional Association of Oil Palm).

These prices are communicated to all planters through various dissemination channels and used by SOGB for all rubber and FFB purchased at the weighbridges.

2.5.3

Integration of environmental and social aspects in the supply chain

The Group ensures that all identified smallholder operations are compliant with its policy and sustainability requirements. We also organize awareness and training sessions for smallholders and subcontractors and offer them decision-making and technical support. And in the event of blatant reluctance, the smallholder can be banned from the Group's suppliers' list.

As a key player, we acknowledge the role we must play in the transparency of the industry, therefore we have been committed to the "RubberWay" project since the very beginning and the first evaluations took place on our Ivorian sites in 2018.

Michelin developed a smartphone application in 2018, based on the principle of self-evaluation by the actors in the supply chain.



RUBBERWAY

Until now, at our level, we have finalized a complete evaluation in 4 countries (Côte d'Ivoire, Cameroon, Liberia and Nigeria), and in Liberia and Côte d'Ivoire alone, close to 13 800 smallholders were evaluated.

The data collected in our Group's operations enable us to develop a comprehensive risk mapping in those supply areas and to define the priorities in terms of training for smallholders to engage them in more sustainable practices.

For our Group, RubberWay is an efficient tool to raise awareness in our entire supply chain about social and environmental issues and to undertake progressive compliance with our commitments in terms of responsible management.



2.5.4

Security in the supply chain

In line with the commitments made in their policies, our sites also ensure part of the subcontractors' training and awareness sessions on occupational health and safety, resulting in follow-up of subcontractors' accident rates at each site.

Similarly, the "code for suppliers" created in 2019 includes various obligations in Occupational Health and Safety (OHS) and obliges our suppliers to accept regular audits of their operations, at this level as well, by a site "Compliance Officer".



Local employees and communities



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- 3.3 Our commitment to respecting the human rights of the communities **p56**
- 3.4 Our social commitment to our employees and respect of their human rights **p62**



3.1

Context

Since our employees are the heart of our Group, we strive to offer them a solid framework and the best possible social protection, taking into account the respective specific contexts of our sites and the possibilities to strengthen their awareness and know-how.

In the isolated areas where we operate, our employees rarely benefit from long experience in an agro-industrial structure like ours. Therefore, we have to organize an awareness campaign and an intensive training of our staff, for example on respect for the rules concerning safety at the workplace.

As we are usually the only private employer in the region, long-term job opportunities, coupled with the working conditions and salary we offer, often represent a unique professional opportunity for certain communities.



64 500

children enrolled in 2022,
2 000 more than in 2021

93

health centers and hospitals
on our sites

4.1

€ million

dedicated to the realization
of community projects



3.2

Our commitments for our local employees and communities



Social well-being

Respect and improve the social well-being of our employees and their families, as well as the communities:

Raise awareness

Solve grievances and publicly report on progress made

Protection and respect the Universal Declaration of Human Rights

Ensure social protection and respect the Universal Declaration of Human Rights for our employees:

Apply a zero tolerance approach regarding serious violations of human rights, such as intimidations, physical attacks and/or threats

Promote gender equity and strengthen gender equality

Acknowledge and respect the rights of all workers, including subcontractors, temporary workers or migrant workers

Implement a grievance mechanism in compliance with principle 31 of the UN Guiding Principles on Business and Human Rights

Allow local employees and their families to benefit from infrastructure, health coverage and access to education

Improve livelihood: water, electricity, leisure, etc.



3.2

Our commitments for our local employees and communities



Respect the rights of local communities in all our operations and supply chains:

Respect the right of indigenous populations and local communities to give or withhold their Free, Prior and Informed consent (FPIC) on all operations affecting the land or resources they are legally, communally or customary entitled to, through application of RSPO's FPIC methodology

Maintain permanent, efficient, transparent, open and culturally appropriate communication channels with the indigenous populations and local communities

Encourage long-term collaboration to implement local community projects supporting decent livelihood: social life, health, education, food security, etc.

Respect local and indigenous communities' rights to access and occupy land

Maintain the traditional rights to access the plantations for hunting and harvesting plants for subsistence, indigenous cultural religious traditions and customs and ceremonies in compliance with legal requirements and the Socfin Group's commitment to protect rare, threatened, vulnerable or critically endangered species

Implement a grievance mechanism in compliance with guiding principle 31 of the UN Guiding Principles on Business and Human Rights. This mechanism is used to settle ongoing disputes; the implementation of the agreed corrective measures is monitored jointly by the community/communities and the Socfin Group and/or the appointed third party/parties

Rights of local communities



△ Meeting with the neighboring communities, Dibombari site, Socapalm, Cameroon

3.3

Our commitment to respecting the human rights of the communities

We are aware that an agro-industrial site has an impact on the region where it operates. Taking this into account, our search and choice of concessions focus primarily on existing plantations, operational or abandoned (former private or state plantations) that need rehabilitation and where the land titles are well documented.

3.3.1

Our compliance with land legislation

We spare no effort to strictly comply with not only the legal and environmental laws of the host countries where we operate, but also the requirements and standards we adhere to: ISO, RSPO, GPSNR, Forest 500, Global GAP, etc.

Apart from some exceptions (Safacam and part of Agripalma), our subsidiaries do not own, directly or indirectly, the concessions; they are managed as a lessee under long-term leaseholds with the various governments. All our sites' concession maps are available on our dashboard¹⁸.

Unfortunately, land ownership in some countries can be poorly documented. The legal, community and customary rights on the land and its resources are not always clearly documented, and despite all precautionary measures, there are sometimes inevitable claims for the same area of land.

Furthermore, because of the recent demographic explosion in certain regions, we notice that land pressure has strongly increased around certain sites even though they have often existed for almost 50 years.

In order to resolve these after complex situations, we rely on the governments and their Local Land Registry Departments, and on the communities concerned to carry out a precise status report and clarify the situation objectively and practically: demarcation, mapping, etc.

This process can be time consuming, but can provide positive satisfactory results for all stakeholders, improving the good neighboring relations between the communities and the sites.



At Socapalm, since 2017, to resolve the land situation, which has been the cause of certain tensions and to avoid any misunderstanding, an identification of the concession has been conducted, in close collaboration with the state, the Ministry of State Domains and Land Affairs (MINDCAF), through the Local Land Registration Department, as well as the local communities involved.

The Government of Cameroon established a taskforce to investigate the land situation at Socapalm. Recommendations were made to the taskforce concerning the density of the concession borders and the current concession situation through participatory mapping. These operations were conducted on all Socapalm sites after sensitization of neighboring communities by local administrative authorities and with the participation of community representatives. Following this work, the cadastral reports relating thereto were returned to neighboring communities and transmitted to the MINDCAF taskforce for use.

The different reports highlighted encroachments by both parties so another taskforce field visit took place with the objective to meet the neighboring communities again. Based on the report of this last field mission concluded in September 2022, the taskforce is currently proceeding with the necessary arbitration. In the long term, this new mapping of the land situation will result in better relations between the communities and Socapalm and a revision of the area under Socapalm's lease.

¹⁸ socfin.com/dashboard



3.3.2

Compensation for land occupation

When we choose to rent a concession from the government, we are aware that the land concerned is often abandoned, and even though it belongs to the government, the local communities have often used it for several years.

Compensations are therefore provided for these specific situations and are paid as indemnity to the communities that planted food crops on the land. In most cases, the amount of these compensations is set by local legislation with great accuracy.

3.3.3

Our commitment to respecting the rights of the communities: FPIC

We have always respected the rights of indigenous populations and local communities to give or withhold their consent to all operations affecting the land or resources they are legally, communally, or customary entitled to.

Practically, when starting a new development project, environmental and social impact studies are always carried out. They comprise environmental and social impact plans, impact mitigation measures, a community development plan, and a stakeholder engagement plan, all are an integral part of the occupancy agreement with the government and the communities.



In Cambodia, the company protects more than 560 hectares of land identified as sacred sites.

Simultaneously, in our responsible management policy, we have formally committed to apply Free, Prior and Informed Consent (FPIC¹⁹), a concept legally supported by the UNDRIP²⁰ (United Nations Declaration on the Rights of Indigenous Peoples) before every operation impacting land, with as objective to minimize as much as possible any negative impact on local communities.

We do not start any new development unless this process is finalized (or in case of a non-resolved conflict for particular areas, unless of course it ensures that an appropriate conflict resolution process is started and approved independently by all stakeholders).

Our commitment to the RSPO certification of our African subsidiaries, including adherence to the principle of FPIC, is an additional guarantee of the proper implementation of this concept on all our sites.

3.3.4

We encourage community dialogue

Our neighboring communities participate in dialogue platforms organized to structure community relations. The particularities of each community are recognized, and particular attention is given to each and every one.

In the case of a land conflict, for example, we discuss transparently and openly with the stakeholders concerned, at a local, national, and international level to resolve the situation.

All complaints are recorded and documented, and we do our utmost to settle all grievances in due course.

3.3.5

Implementation of a grievance management system

At Group level, we have developed an external grievance management system with the support of EF (see 1.8.5. above). Additionally, each site has developed its own external grievance management system in order to resolve each grievance or complaint as quickly as possible in full transparency and collaboration with all stakeholders.

3.3.6

Protection of indigenous populations

Two indigenous population groups live in the vicinity of the Group's operations: the Bagyéli Pygmies²¹, close to Kienké (Socapalm, Cameroon) and the Bunongs²² in Cambodia.

In our responsible management policy, we committed to respecting the rights of indigenous communities by complying with the articles in the United Nations' Declaration on the rights of indigenous population groups.



In Cambodia, the Office of the United Nations High Commissioner for Human Rights supports the activities towards the Phnongs and regularly monitors the suitability of actions taken.

¹⁹ rspo.org/resources/free-prior-and-informed-consent-fpic — ²⁰ en.wikipedia.org/wiki/Declaration_on_the_Rights_of_Indigenous_Peoples

²¹ socfin.com/en/locations/cameroon — ²² socfin.com/en/locations/cambodia



In Cameroon, the Bagyéli pygmy community of about 70 people, spread over 5 villages, lives close to the Kienké site about 15 km from Kribi.

On a daily basis, the company is trying to improve the integration of the Bagyéli Pygmies and to improve their livelihood by facilitating access to education for the youngest. Simultaneously, training and awareness campaigns are aimed at the eldest to enable them to put in place preservation measures for their forests: protection of ecosystems and HCV areas.

In July 2021, the community entered the triparty dialogue platform set up with the Government of Cameroon 4 years ago. They attended the first meeting on 15 September 2021.

An exchange and dialogue framework was also established with the support of the NGO BACUDA (Bagyelis Cultural Development Association), Socapalm is committed to offering long-term support (water, etc.) and implementing the citizenship project driven by Socapalm in partnership with the NGO BACUDA and the district mayor. The main goal of this project is to help the pygmy communities to complete the administrative formalities essential to each citizen of Cameroon: obtain birth certificates as well as Cameroonian identity cards...

Thanks to these formalities, the communities will have easier access to a job, whether with Socapalm or with other regional employers.

In 2022, more than € 4.1 million was spent.



The Koungué populations at Lac Ossa, whom I represent, would like to thank Safacam for their continuous efforts to improve the living conditions of the village populations through the implementation of several projects of vital importance.

We benefited from the supply of drinking water, access to electricity, maintenance of our roads and tracks. But also, financial and logistic support at the organization of our happy or sad events.

Often, our populations prefer to turn to partners such as Safacam to solve their problems.

We hope this partnership will continue to be successful!

His Majesty Antoine Sahba, Koungué Lac Ossa Village Chief, Cameroon



3.3.7

Our specific commitment to the communities' long-term development

Particularly within the framework of our community engagement plans, although not exclusively, **various projects are carried out with and for the communities.**



△ Rehabilitation of Songueland Public School, Safacam, Cameroon



Cameroon

Local support



Since the arrival of the Social and Community Development Officer in 2019, a climate of peace and serenity between Safacam and our community has been created and strengthened.

Moreover, we have noticed a considerable development of our village thanks to Safacam, who became our partner. This resulted in the construction of infrastructures within the village such as a water tower, a meeting place, annual road maintenance, financial and logistic support in the organization of our different events (soccer tournament, watchdog committee, support of disadvantaged young pupils).

We are grateful to Safacam's general management for their clear determination to maintain a climate of "confidence and good will" for the achievement and success of a serene relation with the Koungué Somsè village.

Guillaume Nyobe, Secretary of the Development Committee of the Koungué Somsè village, Dizangué, Cameroon

3.3.7.1

We contribute to energy and water supply in community villages

Improvement of public services (water, electricity, and telecommunications) is a frequently raised issue, which requires the involvement of local authorities, energy carriers and suppliers. The distance from certain villages to the main urban centers deprives many communities from public services.

To bridge this gap, the Group supports their requests to be connected to either government or private electricity grids and in certain cases finances the connection of these isolated communities.



€ 386 000 was spent on water, electricity, and telecommunication connection in the past year.



△ Donation of a borehole, Riparian village, SRC, Liberia



Liberia



My role as Community Relations Officer is very important, as it frames the dialogue with our external stakeholders.

During our meetings, we give information about the company, but we also listen to their needs and propositions for community projects. For example, we construct between 5 and 10 water points every year and in the long term we aim at supplying 42 neighboring communities with manual water pumps. We also maintain community roads in the neighboring town, donate construction material, food supplies...

We also support scholarships programs at certain universities.

Joekpele Morris Saah, HSE and Community Relations Officer, LAC, Liberia

3.3.7.2

Our policy to support youth education

We are dedicated to improving the availability and quality of the schools in the regions where we operate.

The public schools situated in and around the sites are open to children of employees, temporary employees, contractors, and local communities, in so far as public infrastructure allows it.

Together with local communities and local authorities, support to public services is often provided to improve youth education: € 202 900 was spent on schools surrounding the sites in 2022.

To ensure the longest possible schooling of the children from these remote areas, we also provide scholarships for the most meritorious pupils and assist in the renovation of buildings when needed.



64 495 pupils attended these schools in 2022, and among them, 22 296 pupils are children from the local communities, or more than 35% of the total number of pupils.



Liberia

Scholarships



I supervise the development and administration of human resources as well as LAC's school system.

In 2022, we had about 7 000 pupils. Those in the higher secondary level normally write their West African Examination, the WASSCE, 99 pupils participated in this exam and all of them passed, meaning that they are qualified to attend various higher education institutions. And out of the 99, 13 received a scholarship based on merit from LAC. Each student can follow a course to obtain a degree of the first cycle (4 years).

Offering quality education is very important to us, therefore we also contribute to improving the skills of our teachers by letting them attend several trainings.

Harry Attoh, Admin and HR Manager, LAC, Liberia

3.3.7.3

Access to health care for the communities

Considering the remoteness of certain regions where we operate, we provide medical care, both preventive and curative, at an affordable price, to the local population living in the immediate vicinity of the site (but not employed by the company).



At the request of communities and as part of our community engagement plans, we have also, at certain sites, offered logistic support, renovated and/or constructed and donated health centers to the communities: Socapalm, Safacam, SOGB, Socfin Cambodia, etc.



Nigeria

Health services



Our health services are accessible to all employees and members of the neighboring communities as there is no good health system available in the region.

Dr. Matthew Omoregbe, Resident Doctor, Okomu clinic, Nigeria

For more details on the operation of our medical infrastructure, we would like to refer to chapter 3.4.4 below.



▲ Donation of a health center, SCC, Côte d'Ivoire

Testimony



HERMAN DEGEZELLE
Chairman and Gynecologist of the NGO REVIVE, Belgium

Good day Herman and thank you for this interview. Why did you establish the NGO REVIVE?

I travelled a lot in Africa, Europe, and Asia, always with a group of doctors and we have witnessed and noticed the need to help these population groups. That is why we started with REVIVE in 2007. In the beginning, we were part of a bigger German NGO "Interplast Germany", subsequently we went our own way and created REVIVE. We wish to treat and operate free of charge the people who do not have the necessary financial means.

What is the mission of REVIVE?

REVIVE performs surgical operations on people who do not have the possibilities or required financial means to get an operation.

REVIVE also carries out consultations for dentistry, gynecology, dermatology, ophthalmology but here at SOGB, we do surgical operations and gynecological consultations, to the benefit of the neighboring communities.

How do you select the patients that will receive your support?

Firstly, the hospital we partner with does a pre-screening of the patients to operate. When we arrive, we make another selection of potential patients for an operation. And then, we can start with the first consultations. In any case, all selected people are seen by an anesthetic, surgeon and sometimes a GP.

As SOGB already has a doctor on site, it does not need a consultation mission.

Why do you come to SOGB?

At the request of SOGB, we have assessed the situation as we wanted to help the people who need it the most, in other

words, the ones who do not have the financial or practical means. During a first mission in November 2021, we then noticed that the neighboring communities do not necessarily have access to specialized care and that we could offer that at SOGB's hospital. This is how the SOGB project started.

How did the 2nd mission at SOGB go?

We performed 17 additional operations compared to the previous year, a total of 78. We were a big team of 10 people, and we transformed an additional adjacent room into an operating theatre so we could perform more operations at the same time. We treated hernias, performed C-sections, did hysterectomies with women who suffered from fibroids. We also operated on children.

Will you return to SOGB every year?

Yes, we would like to return at the same time each year, in the beginning of the year. Even two times if the need is there.

What do these missions offer you personally?

The fulfillment of helping people in need. It also allows us to still have a life, even though we are retired. We are still capable of travelling; this allows us to put our skills to the use of people who need them. It is great to see people happy and relieved thanks to our work. I would like to remind you that we do this voluntarily and at our own cost.

And what is the importance of your intervention?

If we did not do it, the people would not get a solution for their sufferings. So, we want to help them and thanks to REVIVE, we can!

Herman DeGezelle, Chairman and Gynecologist of the NGO REVIVE, Belgium (left on the picture)



3.4

Our social commitment to our employees and respect of their human rights

As formalized in our commitments described in the beginning of this chapter, **we are committed to providing a working environment that promotes our employee well-being by offering them the social protection and security they are entitled to.** This is described, among others, in our code of conduct and policies, which further underlines our adherence to ethical standards and compliance with applicable local laws.

To strengthen and regulate our social commitments, we have based our labor and human rights policies on the standards set out in the SA 8000 guidelines, the RSPO principles and criteria, ILO conventions and the UN's Universal Declaration of Human Rights (United Nations). When national legislations, standards and conventions refer to the same subject, we apply the provision most favorable to our employees.

Furthermore, we strictly commit to freedom of association and non-discrimination and ban forced and child labor. We also guarantee fair treatment and decent housing to our employees.

3.4.1 Social protection of our employees

3.4.1.1 Labour law compliance

In addition to our own social commitments, we strictly adhere to all local, national, and international laws and regulations relevant to our sector concerning pay and employment conditions: compulsory legal deductions (such as pension contributions), working hours, overtime, leave entitlement, maternity leave, notice periods, allowances, retirement, etc. Additionally, we also offer social advantages such as food at a price subsidized by the company or zero interest loans.

We ensure that each employee is fully informed about the applicable conditions of service and general regulations during the recruitment process.

Moreover, only subcontractors that have been positively assessed by labor inspection can enter into an agreement with us. They must also sign the code of conduct and accept in writing to submit to the audits performed by the "compliance officers" (in charge of compliance).

Obviously, the retention of employee identification papers or travel documents, or any other type of bond is strictly forbidden. Labor inspection conducts regular audits to assess compliance with labor laws.

3.4.1.2 Social contributions

All our subsidiaries strictly comply with the social laws of their host countries. The obligatory pension and accident cover contributions are transferred to the official social security bodies.

In certain countries, with the employee's authorization, union contributions can also be directly deducted from the salary and transferred to the union of a worker's choice.

3.4.1.3 Union membership and freedom of association

We ensure the right of all personnel to form and join the union of their choice and to bargain collectively.

All employees are informed about these rights and each subsidiary has a Collective Bargaining Agreement (CBA) in place, approved by all stakeholders.

Employee union membership is estimated at 74%. Union representatives are chosen during union elections. All meeting reports are locally available for consultation.

Labor relations on our sites are good and no incident was reported where the right to exercise freedom of association or to collective bargaining has come under threat.



Cameroon



I am "PAPADI", as my close friends call me. I was born in 1964 in Elog Lom, a neighboring village located at 11 km from Ferme Suisse (Edéa), and I have worked for 36 years at Socapalm. Currently, I am a Cashier at the Edéa site.

I was forced to stop my studies after my father passed away and had to start working at a young age. After a 6-month contract in the Bakassi region, I decided to settle in the Kienké region with my oldest brother, where I started to tutor the children of Socapalm employees. My timing was perfect as soon after, the site manager launched a recruitment campaign, I heard about it, applied, was hired and that was the start of my modest career at Socapalm. Two months later, I was promoted to head of the oil mill secretariat and the palm and palm kernel shipments and 8 years later, I became cashier, a position I still hold today.

My 28 years of experience as cashier, within several sites, made me the wise worker I am today.

One of the things to remember is my election as chairman of the Board of the Staff Insurance Fund at Socapalm's Mbongo site (MUPERSOC), a position that allowed me to set new challenges and to assess my managerial capacities. This is my opportunity to thank the Mbongo staff, who elected me for 9 consecutive years at the head of MUPERSOC, and to give a nod to the manager, thanks to whom we transformed this fund into the reference for all other Socapalm insurance funds.

The advice I would like to give my young colleagues is: there is business and pleasure, appearance and reality, each of you can make a choice. It is equally important to understand that there is no such thing as a small salary, I encourage them to prepare for retirement from the first salary.

On the verge of my retirement (January 2024), I **have a sense of accomplishment and a clear conscience.** I launch a heartfelt tribute to Socapalm for these 36 years of service without any wage arrears.

Dieudonne Pam Pam, Cashier, Edéa, Socapalm, Cameroon



3.4.1.4

We encourage the professional integration of communities

If they are equally qualified, the Group encourages employment of members of neighboring communities.



In Sierra Leone, SAC site is established around 53 community villages and 93% of its employees come from these villages and still live there.

3.4.1.5

All our employees receive a wage above legal minimum wage

At each subsidiary, we apply a salary policy in compliance with local legislation and even exceeding that.

The current wages correspond to a salary grid fixed by local legislation and are completed by a collective bargaining agreement and/or a company agreement specific to the agricultural sector, depending on the country. The monthly gross minimum wage paid by the subsidiaries is set by these legal documents and strictly respected and equal for men and women, depending on experience, education, and equivalent position.

3.4.1.6

Within the Socfin Group we strive to create an equal and fair workplace encouraging diversity

We are committed to working daily to eliminate any form of discrimination related to gender from our workforce but also from the workforce of our subcontractors and this from the recruitment and appointment process.

In 2022, our direct employees consisted of more than 5 200 women and 23 900 men. In 2022, women thus represented 18%, the same as in 2021 and 2020. On the total number of direct and indirect employees, **they represent more than 25% of the workforce.**

Each subsidiary makes efforts to further integrate women in the workforce in the best possible way, Camseeds (specialized in seed research and production) in Cameroon has the best gender distribution with 45% female employees, followed by our companies in Cambodia (41% for Socfin-KCD and 37% for Coviphama) and Nigeria with 33%.



Sierra Leone



We are committed to do our utmost to avoid discrimination against women. Our operational sites have therefore put in place internal policies and organized workshops and awareness sessions on the topic.

Each year, more women are represented in our staff: in 2022, 220 women out of 1 254 supervisors and managers, or 18% such as in 2021, compared to 15% in 2020.

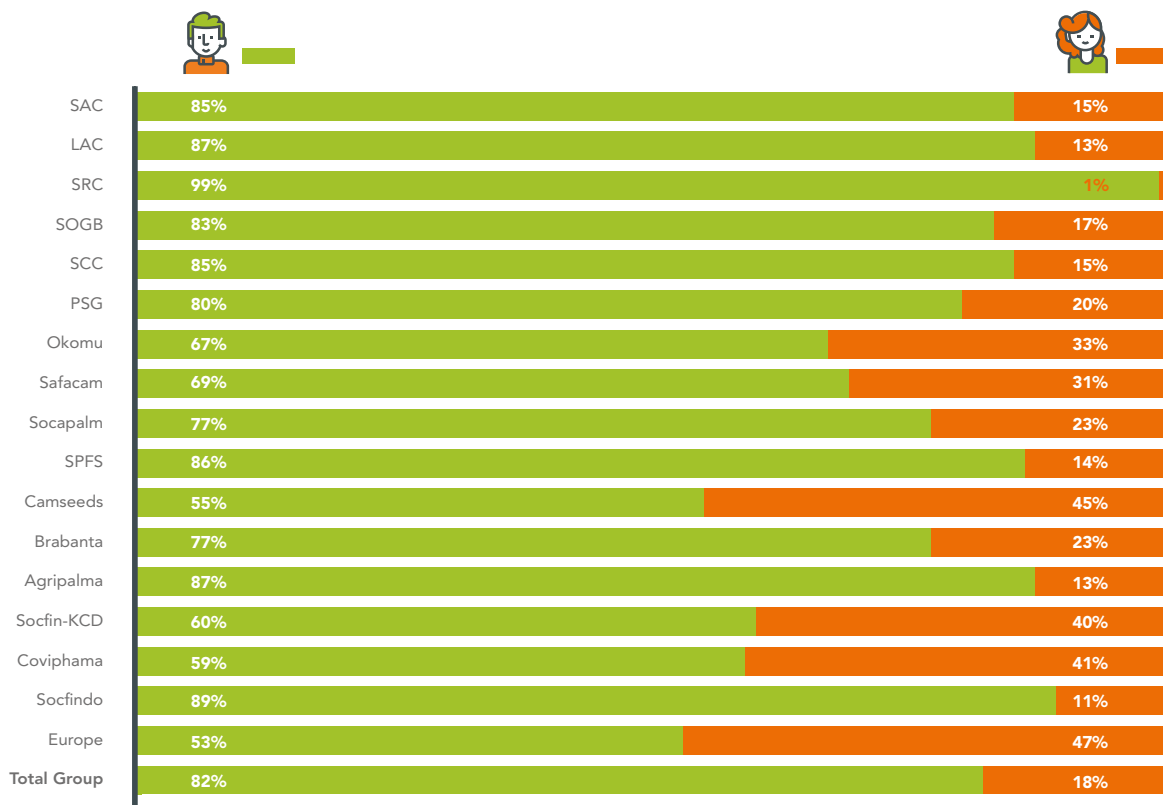


I am delighted that SAC created a Gender Committee to ensure that employees, whatever their gender, are treated fairly and equally. The committee ensures that all voices are heard and offers a platform for discussion, I am convinced that this committee will contribute to the enhancement of a respectful and encouraging atmosphere.

Moreover, the committee advises management on actions that can further improve gender equality at the workplace and the creation of a more diverse and inclusive environment for all. As Chairperson of the committee, I am very pleased with the progress that is being made at SAC.

Tidankay Vlottes, Management Secretary and Chairperson of the Gender Committee, SAC, Sierra Leone

Workforce distribution by gender by plantation in 2022 (direct employees)





In Cameroon, in November 2022, our subsidiary Socapalm organised a medal of honour ceremony to recognise and congratulate employees for their years of dedicated long service to the company and its development. This ceremony took place for all its sites, under the high patronage of His Excellency the Minister of Labour and Social Security of Cameroon, Mister Grégoire Owona, in a festive and emotional atmosphere:

- 703 silver medals were awarded for 10 years of service
- 320 vermeil medals were awarded for 15 years of service
- 161 gold medals were awarded for 25 years of service

These medals also give the recipients the opportunity to move up in rank and thus have a real impact on their remuneration. Through this action, Socapalm is committed to the development and recognition of its employees.





Côte d'Ivoire

Gender equality



Alexise Lokpo Lago, single and mother of 3 children was hired by SOGB as Supervisor in the Smallholder Department in 2019.

What does the work of a supervisor consist of?

The work of a supervisor consists in supervising and supporting smallholders so that they can efficiently manage their farms: ensure they produce good quality rubber for a long period while improving their livelihoods. In summary, I can say that we are agricultural advisors.

How did you become a supervisor and what do you think of the representation of women in this job at SOGB?

As my other colleagues, I took a qualifying course financed by SOGB. This training consisted in teaching us how to use our work tools and how to facilitate outreach groups. You need agricultural knowledge before you can be an agricultural advisor.

At the moment, there are only 2 women out of 81 supervisors at SOGB. I work in the Grand-Béréby area and the other lady works at Méagui. Needless to say, that this proportion is insignificant.

Exactly, what is your opinion on the position of women at SOGB?

Even if there is still some work to be done, I honestly think that women at SOGB occupy an increasingly important place. Currently, there are women at almost all management levels and in all jobs. We have female section heads, department heads, female tappers, in the Workshop Department, etc. Women are everywhere and that is a good thing, I think this trend is irreversible because women today have overcome the prejudices.

What prejudices do you mean?

You will agree with me that not long ago, we talked about male professions, that the place of women

was at home, that women were not made for this or that, etc. Well, nowadays, this classification of women happens less and less as we have proven, and we continue to prove, that we can do everything. **The only difference is courage and determination.**

Supervising smallholders is a big responsibility, how do you carry this responsibility that SOGB has given you?

It is a fact that supervising smallholders is a big responsibility that I carry each day. There is no such thing as magic, only work can liberate a human being, whatever your gender. I am grateful to this company, and I think that within an outstanding company like SOGB, those who hold a position with responsibility have earned their place.

Tell us more about your work in the field. How do you feel in relation to the men?

It is true that in the beginning of my career, I was a bit stressed for the unknown, but later, this fear disappeared and now, 4 years later already, I do my job in peace. I do not have a particular feeling about my colleagues, I do not have a complex about anything, on the contrary, I am proud to do the work they do. **We are equally treated by our superiors, there is no favoritism, and it is better like this.**

Are you not afraid to be alone in the plantation with only men?

No! I am not afraid at all, as I have never had any issue with the farmers that I supervise nor with my colleagues. Moreover, I am never alone in the field, we work in pairs, and I must admit that with time, the smallholders and us, we are like a family. We are there to help them improve their yields.

You previously mentioned that you have 3 children, how do you organize yourself since you start work early in the morning? Does that not create any problems?

I am very lucky to have a nanny that helps me. When I finish at 14h, I go home and take over. It is true that it would be better if I could stay with them permanently, but I have other responsibilities and they understand that. Thank God I do not have any problems with that, and all goes well.

We are already at the end of our interview, what would you like to say to all the young women like yourself about the position of women in society?

I would especially like to address the young women at SOGB that there is nothing like a woman who assumes responsibility as head of the family. **Women have the same power as men, and we can fully support ourselves without having to wait for a man,** SOGB gives everyone the same opportunity and we all take it to build a dignified life. Our greatest asset is our work, I thank you.

Alexise Lokpo Lago, Supervisor at the Smallholder Department, SOGB, Côte d'Ivoire



3.4.1.7

We encourage integration of young people in the working world

In 2022, youngsters – aged between 18 and 29 years – represented 15% of our workforce. Most internships and job requests come from young people living on and around the sites.

Priority is given to people from the local communities in the vicinity of the sites.



△ Employee, Eséka, Socapalm, Cameroon

3.4.1.8

The Socfin Group applies a zero tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions

All employees are obliged to raise concerns and report any incidence of such behaviour. When such an incident takes place, appropriate disciplinary action is taken immediately, including dismissal.

We take specific measures to reduce the potential risk of harassment:

- Raise awareness with all employees and suppliers about our violence and harassment policies;
- Organise regular awareness campaigns for workers, communities and subcontractors (including the security teams) on the policies and grievance management systems;
- Organise specific awareness campaigns on human rights with the various groups in charge of plantation security;
- Set up discussion platforms on violence and harassment;
- Strengthen anonymous grievance procedures;
- Raise awareness with women during family planning campaigns;
- Raise awareness and offer specific support to the “women associations” within the plantations, etc.

Based on the recorded incidents, harassment does not appear to be a widespread problem, however, we recognize that this might not reflect reality. Indeed, many cases may not be recorded due to unwillingness or fear to report incidents, even though every employee has the right to report a concern or lodge a complaint in good faith, without reprisal or threat of reprisal.

These last years, particular efforts were made to create a climate of confidence amongst the potential victims through the creation of Gender Committees, that allow for discussion of these sensitive topics and encourage statements of vulnerable people who could have been victims of harassment from employees or subcontractors, whatever the nature, and this at the level of employees or people from the local communities.



3.4.1.9

Our internal grievance management system

Currently, all sites have written procedures for communication and negotiation between the employer, employees, and legal representatives, for complaints as well as for grievances.

These procedures are described in the subsidiaries' official documents and communicated to staff by their representatives, but also through notice boards, newsletters, and radio jingles (LAC radio, for example).

Employees have various means to express their grievances, including anonymously. The communication channels may differ from one country to another taking into account local reality and available means. During periodic meetings between management and staff representatives, these complaints are discussed, and a formal reply or solution is prepared. Employees are represented by their union delegates and covered by a CBA.



△ Grievance box, LAC, Liberia

3.4.1.10

We support our employees by meeting some of their financial needs

Because of the absence of a banking system in most of the isolated regions where our companies operate, we grant interest-free loans to our employees enabling them to:

- Acquire means of transportation: bicycles, motorbikes, etc.;
- Organise personal events: death, marriage, etc.;
- Pay school fees and university studies;
- Construct private houses, etc.

In 2022, more than € 5.2 million was lent to the Group's site employees.

Based on a long-term vision on regional development, we encourage major banks to set up branches in the vicinity of the sites, facilitating our employees' access to the banking system. In the long run, this accessibility allows for bank transfers of remunerations and consequently safeguards the employees' personal savings.



At the Socapalm Kienké site, in Cameroon, a partnership was forged with SCB bank, which opened a branch close to the site offices during 2022. Accessible to all, the bank opens 1 or 2 days a week and the ATM is available 24/7. This pilot project is set to be extended to all other Socapalm sites; a project is already in the pipeline at Dibombari.



△ SCB bank branch, Kienké, Socapalm, Cameroon





△ Employees, SAC, Sierra Leone

3.4.2

Our key human resources data

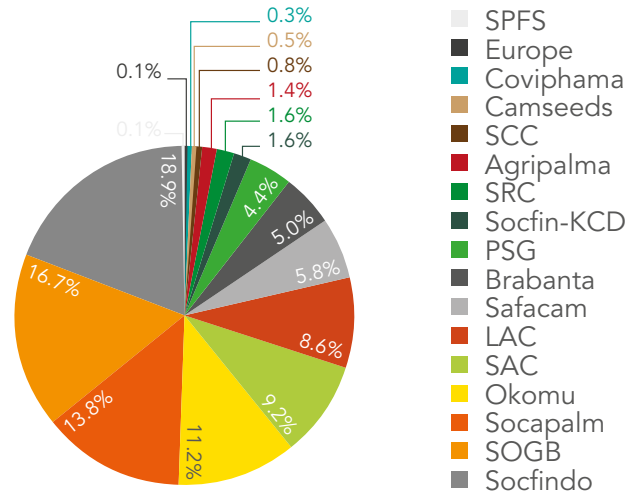
On 31 December 2022, we had **53 217 direct and indirect employees** (compared to 51 623 in 2021).

On certain sites, we rely on contractual labor to meet seasonal labor needs²³. These workers are made available for the sites through specialized companies. When these workers occupy permanent positions within the company, they are progressively integrated in the company permanent workforce.

It is important to clarify that, because of the activity's seasonal nature, certain contract workers (mostly harvesters) follow the production peak and subsequently move towards other seasonal crops. Consequently, this labor is generally not settled.



Workforce distribution (direct and indirect) by plantation (2022)



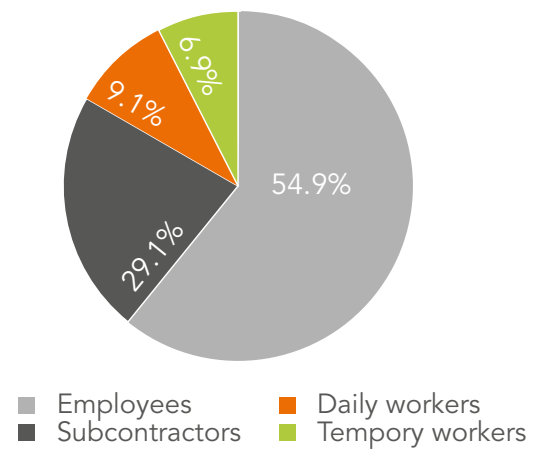
53 200 jobs

Even though these job opportunities are received very positively, certain sites are confronted with an extremely high turnover. This can be explained by the lack of working experience of certain indigenous employees.

A short-term vision results in many of them leaving the company as soon as they have received a few months' salary. A challenge we try to resolve by considering and accepting cultural differences.

The Group's overall turnover rate in 2022 is 14.95% compared to 12.78% in 2021.

Direct and indirect jobs by status (2022)



²³ Please see the table with key figures attached to this report for more information.



Cameroon



After 36 years at Socapalm, I retired on 19 April 2022, I started as part of an academic internship, and I ended up at the palm oil lab in Dibombari in January 1986. I was sent by my school ENSIAAC (National Advanced School of Food Technology in Cameroon).

As a result of my suggestions, the technical manager at the time hired me and I was appointed as head of the palm oil laboratory at Dibombari, a position I held at various Socapalm sites. After a brief stint at the technical management at Douala harbor, I ended my career as Deputy Mill Manager.

The keys of my career lie in efficiency and conscientiousness, compliance with instructions, proper stress management, honesty and definitely teamwork. The reasons for my long career at Socapalm were mainly the career development opportunities and the guaranteed and constant salary.

Antoine Chuanga, former Deputy Mill Manager, Dibombari, Socapalm, Cameroon

▼ HSE Team, SAC, Sierra Leone





▲ Fire and first aid training, Safacam, Cameroon

3.4.3

Occupational safety of our employees, a priority

3.4.3.1

Our occupational health and safety policy

ISO 45001



The Group's occupational safety management system is based on the ISO 45001 standard. The main goal of this standard is to support and promote best practices related to occupational health and safety, consistent with socio-economic needs.

For our "palm operations" that are not yet ISO 45001 certified, RSPO certification will guarantee the necessary verification for Occupational Health and Safety (OHS) compliance of operations through the relevant RSPO criteria (criterion 6.7).

All sites have formalized these commitments in policies (updated continuously). Their commitments comprise: prevent accidents and health damage, continuous improvement of OHS management and OHS performance.

As the health and safety of our employees is one of our key priorities, more than € 1.7 million was spent in 2022, such as in 2021.

Occupational health and safety committees for risk prevention

We strive towards preventive risk management. In this regard, the OHS committees play a crucial role and work closely together with local management. It is their mission to:

- Advise and propose rules to management on occupational accident prevention and occupational illnesses;
- Stimulate and verify the proper functioning of the occupational health and safety system;
- Organize regular training sessions on OHS.

Risk analysis for better prevention

On all sites, and in compliance with local laws, and RSPO, ISO 45001 and other standards' requirements, we have called upon specialized offices to perform a risk analysis of our operations: agricultural, industrial, medical, and even administrative. The risk analysis defines the organizational measures and required resources to prevent all accidents and protect the employees.

Following these analyses, we develop action plans to be implemented to protect staff, equipment, populations, and the environment.

While most working accidents on the sites are minor, work-related fatalities can unfortunately occur. Every incident is treated with the utmost care and is followed by a thorough review of the cause and actions needed to avoid recurrence.


The safety regulations are also mentioned in the "Oil Palm Manual" and the "Rubber Field Handbook", internal manuals that we developed for both sectors of activity.




▲ Safety awareness signboard, Socapalm, Cameroon




▲ Safety awareness signboard, SAC, Sierra Leone






Sierra Leone



First aid



As far as I am concerned, each workplace within the company needs a first aid kit. We can prevent certain complications if there is a first aid kit nearby.

The contents of the first aid kits are important, and as a Medical Administrator, I am pleased to be part of a company who gives priority to employee safety.

**Dr Ian Wurie, Medical Administrator,
SAC, Sierra Leone**

3.4.3.2

A policy supported by adequate certifications

RSPO certification of our palm oil producing sites



We wish to confirm and regulate our commitments and OHS policy towards our employees and have therefore started the process of obtaining RSPO certification for all our African palm oil sites, as our Asian subsidiary has been certified since 2015. At the end of 2022, 91% of our oil mills were certified and at the end of January 2023, our certification rate

had increased to 96%; the last mill will obtain certification in 2023 (Cfr section 1.8 above).

This comprehensive certification integrates a set of Principles and Criteria²⁴ linked to social, environmental and sustainability aspects, the “people” Principles and Criteria, 4, 5, 6, concern both our employees and the local communities.

²⁴ rspo.org/principles-and-criteria-review



▲ Safety training, SAC, Sierra Leone

3.4.3.3

Staff training and sensitization

We are committed to offering a stimulating working environment full of opportunities. Therefore, each subsidiary has put in place a training program to encourage the professional development of staff. Most of our employees attend a professional training course each year.

In 2022, the number of trainings organized in the sites increased by 8% from 18 530 in 2021 to 19 923 (18 439 in 2020).

We are talking about professional training, induction programs and toolbox meetings for a total budget of € 509 700.

Training and sensitization					
Sites	2020	2021	2022	Δ 22/21	Hours 2022
SAC	3 163	3 425	3 188	-7%	1 555
SRC	28	7	3	-57%	6
LAC	208	249	296	19%	56 644
SOGB	1 866	2 311	1 858	-20%	1 932
SCC	38	219	339	55%	398
PSG	1 343	2 058	1 095	-47%	15 169
Okomu	3 841	3 129	5 736	83%	5 140
Safacam	1 406	553	661	20%	13 563
Socapalm	2 299	4 460	4 771	7%	3 590
SPFS	0	8	1	-88%	16
Camseeds	0	119	198	66%	143
Brabanta	708	711	332	-53%	562
Agripalma	2	120	510	325%	334
Socfin-KCD	49	64	56	-13%	2 345
Coviphama	22	35	27	-23%	1 127
Socfindo	466	1 062	852	-20%	19 258
Socfin	15 439	18 530	19 923	8%	121 181

Upon employment

At Group level, we have developed a procedure called "Health-Safety-Environment Induction" describing the welcoming process and employee training (newly hired employees or subcontractors). This procedure provides the minimum information that needs to be contained in the induction booklet for employees before they have access to their workplace or job. The procedure is implemented after adaptation to the local context of each site.

Continuous training

We have adapted our training programs to the various departments' needs and to the identified risks.

Each local QHSE (Quality, Health, Safety and Environment) officer is charged with the implementation of training and sensitization programs, in close collaboration with the local OHS committee, of which this is a key task.

Certain training sessions are long (several days) whereas others, called "toolbox meetings", are shorter and more repetitive. These last ensure that employees stay focused and prevent that routine makes them forget about basic protection measures.

Responsive training

In case of an accident, the causes are identified, and the results of the analysis are transmitted to the OHS committee. A staff sensitization will then take place to reduce the occurrence of similar accidents in future.

A first aid training program was launched, prompting the sites to create "first aid" posts where deemed necessary.

Continuous professional development at LAC

MOMOLU S. JOHNSON
LAC Hospital Administrator, Liberia



“ **Medicine is not static; it is dynamic and evolves constantly.** ”

Can you introduce yourself and describe your experience?

I have worked at LAC hospital for the last 8 years, we have had many challenges and successes, of which some led us to winning 2 awards.

Indeed, on 8 December 2022, the West Africa Media Network (WAMN) awarded 2 prizes to LAC hospital: the award for Outstanding Medical Doctor of the year 2022 and the Outstanding Hospital Administrator of the year 2022.

According to WAMN, the award for hospital Administrator of the year was granted because of my professional skills, my relationship with the employees and my efficiency in doing my responsibilities. They carried out a survey and conducted an opinion poll and it is the Administrator of LAC hospital that came out victoriously.

Can you tell us such an award has done for you?

Since we received these awards, our database for internships went from 4 to 8 schools. **These schools did some research and discovered that LAC hospital has almost become a university hospital.**

The fact that I was nominated as hospital Administrator of the year did not come to me on a silver platter, but rather because of the hard work and the support of management. **Proposals for staff training, equipment maintenance among others were always approved.** We will like to extend our thanks and

recognition to all the hospital staff, it is through the support from their hard work, motivation, and their dedication to the hospital that earned us these awards.

Previously, the hospital received 3 000 patients every month and currently, we receive 4 500 every month, a considerable amount indicating that LAC hospital does not only treat patients living on the LAC plantation but from all regions of the country.

So, we wish to encourage the Government of Liberia, through the Ministry of Health, to continue staff capacity-building, as it is thanks to that, that we have been able to reach this level.

Medicine is not static; it is dynamic and evolves constantly. **Each year, new diseases and solutions appear, it is therefore prudent to always strengthen our staff capacities.**

Momolu S. Johnson, LAC Hospital Administrator, Liberia





Gender awareness week at PSG - educational talks

BAABA MENSIMA APPIAH and ENOCH DANSO
Chairman of the Gender Committee and,
Organizer of the Gender Committee, PSG, Ghana

Can you introduce yourself and describe your experience?

In October 2022, PSG’s Gender Committee organized an awareness program on gender equality. The committee – in collaboration with the PSG clinic and HSE team – raised awareness about Sexually Transmittable Infections (STIs) and family planning.

We chose “STIs and family planning” as theme for 2022 because we have realized that the STI statistics in this region in Ghana are very high, as here at PSG. We have therefore seen the need to create awareness with employees on the prevention and treatment of STIs.

The Gender Committee visited all plantation sites to reach the greatest number of employees. The medical assistant of the PSG clinic gave educational talks on STIs, their prevention, infection, and treatment, as well as practical lessons on how to use condoms correctly.

The committee distributed 1 500 male condoms to employees and handed out t-shirts to employees who made various contributions during the educational talks.

To ensure a good health, employees are invited to have regular check-ups at the clinic. The HSE Department took advantage of the program of gender equality week to raise awareness with women and the entire staff about safety and accidents. A slogan was also presented, namely: “Safe today, Alive tomorrow”.

In general, the program was a success.

Thanks to the reaction and feedback from the clinic, employees feel free to discuss their issues related to STIs while they visit the clinic. The number of STIs has decreased as well.

In 2023, the Gender Committee plans to organize an event in two parts. The committee intends to work together with internal and external organizations for programs and training on domestic violence. The second part aims at gathering feedback by conducting a survey on the impact and efficiency of the Gender Committee since its creation three years ago.

Baaba Mensima Appiah, Chairman of the Gender Committee and Enoch Danso, Organizer of the Gender Committee, PSG, Ghana

OHS sensitization at Okomu

DR. MATTHEW OMOREGBE
Resident Doctor, Okomu clinic, Nigeria



Can you introduce yourself and describe your experience?

We are committed to meet the health care needs of our employees and their family members in the company’s clinic. And, thanks to our regular OHS awareness campaigns, we notice a considerable reduction in the number of occupational accidents and infections.

Dr. Matthew Omoregbe, Resident Doctor, Okomu clinic, Nigeria

“ Thanks to our regular OHS awareness campaigns, we notice a considerable reduction in the number of occupational accidents and diseases. ”

▽ Sensibilization, PSG, Ghana





3.4.3.4

We ensure each employee's medical fitness for the job

Employee protection is paramount, and a medical check-up is a tool to guarantee each employee's fitness for the job, not only upon employment but also periodically (while they are employed). This also offers the opportunity to inform the employee about medical-job related risks.

In certain cases, additional medical check-ups are necessary, for employees exposed to specific risks (physical or chemical for example) or for handicapped employees, and pregnant or breastfeeding women.

3.4.3.5

Accident rate

Within the Socfin Group, we have harmonized the definition "accident" on all sites and use from now on the most stringent international standards (OHSA of the USA). An accident is defined as an injury or bodily harm resulting from an incident at the workplace. The sites record all injuries that need treatment beyond first aid.

Consequently, a minor accident such as an insect bite, sprain, heat stroke or a major accident, such as a fatality or snakebite, is recorded in the same way. Also included are accidents on the way to and from work.

We have achieved an average bodily accident rate of 7.63 injuries/200 000 working hours (or 100 employees) in 2022 for our permanent and temporary employees, compared to 11.04 in 2021, or a decrease of 31%, that reflects the positive impact of the trainings and awareness sessions organized on a daily basis by and for our teams.

The DART (Days Away from work, days of Restricted work activity or job Transfer) are recorded since 2018. The DART are accidents that result in absence, or that prevent a worker to do his/her job or oblige a worker to mutate to another function

for one or more days. For 2022, the DART is 5.32/200 000 working hours, compared to 5.32 in 2021. The difference between the accident rate and the DART represents 30% of recorded accidents and are minor accidents (23% in 2021 and 38% in 2020).

Rates need to be compared by site in order to identify the progress made over time and in a comparable socio-economic environment. Accident rates are generally higher on most recent projects, where the lack of employee experience has an impact.



△ Sensitization signage, Okomu, Nigeria

“ We have achieved an average bodily accident rate of 7.63 injuries/200 000 working hours (or 100 employees) in 2022 for our permanent and temporary employees, compared to 11.04 in 2021, or a decrease of 31%, that reflects the positive impact of the trainings and awareness sessions organized on a daily basis by and for our teams. ”



△ Medical team at Mbambou health center, Socapalm, Cameroon

3.4.4

Our employee health policy

We organize and provide quality medical care, both preventive and curative, to site employees and their direct dependents (spouses, children), in the most efficient way for both patient and company, and at our cost.

Free medical consultations for employees are available at all site health centers. When patients are referred to external specialized health centers, part of the costs may be borne by the employee.

Special attention is paid to occupational health issues both in terms of prevention and treatment, in line with local, national, and international laws and standards.

3.4.4.1

Our health staff and infrastructure

We run, among others, three fully equipped hospitals. Our health centers are accessible 24/24 and 7/7 and have an ambulance.

All hospitals are managed by doctors, whereas the health centers are managed by a doctor or a chief nurse.

The outposts are generally located in the site villages. They address the basic health needs of the village population.

Our medical laboratories and pharmacies are run by laboratory technicians and qualified assistant pharmacists. When delivery facilities are available, midwives, who are also in charge of prenatal and postnatal consultations, provide delivery assistance.

In 2022, a budget of € 7.9 million was allocated to the Group's health services.



Health infrastructure (2022)	
Hospitals	3
Dispensaries and health centers	31
Health outposts	59
Ambulances	37

Evolution of health staff in the plantations' health services			
	2020	2021	2022
Doctors	35	37	41
Nurses	163	165	177
Midwives	34	36	33
Other staff	230	235	228
Total	462	473	479



3.4.4.2

Our disease prevention, detection and treatment system

Prevention is our first pillar. All departments regularly organize health talks in the site villages, and as much as possible in the surrounding communities. The objective is to raise awareness with the population on the prevention of common diseases and other medical issues.

The second pillar of prevention is family planning: 75% of our sites' health services offer family planning services which are, at certain sites, organized in collaboration with government and NGO's (ACMS, AIBEF, UNFPA).

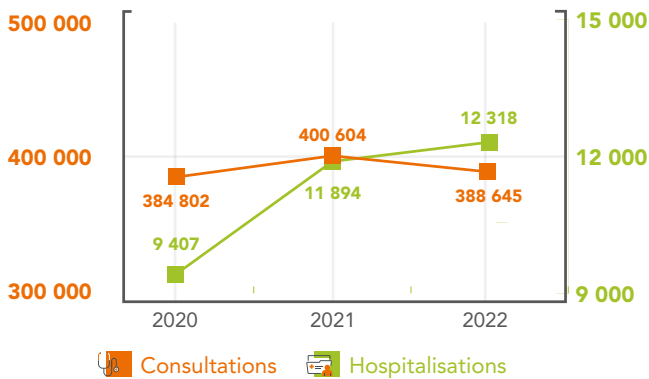
In 2022, more than 388 600 people were treated in the Group's health centers (the graph below comprises employees, dependents, subcontractors, and local population), or a slight decrease compared to 2021.

In an attempt to standardize treatment, all our sites are equipped with clinical and therapeutic manuals and the essential drugs recommended by DWB (Doctors Without Borders).

All health services work closely together with national health ministries for treatments supervised by government. This generally comprises, but is not limited to, HIV, malaria, and tuberculosis. **In 2022, 86 189 patients were diagnosed with and treated for malaria, or a decrease of 3% compared to 2021.**

Our health services are obliged to share their medical information with government and other organizations. At Group level, an analysis of medical data is performed with dedicated software facilitating adequate decision-making.

Evolution of consultations and hospitalisations



△ Medical follow-up, Mbambou, Socapalm, Cameroon

▽ Newborn vaccination campaign, Safacam, Cameroon





3.4.4.3

We are prepared for emergency situations

Basic first aid training was organised at most plantation companies, and they are now starting to organise more practical training.

These training programs, which are a result of the collaboration between the health and HSE Departments, aim at ensuring that trained workers can handle emergency situations on site before the arrival of the emergency service unit.



△ Health Center, SRC, Liberia



Management of the Covid-19 pandemic

After facing the Ebola epidemic in West-Africa (2014-2016), we were confronted with the Covid-19 pandemic in 2020 and 2021. The epidemiological situation varied from one continent to another but also from one country to another and this forced us to adapt our implemented measures and health management system according to the local situation.

Thanks to our business model based on solid social and health structures and thanks to the commitment of our teams, we have succeeded in managing efficiently the health crisis we are facing.

We have been able to rapidly implement an operational program in all regions where we are located by reviving the structures that were put in place during the Ebola epidemic.

Donations of equipment, financial support to local governments and training and awareness programs were rolled out by and for our medical teams, employees, and communities.

Based on the evolution of the situation in each region, we adapted the implemented measures and our internal organization to better protect all our employees and try to contain the pandemic.



△ Handwashing Awareness, Covid-19 Prevention, Socfin Cambodia, Cambodia



Focus on the SOGB's pediatric service and maternity ward





3.4.5

Our education policy for employee children

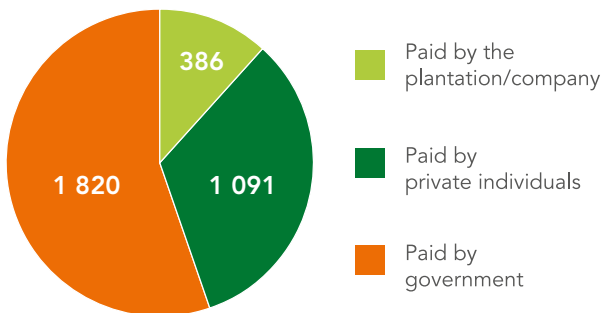
We are dedicated to improving the availability and quality of the schools in the regions where we operate.

As explained in chapter 3.3.7.2 above, public schools are available close to and within the sites. We support these schools financially or logistically, in so far as possible, with renovations, construction of new school buildings and supply of furniture.

The teaching staff deployed in these remote areas is often too limited to guarantee good supervision of the pupils. In this context, we also support the school by deploying additional teachers and by paying them. This year, we noticed that our support slightly increased.

In 2022, 12% of teachers in the schools concerned were employed and paid by the sites, as in 2021. The average teacher-pupil ratio (number of pupils per teacher) also remained stable, at 23.92.

Breakdown of teachers by status (2022)

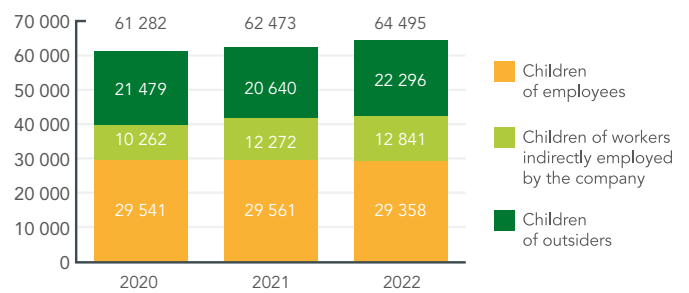


Calculation based on the ratio of each school independently of one another.

In 2022, a total of 3 297 teachers were responsible for the education of the youngest children on the sites, or 106 teachers more than in 2021 (3 191) and 235 more than in 2020 (3 062).

64 495 pupils attended the schools in 2022, or 2 022 more than in 2021 (62 473) and 3 213 more than in 2020.

Breakdown of pupils by origin

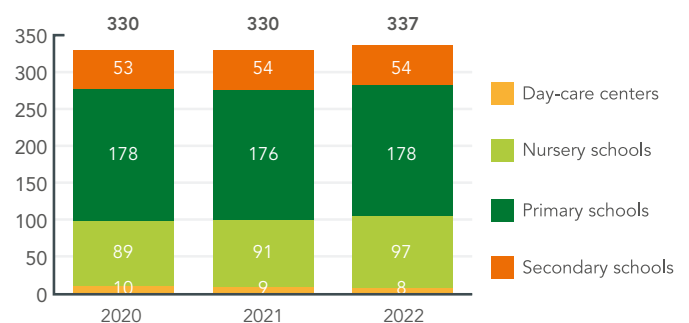


We have reached gender parity as 50% of all these school attending children are girls.

We are aware that in these remote areas the socio-economic situation of the families is often difficult and therefore we offer scholarships to the most meritorious pupils to guarantee the longest possible schooling.

Support to the public school system on and around the sites amounts € 2.7 million in 2022.

Evolution in the number of schools



64 500 pupils

3 300 teachers

€ 2.7 million education budget

Average pupil/teacher ratio 23.92



3.4.5.1

We offer financial support to our employees for their children's schooling

Our employees can take out zero interest rate loans at the start of the school year. With these loans they can buy school supplies and pay their children's school fees.

We also offer scholarships to the most meritorious pupils to encourage them to pursue their schooling.

In 2022, € 1.2 million was donated and almost € 85 300 was spent on scholarships.

3.4.5.2

Children's school transport

On certain sites (SRC, LAC, SOGB, Socapalm and Okomu), a system of school buses is available for children attending school.



△ Pupils, Okomu, Nigeria



△ Pupils, Mbambou, Socapalm, Cameroon



△ Housing, Safacam, Cameroon

3.4.6

Our employee infrastructure

Our goal within the Socfin Group is to ensure a pleasant environment adapted to our employees and their families; let them benefit from the necessary social and health infrastructure and enjoy good livelihood.

3.4.6.1

Within the plantation villages

Depending on availabilities, each new employee is attributed housing within the site, adapted to family composition and job level.

We are committed to ensuring that all employees have decent quality housing. Unfortunately, certain sites are currently facing non-compliances, in terms of housing and overpopulation, inherited from the period before the Socfin Group was in charge. Certain houses are below the Group's standards on decent housing (for example, in Cameroon). To address this problem, which can in some cases date back for decennia, we try to find a solution case by case.



Efforts have been made to rapidly renovate the dilapidated housing units at Socapalm, in Cameroon for several years now and € 2.5 million was spent in 2022.

At Group level, the budget dedicated to construction and renovation of housing was € 10 million in 2022.

This investment demonstrates the Group's willingness to continually improve its housing stock. Here below, we present the details of the work done within the Socfin Group during the past 3 years.

Another objective of the current construction program is, on certain sites, to offer the employees housing closer to their workplace, hereby facilitating their daily commuting. Latrines and kitchens are also constructed so that each employee has his/her own facilities.

Each village, depending on their distance or proximity to certain livelier and more urban centers, has the infrastructure required for village life: schools, health outposts, shops, boreholes, marketplaces, sports fields, bars, etc.

Evolution of renovations and constructions in the plantation villages			
	2020	2021	2022
New housing	434	953	1 067
Renovated housing	721	790	1 341
New kitchens	396	1 027	1 004
Renovated kitchens	360	97	851
New latrines	1 361	1 599	1 515
Renovated latrines	490	152	2 120
New showers	839	1 376	995
Renovated showers	153	100	1 598



△ Employees, SCC, Côte d'Ivoire



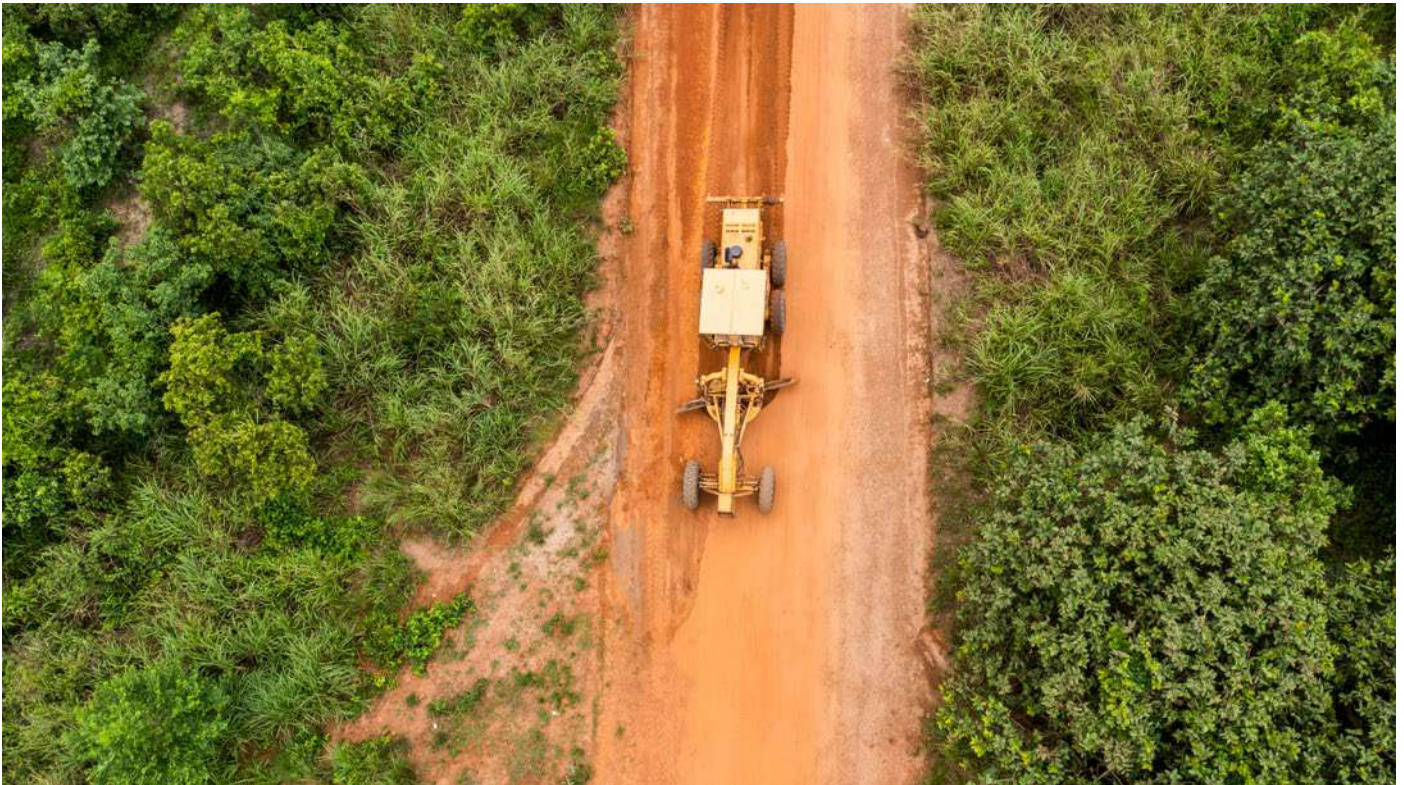
One objective is that each village has, depending on its size, one or more water points in order to meet water supply needs. For the few villages where this is not the case yet, resources will be put in place to solve this without further delay.

Regular analyses are performed to guarantee consistent water quality. When necessary, a chloride treatment is done to ensure water potability.

In 2022, a budget of € 770 600 was allocated to this.

All sites maintain the roads within their plantations. **In 2022, more than € 9.2 million was needed to maintain or build new roads.** Wherever possible, the sites will offer logistic and/or financial support to local authorities in order to maintain the local road network in good condition and facilitate the movement of people in these remote areas.

The electrification of remote areas is another challenge. Often, electrification is limited to capitals and major cities and does not reach rural areas. Certain sites have financed access to electricity through extension of the power lines to the employees' housing. **In 2022, the Socfin Group spent € 10 million.**



△ Road Maintenance, SAC, Sierra Leone



△ Village, Edea, Socapalm, Cameroon



3.4.6.2

Our leisure infrastructure

In total, 208 sports fields, 46 marketplaces and 122 gathering places are available for our employees and their families. On most sites, we organize sports competitions between the different villages or departments.

The 865 shops, in turn, encourage trade and exchange of products, either locally grown or imported from urban centers.

Lastly, more than 94 clubs/bars, generally managed by an external entrepreneur, offer village inhabitants the opportunity to follow their favorite soccer teams and other international sports events on television.



△ Soccer Teams, SCC, Côte d'Ivoire

Evolution of leisure infrastructure			
	2020	2021	2022
Sports fields	219	218	208
Shops	784	799	865
Clubs	92	90	94
Market places	46	39	46
Gathering places	135	119	122

In 2022, the Group budget spent on leisure infrastructure was € 1.4 million.



△ Socfin Cambodia Trophy activities, Cambodia

3.4.6.3

We ensure employee transport to their workplace

Specially converted vehicles are used to transport workers to their workplace where needed.

We also provide motorbikes and bicycles to certain employees, provided they need them for work purposes.

The plantation companies also financially support their employees by offering them "purchase facilities" for their own means of transportation through zero interest loans.

3.4.6.4

Security of people and property

Our Group is committed to ensuring the security of its employees and their families, as well as the security of their property. Security teams are therefore put in place on each site to safeguard the employees and premises. A systematic security check is carried out at the entrance of the sites. When necessary, the security team seeks to resolve security issues.

Finally, to guarantee the security teams correctly implement the commitments made in our policies, regular awareness sessions were organized on policies and grievance management systems.

These teams also receive specific training on respect for human rights, non-discrimination and zero tolerance of harassment.



△ Village, Edéa, Socapalm, Cameroon



△ Water point, Mbambou, Socapalm, Cameroon



△ Volleyball field, Socfin Cambodia, Cambodia



Environment



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4.2	Our environmental commitments	p90
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4.5	Research and development	p112



4.1 Context

As with all agricultural commodities, perennial crops, such as oil palm and rubber, have an environmental impact that must be managed and minimised to guarantee the right balance between environmental preservation and basic commodities' production.

Oil palm culture has various benefits, more specifically its high yield per hectare and low need for phytosanitary input, greatly reducing its environmental impact, contrary to some of its competitors such as sunflower or soy, etc.

Rubber culture also has several benefits, among others, they constitute a significant carbon sink.

(See chapter 5 for more details on these topics).



100%

Palm oil mills RSPO audited

91%

Palm oil mills RSPO certified

>15.5

million

liters of fuel saved
thanks to our renewable
energy production

4.5

€ million

dedicated to
environmental actions



4.2

Our environmental commitments



Reduce and prevent our environmental impacts:

Minimise our carbon emissions and mitigate climate change

Minimise the rate of energy use

Increase the consumption of green energy and reduce the consumption of fossil fuels

Prevent water and air pollution

Maintain healthy soils

Prohibit the use of fire, except in cases that are well documented or where the specific threats for phytosanitary risks or other prevent us from doing so

Manage and ensure the treatment of used water

Protect water quantity by achieving the best performance in our category related to water-use intensity in our activities

Continuously improve our agricultural practices aimed at achieving higher yields with a minimum of inputs and natural resources

Environmental impacts



4.2

Our environmental commitments



Promote biodiversity and forest preservation by eliminating deforestation:

Identify, maintain and protect natural forests, by using the High Carbon Stock approach (HCS) where appropriate

Identify, maintain and protect high conservation values (HCV), including the protection of fauna and rare, vulnerable, threatened or critically endangered species against poaching, hunting and habitat loss in the areas under our management

Identify, maintain and protect peatland areas: support the rehabilitation of these areas, if they are degraded

Support the long-term protection of ecosystems

Biodiversity and forest preservation



▲ Oil palms and rubber trees, Safacam, Cameroon

4.3

Our validated commitments

In order to regulate our commitments towards environmental preservation, and to further develop our expertise, we have prioritized certain certifications.



4.3.1

To ensure continuous improvement of our environmental management system: ISO 14001

In a business that is closely linked to the natural environment, we are committed to certifying our environmental management systems according to the ISO 14001 standard, which provides a very efficient framework for environmental management, allowing for continuous improvement of operations. All our ISO 14001 certified plantations are audited by external and accredited certification bodies, according to the new ISO 14001:2015 standard.



▲ Oil palms, SOGB, Côte d'Ivoire



4.3.2

For sustainable palm oil production: RSPO

RSPO certification includes, for example, zero deforestation, resource preservation, ecosystem improvement, etc.

We are committed to obtaining RSPO certification for all our oil palm sites.

All our Indonesian oil palm sites have been certified between 2011 and 2015.

Our African subsidiaries started their certification process in 2019 and at the end of 2022, all palm oil mills were audited. We expect to obtain certification for the last 2 mills in 2023 (one of the two obtained certification in January 2023 and the other one is expected to obtain certification during 2023).

As the current situation outlined above shows, we have made good progress in the RSPO certification in Africa, despite the Covid-19 crisis that imposed strict travel restrictions on audit missions.

This shows the strong commitment of The Socfin Group and the drive and enthusiasm of all our local teams to achieve the validation of all efforts made these last years to ensure compliance with the stringent RSPO Principles and Criteria.



4.3.3

For organic palm oil production

We had our first successful experience with bio palm oil on our site in Sao Tomé-and-Príncipe.

Global Gap certification and “biological agriculture” were obtained in 2017 and thereafter renewed yearly.



△ Agripalma, Sao Tomé-and-Príncipe



4.3.4

For sustainable rubber production

The TIP initiative (Tire Industry Project) of the World Business Council for Sustainable Development (WBCSD) gave rise to the Global Platform for Sustainable Natural Rubber (GPSNR); this platform, of which Socfin is a founding member, was launched in October 2018.

GPSNR has the advantage that it can count all natural rubber supply chain players among its members, as well as representatives from civil society (NGOs).

Members are committed to respecting the 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.



△ Rubber trees, Safacam, Cameroon



△ Picture from the 2022 HCV mission in the protected areas, Eséka, Socapalm, Cameroon

4.4

Our natural resource management system

The management systems for the environment, biodiversity, energy, water, emissions, effluents, and waste have been standardized on all our sites. Our natural resource management system ensures compliance with all relevant environmental regulations and commitments made on the one hand, and continuous performance improvement on the other hand.

4.4.1

Our water and soil management

4.4.1.1

We strive to protect underground and surface water

Water is a valuable asset, and we see to minimising water consumption, maintaining water purity, and safeguarding water sources.

The plantation companies use groundwater that reaches the surface by means of electric or manual pumps.

These boreholes or wells supply water to the plantation villages, factories, and nurseries.

Specific measures are implemented to prevent groundwater pollution:

- Prevention of accidental chemical spills (fuel, fertilisers, agrochemicals) through adapted training on product handling and use of equipment against accidental spills;
- Construction of storage facilities in compliance with international standards, using impervious slabs and adapted containment, and more than 15 m from a water point;
- Construction of latrines more than 15 m from a water point.

Water quality is regularly tested following WHO parameters (World Health Organisation) and local regulations. Samples are analysed in registered laboratories.

Almost € 4.5 million was allocated to our environmental management system in 2022.

We have developed a strategy for riparian buffer zone management, or surface water protection, in line with RSPO criteria, which is gradually implemented on all plantations. Surface water will be periodically analysed in order to assess the impact of riparian zone management.

Moreover, cover crops are systematically sown to prevent every risk of surface water pollution through reduction of:

- Nitrogenous fertiliser use, possibly resulting in eutrophication;
- Soil erosion;
- Agrochemical leakage.

Furthermore, all palm oil mills and rubber factories have water treatment facilities (anaerobic and aerobic effluent ponds).

Thanks to these systems, no water from a mill or factory can be discharged directly without treatment.

The discharge water from the ponds is regularly monitored to ensure that the BOD and COD values are within permitted levels (local regulations or IFC (International Finance Corporation) and/or RSPO standards, whichever applies).

In case the standards are exceeded, an internal audit is performed to identify the cause. Installation of a mechanical aerator in one of the anaerobic ponds is often sufficient to solve the problem.



△ Water samples taken by an external laboratory in the river downstream from the effluent ponds, Socfin Cambodia, Cambodia



△ Effluent ponds, SAC, Sierra Leone

4.4.1.2

We strive to keep our water consumption as low as possible

Water consumption is equally monitored at factory level, where appropriate action is taken to keep water consumption at its lowest level. Water use per ton of processed FFB or produced dry rubber is stable and in line with industry standards (Africa: 1.23 m³/T of processed FFB; Asia: 0.96 m³/T of processed FFB). The manufacturing processes (steaming) offer only limited possibilities for water consumption reduction per ton of FFB.

Water consumption per ton of dry rubber is also stable and consistent with the target set: below 20 m³/T. Water is used for cleaning the cup lumps: a step that is required to meet the clients' quality standards.

Irrigation needs in the nurseries are closely monitored and based on rainfall data; only the water millimeters needed by the plants are applied. Drip irrigation is preferred as it is more efficient and reduces erosion risks.

4.4.1.3

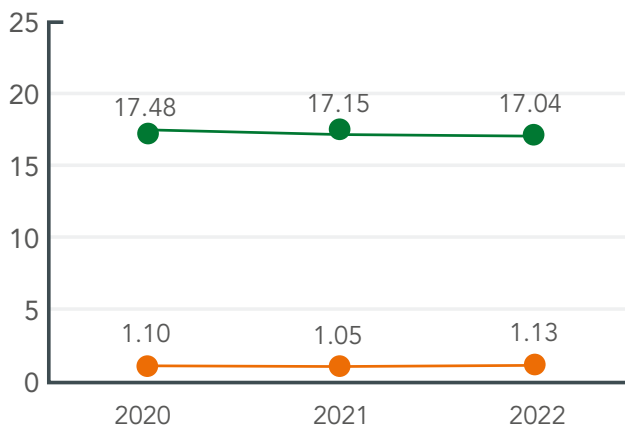
We protect the soil, a planter's main capital

For decennia, we apply techniques to systematically reduce soil erosion. An important chapter in the Group's agronomic manuals is dedicated to these techniques:

- Use of nitrogen-fixing cover crops;
- Contour planting and windrowing;
- Structure improvement through encouragement of compost use;
- Specific systems to reduce water velocity in the discharge channels, etc.

Maintenance and improvement of soil fertility are ensured by reasonable fertilization mainly applying organic fertilizers, by-products from the factory (750 981 tons applied in 2022). Block fertility is regularly monitored by the Group's soil science laboratory.

Evolution of average water consumption (m³/T)



● Water consumption per ton of dry rubber
 ● Water consumption per ton of FFB



4.4.2

We recycle our waste

4.4.2.1

We sort and recycle our waste

Each site follows the Group’s waste management procedure.

All waste management procedures must be developed in relation to the hierarchy below, giving priority to the higher levels.

Collection, transport, recycling, and disposal of both industrial and household waste are continuously monitored in accordance with the Environmental Management System (EMS).

For waste collection and handling, HSE guidelines are followed to ensure that PPE (Personal Protective Equipment) is used, and that waste is stored in an appropriate manner, 172 training sessions were organized on this topic in 2022.

	Prevention	8
	Reuse	7
Recover	Material or organic recycling (composting)	6
	Energy or biomethanisation waste recovery	5
Disposal	Incineration without energy recovery (for sanitary purposes)	4
	Engineered landfill or lagoon	3
	Non-engineered landfill, discharge in aquatic environment, biodegradation in the ground	2
	Concentration (collection in a bin or on a pile)	1

▼ Composting center, Bangun Bandar, Socfindo, Indonesia





4.4.2.2

Solid biodegradable waste is mainly reused on the plantations

- Empty fruit bunches are used as organic fertiliser, applied on the soil or mixed with effluents to make compost (composting center at Socfindo);
- Fibers and shells are used as biofuel for the boilers of the palm oil mills;
- Rubber wood from a windfall, or from logging operations before replanting, are used as fuel for the rubber factory dryers or left in the windrows;
- When replanting, old palm trees (trunks) and roots are left in windrows to decompose. In this way, nutrients enter the soil, contributing to soil fertility and limiting agrochemical use.

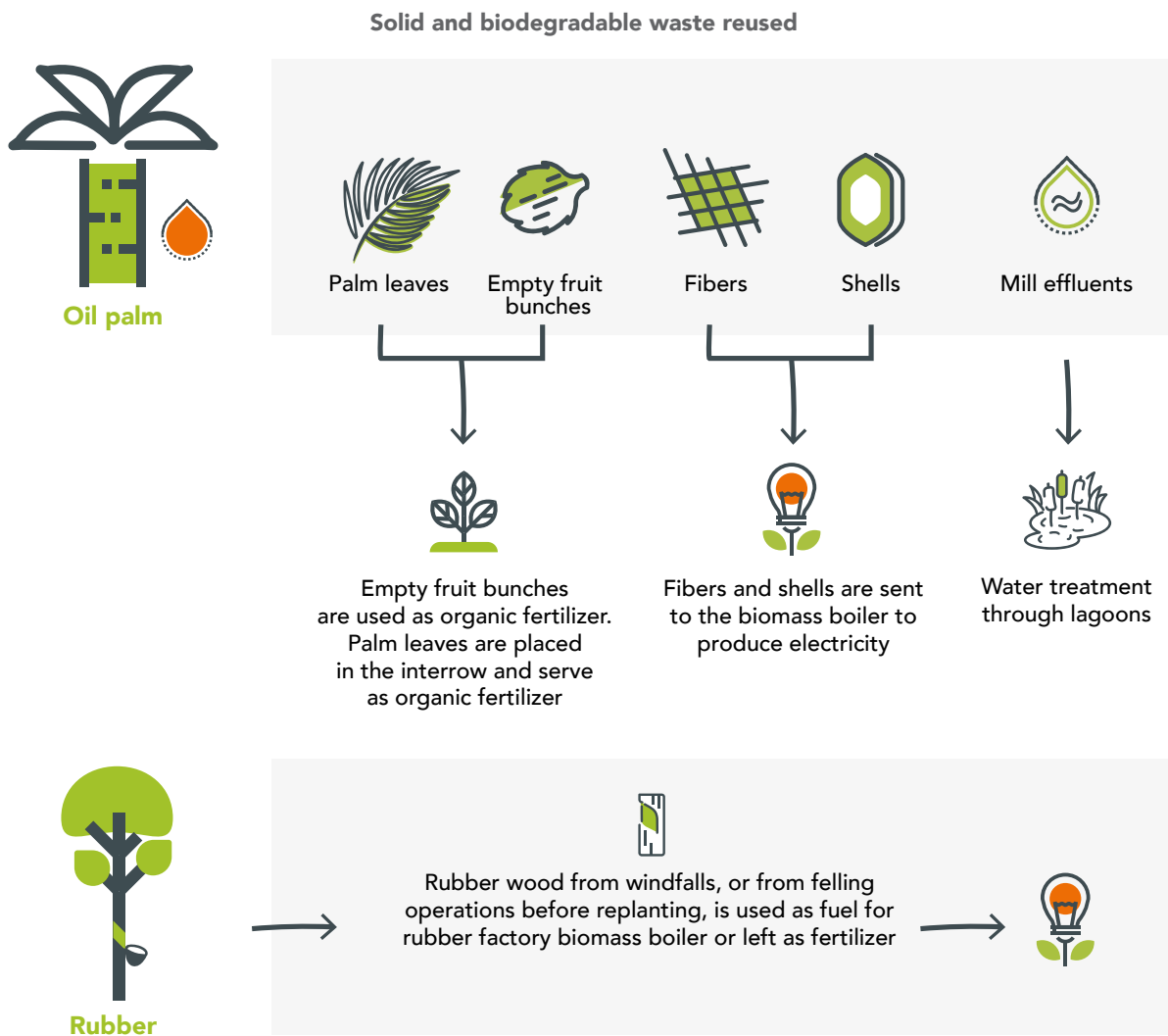


△ Storage of bunches in the plantation before being used as organic fertilizer, Kienké, Socapalm, Cameroon

Concerning hazardous waste, the QHSE officers organise the chemical product stores following the First Expired-First Out (FEFO) principle, in order to prevent as much as possible the accumulation of expired products. Registered companies collect hazardous waste such as used oil, oil filters or used batteries.

The sites focus on respecting waste procedures and installing waste bins, but also on raising awareness about household waste management in the communities.

These actions are also supported by some of our tire-manufacturing clients, who reduce their packing requirements (Bridgestone, Michelin) and contribute to prevention. We raise awareness with other tire manufacturers on these alternatives.





4.4.3

We protect biodiversity and support its enhancement



To preserve the forest canopy, SOGB has identified blocks to protect: thereby, 2 648 ha are now identified and protected by 8 ecoguards trained by the Agency of Ecology and Nature Protection (DEPN).



Sierra Leone



It was a great experience for me to participate in SAC's reforestation project, I learned a lot about the forestry process when we planted these trees, and it will be very rewarding to see this area turn into a beautiful green forest in the future.

I am convinced that this initiative will be beneficial to the environment and our socio-economic development in the long run.

Mohamed A.J. Sesay, Nianyahun community, Sierra Leone



△ Nursery forestry restoration program, SAC, Sierra Leone



▽ Riparian buffer zone, Kienké, Socapalm, Cameroon





I was hired in August 2017, and after 5 years in the field as a harvester, and then supervisor, I got the opportunity, after a call for internal applications, to become an ecoguard at Safacam.

Since April 2022, my task is to ensure that no burning takes place in the protected areas, as stipulated in our responsible management policy, I have compiled and mapped the protected areas, the buffer zones, and the various areas at risk (landslides...).

Finally, I create awareness with the population living within the site about the hunt for protected animals or good fishing practices for example.

Bertin Baonla, Ecoguard, Safacam, Cameroon

4.4.3.1

We apply the HCS and HCV approach

Since 2017, and our commitment to eliminate deforestation, we apply the HCS approach: a HCS study must be conducted for every new extension project to identify the HCS²⁵ areas to be conserved and action plans are implemented to efficiently protect these areas.

This approach is developed to be used together with and integrated into other land management and conservation strategies, such as Free, Prior and Informed Consent (FPIC) and identification of High Conservation Value (HCV) areas. This enables an identification of riparian areas, protected areas, or rare ecosystems, culturally or economically important areas to local communities and indigenous populations, and consequently, enables the implementation of the required protection measures.

In line with the commitments described in our responsible management policy, it goes without saying that new developments are prohibited in peatland areas.

While preparing for our RSPO certifications, we started the required HCV studies; they enabled us to identify the existing risks, the actions to be implemented to reduce their impact, as well as the development of HCV management plans.

Riparian buffer zones and wetlands are potential animal and plant biodiversity areas; they are either protected or restored, if those were damaged by the local population or company.

“Integrated Pest Management” procedures also include actions related to biodiversity protection (habitats for certain insects, or bird of prey, see below).

Various endemic, rare, threatened, or endangered species (according to the list of the IUCN - International Union for Conservation of Nature) are present in and around Group concessions; this has been confirmed by specialized studies on the fauna and flora as part of the HCV studies. Therefore, we monitor and prevent all illegal hunting, fishing, logging, or cutting, in respect of local legislation.

Concerning the areas around our concessions, we support the authorities in charge of their protection by supplying material resources. In biodiversity areas (national parks, classified forests or other) adjacent to the concessions (Sao Tomé-and-Principe, Nigeria, Ghana), we can only monitor passage between the concession and the biodiversity area, with the authorization of local authorities. Of course, all employees, subcontractors, suppliers, and local community members are informed and educated about these rules.

In an attempt to control fire and deforestation incidents, Socfin decided to use Starling as of 2023 to ensure continuous monitoring of our concessions through very high-resolution satellite images; we will receive alerts that will be verified in the field by our teams; this will allow for permanent control and action implementation in order to reduce the frequency and importance of these incidents affecting our forestry and HCV areas.



²⁵ highcarbonstock.org/the-hcs-approach-toolkit

△ HCV area, SAC, Sierra Leone



Testimony



JEAN-ROLAND ZEDIA
Head of the Sustainability Department,
SOGB, Côte d'Ivoire

What is your function at SOGB?

I am involved in everything related to quality, environment and OHS management systems and their certifications.

Our team consists of 30 people, I have a colleague who is in charge of palm oil certification (RSPO), I have employees in the domains of quality, environment and OHS. We also have teams in charge of waste management, and everything related to "maintenance of green spaces".

We would like to discuss a particular aspect of your job, more specifically the protected areas. Can you please explain what is a protected area at SOGB?

A protected area is generally a forest area, or any other area dedicated to conservation because it is of relevance to biodiversity or has any other ecological relevance. At SOGB, we have various forest blocks that have been protected for more than 10 years. These areas are protected and controlled by ecoguards hired by SOGB.

How many hectares of protected areas does SOGB have?

Currently, we have 2 648 ha of protected forest but we also have residual forests that have been submitted to management so we can extend the zones.



How many hectares were protected when you started at SOGB?

When I took this job, we had 1 614 ha of protected forest.

Why is it important to have these protected areas?

These areas are important because they represent a particular relevance, either related to diversity, vegetation, or the animals in the areas. These areas are also relevant for the climate because the size of the forests creates a certain microclimate at SOGB, allowing for a slight regulation of precipitations.

And also, much more in terms of biodiversity, as the interior of these areas have endemic, rare, threatened or endangered species.

What do these areas mean for SOGB?

These areas give SOGB a good image, that of a company that contributes to conservation on a national level, but also on a regional and international level for everything related to biodiversity and/or threatened or endangered species. These areas will create a more or less stable rainfall pattern, enabling us to perform our agricultural activities as we wish.

Do they have an impact on the ecosystem?

Yes, they have an impact on the ecosystem and we notice that not only in the rainfall but also in the biodiversity. We observe the animal habitats in these forests, and we see more and more animals that we did not or no longer see a few years ago, for example the buffalos that are back now. We also have bird species that were identified by specialists as rare or endangered species. These animals find in the interior of these forests a sanctuary where they can remain.

What are your projects for these forest areas?

These projects are obtaining recognition at a national level so these areas can receive a particular status, and we can protect them even better. Therefore, steps were taken already at the level of the Ministry of the Environment to give these forest areas a status of particular interest.

What are the challenges you encountered?

One of the biggest challenges is convincing the neighboring communities of the importance of protecting these forest areas. We started with sensitization campaigns in the villages and neighboring communities. The goal is to raise awareness about all activities that can harm these areas, such as poaching or infiltrations, these communities can help us conserve these forests.

Would you still like to add something?

My final words would be to continue with the sensitization, and to continue, through you, to draw attention to the protection and conservation of these forests among all employees who follow SOGB and who can help us spread this message.

Jean-Roland Zedia, Head of the Sustainability Department, SOGB, Côte d'Ivoire

“ One of the biggest challenges is convincing the neighboring communities of the importance of protecting these forest areas. We started with sensitization campaigns in the villages and neighboring communities. ”



4.4.3.2

We are committed to implementing best management practices to prevent air emissions and improve air quality

One of our objectives is reducing our greenhouse gas emissions (GHG).

We have initiated the assessment of the "carbon" impacts of our palm operations (using the PalmGHG calculator). The results of the annual calculation with the PalmGHG tool are available on the RSPO²⁶ website.

Net CO₂ equivalent (CO₂e) emissions are calculated for all agricultural and industrial operations of each site, for palm oil production and for dry rubber production.

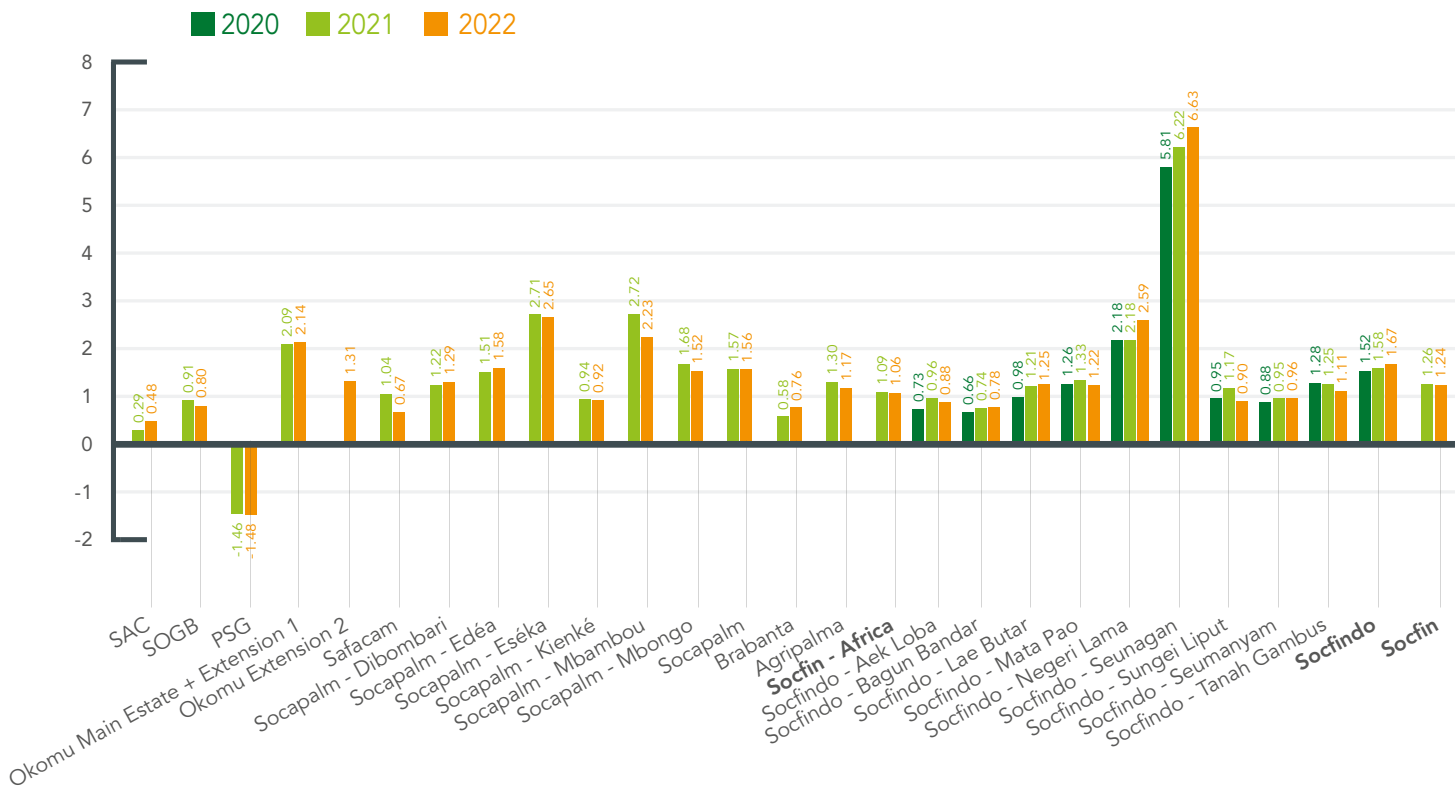
Gross emissions depend on:

- Concession size;
- Converted vegetation quality;
- Fossil fuel consumption;
- Fertilizer application;
- Transport, etc.

The quantities of carbon fixed by the plantations (carbon sinks) are then deducted from these emissions to give the net emissions.

²⁶ rspo.org/certification/palmghg/palm-ghg-calculator

Net emissions (T CO₂e/T CPO)





Carbon footprint of the Socfin Group's natural rubber production activities

About our natural rubber carbon emissions calculator

BACKGROUND

In 2018, the Socfin Group, together with Michelin and SIPH, embarked on a collaborative project to develop a generic GHG emissions calculator for natural rubber production.

MEO Carbon Solutions (MCS), an independent consulting company with longstanding experience in sustainability, was tasked with developing the inventory tool.

Several versions of this "carbon calculator" were tested by different subsidiaries from 2019 and its final version was validated by all project partners in 2022.

The Socfin Group used the carbon calculator at the end of 2022 to conduct the carbon emissions inventory of the Group's subsidiaries for the year 2021 for the production of natural rubber. Data for 2022 is currently being processed.

These two years will serve as a baseline to set reduction targets across all natural rubber operations.

METHODOLOGY

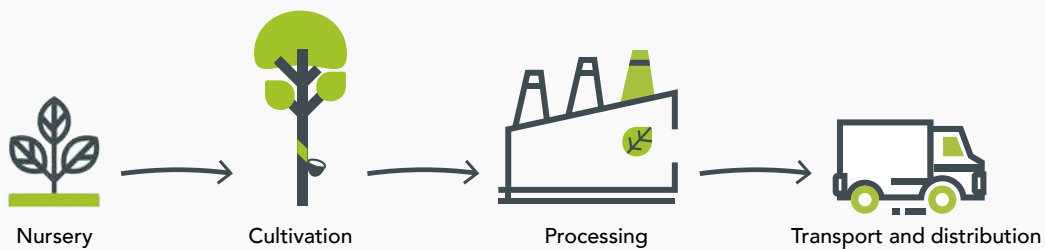
The calculation tool developed by MCS is based on the GHG Protocol methodology "Product Lifecycle Accounting and Reporting Standard²⁷". The calculator takes into account GHG emissions from cultivation, processing, transport and distribution of natural rubber.

SCOPE

- Studied product:** Natural rubber (intermediate product)
- Unit of analysis/reference flow:** One ton of natural dry rubber
- Type of inventory:** Cradle-to-Gate
- GHG emissions in the sector:** CO₂, CH₄, N₂O
- Timeframe:** One year

Activity data is provided by each subsidiary through report templates collected by the Socfin Group's sustainability department. The data is entered into the carbon calculator and provides the footprint of each site for the year in kilograms of carbon dioxide equivalent (kg CO₂e) per ton of dry rubber produced.

SYSTEM BOUNDARIES



Results

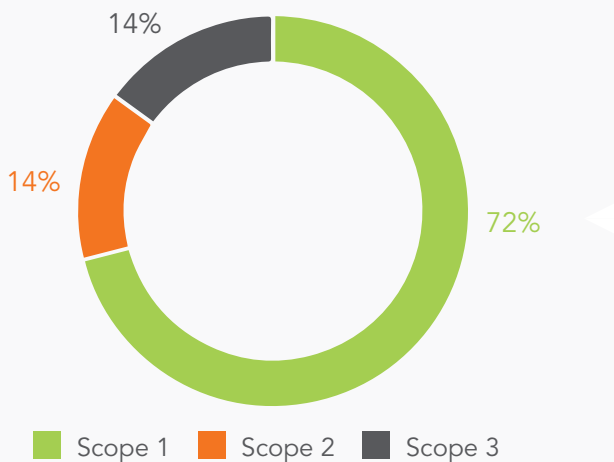
As emissions are calculated per ton of dry rubber produced, the results presented are for each of the Group's natural rubber processing unit.

2021 natural rubber carbon emissions results								
	LAC	SOGB	SCC	Okomu	Safacam	Socfindo (Tanah Besih Estate)	Socfindo (Aek Pamienke Estate)	Socfin-KCD
Kg CO ₂ e/ton of natural dry rubber	285	1 048	303	581	246	560	578	245

²⁷ Standard for accounting and reporting of emissions for the life cycle of a product



Carbon footprint of the Socfin Group's natural rubber production activities



If a processing unit sources rubber from another subsidiary of the Group (plantation), the emissions from Scope 1 of this plantation have been aggregated to the Scope 1 of the processing unit, as we can consider that the source is controlled through the Socfin Group in both subsidiaries.

The same principle has been used for Scopes 2 and 3.

LAND USE CHANGE FOOTPRINT (LUC)

Land-use change (LUC) emissions are historical emissions from the development of the industrial and smallholders rubber plantations. They are not included in the present inventory.

To calculate these emissions, the project partners are working on the development of an additional module that is currently being tested. The conformity of the methodology and the emission factors used by this component of the carbon calculator must now be compared with the various standards in force, in particular the GHG Protocol, to ensure compliance. This step is particularly important for the LUC of smallholders, for which, in the absence of accurate and complete data on the history and pre-existing vegetation cover, default scenarios must be used and adapted to each country.

This module should be operational in 2024. It will then be used for future emissions calculations, as well as to adjust the inventories already published.

SCOPE 1 72%

Emitted directly

- Generation of electricity, heat or steam in company installations
- Physical or chemical processing in company installations
- Waste water emissions
- Application of agrochemicals, open burning in case of phytosanitary threat, crop residues

SCOPE 2 14%

Emitted indirectly

Indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the reporting company.

SCOPE 3 14%

All other indirect emissions

Other indirect emissions that occur in the value chain of the reporting company from sources that the company does not own or control. Including both upstream and downstream emissions:

- Transportation and distribution
- Material acquisition
- Smallholders' emissions

“ Our objective is to limit the direct or indirect emissions of greenhouse gas emissions, in particular linked to energy consumption. ”



Our goal is reducing direct and indirect greenhouse gas emissions, in particular those linked to energy consumption (transport, generating sets, factories), by rational choice and use of fuel and technologies respecting the environment and by excluding the use of fire for land preparation in new developments.

Under supervision of the Industrial Department, all sites ensure monitoring and steady consumption reduction: rational energy use, technical maintenance, use of machines with low energy consumption, alternative and renewable energy sources, etc.

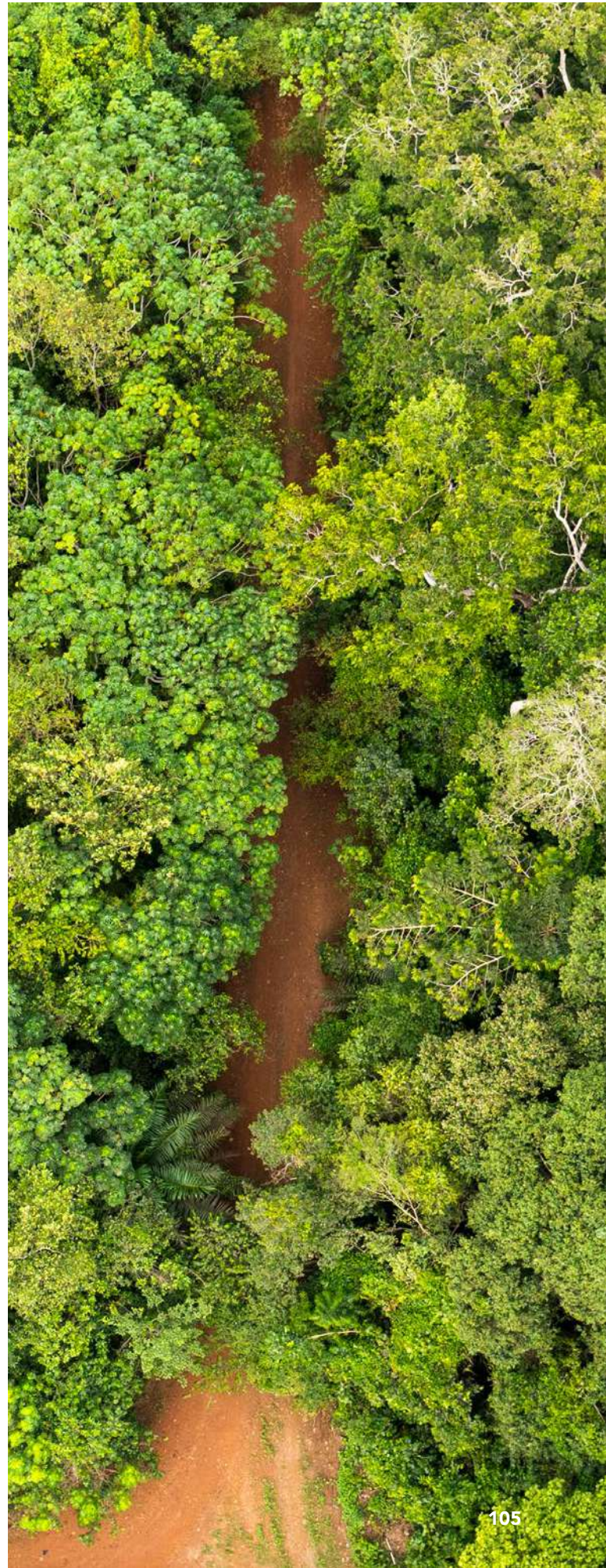
Emissions from the chimneys are regularly measured, in compliance with local laws, and in absence thereof, with IFC guidelines.

The Socfindo sites have adopted a zero-burning policy since 2012 and all their rubber replanting activities have been conducted without using fire for the last 10 years.

Our rubber sites SOGB, LAC and Safacam have started optimizing their replanting techniques without using fire. These techniques are gradually being implemented on all Group rubber sites. The phytosanitary risk related to rubber root rot seems to be controlled but further follow-up is needed to be sure. In addition, studies are conducted on the recovery of wood through co-generation.

Thanks to the MEO rubber carbon calculator, joining the RSPO palm GHG carbon calculator, we can now conduct a complete evaluation of the GHG emissions of our rubber and palm supply chains. This will allow us to identify the levers enabling us to set emission reduction objectives in the medium and long term.

Besides the efforts linked to air emission reduction, measures are taken to improve the ambient air quality by minimizing dust generation or solvent fumes: limit the speed in the plantation (speed bumps), spray water on the roads during the dry season, buffer zones between the villages and the roads, hoods to suck solvent fumes, etc.





4.4.3.3

We strive to reduce our chemical and inorganic fertilizer use

Optimal use of organic fertilizers from the factory limits the need for chemicals: **750 981 tons of organic fertilizers used in 2022.**

The sites succeed in reducing the use of phytosanitary products thanks to their "Integrated Pest Management" procedures.

The objective is to keep pests below a harmful level rather than systematically eradicate pests, and to create, improve and safeguard the habitats of their natural enemies (such as birdhouses and perches for birds of prey, so they can rest and easily fly around in search of rodents).

By reducing chemical use to a strict minimum, we reduce the exposure of employees and the risks of occupational injuries and illnesses.

Small quantities of chemicals classified 1B by the WHO are still used exceptionally in the oil palm plantations.

The people in charge are actively searching for more adequate alternatives and less harmful alternatives for these products.

In 2015, the use of aldicarb (class 1A) was stopped within the Group. As per our commitments, the use of paraquat has stopped on all plantations since 2020.

In line with our commitments, the use of dangerous chemicals is reduced to a strict minimum and only when taking into account all necessary precautions.

4.4.3.4

We perform preventive maintenance to reduce energy consumption

In line with our commitment to protect ecosystems, we work intensively to reduce energy consumption, which goes hand in hand with a reduction in greenhouse gas emissions (GHG). Preventive maintenance of equipment and installations ensures better functionality and minimal energy consumption. All fuel, combustibles and electricity consumption are checked and monitored so as to optimize use.

(See chapter 4.5.3 on renewable energy production).

4.4.3.5

Reporting on environmental non-conformities

Handling of environmental non-conformities and systematic reporting of environmental accidents, as required by the ISO 14001 standard, are available locally.

No planting in peatland areas was done since the implementation of the Group's responsible management policy in 2017.

“Optimal use of organic fertilizers from the factory limits the need for chemicals: 750 981 tons of organic fertilizers used in 2022.”



4.4.3.6

Prevention through training

All new employees receive an HSE (Health, Safety and Environment) induction and follow training adapted to their professional activities and environmental impacts.

After analysis of the site's environmental performance, specific training needs are assessed and addressed.

Simultaneously, new training initiatives were launched on certain sites to increase awareness about environmental issues but also to promote biodiversity.

In 2022, 171 environmental awareness trainings were organized.



⇨ Training on protected areas and the implementation of camera traps, SOGB, Côte d'Ivoire





Training of beekeeper apprentices at SOGB and setup of beehives

MATHIEU OFI and SÉBASTIAN GAVINI,
Beekeepers, Vasco CI, Côte d'Ivoire



“ [...] there is huge potential for production development because you have enormous green spaces that are perfectly suited for bees. ”

△ Mathieu Ofi and Sébastien Gavini

Can you introduce yourself and describe your experience?

Mathieu Ofi, beekeeper since 2008 in the Yamoussoukro region, in Côte d'Ivoire, Sébastien Gavini, beekeeper as well and at the same time beekeeping trainer like Mathieu, I come from the north of France, but I have lived in Africa for many years and in Côte d'Ivoire for the last 7 years. I already did beekeeping in the other countries where I lived.

Can you explain what the beekeeping project at SOGB consists of?

It is a “traditional” training. We offer the training in 3 stages and at different times.

The first session: group about 15 apprentices, SOGB employees. During the first 5 days, we give a general training on bees, beehives, honey and techniques to manage apiaries. And we also took the opportunity to set up the beehives that were ordered during the training. We have thus installed different beehives within the site.

The second session: place the supers, the first stages of the hives with the apprentices. We actually break with our habits

since we come back between the first and second session to relaunch the colonization of the hives after the rainy season. We already have 4 occupied hives, and we will relaunch the process, so the others also become occupied. Once 2/3 are occupied, we will return to place supers and 2 months later, we will return for a 3rd time to harvest for the first time with the apprentices.

So practically, we learn it in 3 steps, we follow the process until the first harvest, extraction, filtering, and production of the first honey from the various hives.

According to you, why should a company like SOGB get involved in such a project?

There are several interests that play and in my opinion 3 big advantages, as Côte d'Ivoire is a perfect country for a good and beautiful production of quality honey. **And for an organization like SOGB, we can start slowly, but there is huge potential for production development because you have enormous green spaces that are perfectly suited for bees.**

The second advantage lies in the fact that bees will pollinate the trees, the plants, etc. For example, in cashew

“ **Such a project demonstrates an eco-responsible habit. In addition, when we know the virtues of honey, we can only admire a company that embarks on its production and moreover, for the benefit of its employees and the surrounding populations.** ”

production²⁸, a producer that produces 1 ton of cashews per year, will produce 1.5 tons if we set up hives in his plantation. It is true that we cannot just transfer this example, but the figures are nevertheless indicative.

And finally, the third advantage is much more specific for an organization like SOGB and is a matter of image. **Producing honey at SOGB proves that SOGB does not use any chemicals or pesticides in its agriculture, as the bees do not go where chemicals are used.** Starting a beekeeping project for a company like SOGB, is showing the partners, clients and everyone that we take sustainability seriously.

Such a project demonstrates an eco-responsible attitude. Moreover, when you know the benefits of honey, we can only admire a company that gets involved in its production and moreover to the benefit of its employees and surrounding communities.

In your opinion, are monocultures not contraindicated to keeping beehives?

When dealing with a specific plantation, we can have single-flower honey. This will avoid allergic reactions with those who cannot stand pollen seeds of a certain type of flower. In Europe, much more than in Africa, there are mono specific plantations, in other words, with a single culture producing a single type of honey such as sunflower honey, lavender honey, etc. On the contrary, in Africa and more specifically in Côte d'Ivoire in general, there is an entire combination of plants, and it is thus in the laboratory that we can label the honey. Thus, monoculture does not prevent the bees from spreading all over the environment.

For us, it is a real challenge for Côte d'Ivoire. Beekeeping in general is a good argument to leave behind monoculture. The principle of pollination and again taking the cashew example, when we visit a producer and he asks for hives in his plantation, if he produces a ton, our objective is not that he produces 1.5 tons but that he continues to produce 1 ton, but on a reduced area and that this allows for more space as a way out of monoculture.

Do you have many projects with companies like SOGB?

Yes, we had beekeeping projects in other areas and the project continues without us after training, several projects are underway with various big groups. We can be contacted directly, as is the case here or through an NGO that has eco-responsibility programs in the villages or in partnership with private individuals, that happens very often. **In 5 years, we trained more than 500 beekeepers everywhere in Côte d'Ivoire.**

How many hives were installed at SOGB?

If I remember correctly, we installed about twenty hives but in an area like SOGB, if you have the drive to put your heart in it, the potential is enormous and it is up to us, at first, to properly explain and motivate the apprentices.

Why is this project a challenge for you? What are your other challenges?

The biggest challenge is to motivate and involve the apprentices because the matter itself is not that complicated. The only thing to do, is ensure that the apprentices do it and do it properly.

It is of utmost important to us to make them understand how lucky we are in Côte d'Ivoire, we have excellent bees, flowers all year long, and that we cannot make the same mistakes as in Europe, meaning we cannot domesticate our bees in order not to weaken them. In my opinion, that is the biggest challenge in the long run.

Mathieu Ofi and Sébastien Gavini, Beekeepers, Vasco CI, Côte d'Ivoire

²⁸ Cultivation of cashew nuts



Bees as sentinels of the environment

TANGUY DENIS
Head of Audit and Organization,
SOGB, Côte d'Ivoire



Can you introduce yourself in a few words?

Tanguy Denis, Head of Audits and Organization at the Agricultural Techniques Department at SOGB since 2017.

You started the beekeeping project at SOGB, please explain how the project started?

I must admit that for several years now, I have tried to go at it alone, I have done my own research and got advice on social networks. I met Sébastien and the VASCO team during one of their visits to the region. I have then contacted Sébastien to see what we could do together, and he came with his colleague Mathieu. They then told me they offer training in beekeeping in remote areas and then I thought, why not propose this to SOGB.

How long ago did the project start at SOGB? Do you have many people that are interested in the project?

The first training took place in August 2022, I must admit that in the beginning, we did not want too many candidates, so we limited the project to about 15 volunteers. If things went well, we would open the training to all interested employees.

What is the interest of such a project to SOGB?

Firstly, the fun side of it, an activity between colleagues after work, some play ping-pong, others go for a drink, etc. So, we can say it is an activity between colleagues like any other and I think it is very pleasant.

Secondly, the development of beekeeping activities in the region, which is practically inexistant.

And perhaps thirdly, an advantage that will be visible when we master the activity, be able to **assess our biodiversity through the bees that, as some say, are sentinels of the environment.** It is thus an aspect linked to biodiversity and the environment, added to the other 2 above: beekeeping and the collegial aspect.

So, we can state that this project emphasizes the commitment of the Socfin Group to develop responsible tropical agriculture?

Indeed, encourage everyone to develop a small complementary activity to improve their diet while helping to protect the environment and preserve biodiversity.

This activity will surely improve our well-being on site and guarantee a comfort of life in a healthy environment. It is a small initiative, there are others and SOGB's general management is willing to support such projects. We are only at the beginning, and we hope that within a couple of years this activity will be widespread, as people are certainly willing to come and process honey in the region.

How many hives are installed at SOGB?

We have installed about 20 hives, and we try to put them up at various locations, either close to rubber trees, close to oil palm trees or close to protected areas. The most important in this first step of the project, is to require the know-how by learning the tricks of the trade with surely some bee stings for us, the "apprentices", as that is of course part of the game.

*Tanguy Denis, Head of Audit and Organization,
SOGB, Côte d'Ivoire*

A week of effective HSE sensitization at Okomu

ISAAC AYORINDE

Employee at the IT Department, Okomu, Nigeria



What did you think of the HSE awareness week?

I learned a lot during the annual HSE sensitization week, as it always focuses on safety during the execution of our daily tasks. For example, in my daily work, I make sure that I wear the correct PPE (Personal Protective Equipment) to avoid all work accidents and that has also encouraged me to be more safety conscious at home.

I must also admit that the protection of HCV areas made me aware of the importance of natural resources, an issue I advocate even when visiting my family outside the site.

During the HSE week, we learn how to sort waste: household waste, plastics/rubber, broken bottles, metal/iron and electronic waste. All this has made our environment clean and conducive, both at work and in our daily life.

In the past, I thought that safety and environment were the responsibilities of government and the authorities, however, today I am convinced that a safe and secure environment is the responsibility of all, starting with me.

Isaac Ayorinde, Employee at the IT Department, Okomu, Nigeria

Training partners in biodiversity preservation – BirdLife

MARC VAN STRYDONCK

General Manager of Agripalma, Sao Tomé-and-Principe



Can you tell us about the partnership with BirdLife?

To strengthen the knowledge of Agripalma employees about the unique fauna and flora of Sao Tomé-and-Principe, biodiversity trainings were organized in partnership with Birdlife International. For one week, groups of 20 employees, mainly from the Agronomic Department, received theoretical and practical training on the identification, importance, and protection of endemic and/or protected species of Sao Tomé-and-Principe. The trained employees will be better equipped to guide visitors passing through the plantation to access the Obo natural parc adjacent to the plantation.

Marc van Strydonck, General Manager of Agripalma, Sao Tomé-and-Principe



△ Kienké, Camseeds, Cameroon

4.5

Research and development

4.5.1

Research and development projects

Our research and development activities are generally carried out by a team of experts that monitor and support our subsidiaries and collaborate with research institutes and universities in both oil palm and rubber.

Improvement and selection of oil palm seeds is one of the major challenges of our research.

Our goal is to achieve oil palms with higher yields and better disease resistance. This to optimise the use of the planted area, but also to reduce as much as possible the use of phytosanitary control methods. Both will have a **significant impact on environmental preservation.**

Research is performed in our two laboratories: Camseeds in Cameroon and Socfindo in Indonesia.

Our research team is also **at the forefront of biotechnology research applied in rubber culture.**

Through rubber cuttings, they try to obtain stronger trees, with higher yields and increased wind and disease resistance. Improved tree health by reducing the use of agrochemicals and inorganic fertilisers has a significant impact on the protection of local ecosystems and resource use.

▽ Seeds, Camseeds, Cameroon



△ Kienké, Camseeds, Cameroon



SOGB undertakes various projects related to:

- The development of rubber tree varieties (in partnership with CNRA in Côte d'Ivoire and IFC/CIRAD in France) to improve yield and disease resistance;
- The development of agricultural practices to increase the productivity of rubber tree and oil palm blocks by reducing fertiliser and agrochemical use;
- Intercropping of rubber trees + cacao and rubber trees + teak in order to optimize economic and ecological land productivity.



△ Bud wood garden, Dibombari, Socapalm, Cameroon



△ Rubber seeds, Socapalm, Cameroon

4.5.2

We implement risk management measures linked to climate change

Preliminary studies conducted at the acquisition of an existing plantation or at the development of a new project, include an analysis of the risks related to climate change.

Yields, pest management, ecosystem services, soils, availability of water and resources for the village communities, are the areas with the highest risk of being positively or negatively affected by climate change.

Locally, after a risk is identified, the sites implement corrective measures to ensure land productivity and local communities' livelihood.

Direct employment, training on better agricultural practices (anti-erosion measures, cover crops, fertilization, herbicide and pesticide use), implementation of a zero deforestation policy in the supply chain, etc. are measures taken by the Group in order to limit climate change impact on local populations' livelihood.

4.5.3

We invest in renewable energy production

Management of our operations' environmental impact is a priority for us, as for more than 10 years, we have fulfilled this commitment by investing heavily in green and renewable energy sources, although our oil mills have been fueled with biomass for more than 30 years.

In fact, our agro-industrial activities allow us an enviable environmental performance. **Our palm oil mills and some of our rubber factories are almost entirely self-sufficient in energy**, as they are fueled by boilers which are in turn fueled by biomass from our agricultural operations: fibers. Empty Fruit Bunches (EFB), shells, rubber wood.

Moreover, in order to continuously improve our operations' energy balance, we are developing new alternatives on the ground: following the construction of a hydroelectric plant in Liberia and the installation of biomass boilers and dryers on various sites, we started the installation of a condensing turbine in Nigeria and a solar power plant in Sierra Leone.

29 projects in 9 countries



- ✓ Construction of a hydroelectric dam in Liberia
- ✓ Heat production using biomass
- ✓ Electricity production from solar panels

As we are often operating in isolated regions, and often cut off from the national electricity grids, the choice for green energy allows us to have a positive impact on various levels:

- ✓ Preserve the environment
- ✓ Improve the livelihood of the populations through the availability of utilities: water and electricity for the offices, health centers, houses, etc.
- ✓ Promote local development through the availability of the required energy for every local economic or industrial activity

These alternatives also contribute positively to the reduction of global warming:

- ✓ When using steam turbines, biomass boilers or generating sets, there are no net emissions of CO₂ as it is a closed carbon cycle
- ✓ When using the solar panels or the hydropower dam, there are no CO₂ or other emissions from fossil fuels

Finally, these alternatives also have a positive effect on a logistic and financial level:

- ✓ We have a local electricity production, available on demand
- ✓ We cut out the risks related to fuel supply logistics on the plantations
- ✓ We stabilise the energy cost: independence from imports or foreign suppliers (petrol)



Green Energy

4.5.3.1

Solar panels



585

solar panels with a total capacity of 170 kW/c on a surface of 1 800 m²

⋮

400

kWh of storage capacity on batteries

⋮

5 000

liters of diesel were saved since June 2022. or 13 T of CO₂

▽ Solar panels, SAC, Sierra Leone



4.5.3.2

A hydropower dam



1 744 200

liters of fuel were saved in 2022, or 4 674 T of CO₂

⋮

5 814

MWh of electricity produced

◀ Hydropower dam, LAC, Liberia





4.5.3.3

Steam turbines and biomass boilers



12 125 700

liters of fuel were saved in 2022

:

35

MW of total production capacity

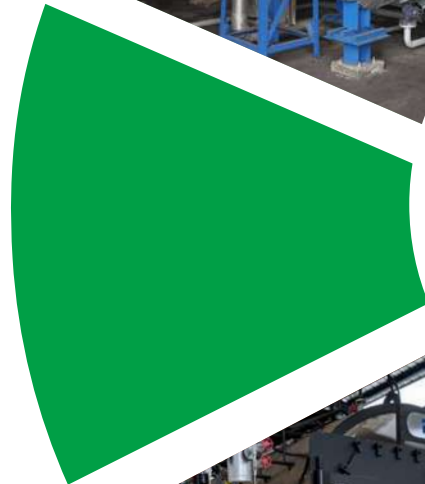
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40 419

MWh were produced in 2022

This corresponds to 96% of energy used in the oil mills in Africa and 94% in Asia

▽ Steam turbine and biomass boiler



△ Boiler for biomass dryer

4.5.3.4

Biomass dryers



1 668 000

liters of fuel were saved in 2022



Focus on our sustainable products



- 5.1 We produce two agricultural commodities through sustainable agriculture **p117**
- 5.2 Sustainable palm oil **p118**
- 5.3 Natural rubber **p126**

5



5.1

We produce two commodities through responsible agriculture

Our sites produce two commodities: palm oil and natural rubber.

The first one is derived from the fruits of the oil palm tree cultivated in tropical regions, and the second one is derived from the bark of the rubber tree, cultivated in the same regions.



RSPO

certified palm oil,
zero deforestation



95%

of our production is consumed
in Africa and Asia and helps
to feed the growing population



85%

of natural rubber worldwide
provides a livelihood for
6 million smallholders²⁹

²⁹ Source: GSPNR

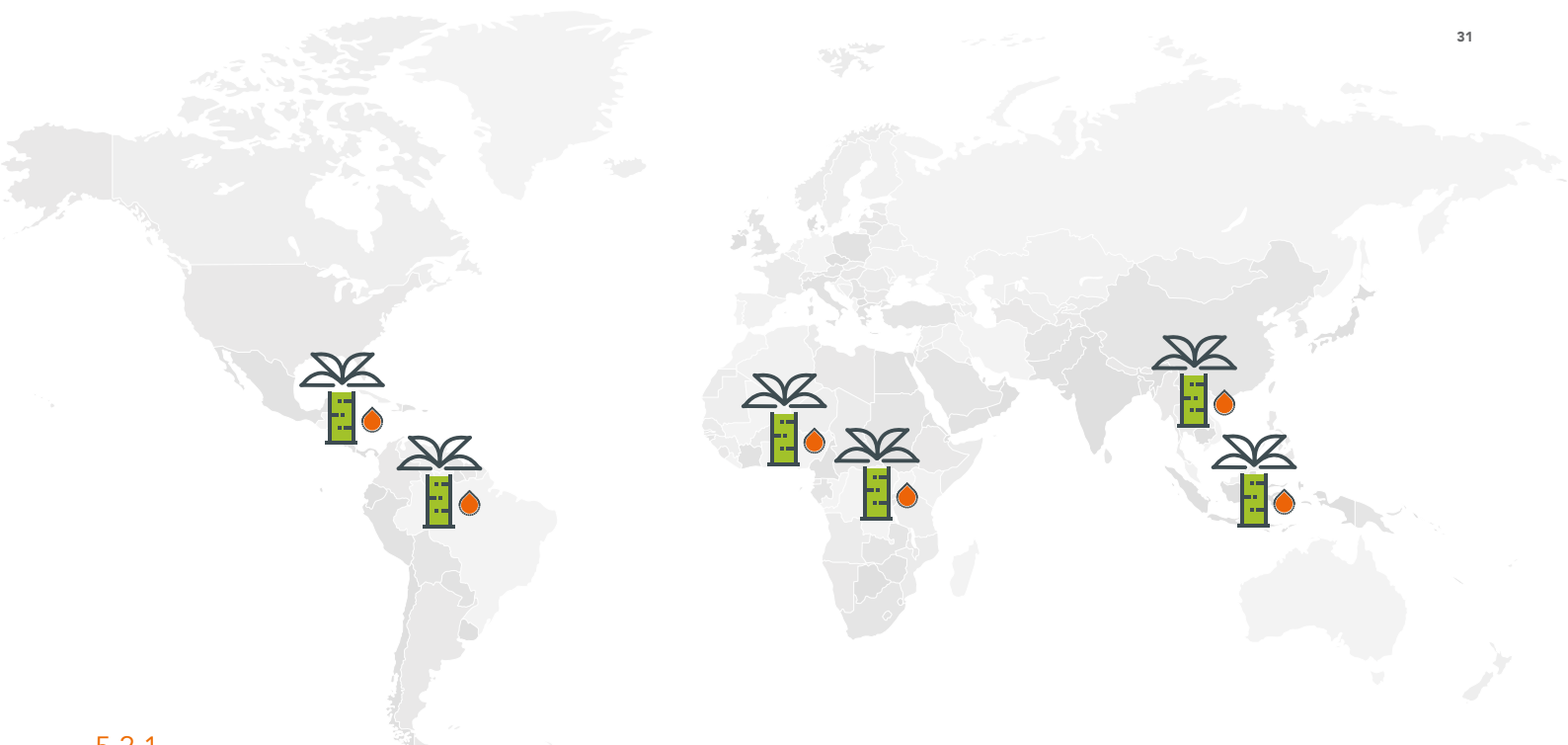


△ Palm fruit

5.2

Sustainable palm oil

Palm oil is globally the most consumed oil, representing 38%³⁰ of consumption, although it only covers 10% of the area planted with oil crops. An efficient and hardy crop to feed the populations of tropical regions.



5.2.1

Palm oil is highly appreciated in tropical regions

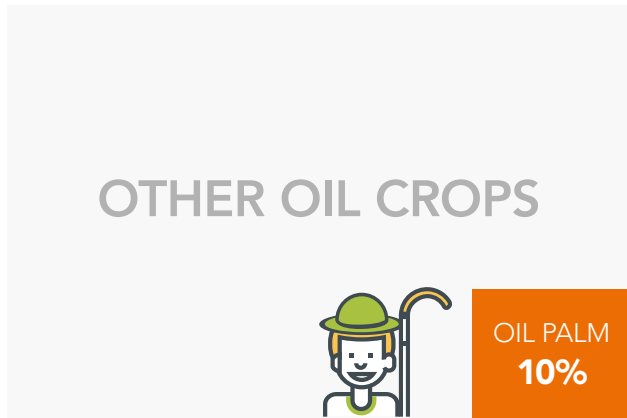
For centuries, palm oil – also known as red oil – has been the food base of traditional cuisine of hundreds of millions of people in tropical regions.

Thanks to its qualities, it is an important and stable source of vitamin A and antioxidants in the daily diet. A common saying in Cameroon is: **“the red oil helped us grow”**.

The oil is indeed highly appreciated for its taste and nutritional qualities as well as for its low cost.

95%
of our production is consumed locally in the host countries

³⁰ Source: Oil World — ³¹ Source: FAO



38%

Oil palm produces **38%**³² of all vegetable oil on less than **10%** of the land allocated to oil crops.

5.2.2

The good productivity of oil palm improves the regions' food security

Contrary to Europe, there is no production of butter or even milk in the tropical regions where we operate. Palm oil has thus been the main fat intake of these populations for millennia.

It is also important to point out that the demographic explosion in Africa requires an increasingly important supply of commodities. The surplus produced by local family agriculture is not sufficient to meet these countries' national oil needs, making them dependent on imports from Southeast Asia, even though the agricultural potential to be self-sufficient is there.

In conclusion, local production from large plantations and smallholders together progressively contributes to the improvement of these regions' and sub regions' food security.

5.2.3

Palm oil contributes to job creation in the southern hemisphere, supporting millions of people and their families



+7 million

of smallholders' world-wide live from palm oil³³

Thanks to the palm oil production on its plantations, the Socfin Group supports almost **52 000 people** and their families, as well as **1 500 partner smallholders**.

³² Source: IUCN — ³³ Source: RSPO

▽ Oil palm products, Safacam, Cameroon





5.2.4

Palm oil has undeniable nutritional qualities

Palm oil contains about 50% saturated fatty acids. In comparison, coconut oil contains 85%, cacao butter contains 60%, soy or olive oil contain 15%, sunflower oil 11% and canola oil 7%.

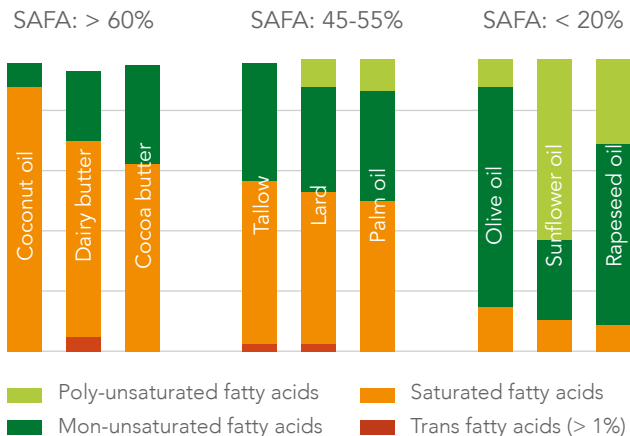
From a nutritional perspective, nothing proves that palm oil consumption in a balanced diet is linked to any health problems. The link between nutrients and health must be considered in the nutritional context at large, and not only in connection to individual nutritional products.

In comparison to other fats and oils, palm oil shows average saturated fat levels.

Moreover, the relations between fatty acids and obesity or fatty acids and cardio-vascular diseases are complex, the published results are often contradictory and not easily transferred from one animal species to another³⁴.

It is worth noting that palmitic acid, in palm oil, is one of the most frequent saturated fatty acids in animals or plants. It can be found in all animal or vegetal fats and oils (butter, cheese, milk, and meat). It also constitutes the fat body in breast milk.

Lastly, we would like to remind you that Crude Palm Oil (CPO) is the product richest in carotenes (vitamin A precursors) and in tocopherols, an antioxidant, hence the interest of its use in Africa as natural source of vitamin A.



■ Poly-unsaturated fatty acids ■ Saturated fatty acids
■ Mon-unsaturated fatty acids ■ Trans fatty acids (> 1%)

5.2.5

The oil palm's productivity encourages environmental conservation

Palm oil is, compared to its competitors (soy, sunflower, olive, etc.), the crop with the highest oil yield per hectare.

In practice, to feed the same population, the oil palm needs 3 to 9 times less surface³⁶ than other oil crops.

Nowadays, to limit the impact of oil palm cultivation on the environment, one of the challenges is to increase the yield per hectare. This is done through better management practices and R&D, but also smallholder support, important players in the sector, who do not have access to the same means as the agroindustry to improve their yields.

Best MANAGEMENT PRACTICES

Technical assistance; Training and support; Access to selected plant material.

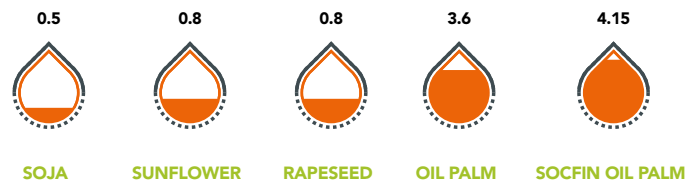
Best PRODUCTIVITY

Increased productivity; Market access.

Best PRODUCTION

No deforestation; Less land used.

WORLD OIL YIELDS ³⁷ comparison by crop (T/ha)



³⁴ ³⁵ Source: European Palm Oil Alliance — ³⁶ Source: IUCN — ³⁷ Source: Oil World 2023



5.2.6

Palm oil is also used for other reasons

Palm oil is mainly used in food consumption:

- **Refined:** table oil;
- **Processed:** margarines, spreads, biscuits, pastries, etc.

Palm oil is also used for:

- **Cosmetic production:** soap, shampoo, etc.;
- **Biodiesel production.**

Thus, palm oil is nowadays essential in many areas of daily life, whether in developed or developing countries.

5.2.7

Why we should not boycott palm oil?

SHOULD PALM OIL BE REPLACED?³⁸

Palm oil is very profitable. To replace it, other oilseeds would have to be planted on much larger areas – with negative environment impacts.
The problem is not the oil itself, but the way it is produced.

DO NOT BOYCOTT PALM OIL³⁹

2 main reasons to not boycott palm oil according to the IUCN

1

The strong international demand encourages sustainable agriculture

• • •

Producers look for other customers and lower their price

∨

Lower prices increase demand from markets which have less interest in sustainability

∨

This reduces the incentive to produce environmentally sustainable palm oil

2

Replacing palm oil by another crop will require more land for the same production output

• • •

Companies buy alternative oils

∨

Other oils use up to nine times as much land as palm oil

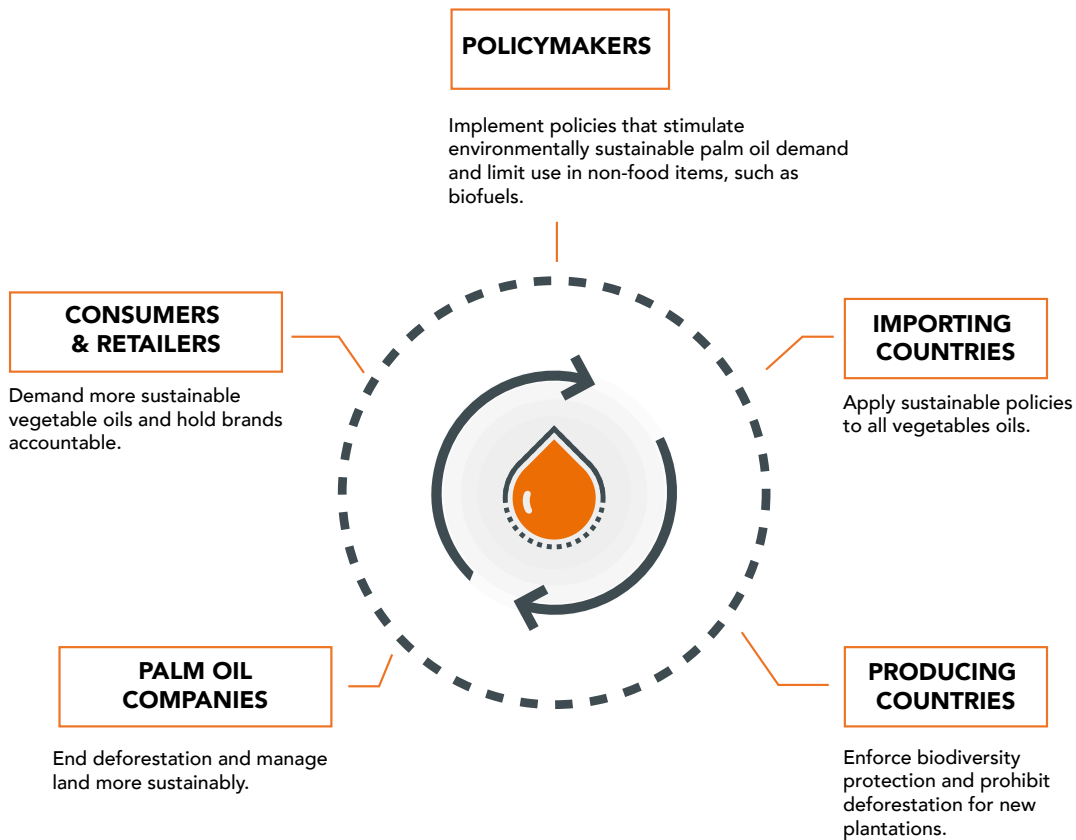
∨

This increase natural habitat loss, species loss and will have other impacts

³⁸ Source: wwf.ch/fr/nos-objectifs/huile-de-palme — ³⁹ Source: IUCN



THE ENTIRE WORLD HAS A ROLE TO PLAY⁴⁰



Sustainable palm oil is a collective action, everyone can contribute.
And that is what is happening today!

5.2.8

RSPO sustainable palm oil: a transformative approach

RSPO (the Roundtable on Sustainable Palm oil) is an initiative aimed at developing and implementing a set of global standards for sustainable palm oil through a certification process.

The platform unites stakeholders from the 7 palm oil industry sectors: producers, processors or dealers, consumer goods manufacturers, retailers, banks/investors, and social and environmental NGO's.

RSPO has developed a set of environmental and social principles and criteria, which companies need to comply with to produce Certified Sustainable Palm Oil. These criteria help to minimize the negative impact of palm oil cultivation on the environment but also on the communities in the producing regions.

19%⁴¹
of sustainable palm oil produced worldwide is certified RSPO

Currently, RSPO has more than 4 000 members worldwide, representing all the links along the oil palm supply chain and also engages with smallholders.

Moreover, RSPO certification reduces the environmental impact of palm oil production. Based on an analysis of their lifecycle, RSPO certified sustainable palm oil emits 35% less greenhouse gases and impacts biodiversity 20% less compared to non-certified palm oil production.



THE MISSIONS OF RSPO⁴²

Advance the production, procurement, finance, and use of sustainable palm oil products

Develop, implement, verify, assure and periodically review credible global standards for the entire supply chain of sustainable palm oil

Monitor and evaluate the economic, environmental and social impacts of the uptake of sustainable palm oil in the market

Engage and commit all stakeholders throughout the supply chain, including governments and consumers

In 2018, the Principles and Criteria (P&C) RSPO were reviewed and strengthened with 7 general principles, 50 criteria and 180 indicators.

7 RSPO PRINCIPLES⁴³

 PROSPERITY	 PEOPLE	 PLANET
<p><i>Competitive, resilient and sustainable sector.</i></p> <p>Principle 1: Behave ethically and transparently.</p> <p>Principle 2: Operate legally and respect rights.</p> <p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience.</p>	<p><i>Sustainable livelihoods and poverty reduction.</i></p> <p>Principle 4: Respect community and human rights and deliver benefits.</p> <p>Principle 5: Support smallholder inclusion.</p> <p>Principle 6: Respect workers' rights and conditions.</p>	<p><i>Conserved, protected and enhanced ecosystems that provide for the next generation.</i></p> <p>Principle 7: Protect, conserve and enhance ecosystems and the environment.</p>

^{42,43} Source: RSPO



COMPLIANCE WITH THE RSPO PRINCIPLES AND CRITERIA

IN THE WORLD:⁴⁴



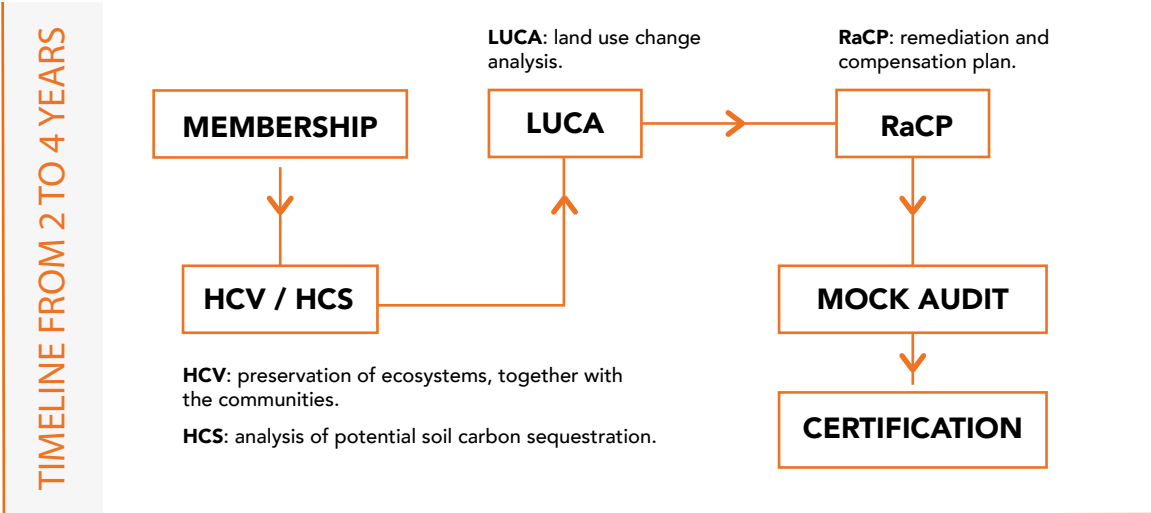
165 462
smallholders certified
in operation in 2021



464 791
hectares of smallholders
plantations certified RSPO in 2021

Alongside compliance with RSPO principles and criteria, a palm oil producer who wishes to be certified, must start a process that includes various studies and procedures.

COMPLIANCE with the RSPO Principles and Criteria



⁴⁴ Source: RSPO (Impact Report 2022)



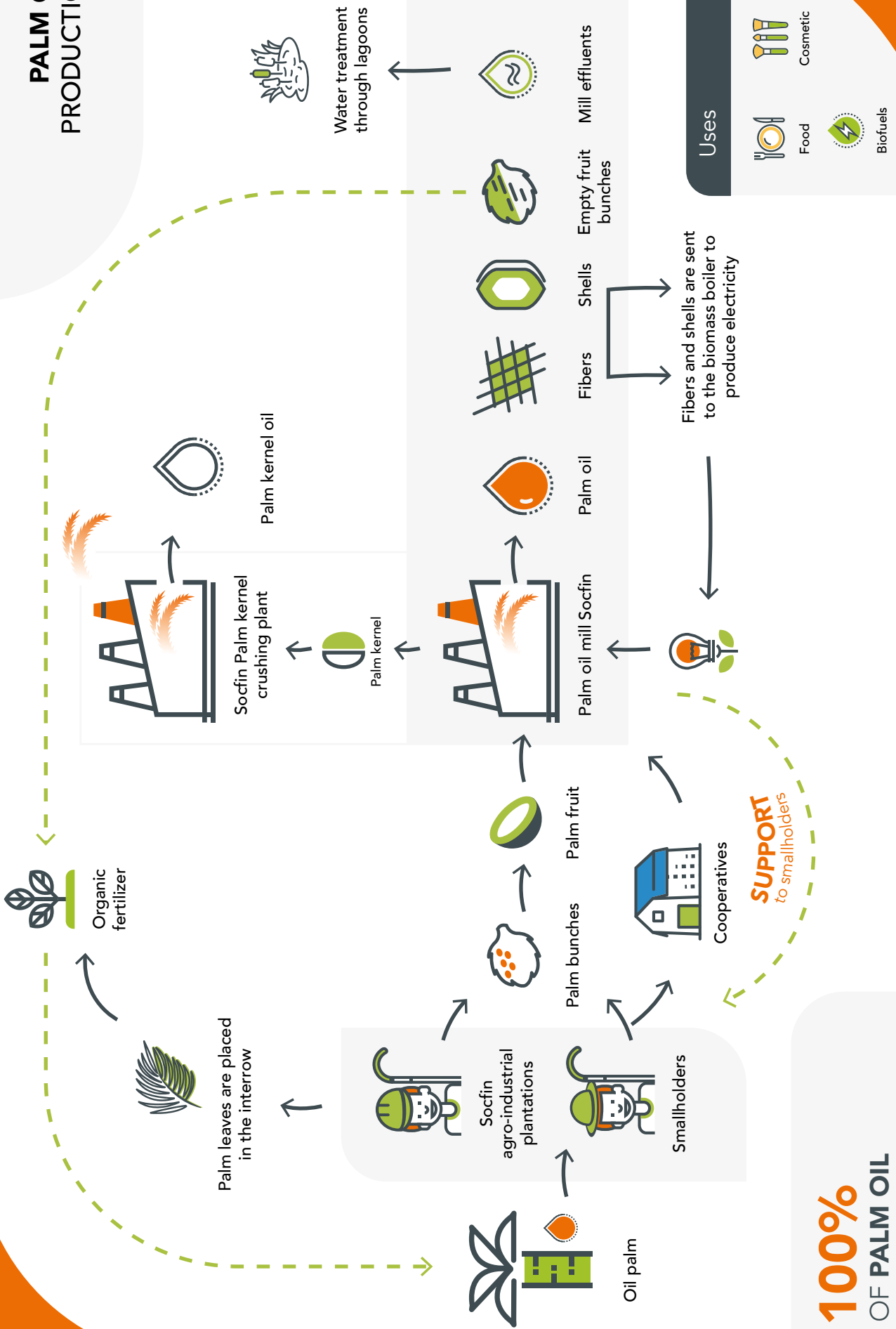
△ Oil mill, Mbambou, Socapalm, Cameroon



△ Oil palm plantation, Mbongo, Socapalm, Cameroon



PALM OIL PRODUCTION



100% OF PALM OIL IS USEFUL

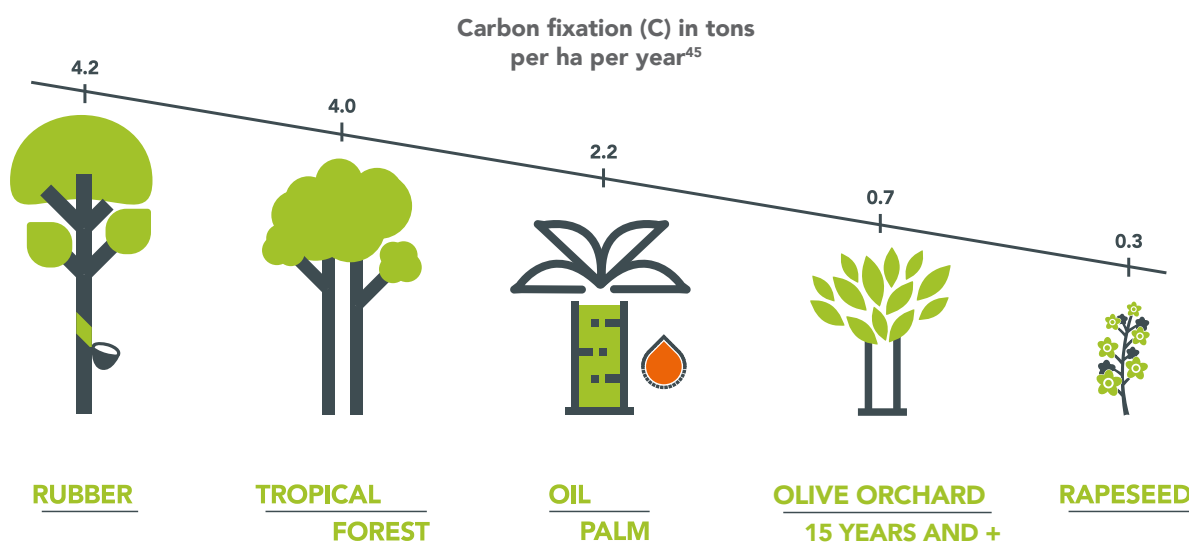


△ Rubber cup lumps, Safacam, Cameroon

5.3

Natural rubber

Natural rubber represents 46% of global annual rubber consumption, compared to 54% for synthetic rubber (derived from natural gas and oil by-products).



5.3.1

The rubber tree as a carbon sink

The rubber tree is a significant carbon sink, very valuable in the fight against climate change.

Natural rubber is a biopolymer. It is a renewable plant alternative to the elastomers derived from the petrol industry, namely synthetic rubber.

Rubber culture allows for efficient carbon sequestration.

5.3.2

Natural rubber is a renewable material

Rubber trees are planted in the field; after 6 years, they reach physiological maturity and a vegetative stage which will allow the start of tapping.

They have a lifecycle of almost 30 years: when the trees' yield decreases, rubber wood can be used for furniture manufacturing, paper pulp or even as firewood, otherwise it is left in the field to decompose naturally and maintain a good level of organic material in the soil.

After logging, the young trees are replanted on the same area to regenerate the plantation, starting a new cycle.

⁴⁵Source: "Potential carbon sequestration in rubber tree plantations in the northwestern region of the Parana State, Brazil" S.R Magguito, page 242, 2014
"Increasing carbon storage in intact African tropical forests" Simon L. Lewis, page 242, 2009
"A review of models for assessing carbon stocks and carbon sequestration in oil palm plantations", Ian E Henson, page 6, 2019
"Carbon footprint of an olive tree grove", Stefania Proietti, page 119
"Stocker du carbone dans les sols agricoles de France" INRA, page 136



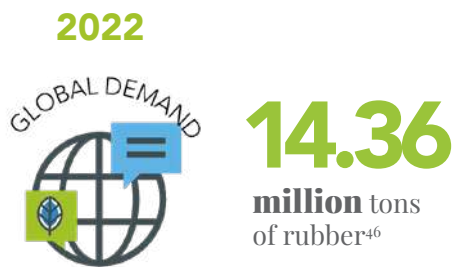
5.3.3

Natural rubber is wanted for its qualities

Natural rubber has the advantage that it is a renewable commodity with various benefits.

Manufacturers want it for its physical properties:

- Its low heat build-up;
- Its elasticity;
- Its shock resistance;
- Its vibration and sound damping properties.



5.3.4

Natural rubber is used in the composition of numerous objects⁴⁷

Worldwide, the rubber commodity is at the basis of numerous household, medical and industrial objects: cars, tractors, airplanes and bicycle tires, boots and soles, medical utensils, feeding bottles, car accessories (windshield wiper blades, seals), adhesives and many other.

Tire manufacturing represents 70% of the market and household and medical objects represent 30% of the market.

⁴⁶ Source: IRSG (estimate 2022) — ⁴⁷ Source: GPSNR

5.3.5

Improve naturel socioeconomic and environmental performance of the natural rubber value chain

About **85% of natural rubber is cultivated by 6 million smallholders**, primarily in Asia. Global demand for this indispensable commodity does not stop rising, just like the questions related to its environmental, social, and economic sustainability.



55%
of the Socfin Group's rubber production comes from smallholders

We are a founding member of the **GPSNR** initiative, which aims to implement sustainability criteria for natural rubber and brings together various value chain stakeholders.

We collaborated on the integration of 12 principles for sustainable natural rubber production into **GPSNR** policy elements.



△ Quality control of rubber before shipping, SCC, Côte d'Ivoire

▽ Team, SCC, Côte d'Ivoire





GPSNR MISSION

To improve the social, environmental and economic sustainability of the global natural rubber value chain.



12 GSPNR PRINCIPLES

Forest sustainability
 Water management
 Land rights (FPIC)
 Labor rights
 Human rights
 Equity

Traceability
 Transparency
 Anti corruption
 Grievance mechanism
 Auditing protocols
 Training and education

Divided into 8 policy components:



- ✓ Legal Compliance
- ✓ Healthy, Functioning Ecosystems
- ✓ Respecting all Human Rights
- ✓ Community Livelihoods
- ✓ Increased Production Efficiency
- ✓ Systems and Processes to drive effective implementation of policy components
- ✓ Supply Chain assessment, traceability, and Management
- ✓ Monitoring and reporting on progress and compliance with Policy Components



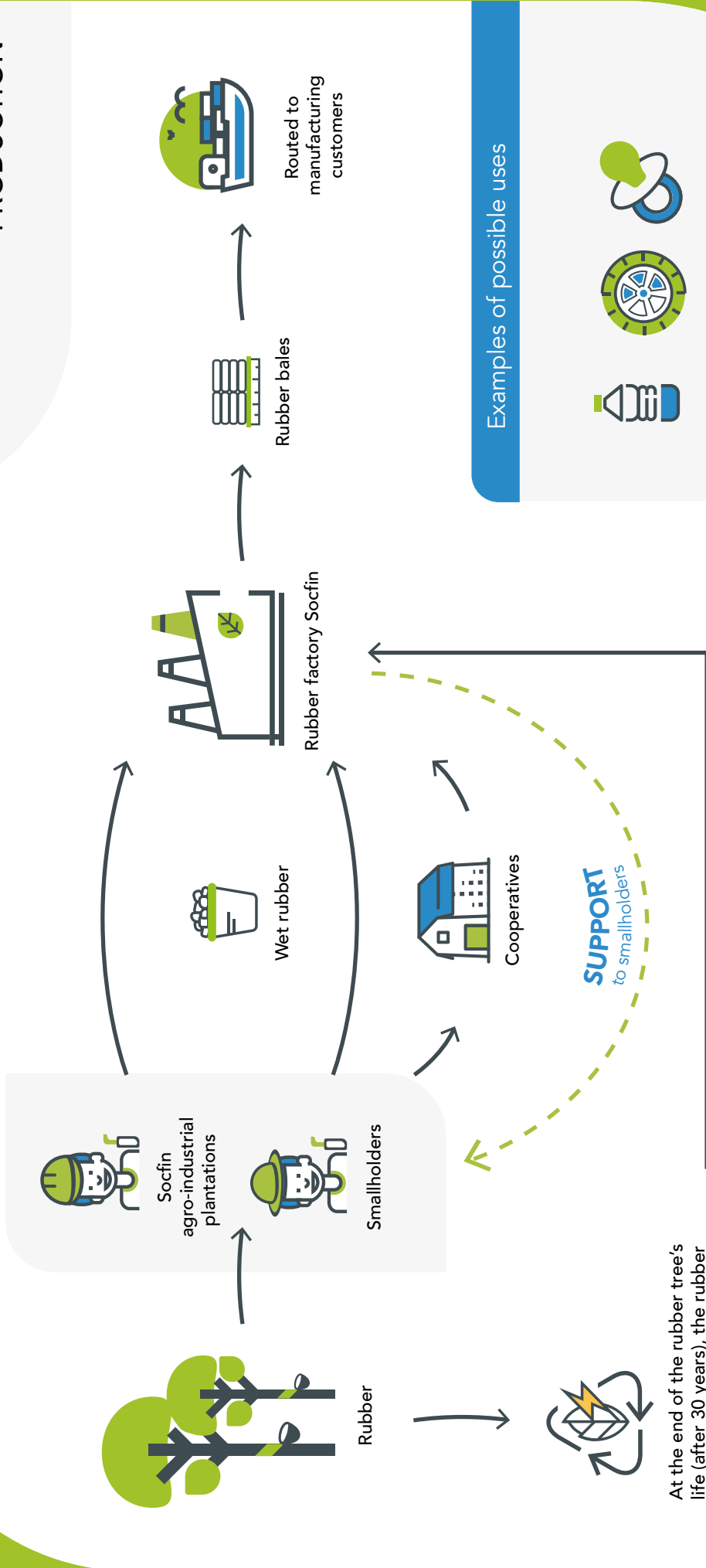
GPSNR POLICY FRAMEWORK

For Sustainable Natural Rubber Production and Sourcing
(GPSNR Ordinary Member Companies)

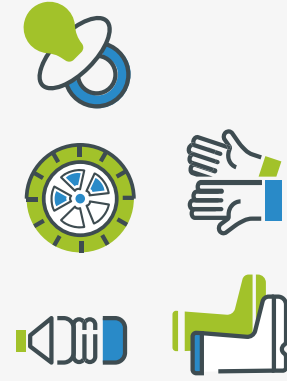
Endorsed by the GPSNR Executive Committee and adopted at the 2nd General Assembly by GPSNR Members on 23 September 2020.



NATURAL RUBBER PRODUCTION



Examples of possible uses



At the end of the rubber tree's life (after 30 years), the rubber wood can be used to fuel a biomass boiler



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- @sccaboisso
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- @AgripalmaSaoTome
- @SOCFINCambodia



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6 Follow us

If you would like to know more about the practical implementation of our commitments and initiatives to achieve our sustainability objectives, please follow us on social media or take a look at our website and sustainability reports.



www.socfin.com



www.socfin.com/dashboard



To discover our other publications and the sustainable development reports of our plantations:

socfin.com/en/publications-en/



7.1 Key data

	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Financial data (expenditures)										
General infrastructure	EUR		1 326 089	225 666	4 224 830	4 661 783	31 256	1 684 960	11 328 799	
Health	EUR		178 462	115 597	1 416 984	1 495 994	32 125	484 910	475 139	
Education	EUR		63 625	104 166	505 442	269 988	0	18 397	463 027	
Environment	EUR		120 419	2 777	115 630	539 526	165 364	375 597	883 831	
Occupational health and safety	EUR		245 726	0	108 633	336 235	22 297	142 600	12 254	
Trainings	EUR		9 455	0	46 842	195 878	38 442	5 228	4 485	
Framework	EUR		0	45 116	20 075	288 597	19 001	116 952	496 114	
Donations	EUR		15 633	2 857	296 228	343 396	94 126	99 883	38 798	
Other specific projects	EUR		21 576	0	0	15 775	0	-240	0	
Total investments	EUR		1 980 985	496 179	6 734 665	8 147 170	402 612	2 928 288	13 702 447	
Loans	EUR		0	0	2 845 293	1 495 269	179 410	58 035	0	
Financial data (turnover)										
Palm	EUR		58 553 604	N/A	N/A	39 919 397	N/A	31 991 119	120 757 226	
Rubber	EUR		N/A	4 469 424	40 635 339	100 313 225	57 224 001	968 476	12 346 955	
Workforce										
Permanent employees	nb		2 105	120	2 052	5 973	397	713	404	
<i>of which are female</i>	<i>nb</i>		320	1	272	1 031	61	144	135	
Daily workers	nb		0	0	92	2 667	0	1 602	0	
<i>of which are female</i>	<i>nb</i>		0	0	10	2 133	0	634	0	
Temporary employees	nb		2 289	0	0	0	0	0	20	
<i>of which are female</i>	<i>nb</i>		711	0	0	0	0	0	16	
Contractors	nb		482	730	2 413	250	50	0	5 552	
<i>of which are female</i>	<i>nb</i>		263	37	835	110	16	0	1 313	
Total workforce	nb		4 876	850	4 557	8 890	447	2 315	5 976	
<i>of which are female</i>	<i>nb</i>		1 294	38	1 117	3 274	77	778	1 464	
Staff turnover rate	%		18.61%	0.00%	5.23%	15.02%	4.87%	9.91%	8.98%	
Employees eligible for maternity leave	nb		15	0	5	78	5	7	28	
Employees on maternity leave	nb		15	0	5	78	5	7	28	
Employees supposed to return to work	nb		11	0	4	67	5	7	28	
Employees who have returned to work	nb		11	0	4	67	5	7	28	
Maternity leave return to work rate	%		100%	N/A	100%	100%	100%	100%	100%	
Employees eligible for paternity leave	nb		0	0	0	157	39	0	0	
Employees on paternity leave	nb		0	0	0	157	39	0	0	
Employees supposed to return to work	nb		0	0	0	157	39	0	0	
Employees who have returned to work	nb		0	0	0	157	39	0	0	
Paternity leave return to work rate	%		N/A	N/A	N/A	100%	100%	N/A	N/A	
Male/female salary ratio	%		100%	100%	100%	100%	100%	100%	100%	
Area										
Concession size	hectares		18 473	8 000	121 407	34 712	N/A	18 304	33 113	
Oil palm planted area	hectares		12 349	N/A	N/A	7 471	N/A	6 140	19 061	
Rubber planted area	hectares		N/A	4 445	12 336	15 862	N/A	942	7 335	
General infrastructure										
Palm oil mills	nb		1	0	0	1	0	1	2	
Refineries	nb		0	0	0	0	0	0	0	
Palm kernel crushing plants	nb		0	0	0	1	0	0	1	
Rubber factories	nb		0	0	1	1	1	0	1	

Names of the labels modified on 10.07.2023

⁴⁸The 74 employees of the head office in Europe are included in the total.—⁴⁹The 35 employees of the head offices in Europe are included in the total.



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	1 160 451	5 680 716	N/R	N/R	785 883	75 931	280 880	149 004	2 139 672	33 755 919
	527 359	1 170 846	N/R	N/R	487 821	0	29 244	26 208	1 429 848	7 870 536
	77 367	911 970	N/R	N/R	36 728	18 384	21 705	9 565	161 319	2 661 683
	135 586	773 695	N/R	N/R	211 343	57 318	156 682	89 857	907 685	4 535 308
	127 481	444 978	N/R	N/R	51 537	55 124	8 276	1 926	133 554	1 690 622
	40 448	49 323	N/R	N/R	6 228	1 209	0	0	112 084	509 624
	91 004	0	N/R	N/R	250 525	0	64 505	0	60 255	1 452 145
	0	0	N/R	N/R	16 705	87 034	33 947	0	152 663	1 181 269
	0	0	N/R	N/R	0	0	0	0	0	37 112
	2 159 697	9 031 527	N/R	N/R	1 846 770	295 000	595 239	276 559	5 097 081	53 694 219
	121 082	900 908	N/R	N/R	277 469	0	0	0	0	5 877 466
	24 811 118	110 160 932	10 550 674	N/A	16 366 246	7 781 775	N/A	N/A	170 873 251	591 765 342
	10 594 760	1 661 827	N/A	N/A	N/A	N/A	8 164 138	618 936	14 157 861	251 154 942
	2 422	2 591	29	113	2 257	246	756	138	8 824	29 214 ⁴⁸
	754	596	4	51	529	31	300	56	962	5 282 ⁴⁹
	0	0	0	0	0	461	0	0	0	4 822
	0	0	0	0	0	123	0	0	0	2 900
	413	769	4	143	0	46	0	0	0	3 684
	257	204	1	61	0	1	0	0	0	1 251
	270	3 974	0	0	394	0	92	48	1 242	15 497
	23	650	0	0	0	0	8	0	589	3 844
	3 105	7 334	33	256	2 651	753	848	186	10 066	53 217
	1 034	1 450	5	112	529	155	308	56	1 551	13 277
	12.15%	4.47%	3.39%	3.49%	17.81%	71.60%	66.15%	70.73%	13.73%	14.95%
	57	28	0	1	89	6	57	11	38	425
	57	28	0	1	89	6	57	11	38	425
	43	23	0	1	99	14	52	9	31	394
	43	23	0	1	89	14	52	9	31	384
	100%	100%	N/A	100%	90%	100%	100%	100%	100%	97%
	31	0	0	2	20	0	0	0	450	699
	31	0	0	2	20	0	0	0	450	699
	31	0	0	2	24	9	0	0	450	712
	31	0	0	2	20	9	0	0	450	708
	100%	N/A	N/A	100%	83%	100%	N/A	N/A	100%	99%
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	17 690	58 063	N/A	N/A	8 380	4 917	6 659	5 345	47 536	382 599
	5 306	32 460	N/A	N/A	6 072	2 100	N/A	N/A	39 279	130 238
	4 284	2 075	N/A	N/A	N/A	N/A	3 692	3 228	6 603	60 802
	1	6	0	0	1	1	0	0	9	23
	0	0	1	0	0	0	0	0	0	1
	1	0	0	0	0	0	0	0	0	3
	1	0	0	0	0	0	1	0	2	8



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Production										
Crude palm oil	T		51 919	N/A	N/A	35 301	N/A	25 375	54 091	
Of which RSPO certified palm oil	T		39 275	N/A	N/A	9 427	N/A	549	26 767	
Refined oil	T		N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Palm kernel oil	T		N/A	N/A	N/A	2 645	N/A	N/A	660	
Dry rubber	T		N/A	N/A	27 401	65 815	39 554	N/A	8 124	
Seeds	million		N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Traceability and transparency										
Traceability										
Palm oil - Level 1	%		100%	N/A	N/A	100%	N/A	100%	100%	
Palm oil - Level 2	%		100%	N/A	N/A	98%	N/A	100%	100%	
Palm oil - Level 3	%		100%	N/A	N/A	93%	N/A	100%	99%	
Palm kernel oil - Level 1	%		N/A	N/A	N/A	100%	N/A	N/A	100%	
Palm kernel oil - Level 2	%		N/A	N/A	N/A	100%	N/A	N/A	100%	
Palm kernel oil - Level 3	%		N/A	N/A	N/A	100%	N/A	N/A	100%	
Rubber - Level 1	%		N/A	N/A	100%	100%	100%	N/A	100%	
Rubber - Level 2	%		N/A	N/A	87%	62%	100%	N/A	92%	
Rubber - Level 3	%		N/A	N/A	87%	34%	0%	N/A	92%	
Transparency - Palm oil - Smallholders										
Number of smallholders	nb		N/A	N/A	N/A	66	N/A	N/A	139	
Smallholders with a signed contract with the plantation	%		N/A	N/A	N/A	0%	N/A	N/A	100%	
Smallholders with clauses on environmental and social issues in their contract	%		N/A	N/A	N/A	0%	N/A	N/A	100%	
Smallholders who have had a CSR risk assessment	%		N/A	N/A	N/A	0%	N/A	N/A	0%	
Smallholders who have been audited in the field on their environmental and social practices	%		N/A	N/A	N/A	0%	N/A	N/A	0%	
Smallholders who have received training on environmental and social issues	%		N/A	N/A	N/A	100%	N/A	N/A	41%	
Transparency - Palm oil - Collectors										
Number of collectors	nb		N/A	N/A	N/A	21	N/A	N/A	N/A	
Collectors with a signed contract with the plantation	%		N/A	N/A	N/A	100%	N/A	N/A	N/A	
Collectors with clauses on environmental and social issues in their contract	%		N/A	N/A	N/A	100%	N/A	N/A	N/A	
Collectors who have had a CSR risk assessment	%		N/A	N/A	N/A	0%	N/A	N/A	N/A	
Collectors who have been audited in the field on their environmental and social practices	%		N/A	N/A	N/A	0%	N/A	N/A	N/A	
Collectors who have received training on environmental and social issues	%		N/A	N/A	N/A	100%	N/A	N/A	N/A	
Transparency - Palm oil - Third Party Plantation										
Number of third party plantations	nb		N/A	N/A	N/A	N/A	N/A	N/A	1	
Third party plantation with a signed contract with the plantation	%		N/A	N/A	N/A	N/A	N/A	N/A	100%	
Third party plantation with clauses on environmental and social issues in the contract	%		N/A	N/A	N/A	N/A	N/A	N/A	100%	
Third party plantation that has had a CSR risk assessment	%		N/A	N/A	N/A	N/A	N/A	N/A	0%	
Third party plantation having been audited in the field regarding their environmental and social practices	%		N/A	N/A	N/A	N/A	N/A	N/A	0%	
Third party plantation that has received training on environmental and social issues	%		N/A	N/A	N/A	N/A	N/A	N/A	0%	
Transparency - Rubber - Smallholders										
Number of smallholders	nb		N/A	N/A	767	6 047	6 284	N/A	N/A	
Smallholders with a signed contract with the plantation	%		N/A	N/A	0%	0%	0%	N/A	N/A	
Smallholders with contract that includes clauses on environmental and social issues	%		N/A	N/A	0%	0%	0%	N/A	N/A	
Smallholders who have had a CSR risk assessment	%		N/A	N/A	100%	100%	100%	N/A	N/A	
Farmers who have been audited in the field on their environmental and social practices	%		N/A	N/A	0%	0%	0%	N/A	N/A	
Smallholders who have received training on environmental and social issues	%		N/A	N/A	0%	100%	100%	N/A	N/A	



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	16 526	146 232	N/A	N/A	13 769	6 430	N/A	N/A	179 516	529 159
	2 195	59 324	N/A	N/A	4 197	2 339	N/A	N/A	179 516	323 590
	N/A	N/A	4 918	N/A	N/A	N/A	N/A	N/A	N/A	4 918
	8 531	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11 836
	6 377	N/A	N/A	N/A	N/A	N/A	6 018	N/A	6 896	160 185
	N/A	N/A	N/A	4.50	N/A	N/A	N/A	N/A	13.19	17.68
	100%	100%	N/A	N/A	100%	100%	N/A	N/A	100%	100%
	100%	97%	N/A	N/A	100%	100%	N/A	N/A	100%	99%
	99%	78%	N/A	N/A	95%	100%	N/A	N/A	100%	93%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	100%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	100%
	98%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	83%
	96%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	50%
	27	1 252	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 484
	0%	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	16%
	0%	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	16%
	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	88%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	82%
	N/A	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	34
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	62%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	62%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	62%
	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	N/A	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50%
	19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13 117
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	94%



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Transparency – Rubber – Collectors										
Number of collectors	nb		N/A	N/A	8	10	28	N/A	21	
Percentage of collectors with a signed contract with the plantation	%		N/A	N/A	0%	100%	0%	N/A	0%	
Percentage of collectors who have environmental and social clauses in their contract	%		N/A	N/A	0%	100%	0%	N/A	0%	
Percentage of collectors who have had a CSR risk assessment	%		N/A	N/A	0%	0%	100%	N/A	0%	
Percentage of collectors who have been audited in the field regarding their environmental and social practices	%		N/A	N/A	0%	0%	0%	N/A	0%	
Percentage of collectors who have received training on environmental and social issues	%		N/A	N/A	0%	100%	100%	N/A	0%	
Health and Safety										
Working accidents - Only for permanent and temporary workers										
Total hours worked	nb		9 092 174	130 400	4 584 088	13 307 212	610 183	1 525 392	1 306 824	
Work-related fatalities	nb		0	0	0 (2)	0	0	0	0 (1)	
Work-related injuries	nb		852	0	121	433	4	134	10	
Injury rate per 200 000 hours	nb/200 000 h		18.74	0.00	5.28	6.51	1.31	17.57	1.53	
Occupational injuries or illness resulting in DART	nb		715	0	121	432	0	56	8	
DART incidence rate per 200 000 hours	nb/200 000 h		15.73	0.00	5.28	6.49	0.00	7.34	1.22	
Lost days	nb		1 968	0	512	1 603	51	180	81	
Lost day rate per 200 000 hours	nb/200 000 h		43.29	0.00	22.34	24.09	16.72	23.60	12.40	
Training										
Training and sensitization	nb		3 188	3	296	1 858	339	1 095	5 736	
Training hours	h		1 555	6	56 644	1 932	398	15 169	5 140	
Workers that attended training	nb		25 168	28	1 846	59 574	3 451	17 432	91 026	
Environment										
HCV areas	ha		4 771	N/A	N/A	6 735	N/A	10 441	2 976	
Peatland planted areas (planted before 2017)	ha		0	0	0	0	N/A	0	0	
Accidental fires due to internal causes	nb		0	0	0	27	0	0	0	
Area burned as a result of accidental fires started by internal causes	ha		0	0	0	130	0	0	0	
Accidental fires started by external causes	nb		21	3	14	8	0	0	14	
Area burned as a result of accidental fires started by external causes	ha		32	8	47	11	0	0	1 461	
Consumption indicators										
Factories										
Fuel use per processed ton of FFB	L/T FFB		0.20	N/R	N/R	0.12	N/R	0.02	0.42	
Water use per processed ton of FFB	m ³ /T FFB		1.56	N/R	N/R	1.08	N/R	1.26	1.19	
Electricity use per processed ton of FFB	kWh/T FFB		18.79	N/R	N/R	20.79	N/R	15.87	21.12	
Fuel use per processed ton of dry rubber	L/T dry		N/R	N/R	0.19	41.42	41.11	N/R	0.31	
Water consumption per processed ton of dry rubber	m ³ /T dry		N/R	N/R	16.11	18.11	22.59	N/R	16.16	
Electricity use per processed ton of dry rubber	kWh/T dry		N/R	N/R	206.58	201.06	211.59	N/R	195.43	
Workshops and garage										
Average fuel consumption – light vehicles	l/100 km	< 14.5	11.56	13.77	12.82	11.91	10.18	12.38	17.61	
Average fuel consumption – trucks	l/100 km	< 55	60.33	32.47	65.52	20.55	24.89	26.54	37.28	
Average fuel consumption – tractors	l/h	< 4.0	3.46	3.05	4.51	4.16	N/R	5.20	3.52	
Average fuel consumption – gensets	l/kWh	<1.8	0.32	0.35	0.33	0.28	0.38	0.36	0.31	



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	67
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	42%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15%
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	57%
	5 150 551	7 736 674	64 990	560 165	5 087 793	795 702	1 468 008	288 303	17 493 252	69 201 710
	0	2 (2)	0	0	0	0	0	0	0	2 (5)
	281	368	2	14	307	41	33	1	38	2 639
	10.91	9.56	6.15	5.00	12.07	10.31	4.50	0.69	0.43	7.63
	201	84	0	3	150	14	18	1	38	1 841
	7.80	2.17	0.00	1.07	5.90	3.52	2.45	0.69	0.43	5.32
	2 814	1 107	0	16	977	134	25	7	1 794	11 269
	109.27	28.62	0.00	5.71	38.41	33.68	3.41	4.86	20.51	32.57
	661	4 771	1	198	332	510	56	27	852	19 923
	13 563	3 590	16	143	562	334	2 345	1 127	19 258	121 781
	14 209	97 487	2	6 730	131 918	68 476	1 341	212	5 490	524 390
	3 624	14 446	N/A	N/A	407	354	2 994	1 643	787	49 178
	0	0	N/A	N/A	0	0	0	0	1 905	1 905
	0	0	0	0	0	0	0	0	0	27
	0	0	0	0	0	0	0	0	0	130
	15	69	0	0	15	0	3	0	0	162
	45	141	0	0	38	0	8	0	0	1 791
	0.35	0.40	N/R	N/R	0.44	0.23	N/R	N/R	0.10	0.24
	0.75	1.13	N/R	N/R	1.34	1.36	N/R	N/R	0.99	1.13
	16.57	17.27	N/R	N/R	33.29	19.43	N/R	N/R	19.05	19.02
	0.00	N/R	N/R	N/R	N/R	N/R	40.00	N/R	48.34	30.80
	6.71	N/R	N/R	N/R	N/R	N/R	18.64	N/R	20.09	18.43
	132.76	N/R	N/R	N/R	N/R	N/R	147.93	N/R	230.40	200.87
	11.13	11.99	N/R	10.38	20.24	10.59	10.67	12.00	9.92	12.47
	45.75	82.05	N/R	N/R	111.50	43.18	21.33	15.31	41.80	44.89
	3.93	3.28	N/R	2.20	3.60	4.21	3.25	3.21	3.21	3.63
	0.36	0.41	N/R	0.50	0.41	0.31	0.55	0.66	0.32	0.39



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Renewable energy production										
Steam turbines fed by biomass	kWh		3 631 775	N/R	N/R	3 031 755	N/R	1 461 230	7 448 024	
Turbine power produced/ton FFB processed	kWh/T FFB		16.63	N/R	N/R	18.95	N/R	15.54	28.87	
Turbine use POM	%		89%	N/R	N/R	91%	N/R	98%	137%	
Hydroelectricity production	kWh		N/R	N/R	5 814 000	N/R	N/R	N/R	N/R	
Diesel fuel saved by hydroelectric dam	l		N/R	N/R	1 744 200	N/R	N/R	N/R	N/R	
Diesel fuel saved by biomass plants	l		N/R	N/R	1 090 824	N/R	N/R	N/R	322 452	
Diesel saved by the use of solar panels	l		4 985	N/R	N/R	N/R	N/R	N/R	N/R	
Quality indicators										
Air emissions										
SO ₂	mg/m ³	<500	0.01	N/A	N/A	6.40	2.60	8.89	<10	
NO _x	mg/m ³	<200	0.02	N/A	N/A	N/A	1.30	27.90	<10	
Dust PM10	mg/m ³	<100	188.65	N/A	N/A	0.67	587.25	N/A	N/A	
Dust PM2.5	mg/m ³	<50	70.88	N/A	N/A	0.10	80.79	N/A	N/A	
CO ₂	mg/m ³	<9	0.14	N/A	N/A	21 366.50	964.00	N/A	N/A	
Ambient air										
Dust PM10	mg/m ³	<100	N/A	N/A	N/A	0.47	467.30	17.34	N/A	
Dust PM2.5	mg/m ³	<50	N/A	N/A	N/A	0.21	57.03	9.65	N/A	
Management of non-hazardous industrial waste										
Waste disposed of in a municipal landfill	kg		0	0	0	0	0	0	0	
	m ³		0	0	0	0	0	0	0	
Waste collected by a registered dealer	kg		35 579	2 500	50 000	362 976	0	2 221	0	
	P/C		0	0	45	0	0	0	0	
Waste sold	l		16 102	0	0	0	0	0	0	
	kg		35 579	0	50 000	362 976	44 700	0	35 780	
	P/C		20 045	0	45	0	0	0	26	
	m ³		0	0	0	0	0	0	0	
Waste disposed of in the company landfill	kg		9 176	444	0	2 683 170	27 800	0	388 580	
	kg		0	0	0	0	27 800	1 002	675	
Waste recovered (energy recovery)	kg		0	0	0	28 252 029	0	0	22 046 341	
	m ³		0	0	0	0	0	0	0	
Waste recovered (organic recycling/composting)	kg		9 176	0	0	36 301 250	0	0	0	
	m ³		0	0	0	0	0	0	0	
Liquid waste disposed of in the lagoons	m ³		0	0	340 005	159 945	893 689	156 510	272 333	
Special industrial waste (SIW) generation										
SIW collected by a registered dealer	kg		0	0	0	17 301	0	0	0	
	m ³		0	0	0	0	0	0	0	
Agricultural data										
Toxic products used										
Use of Aldicarb	kg		0	0	0	0	0	0	0	
Use of Paraquat	kg		0	0	0	0	0	0	0	
	l		0	0	0	0	0	0	0	
Use of Carbofuran	kg		0	0	0	0	0	0	0	
Others OMS 1a / 1b	kg		0	0	0	0	0	0	0	



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	854 279	10 096 719	N/R	N/R	0	0	N/R	N/R	13 881 779	40 405 561
	11.34	15.50	N/R	N/R	0.00	0.00	N/R	N/R	17.87	17.81
	68%	90%	N/R	N/R	0%	0%	N/R	N/R	94%	95%
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	5 814 000
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	1 744 200
	254 988	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	1 668 264
	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	N/R	4 985
	12.64	14.71	N/A	N/A	N/A	N/A	N/A	N/A	26.75	N/R
	1.00	14.52	N/A	N/A	N/A	N/A	N/A	N/A	103.57	N/R
	38.34	26.18	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/R
	N/A	28.08	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/R
	1 096.71	52.34	N/A	N/A	N/A	N/A	N/A	N/A	5.10	N/R
	N/A	3.99	N/A	6.62	N/A	N/A	N/A	N/A	35.38	N/R
	N/A	2.68	N/A	N/A	N/A	N/A	N/A	N/A	23.25	N/R
	0	120 000	N/A	0	0	33 280	0	0	0	153 280
	0	1 673	N/A	48	0	127	0	0	0	1 848
	136 640	307 816	N/A	0	0	0	0	0	31 686	929 418
	0	0	N/A	0	0	0	0	0	0	45
	0	0	N/A	0	0	0	0	0	0	16 102
	130 280	244 993	N/A	0	40 000	0	0	3 530	62 230	1 010 068
	0	816 170	N/A	0	65	0	0	35	1 057	837 443
	0	0	N/A	0	4	0	0	0	0	4
	0	0	N/A	0	0	0	0	0	0	9 380
	31 173	92 194	N/A	0	0	0	91 880	43 640	2 338	3 370 395
	1 429	3 021	N/A	0	0	0	0	0	0	33 926
	0	41 438 250	N/A	0	0	1 439 086	0	0	0	93 175 706
	0	0	N/A	0	0	3 266	0	0	0	3 266
	18 330	68 692 118	N/A	0	0	1 540 083	0	0	0	106 560 957
	0	0	N/A	0	0	7 434	0	0	0	7 434
	0	522 625	N/A	0	0	26 819	0	0	321 932	2 693 859
	136 640	24 984	N/A	0	0	0	0	0	0	178 925
	0	2 601	N/A	0	0	0	0	0	0	2 601
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	30	0	0	0	0	0	0	0	0	30



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
Organic fertilizer used										
Empty fruit bunches	T		38 283	0	0	32 492	0	18 405	29 055	
Quantity of stalk compost/mill effluent	T		76 542	0	0	0	0	0	0	
PK fibers	T		0	0	0	0	0	8 692	0	
Other solids	T		0	0	0	0	0	5 866	0	
Purchase of organic fertilizer	T		0	0	0	0	0	0	0	
Medical data										
Hospitals	nb		0	0	1	1	N/A	0	0	
Clinics	nb		0	1	1	3	N/A	1	2	
Health outposts	nb		0	1	3	15	N/A	4	2	
Total infrastructures	nb		0	2	5	19	N/A	5	4	
Ambulance	nb		2	1	5	3	N/A	1	4	
Doctors	nb		1	0	3	1	N/A	0	2	
Nurses	nb		0	2	18	6	N/A	6	14	
Midwives	nb		0	4	4	2	N/A	0	2	
Other staff	nb		2	13	53	82	N/A	8	16	
Total medical staff	nb		3	19	78	91	N/A	14	34	
Consultations	nb		5 066	4 448	36 798	105 695	N/A	13 418	42 129	
Hospitalizations	nb		N/A	1 300	3 563	1 061	N/A	954	399	
Diagnosed malaria	nb		274	1 094	1 168	34 157	N/A	4 567	15 458	
Family planning	Yes/No		Yes	Yes	Yes	Yes	N/A	No	Yes	
HIV treatment	Yes/No		Yes	Yes	Yes	Yes	N/A	Yes	Yes	
Tuberculosis treatment	Yes/No		Yes	Yes	Yes	Yes	N/A	Yes	Yes	
Educational data										
Day-care centers	nb		0	0	0	0	N/A	0	4	
Nursery schools	nb		6	0	10	1	N/A	1	4	
Primary schools	nb		22	2	9	14	N/A	1	3	
Secondary schools	nb		2	2	3	0	N/A	1	0	
Total	nb		30	4	22	15	N/A	3	11	
Of which are plantation schools	nb		0	4	22	0	N/A	0	5	
Teachers	nb		148	56	89	92	N/A	39	35	
<i>Of which are supported by the plantations</i>	nb		0	38	89	2	N/A	0	21	
	%		0%	68%	100%	2%	N/A	0%	60%	
Students	nb		6 335	1 715	7 125	4 147	N/A	1 109	942	
Ratio students/ teacher	nb		43.38	32.05	52.70	44.73	N/A	27.45	21.59	
Villages data (only for estate villages)										
Estate villages	nb		8	11	82	23	N/A	1	6	
Population - Housed employees	nb		198	418	4 157	6 145	N/A	207	5 203	
Population - Dependents	nb		615	1 851	14 527	17 242	N/A	0	3 334	
Population - Illegal occupants	nb		0	0	0	0	N/A	0	0	
Population - Number of other occupants	nb		2	0	258	1 133	N/A	0	0	
Total - Population	nb		815	2 269	18 942	24 520	N/A	207	8 537	
Housing	nb		194	388	4 579 ⁵⁰	4 286	N/A	161	4 375	
New housing	nb		4	0	35	122	N/A	0	697	
Renovated housing	nb		2	2	97	1	N/A	0	1 074	
Kitchens	nb		201	386	1 282	4 105	N/A	157	2 715	
New kitchens	nb		8	0	52	121	N/A	0	614	
Renovated kitchens	nb		0	2	41	8	N/A	0	689	
Latrines	nb		197	219	1 701	3 667	N/A	161	3 847	



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	18 330	224 340	0	0	1 703	6 197	0	0	160 701	529 506
	18 330	29 391	0	0	0	0	0	0	14 948	139 211
	0	46 699	0	0	2 883	0	0	0	0	58 273
	0	0	0	0	0	0	0	0	17 013	22 879
	0	0	0	0	0	1 112	0	0	0	1 112
	0	0	N/A	N/A	1	N/A	0	0	0	3
	2	7	N/A	N/A	1	N/A	1	0	12	31
	10	2	N/A	N/A	3	N/A	0	1	18	59
	12	9	N/A	N/A	5	N/A	1	1	30	93
	1	6	N/A	N/A	1	N/A	1	0	12	37
	1	7	N/A	N/A	1	N/A	1	0	24	41
	30	33	N/A	N/A	19	N/A	0	1	48	177
	0	0	N/A	N/A	6	N/A	0	0	15	33
	10	18	N/A	N/A	14	N/A	0	0	12	228
	41	58	N/A	N/A	40	N/A	2	99	479	479
	39 924	65 238	N/A	N/A	16 851	N/A	9 308	1 602	48 168	388 645
	995	851	N/A	N/A	1 848	N/A	0	0	1 347	12 318
	7 966	13 398	N/A	N/A	8 106	N/A	1	0	0	86 189
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
	Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
	0	0	N/A	N/A	0	4	0	0	0	8
	9	21	N/A	N/A	1	2	0	42	97	97
	12	40	N/A	N/A	15	3	5	52	178	178
	4	8	N/A	N/A	11	2	1	20	54	54
	25	69	N/A	N/A	27	11	6	114	337	337
	1	6	N/A	N/A	1	1	0	23	63	63
	252	546	N/A	N/A	520	87	70	1 363	3 297	3 297
	51	114	N/A	N/A	9	4	0	58	386	386
	20%	21%	N/A	N/A	2%	5%	0%	4%	12%	12%
	4 111	11 243	N/A	N/A	8 182	1 416	1 981	16 189	64 495	64 495
	22.21	24.78	N/A	N/A	22.26	15.70	23.14	11.44	23.92	23.92
	13	31	N/A	N/A	37	2	8	15	237	237
	2 087	5 370	N/A	N/A	984	103	647	2 801	28 320	28 320
	8 348	8 604	N/A	N/A	4 768	288	394	7 177	67 148	67 148
	4	365	N/A	N/A	6	0	0	0	375	375
	0	5 961	N/A	N/A	700	0	0	2 526	10 580	10 580
	10 439	20 300	N/A	N/A	6 458	391	1 041	12 504	106 423	106 423
	2 167	4 634	N/A	N/A	989	141	837	2 365	25 116 ⁵⁰	25 116 ⁵⁰
	0	138	N/A	N/A	71	0	0	0	1 067	1 067
	41	33	N/A	N/A	76	0	0	15	1 341	1 341
	1 450	3 739	N/A	N/A	541	18	813	2 365	17 772	17 772
	9	132	N/A	N/A	68	0	0	0	1 004	1 004
	7	68	N/A	N/A	21	0	0	15	851	851
	1 644	3 152	N/A	N/A	436	13	748	1 407	17 192	17 192



	Unit	Goals	SAC	SRC	LAC	SOGB	SCC	PSG	Okomu	
News Latrines	nb		4	0	125	142	N/A	0	718	
Renovated latrines	nb		0	2	61	39	N/A	0	1 931	
Showers	nb		190	0	1 580	3 862	N/A	161	3 479	
News showers	nb		4	0	128	119	N/A	0	590	
Renovated showers	nb		0	0	125	1	N/A	0	1 446	
Water points	nb		55	39	302	501	N/A	161	5 675	
Sport fields	nb		3	7	52	23	N/A	1	6	
Shops	nb		0	1	4	383	N/A	0	126	
Clubs	nb		1	1	2	14	N/A	2	4	
Market places	nb		0	1	3	16	N/A	0	1	
Gathering places	nb		1	4	25	21	N/A	2	6	



	Safacam	Socapalm	SPFS	Camseeds	Brabanta	Agripalma	Socfin-KCD	Coviphama	Socfindo	TOTAL
	273	141	N/A	N/A	84	0	0		28	1 515
	0	77	N/A	N/A	7	0	0		3	2 120
	1 644	1 158	N/A	N/A	440	14	230		1 407	14 165
	0	38	N/A	N/A	88	0	0		28	995
	0	23	N/A	N/A	0	0	0		3	1 598
	98	586	N/A	N/A	85	1	106		1 938	9 547
	12	31	N/A	N/A	10	2	6		55	208
	6	141	N/A	N/A	3	13	6		182	865
	9	45	N/A	N/A	4	0	0		12	94
	12	3	N/A	N/A	3	0	0		7	46
	14	15	N/A	N/A	1	0	5		28	122



7.2 GRI Index

GRI Standards		Chapters
102	General information	
102-1	Name of the organization	Message from the President
102-2	Activities, brands, products and services	1.2 Key figures 1.3 Our organization
102-3	Location of headquarters	Last page of the report
102-4	Location of operations	1.5 10 countries where we promote respectful and transformative tropical agricultural practices
102-5	Ownership and legal form	Socfin financial report 2022
102-6	Markets served	Socfin financial report 2022 5.1 We produce two agricultural commodities through sustainable agriculture
102-7	Scale of the organization	3.4.2 Our key human resources data 1.5 10 countries where we promote respectful and transformative tropical agricultural practices Socfin financial report 2022
102-8	Information on employees and other workers	3.4.2 Our key human resources data 7.1 Key data
102-9	Supply chain	2.4.1 Our collaboration with our local partners 2.5 Improvement of our supply chain transparency 5. Focus on our sustainable products
102-10	Significant changes to the organization and its supply chain	1.5 10 countries where we promote respectful and transformative tropical agricultural practices 2.5 Improvement of our supply chain transparency Socfin financial report 2022
102-11	Precautionary Principle or approach	1.8 The implementation of our responsible governance 2.5.3 Integration of environmental and social aspects in the supply chain 3.4.3 Occupational safety of our employees, a priority 4.4.1 Our water and soil management
102-12	External initiatives	1.9 Our commitments by 2025 2.3 Commitments validated by certifications 3.4.3 Occupational safety of our employees, a priority
102-13	Membership of associations	Sustainability report 2022
102-14	Statement from senior decision-maker	Message from the President
102-15	Key impacts, risks, and opportunities	1.7 Our responsible governance system 1.8 The implementation of our responsible governance 1.9 Our commitments by 2025 2.1 Context 3.1 Context
102-16	Values, principles, standards, and norms of behavior	1.7 Our responsible governance system 1.8 The implementation of our responsible governance
102-17	Mechanisms for advice and concerns about ethics	1.8 The implementation of our responsible governance 3.2 Our commitments for our local employees and communities 3.3 Our commitment to respecting the human rights of the communities 3.4.1.8 The Socfin Group applies a zero tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions 3.4.1.9 Our internal grievance management system
102-18	Governance structure	1.7 Our responsible governance system
102-19	Delegating authority	1.7 Our responsible governance system



102-20	Executive-level responsibility for economic, environmental, and social topics	1.7 Our responsible governance system
102-21	Consulting stakeholders on economic, environmental, and social topics	1.7 Our responsible governance system
102-22	Composition of the highest governance body and its committees	1.8 The implementation of our responsible governance
102-29	Identifying and managing economic, environmental, and social impacts	1.7 Our responsible governance system
		1.8 The implementation of our responsible governance
		1.9 Our commitments by 2025
102-30	Effectiveness of risk management processes	1.7 Our responsible governance system
102-31	Review of economic, environmental, and social topics	1.8 The implementation of our responsible governance
102-32	Highest governance body's role in sustainability reporting	1.7 Our responsible governance system
102-33	Communicating critical concerns	1.8 The implementation of our responsible governance
102-40	List of stakeholder groups	1.8.3 Our daily partners
		1.8.4 Our stakeholder evaluation
		2.5 Improvement of our supply chain transparency
		3. Local employees and communities
		7.6 Glossary
		Socfin financial report 2022
102-41	Collective bargaining agreements	3.4.1.3 Union membership and freedom of association
102-42	Identifying and selecting stakeholders	Sustainability report 2022
102-43	Approach to stakeholder engagement	Sustainability report 2022
102-44	Key topics and concerns raised	Sustainability report 2022
102-45	Entities included in the consolidated financial statements	Socfin financial report 2022
102-46	Defining report content and topic Boundaries	1.9 Our commitments by 2025
		7.3 Approach
102-47	List of material topics	1.9 Our commitments by 2025
102-48	Restatements of information	Sustainability report 2022
102-49	Changes in reporting	7.3 Approach
102-50	Reporting period	2022
102-51	Date of most recent report	Sustainability report 2022 published in May 2023
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	info@socfin.com
		www.socfin.com/en/contact
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Extended Compliance Option
102-55	GRI content index	7.2 GRI Index
102-56	External assurance	The external verification project of the sustainability report has been postponed due to the update of the European directive on corporate sustainability reporting (CSRD). We are awaiting the publication of the various official texts scheduled for June 2023 and will implement the necessary actions to comply with this regulation as soon as it comes into force for our 2024 sustainability report.



200	Economic	
201	Economic performance	
201-1	Direct economic value generated and distributed	1.2 Key figures 7.1 Key data Socfin financial report 2022
201-2	Financial implications and other risks and opportunities due to climate change	4.5.2 We implement risk management measures linked to climate change
201-3	Defined benefit plan obligations and other retirement plans	3.4.1.3 Union membership and freedom of association
201-4	Financial assistance received from government	Socfin financial report 2022
202	Market presence	
202-2	Proportion of senior management hired from the local community	3.4.1.6 Within the Socfin Group we strive to create an equal and fair workplace encouraging diversity 7.1 Key data
203	Indirect economic impacts	
203-1	Infrastructure investments and services supported	Sustainability report 2022 7.1 Key data
203-2	Significant indirect economic impacts	1.2 Key figures 3.4.1.10 We support our employees by meeting some of their financial needs 3.4.5.1 We offer financial support to our employees for their children's schooling 3.4.6.3 Security of people and property
204	Procurement practices	
204-1	Proportion of spending on local suppliers	2. Local and rural development
205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	1.8.2.2 We apply a zero tolerance approach to
205-2	Communication and training about anti-corruption policies and procedures	1.8.2.2 We apply a zero tolerance approach to
206	Anti-competitive behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0
300	Environmental	
301	Materials	
301-1	Materials used by weight or volume	4.4.2 We recycle our waste 4.4.3.3 We strive to reduce our chemical and inorganic fertilizer use
302	Energy	
302-1	Energy consumption within the organization	3.3.7.1 We contribute to energy and water supply in community villages 4.4.3.4 We perform preventive maintenance to reduce energy consumption 4.5.3 We invest in renewable energy production 7.1 Key data
302-3	Energy intensity	7.1 Key data
302-4	Reduction of energy consumption	4.4.3.4 We perform preventive maintenance to reduce energy consumption 4.5.3 We invest in renewable energy production 7.1 Key data
302-5	Reductions in energy requirements of products and services	4.4.3.4 We perform preventive maintenance to reduce energy consumption 4.5.3 We invest in renewable energy production 7.1 Key data
303	Water	
303-1	Water withdrawal by source	4.4.1 Our water and soil management



303-2	Water sources significantly affected by withdrawal of water	4.4.1 Our water and soil management
304	Biodiversity	
304-2	Significant impacts of activities, products, and services on biodiversity	2.4.1.3 Our partners for development projects
		4.4 Our natural resource management system
304-3	Habitats protected or restored	3.3.6 Protection of indigenous populations
		4.4.3 We protect biodiversity and support its enhancement
305	Emissions	
305-1	Direct (Scope 1) GHG emissions	4.4.3.2 We are committed to implementing best management practices to prevent air emissions and improve air quality
		7.1 Key data
305-4	GHG emissions intensity	7.1 Key data
305-5	Reduction of GHG emissions	4.4.3.4 We perform preventive maintenance to reduce energy consumption
		7.1 Key data
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	7.1 Key data
306	Effluents and Waste	
306-1	Water discharge by quality and destination	4.4.1 Our water and soil management
306-2	Waste by type and disposal method	4.4.2 We recycle our waste
		4.4.3.3 We strive to reduce our chemical and inorganic fertilizer use
		4.5.3.4 Biomass dryers
		7.1 Key data
307	Environmental compliance	
307-1	Non-compliance with environmental laws and regulations	4.4.3.5 Reporting on environmental non-conformities
308	Supplier environmental assessment	
308-1	New suppliers that were screened using environmental criteria	2.5 Improvement of our supply chain transparency
400	Social	
401	Employment	
401-1	New employee hires and employee turnover	3.4.2 Our key human resources data
		7.1 Key data
401-3	Parental leave	7.1 Key data
403	Occupational health and safety	
403-1	Occupational health and safety management system	2.5.4 Security in the supply chain
		3.4.3 Occupational safety of our employees, a priority
403-2	Hazard identification, risk assessment and investigation of adverse events	3.4.3 Occupational safety of our employees, a priority
403-3	Occupational Health Services	3.4.3 Occupational safety of our employees, a priority
403-5	Occupational health and safety training for workers	3.1 Context
		4.4.3 We protect biodiversity and support its enhancement
403-6	Promotion of workers' health	3.4.3 Occupational safety of our employees, a priority
		3.4.4 Our employee health policys
403-9	Accidents at work	3.4.3.5 Accident rate
		7.1 Key data



404	Training and education	
404-1	Average hours of training per year per employee	3.4.3.3 Staff training and sensitization 7.1 Key data
404-2	Programs for upgrading employee skills and transition assistance programs	3.4.3.3 Staff training and sensitization
405	Diversity and equal opportunity	
405-1	Diversity of governance bodies and employees	3.4.2 Our key human resources data 7.1 Key data
408	Child labor	
408-1	Operations and suppliers at significant risk for incidents of child labor	1.8.2.2 We apply a zero tolerance approach to
409	Forced or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.8.2.2 We apply a zero tolerance approach to
410	Security practices	
410-1	Security personnel trained in human rights policies or procedures	3.4 Our social commitment to our employees and respect of their human rights
413	Local communities	
413-2	Operations with significant actual and potential negative impacts on local communities	3.3.3 Our commitment to respecting the rights of the communities: FPIC 4.4.3 We protect biodiversity and support its enhancement



7.3

Approach

Reporting scope:

The sites and the operational companies (Socfinco FR, Sodimex FR, Sogescol FR, Induservices FR, Centrages and Induservices Luxembourg).

Calendar and data collection:

To draft this report, the following actions were taken:

- On a monthly basis during the year 2022, we collected all HSE and medical data;
- Bi-annually, the sites sent their complete HSE reports (Health, Safety and Environment);
- The data related to education and our villages were gathered in December 2022 for the year 2022;
- The data related to our health services, human resources, sustainability budgets and traceability were collected in the months February/March 2023 for the year 2022;
- These data were verified, corrected if necessary and statistically processed (descriptive statistics);
- Each site is requested to draft its own sustainability report following a table of contents that evolved compared to the previous year, based on the required modifications as per the implementation or revision of certain indicators or information. The 2022 site reports were sent in February/March 2023;
- Subsequently, we verified the site reports. Remarkable site actions were selected to be highlighted in the report;
- The report is then drafted and includes extracts from the sites' sustainability reports and achievements on departmental level;
- This report was validated by at least one member of Socfin S.A.'s Board of Directors;
- The 2022 sustainability report was published in May 2023.

7.4

Taxonomy

The EU taxonomy: Consolidated information under Art. 8 of the Taxonomy Regulations.

The EU taxonomy is a classification system for environmentally sustainable economic activities, developed by the European Commission to promote sustainable investments and the implementation of the European Green Deal.

Socfin Group assessed the taxonomy eligibility of its economic activities for the reporting period 2022.

- **Socfin Group's main activities: Taxonomy-non eligible**

Socfin assessed all its taxonomy-eligible economic activities listed in the Climate Delegated Act based on the company activities as an agro-industrial group. The Climate Delegated Act focuses on economic activities and sectors that have the highest potential to achieve the climate change mitigation and adaptation objectives. Sectors covered are energy, certain processing activities (agriculture is not included), transport and buildings.

Socfin Group's evaluation of its taxonomy eligibility focused on the identified economic activities such as provision of goods and services to the market, as such generating income.

Within this context, Socfin, as an agro-industrial group, defines oil palm, natural rubber cultivation as well as palm oil, palm kernel, palm kernel oil and natural rubber production as its core commercial activities, which are taxonomy-non eligible.

Accounting principles

The evaluation of the taxonomy eligibility or non-eligibility of Socfin's turnover, capital expenditure and operating costs was conducted in accordance with the specifications and definitions set out in Annex I to the Delegated Act under Article 8 of the Delegated Act. The accounting methods used as part of this process are described hereafter:

- **Turnover**

The proportion of taxonomy-eligible economic activities in the total Group turnover was calculated as the net proportion of the turnover from products and services linked to taxonomy-eligible economic activities (numerator) divided by the net turnover (denominator). Socfin did not identify taxonomy-eligible activities, as explained above, and thus does not record a proportion of its turnover in the numerator of the turnover.

- **Capital expenditure**

The Capex key performance indicator is defined as taxonomy-eligible capital expenditure (numerator) divided by the total Group capital expenditure (denominator). Socfin did not identify taxonomy-eligible activities, as explained above and thus did not record any capital expenditure in the capital expenditure numerator.

- **Operating costs**

The Opex key performance indicator is defined as taxonomy-eligible operating costs (numerator) divided by the total Group operating costs (denominator). Socfin did not identify taxonomy-eligible activities, as explained above and thus did not record any operating costs in the operating cost numerator.



7.5

Corporate governance principles of the Luxembourg Stock Exchange (December 2017)

Corporate governance principles of the Luxembourg Stock Exchange (December 2017)	Corresponding information of Socfin S.A.	Report chapter
Principle 9 – Corporate social responsibility		
The company shall define its corporate social responsibility policy with respect to social and environmental aspects	Responsible Management Policy	1.8.1
Recommendation 9.1 The company shall integrate the CSR aspects in its strategy for the creation of long-term value, and shall describe how the CSR measures are contributing thereto	Responsible Management Policy	1.8.1
Recommendation 9.2 The company shall present the CSR information in a dedicated report or within its management report, in a specific section or in an appendix relating to sustainable development. It shall analyze the sustainability of its activities and shall provide clear and transparent non-financial information in support	Sustainability report	Complete report
Guideline The company is encouraged to use a framework recognized at international level (Global Reporting Initiative, International Integrated Reporting Framework, SASB sustainability standards, FSB-TCFD Climate related financial disclosures and/or similar standards) in preparing such a report. It is invited to align itself with the 17 United Nations Sustainable Development Goals	GRI Index	7.2
Recommendation 9.3 The Board shall regularly consider the company's non-financial risks, including in particular the social, societal and environmental risks	Social, societal and environmental risks are treated by the Board bi-annually	1.6
Recommendation 9.4 The company shall publish a methodological memorandum, either in its CSR report or on its website, relating to the way in which significant factors have been identified and data have been established	Methodology	7.3
Guideline 1 The company shall show, in the form of a scoreboard, the CSR performance indicators applicable to its business activities. The company is invited to present the indicators by making a comparison over time	Some indicators are present in dedicated chapters, others are spread over several chapters	



By way of illustration, the significant indicators could include:			
	o workforce	Workforce	SDG, 1, 3.4.1.5, 3.4.1.6, 3.4.2 and 7.1
	o staff training	Staff training	2.2, 2.4.1.2, 2.4.1.4, 2.5.3, 2.5.4, 3.1, 3.4.3.2, 3.4.3.3, 3.4.3.5, 3.4.4.3, 4.4.1.1, 4.4.2.1, 4.4.3.5 and 4.5.2
	o safety	Safety	2.5.4, 3.1 and 3.4
	o absenteeism	Absenteeism	3.4.3.5
	o gender balance	Gender balance	1.5, 3.4.1.4, 3.4.1.5 and 3.4.1.7
	o subcontracting and relations with suppliers	Subcontracting	1.8.1, 1.8.2.1, 2.4.1.1, 2.5.3, 2.5.4, 3.4.1.1, 3.4.4.2 and 4.4.3.1
	o energy consumption	Energy consumption	3.3.7.1, 4.2, 4.4 and 4.5.3
	o water consumption	Water consumption	3.2, 3.3.7.1, 3.4.6.1, 4.2 and 4.4
	o waste treatment	Waste treatment	4.1. 4.4 and 4.5.3.3
	o CO ₂ emissions	CO ₂ emissions	4.4.3.2 and 4.5.3
	o adaptation to the consequences of climate change	Adaptation to the consequences of climate change	4.5.2
	o measures taken to preserve or develop biodiversity	Measures taken to preserve or develop biodiversity	4.4



7.6

Glossary

Abbreviation	Meaning
ACMS	Cameroonian association for the social marketing
AFOP	Support program for the renovation and development of vocational training in the agriculture, livestock and fisheries sectors - Programme d'Appui à la rénovation et au développement de la Formation Professionnelle dans les secteurs de l'agriculture, de l'élevage et de la pêche
AFS	Agricultural Family Schools
AIBEF	Ivorian Association for Family Welfare - Association Ivoirienne pour le Bien-Etre Familial
AIDS	Acquired Immunodeficiency Syndrome
AIPH	Interprofessional Association of Oil Palm
APAE	Association of Professionals in Alternance Education
APROMAC	Association of Natural Rubber Professionals of Côte d'Ivoire
ATM	Automated Teller Machine
BACUDA	Bagyelis Cultural Development Association (NGO)
BOD	Biological Oxygen Demand
CAP	Certificate of professional competence - Certificat d'aptitude professionnelle
CBA	Collective Bargaining Agreement
CH ₄	Methane
CIRAD	Centre de cooperation International en recherche Agronomique pour le Développement (Agricultural research for development)
CNRA	National Center for Agronomic Research - Centre National de Recherche Agronomique
CO ₂	Carbon dioxide
CO ₂ e	Net emissions in CO ₂ equivalent
COD	Chemical Oxygen Demand
COVID-19	Coronavirus 2019
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
DART	Days Away from work, days of Restricted work activity or job Transfer
DEG	Deutsche Investitions und Entwicklungsgesellschaft - German Investment and Development Cooperation
DEPN	Agency of Ecology and Nature Protection
DRC	Democratic Republic of Congo
DWB	Doctors Without Borders
EF	Earthworm Foundation
EFB	Empty Fresh Bunches
EMS	Environmental Management System
ENSIAAC	National Advanced School of Food Technology in Cameroon
EUR	Euros
FAO	The Food and Agriculture Organization
FEFO	First Expired – First Out
FFB	Fresh Fruit Bunches
FIRCA	Interprofessional Fund for the Agricultural Council - Fond Interprofessionnel pour le Conseil Agricole
FISDES	Swiss-Côte d'Ivoire Economic and Social Development Fund
FPIC	Free, Prior and Informed Consent
GGAP	GLOBAL G.A.P (organic certification)



Abbreviation	Meaning
GHG	Greenhouse gas emissions
GP	General Practitioner
GPS	Global Positioning System
GPSNR	Global Platform for Sustainable Natural Rubber
GRI	Global Reporting Initiative
h	Hour
ha	Hectare
HCS	High Carbon Stock approach
HIV	Human Immunodeficiency Virus
HSE	Health, Safety and Environment
HVC	High Conservation Values
IECD	European Institute for Development Cooperation
IFC	French Rubber Institute - Institut Français du Caoutchouc
IFC	International Finance Corporation
IFER	Training Institution for Rural Entrepreneurship
ILO	International Labour Organisation
IRAD	Institut de Recherche Agricole pour le Développement
ISO	International Organization for Standardization
ISPO	Indonesian Sustainable Palm Oil
IUCN	International Union for Conservation of Nature
kg	Kilogram
km	Kilometer
KVA	Kilovoltampere
kW/c	KiloWatt peak - Unit used for solar photovoltaic
kWh	Kilowatt hour
l	Liter
LUC	Land Use Change
LUCA	Land Use Change Analysis
M€	Million euros
m ³	Cubic meter
MCS	MEO Carbon Solutions
mg	Milligram
MINDCAF	Ministry of State Domains and Land Affairs (Cameroon)
MINEFOP	Ministry of Employment and Professional Training (Cameroon)
MUPERSOC	Staff Insurance Fund at Socapalm's Mbongo site
MW	Megawatt
MWh	Megawatt hour
N/A	Not Applicable
N/R	Not Relevant
N ₂ O	Nitrous oxide
nb	Number
NGO	Non-Governmental Organizations



7.6

Glossary

Abbreviation	Meaning
OHS	Occupational Health and Safety
P&C	Principles and Criteria (RSPO)
P/C	Pieces
PPE	Personal Protective Equipment
QHSE	Quality, Health, Safety and Environment
R&D	Research and Development
RaCP	Remediation and Compensation Procedure
RD	Democratic Republic of Congo
RSPO	Roundtable on Sustainable Palm Oil
SAFA	Saturated Fatty Acids
SCB	Commercial Bank of Cameroon - Société Commerciale de Banque Cameroun
SDG	Sustainable Development Goals
SIW	Special industrial Waste
SME	Small and Medium Sized Enterprises
SNI	Indonesian certification
SPOTT	Sustainability Policy Transparency Toolkit
SRI	Indonesian certification
STI	Sexually Transmittable Infection
T	Ton
T dry	Ton of dry rubber
TIP	Tire Industry Project
UN	United Nations
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNFPA	United Nations Population Fund
USDA	U.S. Department of Agriculture
VSBS	Very Small Businesses
WAMN	West African Media Network
WASSCE	West African Examination
WBCSD	World Business Council for Sustainable Development
WHO	World Health Organization
WWF	World Wide Fund for Nature
WASSCE	West African Senior School Certificate Examination
WBCSD	World Business Council for Sustainable Development
WWF	World Wide Fund for Nature





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