

Policy implementation plan : 2017

For supporting the implementation of Socfin's Group policy on Responsible Management, Socfin and TFT have developed the following implementation plan, which will evolve over the time.

	Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Responsible Development of the operations												
	- Review and publish updated Sustainable Policy : <i>Socfin's Group Responsible Management Policy has been published in December 2016. An updated version signed by Socfin's board has been published on the 22nd of March 2017.</i>												
	- Engagement workshop with all Socfin's subsidiaries GM on the new policy and its requirements: <i>Engagement and Policy socialization has been carried out in January with all subsidiaries GM and management from HQ in a 2 days' workshop where the policy has been presented, explained and case studies to discuss policy implementation.</i>												
	- Collect and review the status of all Socfin's subsidiaries operations (details on concessions land cover, studies carried out, land title, expansion plans, traceability): <i>Completed except for the traceability data for rubber (under progress) Each operations are described on the dashboard. The accompanying texts may evolve over the time.</i>												
	- Publish maps of concessions : <i>PDF and kml maps for all sites have been published first on Socfin's website in July. Documents are now available on the dashboard.</i>												
	- Training on HCS : - Presentation session has been carried out to the HQ management, - Process chart based on the HCS toolkit Decision Tree has been developed and shared with the GMs (at selected sites) - Practitioner training will be undertaken by selected staff depending of the HCS Steering Committee (in 2018)												
	- Training on HCV: <i>Completed in November</i>												

<ul style="list-style-type: none"> - On site workshop with management staff from subsidiaries to socialize Policy and implementation plan: <ul style="list-style-type: none"> - Half a day workshops with management staff have taken place at priority selected sites - Sites selected to be visited during 2018 are: Sierra Leone, Nigeria, Liberia, Cambodia and Ivory Coast. - Exact timeline still need to be discussed and agreed (in December 2017) 											
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2 Transparency	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<ul style="list-style-type: none"> - Develop a dashboard: <i>Dashboard is launched and public. Content will be regularly updated (every 6 months)</i> 												
<ul style="list-style-type: none"> - Launch of the public dashboard 												
<ul style="list-style-type: none"> - Collect and publish traceability data per sites: <i>100% of FFB traceability data have been collected. Wet rubber traceability data is under progress</i> 												
<ul style="list-style-type: none"> - Regularly (at least bi-annually) update the dashboard : <i>planned for June and November 2018</i> 												
<ul style="list-style-type: none"> - Publish bi-annual progress report on the implementation plan: <i>planned for January and June 2018</i> 												
<ul style="list-style-type: none"> - Proactive stakeholders engagement for Socfin's group policy implementation: <i>numerous meetings with major stakeholders (international and local) have taken place and are planned in the near future to engage dialogue.</i> 												

3 Optimization of the grievances management system	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<ul style="list-style-type: none"> - Reviewing the grievance management procedure: <i>Corporate grievance management process has been reviewed, approved and is publicly available. Local grievance management procedures are under review at priority sites.</i> 												
<ul style="list-style-type: none"> - Socialize the draft procedure on grievance mechanism and seek internal input : <i>draft is being shared with subsidiaries staff</i> 												
<ul style="list-style-type: none"> - Seek targeted stakeholder input on draft grievance management procedure: <i>draft is being shared with stakeholders through the dashboard</i> 												
<ul style="list-style-type: none"> - Setting up the various management unit 												
<ul style="list-style-type: none"> - Communicating externally on the new grievance mechanism: <i>Procedure is available on the dashboard</i> 												

<ul style="list-style-type: none"> - Recording pending grievances and publishing grievance log: - <i>Grievance log is available on the dashboard</i> 	
<ul style="list-style-type: none"> - Support in addressing pending grievances and complaints: - <i>Some grievance raisers have already been contacted to understand the different opinions, and dialogue has started.</i> - <i>Once the procedure will be online, grievances will be recorded in the log and the procedure will be followed to ensure their resolutions</i> 	

4 Socfin's group sites assessment and transformation	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<ul style="list-style-type: none"> - Identify priority sites for visit: <i>3 sites have been selected as priority to be visited:</i> <i>1. Socapalm,</i> <i>2. PSG in Ghana,</i> <i>3. Safacam,</i> - <i>In September, steering committee has decided to continue focusing efforts and resources on those sites. Next new affiliate sites to be visited will be selected in December based on progress of action plan implementation and grievances review.</i> 												
<ul style="list-style-type: none"> - Visit priority sites : - <i>Field visits have been carried out to Socapalm (3), Safacam (1) and PSG (2).</i> - <i>Next follow-up visit are planned for November and December</i> 												
<ul style="list-style-type: none"> - Develop action plan for each visited sites: <i>Done</i> 												
<ul style="list-style-type: none"> - Follow-up implementation of action plan: <i>Under progress</i> 												