



# POLICY AND ENGAGEMENTS OF COMPAGNIE DES BOIS DU GABON

# RESPONSIBLE FOREST MANAGEMENT POLICY

Our company is the recipient of a Sustainable Forest Concession (CFAD) of nearly 570,000 hectares. Aware of the importance of this managed forest area for national and international communities, in particular in terms of source of life and income, conservation of biodiversity and its role in stabilizing the climate through carbon storage and water recycling, **CBG** is actively engaged in a responsible ecosystem management approach for all of its activities.

In order to enhance the positive impacts and minimize the negative impacts of forestry operations on our workers and their families, local populations, the environment and the country's economy, it is our responsibility to identify the consequences of each of our activities in order to guarantee the ecological functions and the integrity of the forest.

In this context, we commit, on behalf of **CBG**, in the context of all our activities and on all our sites, to:

- Respect and comply with the requirements in the Principles and Criteria of the FSC® (Forest Stewardship Council®) certification framework, for both forest management and the control chain;
- Work in compliance with national regulations and legislation, international protocols and agreements ratified by Gabon;
- Optimize our methods of forest production and wood processing;
- Continue our social program to improve the working conditions and well-being of our employees, their families and local populations while guaranteeing their tenure and use rights to the land in the long term;
- Take action to protect wildlife and biodiversity in order to maintain water, soil and air quality;
- Identify all the negative and positive impacts generated by our activities through the monitoring of forest condition, forest production, supply chain and wood processing, management activities and their social and environmental impacts;
- Develop a policy of continuous assessment of our activities, through internal and external controls, with a view to continuous improvement of our environmental performance and social actions.

It is essential that this ambitious programme be carried out successfully for the benefit of everyone involved in our work, the company itself, Gabon and the international community. This policy is in place because the forests we manage are part of a heritage whose value is recognized worldwide.

# Environmental commitments

**CBG** management is committed to implementing a policy that is fully aligned with the natural environment at all levels of its activities.

To this end, the management of **CBG** has undertaken the following actions:

- Achieve the environmental objectives put in place and comparable to the best standards determined by government legislation and/or the standards of its clients;
- Maintain a balance between operations, in the context of our action and in the respect of the environment;
- Conduct environmental and social impact studies of all our activities;
- Minimize the impact of our activities on the forest by implementing reduced impact logging procedures for all our operations, including protecting natural waterways through buffer zones;
- Protect the forest concession from illegal activities by implementing a territorial monitoring program in collaboration with stakeholders;
- Identify species of conservation concern (i.e. rare, threatened, endangered), using IUCN and CITES systems of classification;
- Conserve biodiversity, both locally and at the landscape level, through the definition of conservation areas and the implementation of an anti-poaching programme;
- Implement landscape level approach with a focus on biodiversity conservation ;
- Sustainably use Non-Timber Forest Products;
- Assess the High Conservation Values (HCV) within our concession;
- Not to convert forests into plantations or non-forest use areas;
- Not to use genetically modified organisms, not to use pesticides classified as 1A and 1B by the WHO and not to use chemicals listed in the Stockholm and Rotterdam Conventions;
- Apply an integrated pest management (IPM) approach, using natural pest control and avoiding use of chemical pesticide;
- Eliminate unnecessary energy use and implement optimal efficiency practices to reduce by 10% the intensity of greenhouse gas emissions by 2030;
- Minimize the use of chemicals and ensure proper handling procedures;
- Minimize waste generation through the efficient use of resources and materials, with a focus on reuse;
- Manage waste in suitable and controlled places respecting the environment, and recycle as much as possible waste due to our activities;
- Promote environmental protection activities by **CBG** workers and subcontractors or partners.

# Commitments to respect for community rights, land rights and labour law

The management of **CBG** is committed to implementing a policy that is in full harmony with the rights of local communities and its employees at all levels of its activities.

To this end, **CBG** management has set itself the following objectives:

- Respect for human rights;
- Respect the customary or legal land and use rights of local and indigenous communities;
- Contribute to the development of the local economy and the well-being of local communities in order to guarantee them essential services;
- Maintain a platform for discussion and conflict resolution with local community representatives and the administration;
- Provide employment and training opportunities for local youth;
- Promote the hiring of local residents on an equal footing;
- Support the inclusion of women in all forestry activities by providing support for access and control over forest resources, land, technology, financial resources, training, and information;
- Eliminate gender discrimination in hiring and in the workplace;
- Enable local organizations to access **CBG** concessions for training and learning purposes;
- Respect all the rights of all workers, especially with regard to national but also international requirements, including the fundamental conventions of the ILO (International Labour Organization) No. 29, 87, 98, 100, 105, 111, 138 and 182.

# Commitments to respect for hygiene, health and safety at work

**CBG** management is fully committed to taking all necessary steps to ensure the health, safety and well-being of its employees and sub-employees and to provide them with a safe work environment in a healthy environment, while respecting existing standards.

To this end, **CBG** management has set itself the following objectives:

- Achieve health and safety objectives that are comparable to the best standards determined either by administrative legislation or by the standards in force;
- Promote transparency and apply safety and health policy to all personnel involved in operations under the responsibility of **CBG**;
- Implement mandatory annual monitoring and medical follow-up tailored to individuals and following their assignments;
- Inform employees of the duties and obligations they must follow for the proper implementation of this policy, which requires a total commitment from staff at all levels;
- Ensure that all managers adhere to and are the driving force behind the health and safety objectives set by management by participating in ongoing evaluations;
- Ensure that all employees receive quality training, tailored to their position, allowing them to work and progress safely in compliance with HSSE (Health, Safety, Security and Environment) rules, before any obligation to work;
- Ensure the level of involvement of our subcontractors, in terms of health and safety, and verify that their rules on those subjects are consistent with our commitments to the customer;
- Encourage **CBG** staff and their subcontractors, through the hierarchy and in security meetings, to be actively involved, as well as in the field, in the conduct of health and safety performance improvements in compliance with applicable laws and regulations;
- Complete current and future operations, annual audits and hygiene and health objectives;
- Make it understood that everyone is responsible at their level for their own safety and that there could be no delegation in this area;
- Verify the proper functioning of the application of the risk management policy, through active participation in the preparation of operations, in the field in HSSE meetings, for the risk analysis by checking the use of appropriate collective and individual protections;
- Encourage the reporting of each anomaly or deteriorated situation in order to take appropriate remedial and corrective action.

# Ethical Charter

The economic and social context in which **CBG** operates is increasingly demanding and competitive. Therefore, in order to remain among the Reference companies, we need strong values, a strong identity and rigorous ethics. That is why we wanted our Company to express itself through this Ethical Charter. We wish to place the application of these fundamental ethical principles at the heart of our operations and relationships. Our social responsibility must be exercised in particular with regard to:

**Our clients.** We need to listen to them and understand their needs to provide them with quality services. Value creation is a key objective for us. It ensures our profitability, financial stability and sustainability. Our responsiveness and the appropriate response of our care to their needs contribute to this value creation.

**Our collaborators.** Men and women are at the heart of our history and development. We must continue to encourage teamwork, the sense of belonging to a human enterprise, mutual respect, knowledge sharing, know-how and individual initiative. The well-being of our employees is essential if they are to give the best of themselves. Their safety and the preservation of their health is a top priority.

**Our subcontractors and suppliers.** We must ensure compliance with the requirements set out in the contracts with our partners, our subcontractors and suppliers. We also expect them to make a strong commitment to our principles of action and behaviour.

**The civil society.** Our company contributes to the economic and social development of the country as well as to the development of the environment in which it operates. It respects existing laws and regulations and categorically rejects corruption in all its forms. We must remain attentive to the preservation of the environment without compromising the future of the local cultures in which we operate. We must therefore anchor our actions in a general approach in accordance with the Sustainable Development Goals (SDGs).

We expect all our employees to contribute, through their attitude and behaviour, to the success of this course of action, in particular to:

- comply with applicable laws and regulations in Gabon;
- Strictly apply the rules on health, safety and environmental protection;
- Establish clear and honest relationships with our customers and suppliers and with all stakeholders in our business;
- Respect ethical/fair conduct and not being involved in any type of corruption
- Avoid conflicts of interest by developing an attitude of loyalty and integrity;
- Build quality human relationships within our work teams.

This Ethical Charter is a collective commitment that will take on its full meaning if each of us appropriates it. On behalf of **CBG**, we invite all employees to be tireless in its daily application, in order to ensure its success.

The Board of Directors

