

Policy implementation plan

For supporting the implementation of Socfin's Group policy on responsible management, Socfin and Earthworm (EF, previously known as TFT) have developed an implementation plan.





Best Management Practice

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



2019 work plan/implementation plan

1

- **Local action plan implementation and monitoring**

> While Socapalm, Safacam and PSG action plans are implemented, our partner EF will support us in monitoring the progresses as well as addressing specific challenges faced by the affiliates' teams.

2

- **Field visits and action plan development**

> The second wave of priority sites to be visited have been identified as being LAC and SRC in Liberia, and SAC in Sierra Leone.

3

- **Develop policy implementation plan for each sites**

> Each non-visited sites will have to complete a self-evaluation in order to identify potential gaps with our Group RMP
> the sites' staff will then develop, with HQ and EF's support, a tailored action plan to close the gaps identified



Responsible Development

Responsible development of
the operations



2019 work plan/implementation plan

1

- **Carry out HCV assessments**

- > HCV assessments in all our palm operations will be carried out and relevant management plan will be developed and included in the annual operation plan

2

- **Carry out integrated HCV-HCSA and FPIC assessment for new development**

- > New developments are planned in Safacam and Socapalm operations for respectively rubber and new palm plantations. Final assessment reports and related management plans, once approved by quality review process, will be published on our transparency dashboard

3

- **Develop an Integrated Conservation Land Use Plan (ICLUP) in concession with HCS forests and illegal activities**

- > We are facing challenges in our operations in Ghana, PSG, as the majority of the remaining natural vegetation cover in the concession, and some areas bordering our concession, are classified as HCS forests but are subject to illegal activities such as illegal logging and gold mining.

In order to address this issue, we want to develop an ICLUP through:

- > engaging all stakeholders around the areas (companies, authorities, communities, civil society organizations, etc.) to discuss on the issues and agree on actions to be taken to address them

- > developing a strategy for a sustainable rubber business development

Respect Human Rights



Ensure effective management of grievances raised to Socfin

2019 work plan/implementation plan

1

- **Grievance management process**

> While the development of our new grievance management procedure is done, we are still facing some delay in meeting our targets in terms of deadline.

We would like in 2019 to achieve a 3 month timeline to close the grievance

2

- **Community relationship management and conflict resolution on the ground**

> In 2018 we have had 5 of our staff undergoing a 4-month training at the CSE.

In 2019 the 5 interns are working on specific topics to smoothen the relationship with our riparian communities aiming at addressing and preventing conflicts, stopping illegal activities and increasing the mutual benefit from the company and the communities



Transparency

Increase the transparency of its operations



2019 work plan/implementation plan

1

- **Transparency dashboard**

- > In 2019 we want to review it to make its structure more user-friendly and the content more lively.

2

- **Progress reports**

- > We have been able to issue bi-annual progress report on the implementation of our RMP.

- > In 2019 we plan to review our progress reporting format to make it more relevant for our stakeholders.

3

- **Communication with stakeholders**

- > In 2017 and 2018 we have worked hard to make our communication with our stakeholders more fluid.

While we believe we have enhanced it and increased our transparency to them, we want in 2019 put in place a systemic stakeholders' engagement through:

- > Stakeholders mapping at group level and local level,

- > Active engagement to exchange with priority stakeholders on respective challenges and concerns



Responsible Development

2019 implementation plan

Policy commitments <i>Responsible Development</i>		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Dashboard roadmap <i>Responsible development of the operations</i>													
Activity 4	<p>- Carry out HCV assessments: HCV assessments in all our palm operations will be carried out and relevant management plan will be developed and included in the annual operation plan</p>	<p>- In 2018 and before the following sites have already carried out their HCV assessments: Safacam, Socapalm (Mbambou and Kienké) , SAC, Okomu et PSG. - In 2019: the following sites will undergo their assessment: Brabanta, Socapalm (remaining units) Agripalma and SOGB</p>											
Activity 5	<p>- Carry out integrated HCV-HCSA and FPIC assessment for new development: New development are planed in Safacam and Socapalm operations for respectively rubber and new palm plantations. Final assessment reports and related management plans, once approved by quality review process, will be published on our dahsboard</p>	<p>http://highcarbonstock.org/hcs-approach-quality-review-process/about-the-quality-review-process/</p>											
Activity 6	<p>- Develop an Integrated Conservation Land Use Plan (ICLUP) in concession with HCS forests and illegal activities: We are facing challenges in our operations in Ghana, PSG, as the majority of the remaining natural vegetation cover inside the concession, and some areas bordering our concession, are classified as HCS forests but are subject to illegal activities such as illegal logging and gold mining. In order to address this issue we want to develop an ICLUP through:</p> <ul style="list-style-type: none"> > engaging all stakeholders around the areas (companies, authorities, communities, civil society organisations, etc) to discuss on the issues and agree on actions to be taken to address them > developing a strategy for a sustainable rubber business development 	<p>https://www.socfin.com/dashboard/partner-tft-socfin-group-progress-update/</p>											



Transparency

2019 implementation plan

Policy commitments

Transparency

Dashboard roadmap

Increase the transparency of its operations

Activity 9

- Transparency dashboard:
While we have developed our transparency dashboard in 2017, we have faced challenges in updating its content on regular basis.
> In 2019 we want to review its structure to make the updating easier and the content more lively.

Activity 10

- Progress report:
We have been able to issue bi-annual progress report on the implementation of our RMP, however we understand that the format used so far may not be the most appropriate to all our stakeholders.
> Thus in 2019 we will review our progress reporting format to adapt it and make it more relevant for the different types of our interested parties.

Activity 11

- Communication with stakeholders:
In 2017 and 2018 we have worked hard to make our communication with our stakeholders more fluid.
While we believe we have enhanced it and increased our transparency to them, we want in 2019 to put in place a systemic stakeholders' engagement through:
> Stakeholders mapping at group level and local level,
> Active engagement to exchange with priority stakeholders on respective challenges and concerns

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
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