


SUSTAINABILITY REPORT 2017



Siat
Group



Adinkra, visual symbols, represent concepts or aphorisms originating in tradition. They are very common in Ghana and Ivory Coast and are used in daily life on the walls of houses, pottery, fabrics, sculptures... The ancestral values they reflect are in harmony with the values Siat upholds today on those territories.

The logos of the United Nations' **Sustainable Development Goals** (SDG) are used in this report to highlight the link between Siat's indicators and international sustainability commitments. The numbers underneath the SDG logos refer to the document "Report of the Inter-Agency and Expert Group on Sustainable Development Goal Indicators".

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ABE DUA
"The human being is not
like the palm that is
selfsufficient."

“ This report is addressed to all women and men of this Company as well as all stakeholders and partners supporting our commitment towards sustainable development on a daily basis. ”



SANKOFA
"Using past experiences
to build the future."



ABOUT THIS REPORT

This report is in line with the Siat Corporate Social Responsibility and Environmental Commitment Policies, approved by Management.

For the fourth edition of this report, the Siat Group wants to share its commitments and results with regard to sustainable development, with particular attention to the women and men who support the Group's sustainability commitments on a daily basis. This year we present our indicators by linking them to the Sustainable Development Goals and Targets of the United Nations (SDG-ODD), to which the Siat Group contributes in particular (unstats.un.org/sdgs).

At the end of this report, a summary presents the Sustainable Development Goals and Targets in relation to the indicators followed by the Group.

In 2017, the Siat Group strengthened its commitment towards the certifications that guarantee the developments' sustainability by obtaining new certificates and by reconfirming the obtained certificates, in particular RSPO, FSSC, ISO 14001 and ISO 9001. 2018 will be an important year with the new challenges presented by the RSPO certifications of our palm plantations in Nigeria and the transition towards the 2015 versions of the ISO 14001 and 9001 standards for our rubber plantations and factories.

This report presents the data, pictures and information from the subsidiary companies, compiled by the Sustainability Department, which was created four years ago.

This report is not only addressed to all Siat employees, but also to the stakeholders and partners having a direct or indirect interest in our activities such as government agencies, civil society, private sector, banks, research organizations and technical partners of Siat.

We value your comments and observations as a source of improvement, so feel free to contact us at: florent.robort@siat-group.com

Editor
Group Sustainability Department

Validation committee
CEO / Group Chairman
General Secretary and HR
Group Chief Operations Officer
Business Development

MESSAGE FROM THE CHAIRMAN

Ladies and Gentlemen,

It is with great pleasure that I present to you the activities of the Siat Group in 2017. Our global strategy has not changed and we strongly believe in a promising future for our core activities: oil palm and natural rubber, but also cattle breeding operations, not to mention the inspiring contributions of our biotechnology subsidiaries.

In 2017, the Group has continued its growth efforts by planting new surfaces and by improving the industrial facilities, despite the very low rubber prices. These developments continue in accordance with our social, environmental and economic commitments and are fully in line with the Sustainable Development Goals adopted by the United Nations in 2015.

Human resources are at the heart of our business and through our policies we pursue a permanent commitment to poverty eradication, decent employment, women's employment, local job creation and social dialogue, with employees as well as with local communities and other stakeholders. Our HR and HSE departments and the people in charge of our external relations are strengthened each year and do whatever is required to comply with the numerous regulations in force and with our internal social



commitments, in order to move forward by fully assuming our corporate responsibilities.

Siat is a responsible family company, which has greatly reduced fossil fuel use. Since 2017 all Group sites produce electricity from our plantations' raw materials (empty fruit bunches, palm shells and rubber wood fiber). Our

investments in anaerobic digestion for effluent treatment and cogeneration using organic waste, logging remains and dead wood from old replanted rubber plantations, are reflected in a yearly saving of 10 million liters of fossil fuel on our various production sites, contributing as such not only to a reduction of our production costs for palm oil and natural rubber but also strongly reducing our carbon footprint. Several of our plantations have positive greenhouse gas balances, already showing higher carbon capture than carbon emission. Furthermore, we actively protect conservation areas in each plantation (HCV, HCS and buffer zones) in order to preserve them for future generations.

Taking into account the increasing population pressure, we consider it our responsibility to increase our yields if we wish to preserve the forests and their biodiversity. The biotechnology activities of our subsidiary Deroose Plants-Exotic Plant (DRP-EP) - where we have developed and refined the cloning of oil palm, rubber and cocoa crops, as well as reinforced our research and development activities in the field – are part of the Group's long-term sustainability vision. On a Group level, we have pursued our planting/replanting program, with the planting of 3 117 ha of oil palm and 657 ha of rubber in 2017 and our 2018 budgets foresee even more plantings, all in full compliance with the RSPO's New Planting Procedure (NPP).

We hope to obtain RSPO certification for all our oil palm plantations in Nigeria in 2018 and have already obtained the renewal of our RSPO certification in Ghana. We also actively support the SNRi (Sustainable Natural Rubber Initiative of International Rubber Study Group). In 2017

our rubber factory in Ivory Coast and our oil palm mill in Edo State in Nigeria were ISO 9001 certified.

I wish to explicitly thank all our managers, senior staff, junior staff and workers for their great efforts and understanding, they have all shown commitment to the Group's success despite the recession between 2013 and 2016. Against all odds, we have stayed on track and implemented our long-term strategy of sustainable expansion. We have grown impressively thanks to the help and joint effort of our technical partners (CIRAD, PalmElit, ULG, ProForest, TERE, Foremost...), allowing us to reap the benefits of our efforts in the years ahead. We highly appreciate our multicultural working environment on four continents and support all governments and their leaders in their efforts towards development.

I also owe our shareholders a special word of thanks for their understanding and support.

Thank you.

Pierre VANDEBEECK
Chairman and CEO Siat

SIAT GROUP



BESE SAKA
"Agriculture and trade
bring people together."

“Our vision is to acquire and control stakes in tropical agro-industrial concerns and manage them in a sustainable and profitable manner.”

VISION

SIAT, **“Société d’investissement pour l’Agriculture Tropicale”** is an agro-industrial Group specialised in the establishment and management of industrial as well as smallholders’ plantations. Our core businesses are oil palm and natural rubber, while cattle ranching and horticulture are also part of our activities.

In 2013, the Company acquired an 82% stake in the share capital of Deroose Plants, thereby expanding its biotechnology activities. The rationale of this investment is essentially to support the Research and Development Program and improve our performance in oil palm, rubber and cocoa, by means of dramatic progress in biotechnology, such as in-vitro culture.

Siat seeks majority equity participation in the capital of private agro-industrial companies and our main activities are:

- Invest in the equity of agro-industrial companies;
- Manage the agro-industrial complexes in which Siat has a majority interest;
- Provide engineering and management services;

- Provide logistic support to the subsidiaries.

ECONOMY

3 117 ha of oil palm and 657 ha of rubber planted in 2017.

66 767 ha of total planted area, of which 42 994 ha of oil palm and 23 774 ha of rubber plantations.

In 2017, the Siat Group realized a turnover of 210 million euros, with a net profit of 28 million euros and an EBITDA of 28%. The equity is 194 million euros.

CERTIFICATION

In 2017, we obtained ISO 9001 certification for the factories of Presco (Nigeria) and Cavally (Ivory Coast), in addition to the RSPO and FSSC certifications of GOPDC (Ghana) and the ISO 14001 certification of Mitzic (Gabon).

ENVIRONMENT

The Group has 3 mills, of which 2 are equipped with effluent treatment by a

biogas plant, and 3 rubber factories, of which 2 are equipped with a cogeneration plant. 62% of electricity used by Siat comes from renewable sources. 17% of all electricity (7766 MWh) is provided free of charge to employee housing.

SOCIAL RESPONSIBILITY - INTERNAL

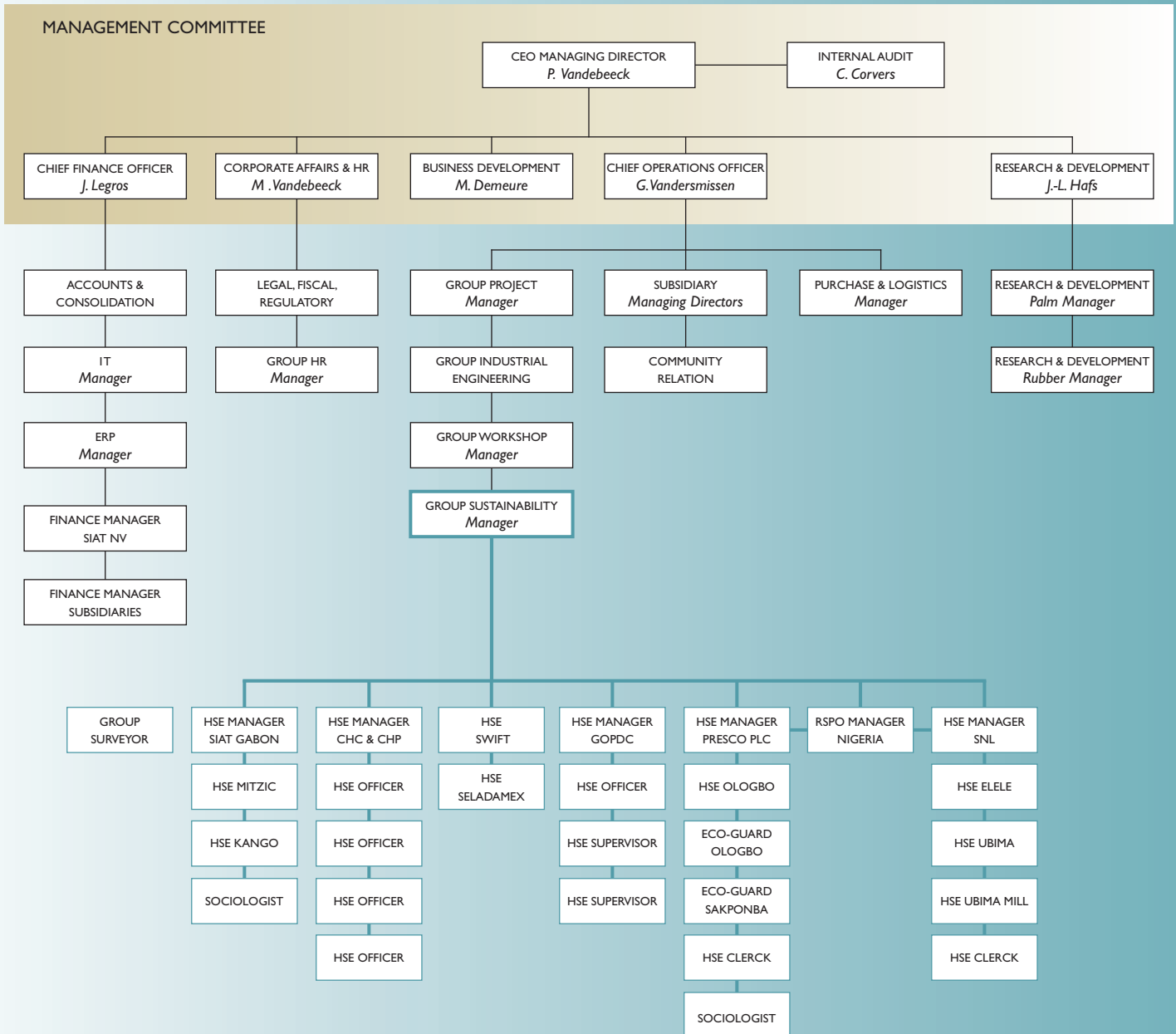
17 891 workers, of which 24% are women. 19% of senior staff are women.

21 schools, 4 307 students, 168 teachers. 4 606 houses for employees and their families.

SOCIAL RESPONSIBILITY - EXTERNAL

817 903 euros was spent on community projects (road maintenance, electrification, education, water) or 74% of our social commitment to spend 0,5% of profit + 0,5% of turnover on social projects.

ORGANIZATIONAL CHART



PRESENCE **WORLDWIDE**



NV Siat SA Shareholding structure

Fimave nv	86,73%	G.Vandersmissen	0,76%
Wienco Holding NL	11,58%	E. Mansholt	0,66%
		A.Van Damme	0,27%



Deroose Plants SA - Belgium

Ownership Siat Belgium: 82 %
Bromeliads & Rubber in vitro
China, USA, Belgium



Compagnie Hévécicole de Priko SA Ivory Coast

Ownership Siat Belgium: 100%
Rubber plantation: 1 654 ha + 236 ha



Compagnie Hévécicole de Cavally SA Ivory Coast

Ownership Siat Belgium: 100%
Rubber plantation: 5 273 ha + 15 ha
Dry rubber: 33 995 t



Siat Cambodia co. Ltd

Ownership Siat Belgium: 100 %
Rubber plantation: 3 157 ha + 60 ha
Dry rubber: 645 t



Ghana Oil Palm Development Company Ltd

Ownership Siat Belgium: 100%
Palm plantation: 7 832 ha constant
CPO Production: 25 231 t
PKO Production: 2 437 t
Refined products: 22 495 t
Rubber plantation: 685 ha



Presco Plc - Nigeria

Ownership Siat Belgium: 60%
Palm plantation: 19 913 ha + 3 101 ha
CPO Production: 37 637 t
PKO Production: 3 004 t
Refined products: 8 284 t
Rubber plantation: 138 ha



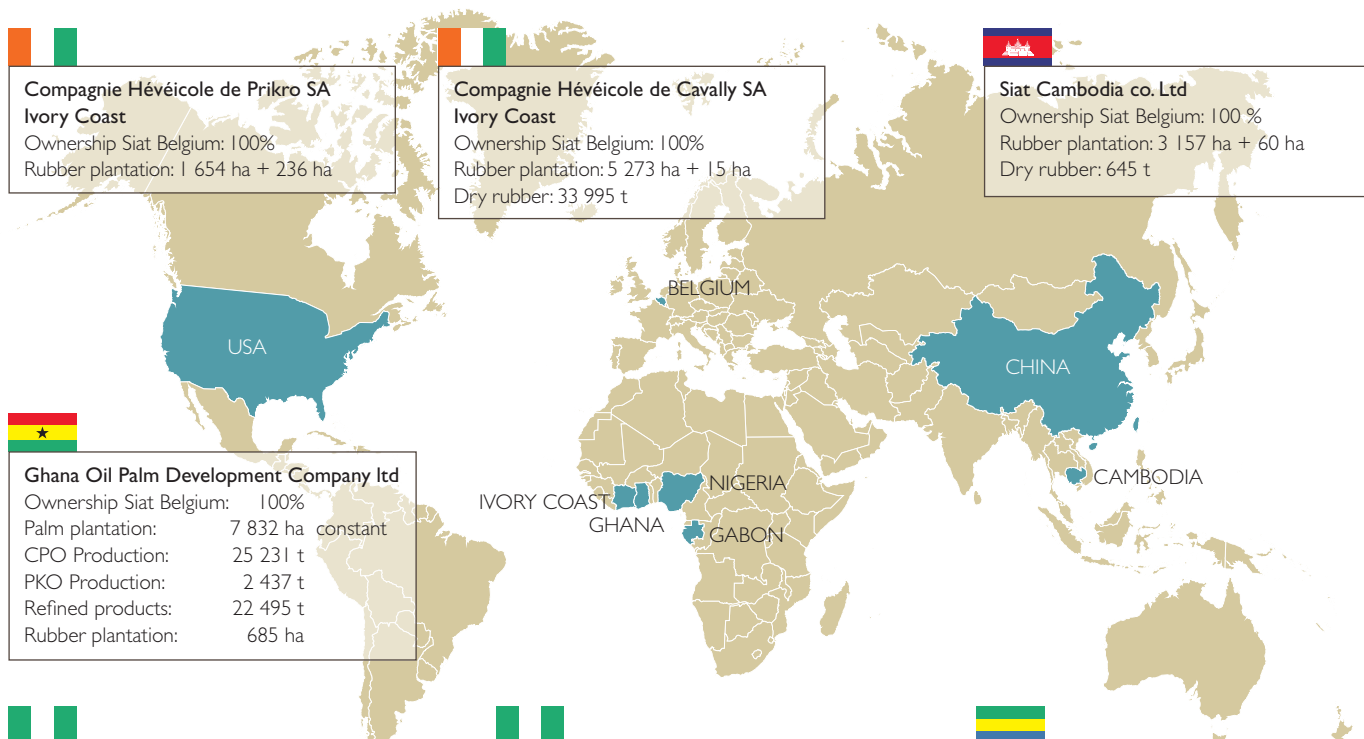
Siat Nigeria Limited - Nigeria

Ownership Siat Belgium: 100%
Palm plantation: 15 249 ha constant
CPO Production: 17 682 t
PKO Production: 5 044 t



Siat Gabon SA

Ownership Siat Belgium: 99%
Rubber plantation: 12 865 ha + 201 ha
Dry rubber: 13 462 t
Ranch: 99 183 ha constant
Head of cattle: 6 134



t = 1 000 kg

+ x xxx ha = 2016 to 2017 evolution

2 COMMITMENTS



ME WARE WO
Commitments

Siat recognizes the importance of a sustainable approach in the conduct of its business, respecting environmental and social values and quality standards.



OUR POLICIES

The Group and its subsidiaries have specific policies that encourage the management of each estate to respect corporate values in matters of good governance, occupational health and safety, product quality and conformity, respect of the environment and social relations.

Our staff is committed to meeting the following objectives:

- Respect laws and regulations in force, regulating all activities ranging from production to processing and marketing of Siat's products.
- Respect the identified High Conservation Value and Carbon Stock areas, by preserving areas of interest to the population, protecting endangered fauna and flora and preserving water-courses within the plantations.
- Minimize the environmental impact of industrial activities, through the enforcement of strict procedures on waste management and on hydrocarbon and chemical use.
- Minimize fossil energy use, by recycling industrial waste into green energy and reducing industrial waste production.
- Protect Siat's employees by minimizing occupational hazards, providing

them with adequate collective and personal protective equipment and health coverage.

- Provide a respectful, equal and stimulating working environment with possibilities for personal and professional development and access to training.
- Promote research and development with key partners, operating in Siat's sectors of activity.
- Respect and take into account the views and needs of local communities, more specifically through job creation, social project financing, support for schooling and local farmers.
- Improve Siat's level of performance and ensure regular monitoring of Siat's activities through internal and external audits.

Moreover, Siat supports with a few industry players the commitments of the Marrakech Declaration for the Sustainable Development of the Oil Palm Sector in Africa, promoted by TFA2020 and co-signed by 7 African Governments.

COLLECTIVE AMBITION TOWARDS CERTIFICATION

Since 2015, the Siat Group has committed towards obtaining certification for all its subsidiaries and implementing action plans based on social, environmental and quality studies carried out by third parties.

For further information:

FSSC : www.fssc22000.com

ISO : www.iso.org

RSPO : www.rspo.org

FPIC : www.forestpeoples.org ;

www.fao.org/indigenous-peoples

HCV : www.hcvnetwork.org

HCS : www.highcarbonstock.org

TFA2020 : www.tfa2020.org/en/activities/african-palm-oil-initiative

FOCUS

GERT **VANDERSMISSEN**

Chief Operations Manager



RSPO
Member
since 2004



“ A firm commitment towards excellence

The Siat Group is one of the first RSPO members, joining in 2004. We participated in the development of national interpretations for Ghana, Gabon and Nigeria. This last one was recently approved and we do our utmost so that our subsidiaries in Nigeria can join our subsidiary in Ghana, RSPO certified since 2015 and the first African company able to produce and trade certified products since 2016.

The creation of the Sustainability Department in 2014 has enabled us to move forward, more specifically by formalising and validating various social, environmental and quality commitments.

Each year Siat allocates an important budget to maintain good relations with the communities and to environmental studies, despite the sometimes very low world purchase prices for our products.

We enhance our knowledge and environmental protection by preserving new zones within our concessions each year.

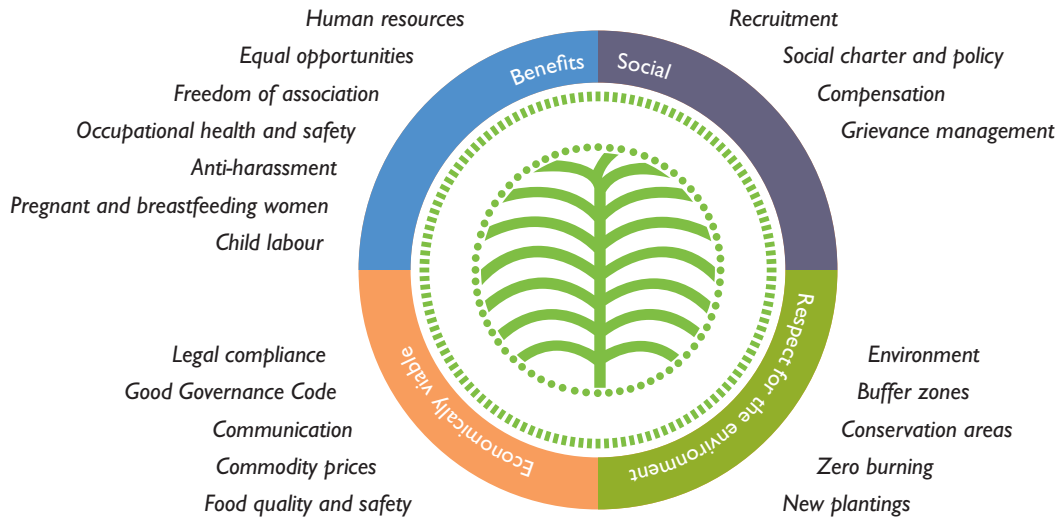
We consider the needs of our clients by modernising and certifying our production units.

We are committed to transparency; hence this report presents the 2017 results and evaluations as objectively as possible. The report shows the progress made and the future progress.

I would once again like to encourage all women and men in this Company, whatever production sector, to remain involved on the ground in the implementation and continuation of good social and environmental responsibility practices.



SIAT POLICIES AND COMMITMENTS



STATE OF CERTIFICATIONS

Country	Estate	Crop	ISO			RSPO		
			9 001	22 000	14 001	P&C	SCCS	P&C SH
Gabon	Siat Gabon	Rubber	2019	na	2015 09	na	na	na
Ghana	GOPDC	Palm	2019	2015 10	RSPO	2015 03	2016 03	2018 03
Nigeria	Presco	Palm	2017 11	2017 11	RSPO	2018	2018	na
	SNL	Palm	2019	2019	RSPO	2018	2018	2020
Ivory Coast	CHC	Rubber	2017 07	na	to be determined	na	na	na
	CHP	Rubber	na	na	to be determined	na	na	na
Cambodia	Seladamex	Rubber	na	na	to be determined	na	na	na
	Swift	Rubber	to be determined	na	to be determined	na	na	na

HUMAN RESOURCES

3



NKONSONKONSON
Human relations, unity

RURAL EMPLOYMENT

Like most agricultural companies, Siat mainly employs labourers. In certain regions, Siat is the largest private economic operator and employer. These jobs are popular and nationally acknowledged as beneficial to development. In addition, the Group sustains numerous local farmers by purchasing their produce (smallholders). The work of women is important and the proportion of female employees increased from 17% to 25% between 2014 and 2015, up to 26% in 2016 and was 24% in 2017.

WORKERS' WELL BEING

Offering good working conditions to the employees is one of Siat's priorities. Therefore, we offer our employees decent and free living conditions such as housing, access to water and electricity and accessible health facilities for employees and their families. Each estate has a clinic with medical staff that is able to provide first aid care and to perform certain medical analyses. Moreover, Siat facilitates access to education for employees' children by building or rehabilitating primary schools nearby Siat concessions and by increasing the recognition for tea-

chers' work, encouraging them to stay in rural isolated areas.

WORKERS' SAFETY

Our goal is to focus on prevention and to avoid as much as possible occupational injuries. To this end, Siat conducted an occupational risk assessment for each sector of its activities. These assessments helped us to better understand the risks associated to each workplace and the measures the Company can undertake to reduce the risks to a minimum (training needs, personal and collective protective equipment, signage, etc.).

TRAINING AND AWARENESS

Each year Siat organizes training for employees of all its subsidiaries. A training and awareness-raising plan is drawn up and implemented in each department with particular attention to the subjects Quality, Sanitation, Health, Safety and Environment. Upon recruitment all new employees receive an induction.



EBAN

Protection, security, safety

“Siat applies equal opportunities and employment protection policies, particularly for pregnant and breastfeeding women.”

FOCUS

JOYCE **EWUDZIE**, Nursery assistant and gender committee responsible

MARIAMA **DIALLO**, HSE responsible



The Siat Group
supports
the SDG



5.5



“ Creation of the committee on gender parity and equality

The Committee started in October 2017. It consists of 21 members selected from all workers' categories (management, senior staff, junior staff and contractual workers). It was established with as main goal:

- *Promote gender equality;*
- *Address particular concerns to women;*
- *Provide workers with an appropriate grievance mechanism, against all forms of undesired sexual behaviour, whether directly or implicitly, and any other form of human rights violation at the workplace.*

BI NNKA BI
Peace, harmony, caution
against strife



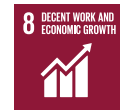
The Committee's day-to-day role related to harassment can be defined as:

- *Mediate in case of harassment incidents or any other form of human rights violation at the workplace,*
- *Support and protect plaintiffs, while safeguarding their anonymity,*
- *Inquire about the harassment complaints or any other form of human rights violation at the workplace,*
- *Determine whether appropriate sanctions or disciplinary measures can be taken without substituting legal procedures,*
- *Raise awareness with the workers on this subject to encourage good behaviour.*





The Siat Group
supports the SDG



8.8.1

OCCUPATIONAL ACCIDENTS

		LTIF goal < 15				SIF goal < 0,10			
Country	Estate	2014	2015	2016	2017	2014	2015	2016	2017
Gabon	Zile	26,6	14,3	8,0	10,2	0,25	0,12	0,07	0,08
	Kango	20,4	21,3	15,9	15,4	0,35	0,27	0,19	0,16
	Mitzic	13,6	23	16,2	25,3	0,03	0,24	0,16	0,50
	Bitam	28,3	26	12,1	7,5	0,21	0,3	0,01	0,16
Ghana	GOPDC	11,1	10,7	9,1	9,3	0,28	0,22	0,01	0,17
Nigeria	Presco Plc	12,2	11,3	9,4	13,4	0,27	0,21	0,10	0,31
	SNL	7,9	13,8	8,4	10,9	0,00	0,02	0,10	0,13
Ivory Coast	CHC	nc	2,4	2,3	2,8	nc	0,07	0,07	0,06
	CHP	nc	nc	2,3	13,7	nc	nc	nc	nc
Cambodia	Seladamex	nc	nc	15,5	31,0	nc	nc	0,00	0,00
	Swift	nc	nc	nc	7,4	nc	nc	nc	12
Weighted average per staff member in 2017		14,4	15,8	11,6	15,2	0,17	0,18	0,12	0,49

LTIF = Lost Time Injury Frequency = (number of occupational injuries / number of hours worked in a month) × 200 000
 SIF = Serious Injury and Fatality = (number of sick days related to the number of occupational injuries / number of hours worked in a month) × 1 000



The Siat Group
supports the SDG



5.5.2

EMPLOYEES PER SUBSIDIARY (figures based on man-days)

		PERMANENT				TEMPORARY		TOTAL		
		Manager	Senior	Junior	Woman	Contractor	Woman	Permanent	Woman	
Gabon	Siat Gabon	52	124	88	19 %	2 007	25 %	2 271	12 %	24 %
Ghana	GOPDC	27	72	419	9 %	1 696	41 %	2 214	23 %	34 %
Nigeria	Presco	29	110	348	9 %	5 049	22 %	5 536	9 %	21 %
	SNL	25	105	427	13 %	3 707	20 %	4 264	13 %	19 %
Ivory Coast	CHC	19	78	378	11 %	1 485	11 %	1 960	24 %	11 %
	CHP	4	10	32	9 %	921	46 %	967	5 %	45 %
Cambodia	Seladamex	4	2	88	23 %	175	60 %	269	35 %	47 %
	Swift	5	22	51	35 %	332	47 %	410	19 %	45 %
TOTAL		165	523	1831	13 %	15 372	26 %	17 891	14 %	24 %



The Siat Group supports the SDG



3.8

MEDICAL STRUCTURES

Country	Estate	Number of clinics	Number of doctors	Number of nurses	Average consultations per month Workers	Average consultations per month Other patients
Gabon	Siat Gabon	11	1	17	204	167
Ghana	GOPDC	4	1	11	1 256	209
Nigeria	Presco	2	1	8	711	177
	SNL	1	1	7	738	248
Ivory Coast	CHC	3	1	4	127	247
	CHP*	0	0	0	14	na
Cambodia	Seladamex	1	0	1	46	31
	Swift	1	0	0	75	2
TOTAL		23	5	48	3 171	1081

* CHP contributed to the renovation of Pri kro's public health clinic



The Siat Group supports the SDG



4.3

TRAINING AND AWARENESS

	TOTAL	RSPO, ISO, FSSC	Internal audit and NC	Emergency situations	Risk and accident analysis	General H&S aspects	Driving	EPI	Chemical handling	Waste	Conservation areas	Resources management	Engagement of subcontractors	HR policies	HSE policies	Social policies	HR	Sanitation	Occupational training	Finances & management	Other training	
Gabon	1 629	135	24	206	242	237	87	135	92	229	8	45	5					137	17		30	
GOPDC	1 129	394	250			3				136			344	2								
Presco	1 905	304	24	213	178	40		77	201	126	31			535		35					75	
SNL	9 750	610		18	113	1288	1 990		218	479	92		155	2 176	306	2 294	11	66				
RCI	364	373		20	125	18		50									28		34	16		
Seladamex	93						20			20	50								3			
TOTAL	15 170	1 816	298	457	658	1 586	2 097	262	511	930	181	45	504	2 713	306	2 329	39	203	51	16	105	



The Siat Group supports the SDG



1.4



6.1

NUMBER OF HOUSING UNITS AND WATER AND ELECTRICITY SUPPLY

Country	Estate	Number of housing units	Water volumes*	Electricity volumes*
Gabon	Siat Gabon	1 543	nc	872 928 kwh or 566 kwh/housing
Ghana	GOPDC	732	164 306 m ³ or 224 m ³ /housing	2 010 729 kwh or 2 747 kwh/housing
Nigeria	Presco	967	271 391 m ³ or 281 m ³ /housing	649 563 kwh or 672 kwh/housing
	SNL	234	nc	1 521 855 kwh or 6 504 kwh/housing
Ivory Coast	CHC	757	58 400 m ³ or 77 m ³ /housing	2 464 288 kwh or 2 456 kwh/housing
	CHP	211	nc	167 682 kwh or 795 kwh/housing
Cambodia	Seladamex	134	58 765 m ³ or 439 m ³ /housing	41 580 kwh or 310 kwh/housing
	Swift	28	25 200 m ³ or 900 m ³ /housing	37 347 kwh or 1 334 kwh/housing
TOTAL		4 454	384 m³/housing	1 686 kwh/housing

* Estimates



The Siat Group supports the SDG



4.1

EDUCATION

Country	Estate	Number of schools	Number of students	Number of teachers
Gabon	Siat Gabon	9	1 231	68
Ghana	GOPDC	1	483	23
Nigeria	Presco	2	135	6
	SNL	2	655	28
Ivory Coast	CHC	4	1 203	29
	CHP	2	507	12
Cambodia	Seladamex	1	93	2
	Swift	0	0	0
TOTAL		21	4 307	168

4 SOCIAL RESPONSIBILITY



BOA ME NA ME BOA WO
Interdependence, cooperation,
helping one another

COMMUNITY RELATIONS

Proximity to the local population is one of the main characteristics of Siat's operations. Therefore, it is crucial for Siat to maintain good relations with the neighbouring communities and to consult them as much as possible when operational decisions might concern them directly. On the basis of Free Prior Informed Consent (FPIC), the Siat Group developed internal procedures and dedicated staff to work on these issues. The procedures in place define for example: the communication process between the communities and the Company, the compensation process as well as the grievance mechanisms if applicable.

POPULATION CONSENT

During the land acquisition process or during activities related to the extension of plantation areas, negative impacts for the population might come to light; it is therefore indispensable to obtain prior approval from the communities. This requires transparency and the recognition of the populations' legitimacy to possibly oppose the new projects and recognition of their customary rights. Before each new development, Siat identifies, with the help of the communities, the areas that have a socio-cultural and economic

value, to either set aside these areas or fairly compensate for their use. This is an integral part of the New Planting Procedure based on RSPO standards.

ECONOMIC DEVELOPMENT

In accordance with Siat's Corporate Social Responsibility Policy, the Group makes investments to contribute to the economic development of the regions located around the concessions.

As stated in the Social Investment Plan, each subsidiary commits to yearly allocating an amount of 0,5% of turnover + 0,5% of profit after tax to finance socio-economic projects.

All projects Siat engages in are discussed with and approved by the populations.

STAKEHOLDERS

Siat acknowledges that stakeholders contribute to the growth of the Company and therefore wishes to maintain a harmonious and beneficial relation with all the stakeholders the Company engages with. The interactions and interests are just as diverse as the stakeholders. The following table summarizes the stakeholders Siat interacts with, their interests and Siat's commitment towards them.

“Siat promotes permanent dialogue with the communities and Free Prior and Informed Consent and commits to allocating 0,5% of turnover and 0,5% of profit to projects chosen by the communities.”



FOCUS

LAETITIA **KOMBILA**, Community relations responsible
CEDRICK **MISSANG**, HSE responsible



The Siat Group
supports
the SDG



11.1



“ Build relations with the communities

Our responsibility is to ensure the implementation of Siat's Social Responsibility Policy in Gabon and to limit all forms of conflict with the stakeholders, such as local government and the local population of the estate.

Therefore, our actions consist of (1) developing communication strategies, awareness programs and appropriate information channels; (2) installing a climate of peaceful cohabitation; (3) including the Company in conflict prevention; in order to minimize the effect on the relations between the Company and the neighbouring villages; (4) implementing operational procedures to mitigate the impact of our activities on the local population; (5) Mapping the lands used by the local population...

In order to strengthen these relations in future, a development budget will be introduced at Group level to efficiently address the populations' needs and to highlight even more the Company's commitment to CSR.



FUNTUNMFUNAFUDUA
"Need for unity when there
is the same destiny."



The Siat Group
supports
the SDG



1.4

EXPENSES FOR COMMUNITY PROJECTS COMPARED TO SIAT'S COMMITMENT

Country	Estate	2014		2015		2016		2017	
		Voluntary based community project	0,5 % Turnover + 0,5 % net profit	Voluntary based community project	0,5 % Turnover + 0,5 % net profit	Voluntary based community project	0,5 % Turnover + 0,5 % net profit	Voluntary based community project	0,5 % Turnover + 0,5 % net profit
Gabon	Siat Gabon	37 000	2 454 420	109 454	143 226	24 949	< 0	145 575	125 623
Ghana	GOPDC	1 13 000	2 393 745	218 000	304 000	40 284	169 774	214 488	365 940
Nigeria	Presco	133 000	686 431	383 093	112 000	21 654	183 332	97 882	158 960
	SNL	2 363 000	611 012	195 000	1 154 000	131 825	176 693	57 958	182 347
Ivory Coast	CHC	69 000	1 939 326	215 300	229 000	290 698	300 000	200 922	270 947
	CHP	310 000	na	na	na	na	na	82 992	< 0
Cambodia	Seladamex	45 000	na	107 000	na	13 957	na	18 085	< 0
	Swift	na	na	na	na	na	na	na	< 0
TOTAL		3 070 000	8 084 934 38 %	1 227 847	1 942 226 63 %	523 367	740 050 71 %	817 903	1 103 817 74 %

na = immature plantings, no production



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12.6

STAKEHOLDER RELATIONS

Key stakeholders	Stakes		Interactions
	Siat > Stakeholder	Stakeholder > Siat	
Government and authorities	Responsible growth for the country	Administrative and legal support	Communication, seminars, audits, reports
Employees and contractors	Good working and living conditions	Harmonious internal relations, grievance mechanism	Union, HSE policies, social charter
Local communities and smallholders	Benefits from the Company's spinoff activities	Harmonious relations	Regular meetings, grievance mechanism, social investment fund, FPIC
Investors and shareholders	Sustainable investments	Financial support	Communication, regular audits, reports
Clients and suppliers	Sustainability and satisfaction	Profitable and sustainable partners	Audits, communication, meetings
Civil society and NGO	Responsible practices	Support	Communication, seminars, workshops
Business partners	Sustainability and profit	Sustainable technical support	Communication, meetings
Universities and research organizations	Research opportunities	Administrative and legal support	Field research, internship

ENVIRONMENT

5



ASASEYE DURU
"All power emanates
from the earth."

ENVIRONMENTAL MANAGEMENT SYSTEM

The EMS is based on two main principles: complying with the law and obtaining certifications through third parties.

Our methodology consists of:

- Planning our activities based on our objectives, impact assessments, standards used and legal framework;
- Implementing our action plan on the ground through application of our procedures and training;
- Checking by means of internal and external audits whether what we planned is actually implemented;
- Adjusting if necessary based on results and indicators and plan new activities.

This scheme progressively leads our activities toward continuous improvement, using the Deming Cycle.

DEVELOPMENT OF NEW PLANTATIONS

New land development involves several steps to ensure there are no conflicts with neighbouring populations and environmental impact is monitored. Our approach is based on the RSPO New Planting Procedure, which requires obtaining all legal documents,

“Our approach is based on the RSPO New Planting Procedure and the preservation of forests and conservation areas.”



Free Prior and Informed Consent of impacted communities (FPIC), Social and Environmental Impact Studies (SEIS), High Conservation Value (HCV) and Carbon Stock (HCS) assessments, mitigation of greenhouse gas emissions (GHG); all these studies are conducted by independent organisations and Siat's decisions are audited and submitted to comments from the stakeholders before the start of any activity.

HIGH CONSERVATION VALUE (HCV) AND CARBON STOCK (HCS)

High conservation value areas are areas, which have an especially high ecological or social value. In other words, they are more valuable in terms of biodiversity, ecology and importance to local populations.

On the other hand, carbon stock assessment ensures there is no clearing of forest area with high carbon stock and prevents damage to land important for biodiversity preservation.

Based on the results of the studies, we put aside high conservation value areas such as: swamps and wetlands, buffer zones along watercourses, steep slopes, historic and religious sites, etc.

RATIONAL USE OF RESOURCES

Operating in rural areas where access to state supplied energy is often not possible or limited, the Siat Group developed an ambitious renewable energy program. All factories are equipped with boilers and turbines producing steam and energy from the plantations' organic material. Moreover, in the oil mills, effluents undergo anaerobic digestion and biogas is used in the production process, further reducing fossil energy use.

FOCUS

ROSINE **MOTUO NJOMGANG**, HSE responsible



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4.3



“ Awareness and training of all employees

As part of the strategies aimed at improving respect for the environment, and a healthy and safe workplace, Siat Nigeria Limited organised several trainings and awareness campaigns in 2017. They were organised throughout the year based on the training program developed at the end of 2016.

All new employees received an induction course on Company policies, environment, occupational health and safety risks, signage and emergency procedures.

Employees as well as external contractors received various forms of information and instructions through awareness raising campaigns.

The topics of some of the 2017 awareness campaigns were: malaria prevention, safe driving of vehicles and motorbikes, but also the environment to which we attach great importance. During these campaigns banners and leaflets were used.



NEA ONNIM NO SUA A OHU
Knowledge



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15.1

AREAS PLANTED AND AREAS IN CONSERVATION (ha)

Country	Estate	Concession	Oil palm	Rubber	Areas in conservation	% in conservation
Gabon	Siat Gabon	148 425	0	12 865	33	0 %
Ghana	GOPDC	14 026	7 832	685	640	8 %
Nigeria	Presco	36 823	19 913	138	5 260	26 %
	SNL	17 333	15 249	0	204	1 %
Ivory Coast	CHC	7 700	0	5 273	10	0 %
	CHP	5 000	0	1 654	98	6 %
Cambodia	Seladamex	5 804	0	496	0	0 %
	Swift	3 591	0	2 661	20	1 %
TOTAL 2017		238 702	42 994	23 773	6 264	9 %
TOTAL 2016		239 504	39 877	23 116	5 737	9 %
TOTAL 2015		227 811	43 116	22 523	5 701	8 %



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the SDG



7.2

USED ELECTRIC RESOURCE AND RENEWABLE ENERGY PRODUCTION

Country	Estate	Renewable source	Total Mwh used/year	Renewable energy production	%
Gabon	Siat Gabon	Cogeneration (dec. 2017)	2 561	0	0 %
Ghana	GOPDC	Cogeneration and Biogas	11 735	9 344	80 %
Nigeria	Presco	Cogeneration and Biogas	10 201	6 850	67 %
	SNL	Cogeneration	7 754	6 405	83 %
Ivory Coast	CHC	Cogeneration	13 002	5 459	42 %
	CHP	Public network	0	0	na
Cambodia	Seladamex	Solar panels	273	42	15 %
	Swift	Public network	0	0	na
TOTAL			45 525	28 100	62 %



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6.4

FACTORY WATER USE

Country	Estate	Used water volume per year/m ³	Production t CPO or t rubber	Water m ³ /year/t produced
Gabon	Siat Gabon	202 009	13 462	15 m ³ / t rubber
Ghana	GOPDC	347 731	25 231	14 m ³ / t CPO
Nigeria	Presco	420 274	37 637	11 m ³ / t CPO
	SNL	397 845	17 682	23 m ³ / t CPO
Ivory Coast	CHC	579 278	33 995	17 m ³ / t rubber
	CHP	no production	na	na
Cambodia	Seladamex	no production	na	na
	Swift	26 468	645	41 m ³ / t rubber



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11.6

WASTE RECOVERY (INDUSTRIAL WASTE IS RECYCLED)

Country	Estate	Plastic (kg)	Scrap metal (kg)	Used oil (l)	Used batteries (units)	Used tyres (units)	Filters (units)	Chemical waste (kg)	Household waste (kg)
Gabon	Siat Gabon	380	15 000	10 400	51	205	5 625	264	1 368 480
Ghana	GOPDC	10 300	41 040	4 912	60	205	220	5 756	151 233
Nigeria	Presco	15 540	432 636	5 800	nc	nc	nc	1 250	32 800
	SNL	15 890	89 260	7 340	70	110	497	11 760	123 680
Ivory Coast	CHC	31 400	49 800	13 800	85	92	nc	nc	nc
Cambodia	Seladamex	40	1 200	804	23	11	13	315	2 760



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9.4



13.1

MONITORING OF GREENHOUSE GAS EMISSIONS

We would like to refer to Siat's publication on the website: www.siat-group.com



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the SDG



15.1

COMPLETION DATE OF IMPACT ASSESSMENT

Country	Estate	HCV	HCS	EIS	SIS	LUCA ¹	GHG ¹	NPP ¹
Gabon	Siat Gabon	*	*	2017 06	2017 06	na	na	na
Ghana	GOPDC	2010 07	*	2017 08	2014 06	2014 11	2017 01	2014 11
Nigeria	Presco	2017 03	2017 03	2017 11	2017 08	2018	2017 01	2017 11
	SNL	2017 03	na	2017 11	2018 01	2018	2017 01	na
Ivory Coast	CHC	*	na	na	*	na	na	na
	CHP	*	*	2017 09	2018	na	na	na
Cambodia	Seladamex	*	*	2018	2018	2018	na	na
	Swift	*	na	2018	2018	2018	na	na

* 2019 or in function of new developments.

¹ RSPO Method



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the SDG



15.1

HCV AREAS WITHIN THE CONCESSIONS

	GOPDC		Presco				SNL	
	Kwae	Okumaning	Obaretin	Cowan	Ologbo	Sakponba	Ubima	Elele
HCV areas outside buffer zones (ha)	120	80	33	168	4 400	136	36	158
1 Species diversity – globally, regionally or nationally concentrations of biodiversity values	–	–	P	P	P	P	P	P
2 Landscape-level ecosystems and mosaics – regionally or nationally significant	–	–	–	–	–	–	–	–
3 Ecosystems and habitats – areas that are in or contain rare, threatened or endangered ecosystems	–	–	P	P	P	P	P	P
4 Ecosystem services – areas that provide basic services of nature in critical situations	P	P	–	P	P	P	–	P
5 Community needs – sites and resources crucial to meeting basic needs of local communities	–	–	–	P	P	P	–	–
6 Cultural values – areas critical to local communities' traditional and cultural identity	P	P	P	P	P	P	P	P

P : HCV present

CONTINUOUS IMPROVEMENT

6



ANANSE NTONTAN
Wisdom, creativity

RESEARCH AND DEVELOPMENT

The Siat Group has built strong partnerships with research and development entities in order to continuously improve production practices while respecting the environment.

CIRAD assists the Group in the rubber and oil palm sectors. Research collaboration focuses mainly on yield improvement, integrated pest management and soil fertility management systems.

PalmElit and **INRAB** support Siat in the creation of genetic blocks.

Université de Liège is involved in research programs for genetic improvement, cattle crossing, artificial insemination and cattle health in tropical climates.

The **Siat Academy Program** aims at capacity building by training young graduates to take up senior positions in the plantations or factories.

QUALITY

Meeting our customers' expectations and guaranteeing consumer food safety are an obligation. Siat prioritises the development of quality manage-

ment systems for the Group and aims at obtaining ISO 9001 certification by the end of 2020 and FSSC by the end of 2019 for all its factories.

DEROOSE PLANTS - EXOTIC PLANT

Deroose Plants, biotechnology subsidiary of the Siat Group, is a worldwide supplier of planting material for the industrial, plantation and ornamental sectors. Deroose Plants is specialised in tissue culture plant propagation (in-vitro), but also in plant propagation through cuttings (in-vivo) of Bromeliads, rubber and cocoa trees. The company is located in Belgium, the USA and China.

As a green biotechnology company, particular attention is given to our people and the environment. More than 80% of our employees are wo-



men and over 50% of company management is female. More than 20 nationalities work together every day for our success.

“Global demand for palm oil and rubber continues to increase together with population growth and economic development. R&D is key to boost national production in a way that is both economically viable and environmentally sustainable.”



FOCUS

REINOUT **IMPENS**, R&D responsible



The Siat Group
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the SDG



9.5



“ Boost production through research

Palm oil is the main source of vegetable oils and fats worldwide. While the crop originates from Africa, many countries in the region are still importers of palm oil. Global demand continues to increase together with population growth and economic development.

It is therefore crucial to boost national production in a way that is both economically viable and environmentally sustainable. To this end, research and development are key factors.

Since the first trial started in 2000 in collaboration with Cirad, Presco and Siat have become continuously and increasingly committed to oil palm research (soil and land preparation, planting density, use of organic waste to

enhance soil fertility and production, genetic bloc implementation). Currently at Presco, over 600 ha and 300 people are dedicated to field research. Each year research activities increase, especially with the genetic block project, a collaboration between Siat, PalmElit and INRAB. We have also initiated collaborations with national and international universities (UNIBen and UGent).



WAWA ABA
Skillfulness



FOCUS

PROSPER **NUHOHO**, Oil mill and refinery responsible



ISO
9001

ISO
22000

FSSC



“ Guarantee quality production

I am responsible for the proper functioning of the mill, the refining and packing plants. My role consists in working together with the production, utility and maintenance managers and coordinating their activities to ensure efficient operations, resulting in products compliant with the requirements and to the customers' satisfaction.

Production quality depends on input quality and treatment. We therefore attach great importance to the quality of the fruits entering the factory.

Quality is monitored throughout the entire process. The water used is also checked daily. In order to further improve our quality and food safety management systems, PRESCO implemented the FSSC 22 000 and ISO 9001:2015 standards and obtained certification at the end of 2017.

In addition, a new laboratory is under construction, it will be bigger, more precise and better equipped than the current one and will comprise a training centre.



HWEMUDUA
Excellence, superior quality



SUSTAINABLE DEVELOPMENT GOALS AND INDICATORS OF THE SIAT GROUP

Evaluation of the results of Siat's indicators compared to the United Nations' Sustainable Development Goals.



Impact of Siat on the SDG goal

- To improve
- Neutral
- Positive

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