

2019 Policy implementation plan Progress

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**

- EF team has visited Safacam, Socapalm (Mbongo, Mbambou and Dibombari) and PSG operations to review with the operations teams their respective action plan, the progresses achieved so far and the remaining challenges.
- The next priorities to focus on have been discussed in order to review each local action plan. In 2020 focus is on Kienké boundaries' definition process.

2

- **Field visits and action plan development**

- EF teams have visited in April and October SRC and LAC operations in Liberia, and in November Brabanta in DRC. Local stakeholders have been met. The outcomes of these visits are dedicated action plans to be implemented at each sites. EF support is been sought for community relationships management, Family work as well as compensation process review.

3

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

- Each Socfin's subsidiary site has completed a questionnaire based on Socfin's Group RMP. These questionnaires have been analysed by Sustainability HQ with EF support and major weaknesses have been identified and discussed with the respective operations' team.
- In 2020 each site will develop a tailored action plan to close the major gaps.



Responsible Development

Responsible development of
the operations



2019 work plan/implementation plan

1

- **Carry out HCV assessments**

- As part of the RSPO certification drive 7 HCV assessments have been carried out in our oil palm plantations (SAC, SOGB, Brabanta, Safacam and 3 units of Socapalm: Mbambou, Edéa and Kienké); the reports are being finalized; another 2 HCV assessments will be done in Q1 of 2020 (2 units of Socapalm: Dibombari and Mbongo)

2

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

- In August PSG, with the support of EF, has initiated the first stakeholder roundtable around the Soubri Reserve and GSBA, inviting other companies operating in the area and local authorities.
- All players recognized the need for a common approach in order to protect and maintain the forest reserve, as well as to include more local players in the consultation process.
- More roundtables are planned in order to define the priority actions to implement and the resources allocation.

Respect Human Rights



Ensure effective management of grievances raised to Socfin

2019 work plan/implementation plan

1

- **Grievance management process**

- Since the beginning of the year only one official grievance has been raised on our dashboard. After additional information received from the complainant it was decided that this grievance did not fit into the Socfin grievance management procedure and it needs to be closed

2

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

- Since early 2019 the 5 staff trained at EF CSE have integrated Socfin's operations in Ghana, Cameroon, Sierra Leone and DRC.
- EF CSE team have coached the interns as well as have followed-up with the operations management to get the best outcomes of the training.
- Four of the students have presented the outcomes of their respective studies on the field, to their colleagues and EF representatives, and have graduated. Now they have been integrated as full employee of Socfin's operations.



Transparency

Increase the transparency of its operations



1

- **Transparency dashboard**

- Unfortunately we haven't been able to work on the dashboard structure so far as it is part of a bigger communication strategy review process. Socfin and EF will initiate this discussion during 2020 Q3 in order to implement changes before the end of the year 2020.

2

- **Progress reports**

- In line with the above delay, while the format has changed from previous progress reporting, Socfin and EF intend to engage a deeper review of the communication on RMP implementation progress. Socfin and EF will initiate this discussion during 2020 Q3 in order to implement changes before the end of the year 2020.

3

- **Communication with stakeholders**

- Through our communication strategy review process we have mapped comprehensively our stakeholders.
- With EF support we will now identify the categories interested by the implementation of our RMP and plan for active engagement.