

An aerial photograph of a lush tropical forest. A dirt road winds through the trees, and a large area of palm trees is visible on the right side. A dark grey curved graphic element is on the left side of the image.

2022 SUSTAINABILITY REPORT

RESPONSIBLE TROPICAL AGRICULTURE

COMMITMENTS



Local and Rural
Development



Employees and
Communities



Environmental
Sustainability



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Forward



This report is the maiden edition of Okomu's Sustainability report and gives an overview of the company's activities for 2022 in terms of sustainable development and responsible management.

Okomu abides by the Socfin Group's commitments, policies, charters, and codes, which are detailed in the Socfin Group's 2022 Sustainability report and on its corporate website and transparency dashboard.

This report is developed in addition to the Socfin Group's 2022 Sustainability report and focuses only on activities conducted throughout the year in Okomu, Nigeria, particularly on activities that are specific to the local context.

All reports relating to Okomu and Socfin Group are available on www.okomunigeria.com and www.socfin.com.



MESSAGE FROM THE MANAGING DIRECTOR



Okomu Oil Palm Company PLC is committed to promoting responsible tropical agriculture that contributes to the improvement of rural livelihoods. We are deeply aware of the role we can play in local socio-economic development and believe that this development comes hand in hand with responsible management.

Okomu has been applying the concept of sustainability since the beginning of its operations in Nigeria. We believe that practices that support sustainable agriculture are the only way to contribute to a better future for all and we are proud to drive the transition to a responsible and sustainable private sector in our locality.

In 2022, despite the financial and insecurity headwinds in Nigeria, along with an impending general election in the offing in February 2023, the company managed to report another good net profit of around 17 370 100 K NGN. In addition, we commissioned the first new palm oil mill in our Extension 2 and the second line, commissioned in December 2022 to make the mill a 60ton per hour at peak in anticipation of the peak in early 2023.

Our sustainability team, with support from other departments, has worked assiduously to ensure that all our Environmental, Social, and Governance (ESG) objectives and obligations were met in 2022 resulting in the company's successful renewal of her RSPO, ISO 9001, ISO 14001 and ISO 45001 certifications on her main estate. Furthermore, the Extension 2 estate was successfully RSPO certified for the first time in 2022. Our Muslim customers also welcomed the Halal certification of our oil products.

As part of our social obligations, to our local environment, we have executed a total of over 160 structures in our 29 neighbouring communities as Corporate Social Responsibility (CSR) projects over the past 10 years. These cuts across major impact areas, namely human rights projects, economic projects and stakeholder engagement projects, environmental/conservation projects and philanthropic projects.

In 2023, apart from retaining our current certifications, we hope to also obtain RSPO certification on our Extension 1 estate as well as all ISO certifications on Extension 2. Also, we expect to start a sustainable rubber certification program, similar to RSPO in oil palm, in 2023

DR. GRAHAM HEFER
MANAGING DIRECTOR

1. Our company

In 1976 the Federal Government of Nigeria decided to rehabilitate palm and rubber productions in Nigeria so it kickstarted a pilot project with 15 580 ha of land in Edo State.

In 1990, Socfin Group became the management agent and majority shareholder of this strategic project and has developed significantly the plantations.

Today, it has grown into 3 plantations totaling 33 113 ha with 2 palm oil mills, 1 palm kernel crushing plant and 1 rubber factory. Thus, Okomu is a major economic player in Edo State and it is the second highest employer of labour other than the State government and a major producer of Crude Palm Oil (CPO) and rubber bales in Nigeria.



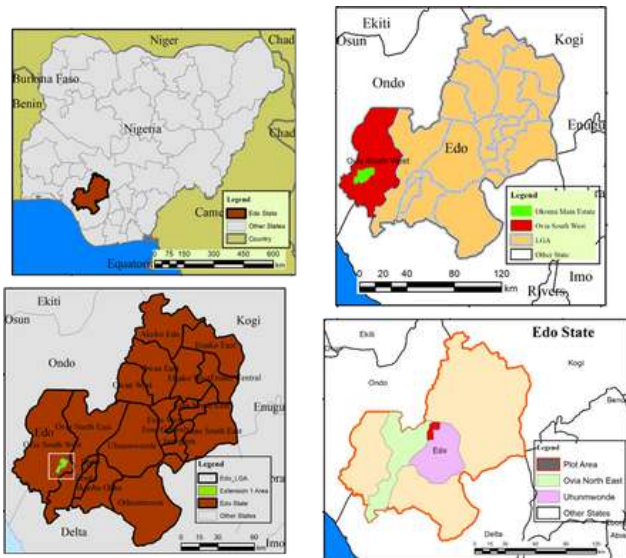
1.1 Our Profile

Okomu Oil Palm Company PLC has its main plantation in Ovia South West Local government area same location as our Extension 1 plantation, while its Extension 2 plantation is located in Ovia North East and Uhunmwonde local government areas all in Edo State.

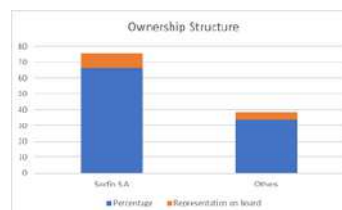
Okomu has its oil palm plantations and palm oil mill as well as a rubber plantation and rubber factory in Main Estate, while a palm oil mill and an oil palm plantation in its Extension 2.

Okomu currently has 2 oil palm processing mills with a capacity of 125 tons per hour. In 2022 out of the 257 989 tons of FFB brought to its mills, 95.59% came from its plantation while 4.41% was from third parties (smallholders).

Okomu rubber factory bought 7.80% of its wet rubber lumps from smallholders, and 100% of its rubber product (NOKO 10) are exported.



1.2 Our ownership structure



Socfinaf S.A
62.94%
9 Members on the board

Others
37.06%
3 Members on the board



1.3 Our Key figures



1.3.1 Areas



19 061 ha
Planted area for palm



7 335 ha
Planted area for rubber



6 717 ha
Unplanted area



33 113 ha
Total plantation size

1.3.2 CPO production (Tons)



42 204
2019



45 445
2020



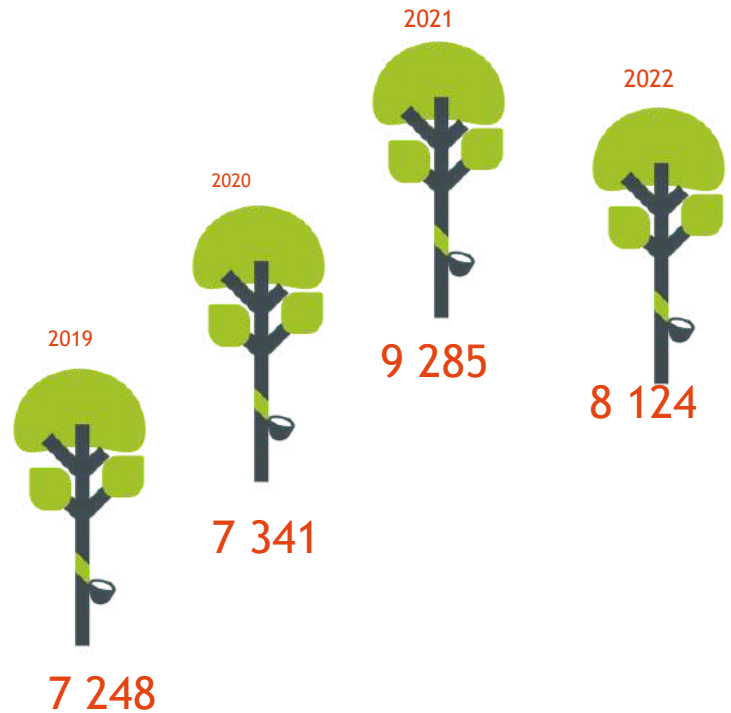
46 429
2021



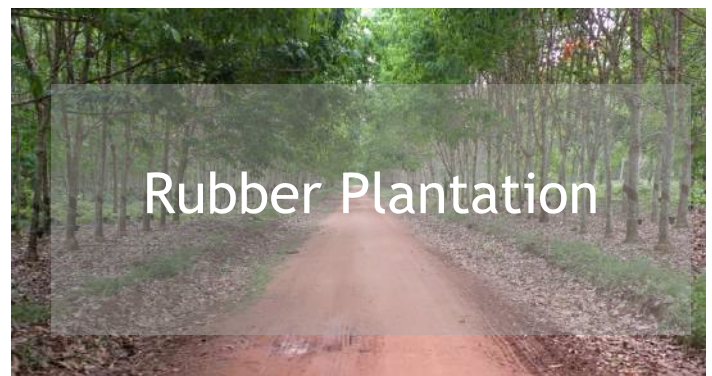
54 091
2022



1.3.3 Natural Rubber Production (Tons)



Oil Palm Bunches

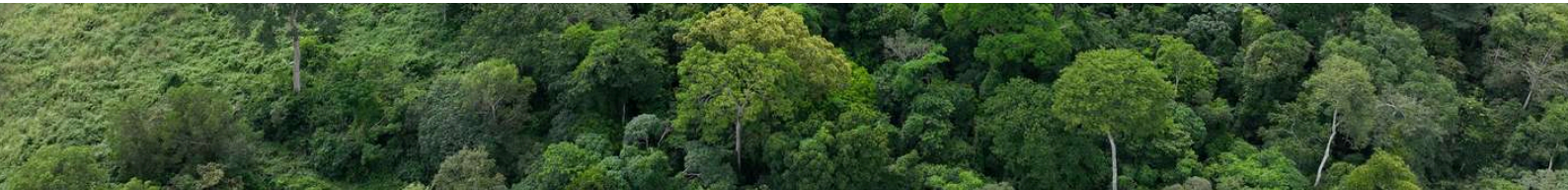
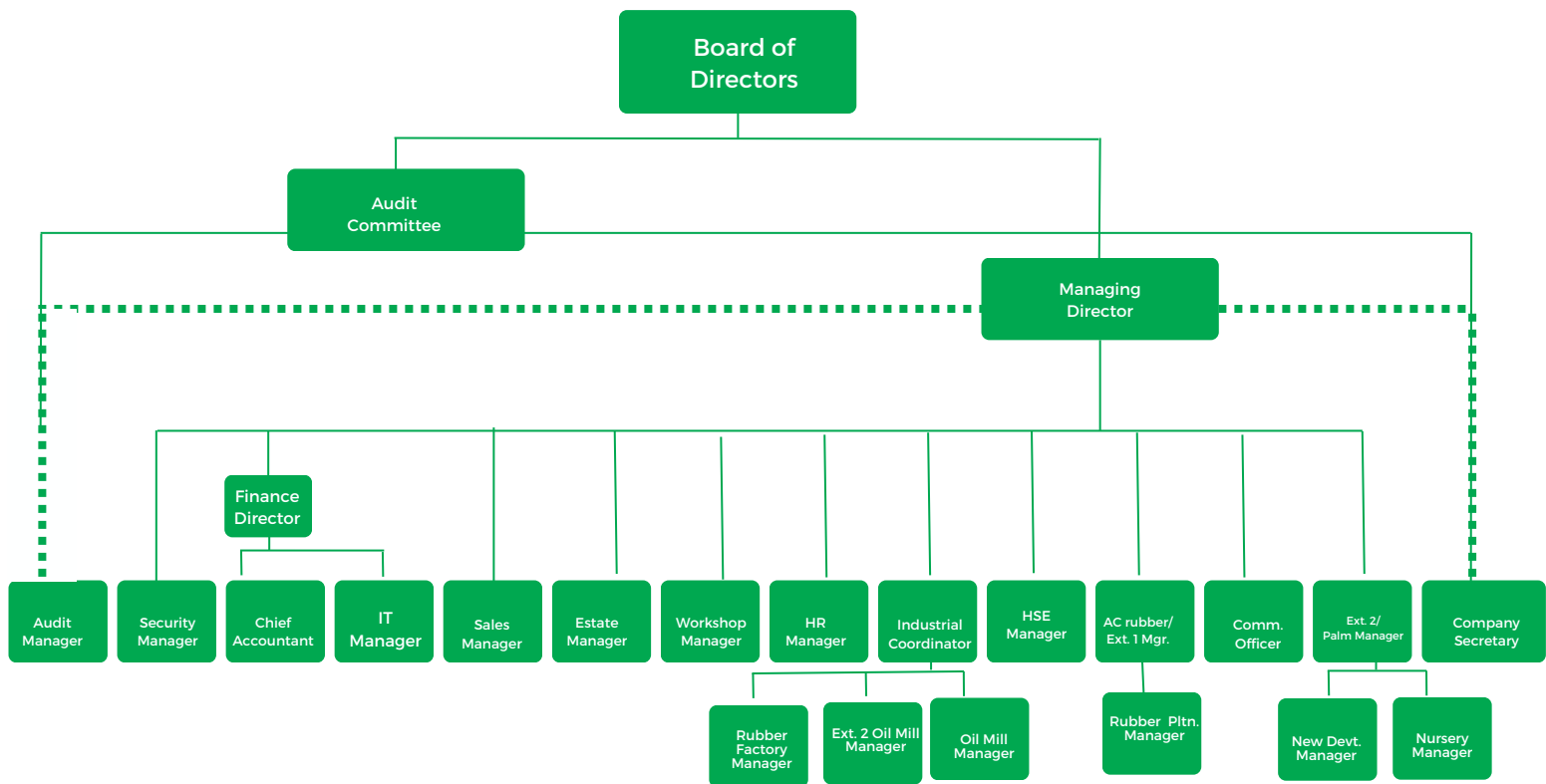


Rubber Plantation

We are committed to cultivating palm oil and rubber in ways that does not lead to deforestation



1.4 Our organization





1.6 Our ambition: to develop a responsible tropical agriculture

At Okomu, we strive to produce palm oil and natural rubber in a way that is beneficial to all and creating a positive impact in our area of operations.

This approach is based on a code of standards and good practices (Socfin’s responsible management policy and Okomu’s Integrated Management System (IMS) policy) that strengthens and protects communities’ rights, improving their quality of life, and protecting the environment in and around the plantation.

Our sustainability program focuses on three impact areas: rural development, local employees and communities, and the environment. We implement key initiatives bringing long-term socio-economic development, social well-being, better health conditions, security, and efficient management of the ecosystem with the support of our neighbouring communities.

Impact Areas



For Local and Rural Development



For Environmental Sustainability



For Employees and Communities

1.7 Our governance system

Okomu works under the authority of the Socfin Group and its board of directors. Locally, Managers report directly to the Managing Director, who is in charge of the daily activities on the plantation, and ensures that the Socfin Group’s standards and guidelines are implemented.

Okomu’s Managing Director is responsible for the company’s sustainability quest which is headed by the HSE Manager who can also be referred to as the Sustainability Manager.

Okomu works closely and in full transparency with external stakeholders on economic, environmental, and social topics including Non-Governmental Organizations (NGOs), civil society, government bodies, community representatives, and local authorities.



Mickle George
HSE/ Sustainability Manager

1.8 Our responsible governance approaches

1.8.1 Responsible Management Policy and Code of Ethics

In Okomu, our activities are guided by the responsible management policy of the Socfin group

Our employees are also required to comply with the company’s “Employees and Corporate code of ethics”, which is in line with that of the Socfin Group.

1.8.2 Compliance with legal requirements

Environmental and social laws

Okomu adheres strictly to the legal requirements under the authority of the relevant government agencies that regularly audit its activities.

All activities of the company are in compliance with all international and national policies, laws, and regulations related to environmental and social management.

Labour laws

Okomu abides by all applicable laws and regulations relevant to its sector concerning the conditions of employment.

The internal regulations of the company have been agreed upon by the workers' representatives (union) and approved by the Federal Ministry of labour Employment and Productivity.

These documents are publicly displayed on the departmental noticeboards. It addresses working conditions and other issues such as human rights, sexual and workplace harassment, environmental protection, child labor, etc.

All employees are fully informed of their conditions of employment and have signed their employment contract.

Employees are free to terminate their employment at any time, by adhering to the time frame of termination notice approved in the internal regulation.

Regular audits are conducted by the Ministry of Labour Employment and Productivity to assess the compliance of the company practices with national laws and no infractions have been reported during these audits.

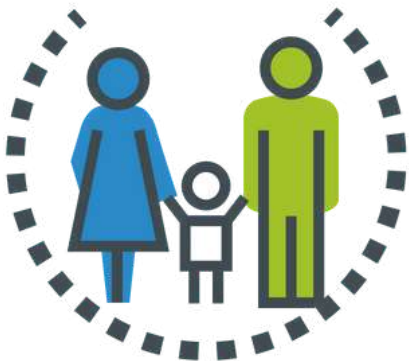
1.8.3 Zero tolerance approach

Child labor

At Okomu, we do not tolerate child labor in any form whatsoever, by persons, companies, or institutions, as defined in the International labor Organization's Convention on Child Labor, and in the Nigerian Labor Act.

While the minimum employment age under Nigerian law is 15, Okomu does not hire direct or indirect employees under 18 years old (ILO Standard for hazardous work), which is also adhered to by all its contractors.

This requirement is clearly stated in the internal regulation and the child labor policy of the company. Through this policy, contractors must also ensure that all their workers are above the minimum age required by the applicable labor laws and regulations in their activity.



Ethical business conduct

At Okomu, we demonstrate the highest level of regard for business ethics, environmental practices, and full compliance with all applicable laws about our scope of business. We ensure that our funds and assets are used for lawful corporate purposes only, and maintain high financial integrity. our code of ethics also restricts us from being partisan or political

We discourage employees from participating in any decision that may hinder them from maintaining professional objectivity due to conflicts of interest as well as maintaining the confidentiality of information entrusted to them.

Forced or compulsory labor

All humans are free and equal and Okomu does not tolerate forced or compulsory labor, including prison labor, slavery, or any form of human trafficking or discrimination.

The retention of travel documents, identification papers, or any other type of bond from any of the employees is strictly prohibited.

We have never had any non-conformity in the area of child labor, forced or compulsory labor was identified in the 2022 audit. Any violation of these commitments from employees or third parties will lead to severe sanctions.

1.8.4 Monitoring from Stakeholders

Government institutions

Okomu receives regular visits and audits from the relevant government agencies monitoring its activities including the state and federal ministries of Environment, the Ministry of labor, Employment and Productivity, the Ministry of Agriculture, and the state Ministry of Physical Planning and Urban Development.

Regular progress reports on the company's activities are shared with these agencies of government.



Local and international clients

Okomu factories (both palm oil mills and rubber factory) have integrated processes adapted to the most demanding international standards from the beginning of their activities. The certification of the palm oil mills against the ISO 9001:2015 standard for its quality management system is a required step to work with most international companies.



Inside View of our Oil Mill

Currently, our palm oil mills have been certified by ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, RSPO 2018 P&C and Halal.

Through our commitments and policies, Okomu's operations are also already in line with international customers standards regarding responsible management such as zero deforestation, no child labor, respect for human rights, etc.



Outside View of our Oil Mill



Rubber factory



National quality standard



When selling its products on the local and international markets, the Standard Organization of Nigeria (SON) certification of our rubber and palm oil products maintained in 2022 is a pointer that Okomu places premium on ensuring high quality and safety is maintained for all of our customers and consumers of our products which confirms that Okomu's laboratories processes are compliant with the organization's procedures. Okomu's factory laboratories have been certified by the federal Ministry of Labor, Employment and Productivity.

Packaging of our Banga product



1.8.6 Recognition of our CSR performance

In November 2022, Okomu was among the recipients of the 2022 Philanthropic Awards on Social Impact and Sustainability Practices by CSR Reporters, Africa's premier Corporate Social Responsibility and Sustainability publication. The award recognized the company's CSR performance and leading role in social transformation and positive change.

This follows previous awards received by Okomu in the past for the community development-driven CSR projects executed for its stakeholders.



1.8.5 External grievance management system

This process is designed for our internal and external stakeholders in resolving any misunderstanding amicably so it won't result in a crisis such as the grievance from Gbelebu community which we amicably resolved. We ensure to always inform all our stakeholders about this system at our regular stakeholder engagement meetings and a copy is available on www.okomunigeria.com/commitments.

Grievance from stakeholders against the company can be addressed to the manager, Health, Safety and Environment (HSE) Department.



2



LOCAL AND RURAL DEVELOPMENT

Ovia South West, Ovia North East, and Uhumwonde local government areas where Okomu Plantations are located in Edo State, are endowed with favorable climate conditions and ecological conditions that have given grounds to a blossoming agricultural sector. There, we strive to strengthen long-term development of our host communities through training and employment, skill acquisition programs, development of best practices for our sector, and improvement of infrastructures.





2.1 Our local development plan



Our development plan is aimed at strengthening local communities in the long-term and includes capacity building through training and employment, but also additional measures tailored to the specific needs of individual communities.

We engage directly with the local authorities, traditional leaders as well as the approved representatives of the local communities to identify, develop and carry out development projects.

With our communities still being rural areas, the development plan focuses mainly on supporting the creation and maintenance of public infrastructures that will support the entire community in the long term (schools, hospitals, roads, boreholes, etc.).

Smallholders

560 farmers who constitute 8 cooperative societies are part of Okomu’s smallholder oil palm program, exploiting about 1 200 hectares of palm, while 21 smallholders and aggregators constantly supplied Okomu with quality rubber lumps for its rubber factory.

Trainings have been given on planting and plantation management, group dynamics, leadership skills, cooperative assessment, etc. This is being done in collaboration with 2scale and TA Commodities.

Throughout the year, we provided them with technical assistance through field visits at the nursery and technical trainings on-site and at our plantations.

FFB Smallholders

2.2 Our actions for local development

2.2.1 Local partners

Contractors

When a special expertise is needed, the company works with local contractors. We thus contribute to creating more employment and stimulating local entrepreneurship for the neighboring communities.

Over 20 contractors, representing 5 552 indirect employees, worked with Okomu in 2022, mainly for the security and agronomic activities.



Identifying the specie of the fruit from smallholders

2.2.2 Training programs to increase local skills.

At Okomu, a strong emphasis is placed on in-house training and skills improvement for local workers. Every year, the performance of each employee is evaluated against a standardized form by its direct manager. This allows discussion between employees and management on opportunities for career development, potential trainings and other administrative decisions.

For rubber tappers, regular training is provided in our “tapping school”. This program is designed to disseminate agricultural best practices. 1476 students successfully completed the 21-days training program in our tapping school in 2022.

Training in the Rubber tapping school



Training in the Rubber tapping school



2.2.3 Facilitating local mobility

Vehicles are available to workers both to work sites daily and to the urban centers at weekends. The company is managing this transportation by land. The cost accruing from such operations is borne by the company. This helps the workers have easy access to food from the urban area at reduced cost and access to their families for the weekends, as applicable.

Okomu contributes annually to the rehabilitating of community roads outside its plantation. In 2022, our team spent more than 1 152 hours (144 days) working to improve and maintain over 103 kilometers of roads for about 35 communities.

The company’s roads are also open to members of neighboring communities outside our concession to access their communities as the government road leading to their communities has been abandoned due to its deplorable state.



Road Grading In Progress



2.2.4 Research and development to improve quality and agricultural best practices

When developing its plantations, Okomu set up a state-of-the-art nursery, thus introducing new, more resistant clones in the region and contributing to developing better-quality palm and rubber.

Okomu has been collaborating with NIFOR and they have together researched a disease-causing fungus called *Thielaviopsis* species which causes the ‘neck bending’ disease in young oil palm, which is still ongoing. This research also studies the black soldier fly which breaks down complex material into their component parts and is useful for effluent digestion to prevent pollution.

On rubber research, Okomu is currently embarking on Large Scale Clonal Trial (LSCT) which is a long-term agronomic experiment aimed at a comparative evaluation and analysis of some selected rubber clones. The research is also to confirm the characteristics of the clones based on mutual comparison and establishing a database that aids site-specific recommendations on planting material. This is being done with the support of Socfin’s Agronomy Department.



Okomu Palm Nursery

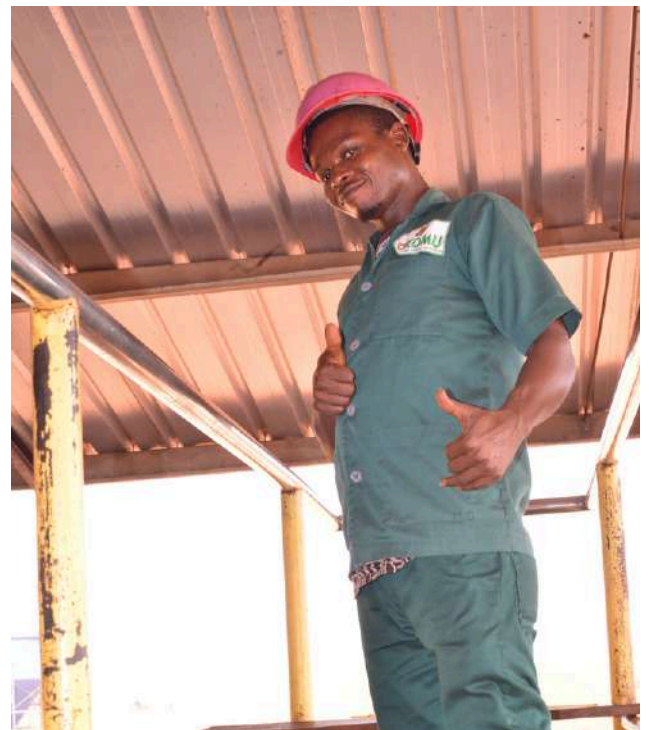


Irrigating palm sprouted nuts



3

OUR COMMITMENTS TO EMPLOYEES AND LOCAL COMMUNITIES





3.1.1 Human Rights

Okomu has a human rights policy which guide how we treat our employees in ensuring the conformity that no employee is dehumanized and how our security operatives treat suspects. Failure to adhere to this human rights policy attracts sanctions. This policy include the reproductive rights of our female workers.

3.1.2 Land rights

Okomu does not own the land it works on but leases it through the Land Use Act from the Edo State Government.

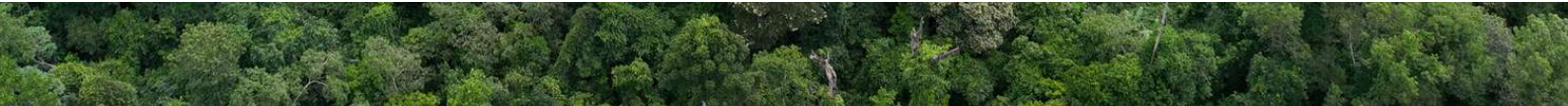
The Act vest all land in the territory of each State (except land vested in the Federal Government or its agencies) solely in the Governor of the State, who would hold such land in trust for the people and would henceforth be responsible for allocation of land in all urban areas to individuals resident in the State and to organizations for residential, agricultural, commercial and other purposes while similar powers with respect to non-urban areas are conferred on Local Governments.

3.1.3 Free Prior and Informed Consent: FPIC

In line with the Socfin Group policy for responsible management, OOPC is committed to respecting the right of indigenous populations and local communities to give or withhold their FPIC to all operations affecting the land on which they have legal, community or customary rights.

The latest concession acquired by Okomu Oil Palm Company, called Extension 2, though it was acquired as Government dereserved land and had been owned and cultivated by two investors previously (dereserved areas of Owan North Forest Reserve (ONFR) located in the Edo State of Nigeria at roughly 50 km from Benin City, the capital of the State), and not customary land, underwent a full process of obtaining community consent using the FPIC guidelines. To this end, 10 neighboring communities within the fringes of the concession have signed the FPIC agreement and a continuous engagement framework is in place to ensure a continuous revalidation of the original FPIC agreement. This process was completed in July 2016.

Okomu developed an FPIC procedure in 2019 as a guide for future use. The company was active in the postulation of the Edo State Investment Promotion (Free Prior and Informed Consent) Regulation, 2022 in the year 2022 leading to its approval.





3.2 Our relations with our neighbouring communities

3.2.1 Context

75% of the population in Ovia North-East, Ovia South-West, and Uhumwode LGAs are indigenous Bini people. They are mainly farmers who produce food crops primarily for their family and sale. They have traditional beliefs (trees, rivers, traditional grounds, objects, etc.) and believe that this can have an impact on their daily lives. They practice shifting agriculture based on the slash-and-burn practice.

A higher proportion (54.2%) of ethnic groups in the various communities across the three LGAs are Bini while 45.8% were from other ethnic groups such as Esan, Tiv, Kuteb, Hausas, Urhobo, Ijaw, Calabar, among others. This implies that these communities coexist peacefully and socially interacting with other ethnic groups which is very vital for community development.

3.2.2 Engagement mechanism

In-house community liaison department

In order to facilitate interactions, and ensure the consistency of our engagement respecting the local traditions, the Community Liaison Team was established with three employees (community liaison officer, CLO). The Three employees are from within the local communities, who are familiar with the community administration processes and traditions, speak their languages. Holder of these positions (CLO report directly to Okomu's communication officer and the managing director).

External platform of dialogue

Okomu engages with its neighboring communities 6 times a year. 2 of these meetings are held in Okomu while the 4 are held in the communities as townhall meetings that every member of the community is expected to attend.

Community Engagement with neighbouring communities



3.3 Our support to community livelihood

3.3.1 community access to water supply

Okomu supports the local communities' requests for access to safe sources of water. Following discussions made during the FPIC process in our Extension 2 communities and on request from our Extension 1 and Main Estate communities, we donated semi-industrial boreholes to all of our neighboring communities.

Boreholes Installed in Different communities



3.3.2 Community healthcare

At both our Main Estate and Extension 2, the neighboring communities have access to the clinic facility at our cost. They only pay for the drugs.

We have also renovated and equipped community healthcare centers in Madagbayo, Odighi, Uhiere and Odiguetue communities. This is to support the local health campaigns for our neighboring communities.

Healthcare centres



Healthcare at Odighi





3.3.3 Assess to quality education

Okomu has contributed to indigenous students having to assess to quality education without going outside their communities. The company has built and furnished over 15 blocks of 3 classrooms in 12 of its communities. Okomu in 2010 instituted an annual bursary award scheme for indigent students of tertiary institutions from its neighboring communities with over 287 benefiting from the scheme since its inception.



School Buildings constructed in different communities



Some recipients of our bursary for students of tertiary institutions





3.4 Our social commitment to our employees

Internal grievance procedure

This procedure is to report concerns from the company's employees. It aims at identifying, managing and resolving all grievances that might occur in the workplace. This process is described in a written form and communicated to make sure all employees fully understand their rights and responsibilities when dealing with grievances.

Employees can report grievances, anonymously or not, individually or as a group, through their union representatives, enclosed and submit to their Departmental Secretary or the HSE Secretary. The Human Resources (HR) Department is in charge of collecting and addressing these grievances.

Some of our employees



3.4.1 Employees social protection

Social contributions

Okomu contributes and complies with national legislation in contributing to the government-managed Nigeria Social Insurance Trust Fund (NSIFT), which provides them with work accident insurance. On assumption of office, every employee is registered under the scheme, thus ensuring that all workers have access to their benefits.

We also pay 10% of every worker's basic salary as our contribution to the worker's pension while the worker pays 8%. This is in addition to the National Housing Fund (NHF) made by the employee and Industrial Training Fund (ITF) contributions by the company.

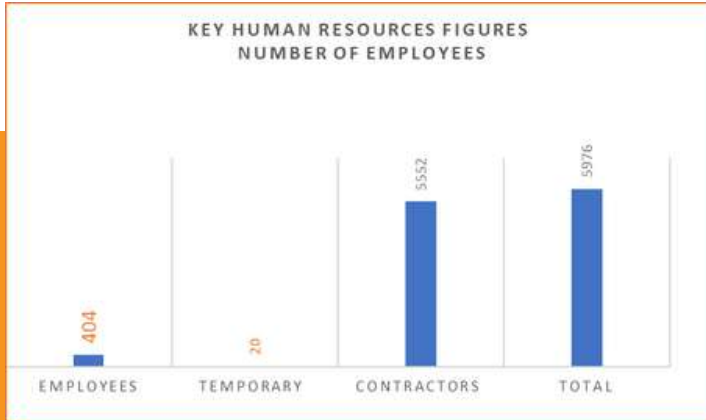
Social dialogue

Staff representatives (union and block leaders) are key elements to carry the voice of employees within the company and to pass on information between the management and the workers. Regular meetings are organized between the company and the union representatives, during which they are informed and consulted on the company's activities and can raise questions or concerns.

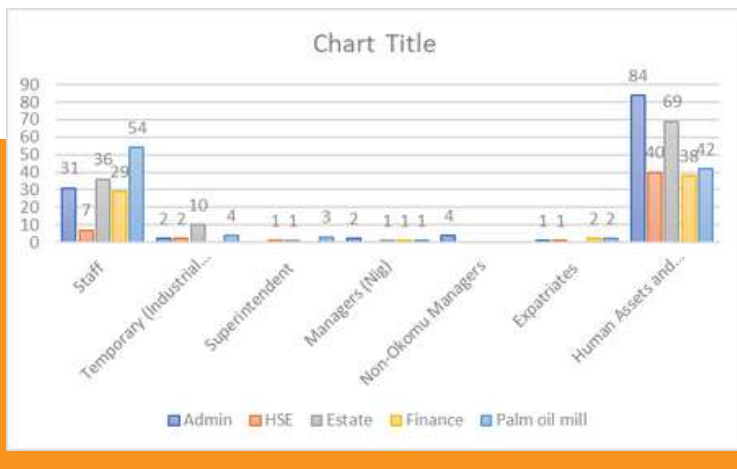
Although is not a compulsion under Nigerian law, all employees are informed of their right to join the union and the benefits which amongst others is to bargain collectively. Okomu enjoys cordial relations with employees Union and there has been no incident where the right to exercise freedom of association or collective bargaining has come under threat or has been reported to the company.

3.4.2 Key human resources figures (Direct Labour)

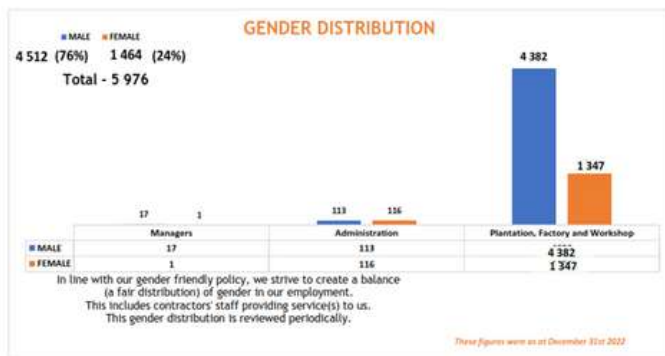
Total workforce



Distribution by department (permanent employees)



Gender Distribution



3.4.3 Occupational Health and Safety (OHS)

Our OHS policy

Each department has identified its safety risks and prevention measures that can be applied under the supervision of the department manager. All employees are made aware of these risks through Standard Operating Procedures (SOPs) and the appropriate Personal Protective Equipment (PPE) is distributed and controlled regularly.

Safety instructions are displayed using visual signs that are easy for all to understand.

Generally, there are procedures for all emergencies, whether medical or any type of emergency the framework for preparing for, and responding to emergencies involving chemical spill, fire, etc. have been well taught in all the units and departments in their various toolbox talks.

Training and sensitization

Training is regularly disseminated to our employees to ensure they apply the appropriate safety procedures in their tasks. Safety and environmental structured trainings regularly carried out during the year for selected categories of workers such as incident investigation & reporting, defensive driving (industrial safety and accident prevention for Drivers), chemical/spill management, Personal Protective Equipment (PPE), emergency plan and exercise, waste management, safe workplace, training on RSPO and ISO, fire training and environmental sensitization. The trainings significantly impacted positively on the work activities, awareness of safety guidelines, and behavioral changes were observed.

On employment, a safety brief is given to all employees and as follow-up/control measure for some accidents/incidents, training and safety talks were conducted (449 safety talks sessions) and 2,750 orientation or familiarization training were conducted in 2022 covering topics such as work instructions, SOP, safety precautions, use of PPE, work safety, etc.

Monitoring

The company's Doctor keeps detailed records of work accidents involving employees when they require medical consultation. These records are shared with the HSE Department and analyzed with regard to the number of employees, type of recurring accidents, and impacted department and activities.

In 2022, Okomu recorded an accident rate 1.46, 2.79 and 2.35/200,000 hours of work for employees, temporary workers and contractors respectively.



3.4.4 Health policy for employees

Health services

In addition to contributing NSITF for employees, Okomu manages two clinics and two health outposts in the plantations where basic healthcare is free for all employees and their registered dependents. Our company Doctor manages both facilities. Four ambulances are also available at all times for emergencies.

In 2022, the medical department conducted 42 129 free health consultations at the company's medical facilities.

Disease prevention, detection and treatment

Okomu's Doctor provides health check-ups upon recruitment to all new employees and follows them regularly afterwards. This allows the Medical Department to detect any health problem early on and to facilitate further treatment.

In order to raise awareness from the company's employees and their families on important health issues, the Medical and HSE Departments regularly undertake awareness or enlightenment campaign.





3.4.5 Our education policy for the children of our employees

Education services

Okomu offers subsidized access to quality primary education for the children of its employees. We support the Government of Edo State with structures for its primary school in our plantation as well as the accommodation for its teachers.

For the school year ending 2022, 656 children attended classes from creche, nursery and primary in Okomu staff school while 286 attended classes in the government school, supervised by 28 and 7 teachers respectively.

School transport

Schools are located in a central location on the plantation, which allows easy access for most children. For company villages that are located in more remote areas of the plantations, we provide free transportation in school buses, in order to ensure all children are given the same chance to benefit from the subsidized education.

We also provide free transportation to and from school for employees' children in secondary schools to the closest communities.

Support to quality education

Okomu supports teachers of government school in our plantation with free accommodation and also provides free basic amenities for them. We also provide them with supplies every year to support teaching in the best conditions possible.

Staff School During their End of Year Party





3.4.6 Infrastructures for employees

Villages

Okomu provides free accommodation for all employees and their families in the villages located in the plantations.

All rooms or houses are provided with free access to electricity and water through shared boreholes with tap water. Villages are equipped with night lighting in outdoor spaces to guarantee security.

As of December 2022, 8 537 people, including employees and their families, were living in the 6 villages constructed in the plantations.

Village	Clinic	Outposts	First Aid Post	Ambulance Services	Population (Including Dependents)
	Availability (Yes/No)				
Villages	6				
Main Estate	Yes	No	Yes	Yes	2 699
IITA	No	No	Yes	No	1 109
Rubber Estate	No	Yes	Yes	Yes	1 744
Ext. 1	No	Yes	No	Yes	554
Ext. 2 (South)	Yes	No	Yes	Yes	1 849
Ext. 2 (North)	No	No	No	No	582

Leisure infrastructures

In addition to personal housing, Okomu is developing infrastructures to improve the day-to-day life in its villages and support the social well-being of the employees. Employees and their families have access to sports fields located in the villages.

Okomu is also supporting the development of a dynamic social and economic life in its villages by constructing and maintaining gathering places, clubhouses, and supporting the building of shops. Employees can organize events such as weddings in the villages and can request the use of gathering places for these occasions.

Employees' Career Development

The company is conscious of employees' career growth, and consequently the company has put a mechanism in place to assess employees' performance. Those employees who are found competent are promoted to higher grades.



Mavis Ogege Efe
Promoted to I.T Supervisor



Michael Okhuakhua
Promoted to Media Officer

In 2022, Okomu constructed new buildings containing several housing units all self-contain (bed seaters) to house the growing workforce of the company.

Each block in the plantation is coordinated by a block leader, a position specifically created to ensure good communication between the company and the employees and their families living in the plantations and to maintain a peaceful and good quality of life in the villages.



Anslem Ugwuoke
Promoted to Plantation Supervisor



Sporting life in the estate



Okomu Management football team



Okomu Marathon



Okomu contractors football team

4 FOR OUR ENVIRONMENT



4.1 Our commitment to protect the environment

Okomu applies the Socfin Group's policies and guidelines, including its policy for responsible management, which details environmental best management practices.

This policy was reinforced in April 2021 by Okomu's environmental policy commitment and developed with external stakeholders.

4.2 Our commitment to environmental standards

Okomu implements High Carbon Stock (HCS) approach for new developments as defined by the HCS Approach steering Group and the HCS toolkit.

In 2019, A high carbon stock assessment was conducted by Proforest which revealed the Proposed Development Area (PDA)

Okomu is also committed to identifying, maintaining and protecting HCV (High Conservation Value) areas. To fulfil this commitment, the company in 2015 carried out an assessment of each of its concessions. At Extension 1 and Extensions 2, the assessments revealed the presence of HCVs 3,4,5 and 6 while in the Main Estate, the HCV assessment conducted in 2017 revealed the presence of HCVs 1,3,4 & 6.

4.3 Our natural resources management system

4.3.1 Water

Water is an essential asset and its sustainable management is a key concern for Okomu. We are committed to minimizing consumption, maintaining water purity, and safeguarding water resources.

Procedures developed for all operations, aimed at avoiding damage to natural water sources. Safe facilities are constructed with containment bunds for industrial and storage areas. Watercourses in the plantation are protected through the preservation of natural vegetation along waterways also called river corridors.

In order to limit water consumption, Okomu monitors the daily consumption of water in all estates and makes plans to reduce its consumption rate annually. The monitoring also helps detect leakages, and repairs are made to conserve water. Total water consumption for operational needs (surface water, groundwater) in 2022 is 390 162 m3.

To maintain the quality of surface water, Okomu maintains buffer zones across all water bodies within the plantation. A quarterly monitoring of the underground and surface water is also carried out.

For the effluents, the national legislation standards are respected as per the National Environmental Protection (effluent limitation) Regulations. Fertilizer warehouses and latrines are not located anywhere close to the water bodies.



4.3.2 Soil

In the plantations, cover crops are used to prevent erosion and improve soil fertility with a supply of organic matter and nitrogen, thus reducing the use of fertilizers.

Okomu maintains a policy on soil protection by using its spill management system. Chemicals, petroleum products, palm oil and any other hazardous materials (liquid) are contained during spillage by use of containment walls (concrete), drip trays and spill kits to absorb a spill. Roads within the plantation have drainage gutters to remove the water.

4.3.3 Waste

We follow the Socfin Group's procedure for waste management, which ensures compliance with best practices and national legislation and aims at minimizing both hazardous and non-hazardous waste generation.

Solid waste from the plantation is collected, separated from the source and taken to the company's compartmentalized dumpsite. Household waste is disposed of into a non-engineered government approved landfill, while plastic and aluminum wastes are sold to recognized and licensed recycling companies who can prove traceability of the end-of-life.

For the effluents, the national legislation standards are respected as per the National Environmental Protection (effluent limitation) Regulations before it's channeled into a natural depression within the plantation and serial pond for palm oil mills and rubber factory effluents.

4.3.4 Protection of biodiversity

Okomu is committed to minimize its environmental impacts and to ensure that its operations do not affect vulnerable species or areas. Environmental and biodiversity assessments have been conducted by third parties and the plantations have left over 3 000 hectares from exploited areas specifically for environmental purposes, including natural vegetation areas, water corridors and other protected forests.

Environmental areas in the plantations are marked with over 300 information boards designed in appropriate languages (Pidgin, Bini, Ibibio) to inform on protection measures. All boards are monitored monthly and replaced when damaged.

The company's Security Department and its ecoguards regularly patrol these areas and a reporting system has been set up to inform the relevant authorities of any infraction of the national environmental law committed by outsiders.

All employees are required to respect the environmental laws applicable in Nigeria. As such, wild meat trade, illegal logging, clearing of natural areas and poaching are strictly prohibited. This is clearly stated in the company's internal regulations and any infractions can lead to sanctions.

The HSE Department every quarter embarks on sensitization on Okomu's neighboring communities to discuss wildlife protection in the plantation.

4.3.5 Air quality

Fires started by local residents while clearing farmlands have a high impact on the air quality in the area during the dry season. Okomu contributes to reducing the impact of its activities on the air quality by conducting regular fire prevention and fire-fighting activities, while also monitoring natural areas to prevent land clearing. During the dry season, our water trucks embark on dust suppression around the earth roads in the plantations in order to minimize dust generation.

4.3.6 Energy

All consumption of fuel and electricity is closely monitored and followed up by the company and reports are made daily in order to reduce usage.

Preventive maintenance of equipment and modern installations ensure better functionality and minimal energy consumption.

Solar panels provide outside lighting in the plantation and the use of the company's turbine as well as connecting to the national grid help reduce the dependence on fossil fuels.



Okomu waste bins



Some species within our concession



Tree Pangolin



Red River Hog



Dwarf Crocodile



Red-capped Mangabey



African Gray Parrot



Sitatunga



Training members of communities around our concession on HCV Management



4.3.7 Trainings

Regular training and sensitization are organized in the company to disseminate best practices on resources and waste management.

Trainings are organized in all departments including sharing best practices on environmental topics such as managing accident spills, reducing water consumption, etc.



6. Annexes

Annex 1 - Key figures

Annex 2 - Glossary

Annex 3 - GRI index





“The greatest threat to our planet is the belief that someone else will save it.” – Robert Swan

