



# SUD CAMEROUN HEVEA S.A.

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Meyomessala le 20Janvier 2013

Réf: N°30/NS/SCH-ADMIN-Mysla/1/2013

## NOTE DE SERVICE / SERVICE NOTE

**Objet :** Interdiction des activités de chasse

**Cible :** Tout le personnel de SUDCAM SA

Conformément à l'arrêté N° 082/PM du 21 Octobre 1999 portant création d'un Comité National de lutte contre le braconnage,

Conformément à la section IV relative à la Qualité, la Sécurité et l'Environnement, en ses articles 41 et 42 du Règlement Intérieur de SUDCAM.SA

Les activités de chasse sont formellement interdites dans les environs et à l'intérieur des concessions SCH.

Par conséquent tout contrevenant à cette présente note de service s'expose non seulement à des sanctions sévères mais aussi à des poursuites judiciaires.

Nous attachons une grande importance au strict respect de cette note.

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**Object:** Ban on the activities of hunting

**Target:** all the staff of SUDCAM limited company

According to the order N ° 082 / PM of October 21st, 1999 carrying creation of a National Committee of fight (wrestling) against the poaching,

According to the section IV relative to the Quality, the Safety and the Environment, in its articles 41 and 42 of the internal rules of SUDCAM.SA,

The activities of hunting are formally forbidden around and inside the concessions SCH.

Consequently every offender to this present memorandum exposes himself not only to severe penalties but also to legal proceedings.

We attach a big importance for the strict respect for this note.



## PROCES -VERBAL DE REUNION TENUE A MEYOMESSALA

L'an deux mille treize et douzième jour du mois d'Août, à 16h15 mn s'est tenue à Meyomessala, dans les locaux de la direction de la société Sud Hévéa – Cameroun, une réunion regroupant:

Monsieur **MOVONDO NKO'O Roger Pierre**, Chef du département de l'Environnement et des Projets Sociaux, représentant la société Agro-industrielle Sud Cameroun Hévéa d'une part,

Monsieur **BELINGA Magloire Rémy Gaspard**, Chef d'Antenne Ouest –Meyomessala, représentant le Conservateur de la Réserve de Biosphère du Dja et Monsieur **KINGUE ONANA** – Eco garde ; d'autre part.

L'objet de la réunion portait sur l'application des termes de Référence (TDR) relatifs à la mise en œuvre des activités de sensibilisation et de lutte anti-braconnage autour et dans la concession de la Société agro-industrielle SUD CAMEROUN HEVEA S.A.

Ainsi, de commun accord, il a été retenu que :

- Que les activités de surveillance du territoire et le contrôle des activités d'exploitation des ressources forestières et fauniques dans et autour des concessions Sud Cameroun Hévéa commencent le 13 août 2013, notamment :
  - o Le poste permanent de surveillance de l'accès à la plantation nord,
  - o Le poste de surveillance de l'axe Nkoleyeng-Ndjinkom-Bityé
  - o Les patrouilles forêts dans les concessions Nord et Sud.
- Que la Société Sud Cameroun Hévéa livrera le matériel et équipement nécessaires aux Responsables de la Réserve au cours des mois d'août et de septembre 2013, suivant le chronogramme arrêté par le conservateur par lettre du 9 août 2013.
- Plus précisément et en ce qui concerne l'utilisation des talkies-Walkies Motorola, Sud Cameroun fournira le matériel en l'état ; les responsables de la Réserve feront leur affaire de l'acquisition des fréquences auprès des autorités compétentes.
- Les services de la Réserve (Antenne Ouest) enverront chaque 27 du mois à Sud Cameroun Hévéa :

- Un rapport sur les activités du mois, avec des recommandations et des suggestions d'amélioration
- Des justificatifs des dépenses autorisées.

Enfin, Monsieur **MVONDO NKO'O Roger Pierre** a une fois encore rassuré le service de la conservation de la Réserve de Biosphère du Dja, Antenne Ouest-Meyomessala, que la société agro industrielle Sud Hévée – Cameroun s'attèle à remplir son cahier de charge vis-à-vis du service local de la Réserve de Biosphère du Dja à travers la livraison du matériel commandé à la fin du mois d'août 2013.

La réunion s'est terminée vers 18h 07 mn.

Fait à Meyomessala, le 12 Août 2013.

**Ont Signé :**

**Pour la Réserve de Biosphère du Dja**



Le Chef d'Antenne Ouest

**Pour Sud Cameroun Hévée S.A**



Le responsable Environnement



**PROCES-VERBAL DE LA 1<sup>ère</sup> REUNION D'EVALUATION DE LA MISE EN ŒUVRE DU  
PARTENARIAT ENTRE LE SERVICE DE LA CONSERVATION DE LA RESERVE DE BIOSPHERE DU  
DJA ET LA SOCIETE SUD CAMEROUN HEVEA**

L'an deux mil quatorze et le dix-septième jour du mois d'Avril, s'est tenue dans la salle de réunion de la Société SUDCAM SA à Yaoundé, la première Réunion d'évaluation de la mise en œuvre du partenariat entre le Service de la conservation de la Réserve de Biosphère du Dja et la Société Sud Cameroun Hévéa.

Initialement planifiée pour être élargie à tous les acteurs du partenariat et notamment le personnel cadre de SUDCAM SA, la réunion a été restreinte entre le Conservateur de la Réserve de Biosphère du Dja, Monsieur MENGAMENYA GOUE Achille et le Responsable de l'environnement de la Société Sud Cameroun Hévéa, MONSIEUR MVONDO NKO'O.

L'ordre du jour adopté par les deux parties a porté essentiellement sur l'évaluation du chemin parcouru notamment :

- 1- Rétrocession du matériel
- 2- Rapportage des activités sur le terrain
- 3- Relations communicationnelle entre les 2 parties

Du niveau de mise en œuvre des termes de référence et parlant du matériel technique devant être acquis et rétrocédé au Service de la conservation du Dja, il ressort que 75% des équipements ont été achetés et remis à la Réserve du Dja lors de la cérémonie dédiée à cet effet le 19 février 2014 ; pour le reste de matériel constitué de GPS, Boussole, Tentes, Radios talkie-walkie, certains sont déjà achetés et d'autres ont été commandés. Le responsable de SUDCAM SA rassure qu'ils pourraient être remis au Service de la conservation d'ici le mois de mai 2014.

S'agissant du rapportage des activités, SUDCAM pense que les rapports mensuels sont assez stéréotypés et ne comportent pas assez de recommandations à SUDCAM pour mieux l'impliquer dans la lutte contre le braconnage. D'autre part, certains termes incriminent un peu trop SUDCAM au point de remettre en cause sa bonne foi à lutter contre le braconnage. A cet effet, Monsieur le Conservateur s'est voulu rassurant et a promis une amélioration de la qualité des rapports ; il a davantage apporté des éclairages quant au fond. Pour lui, les rapports de missions constituent une source d'informations qui doit être exploitée par les deux parties afin de développer des stratégies efficaces pour une lutte intégrée contre le braconnage et les autres menaces qui pèsent sur l'intégrité de la valeur universelle exceptionnelle de la Réserve de Faune du Dja, Site du Patrimoine Mondial, du fait de la présence de la plantation d'hévéa. Aussi, exhorte-t-il les deux parties à travailler davantage ensemble afin de trouver des solutions aux problèmes qui sont relevés dans les différents rapports mensuels. Plus rassurant encore, il fait savoir que l'appui de SUDCAM SA à la Réserve de Biosphère du Dja pour la lutte contre le braconnage, témoigne de la volonté de cette société citoyenne à trouver des palliatifs à son impact négatif sur le Bien du Patrimoine Mondial. Aussi, faudrait-il que la société soit davantage plus stricte dans son règlement intérieur vis-à-vis des ouvriers. Pour ce faire, la direction de SUDCAM SA devrait pouvoir compter sur la capacité de répression du Service de la conservation du Dja et exploiter son réseau de renseignement pour réprimer les ouvriers véreux en matière de braconnage. C'est dit-il

pour conclure, le sens que les deux parties doivent donner à ce partenariat afin d'assainir l'image de marque de la société SUDCAM SA vis-à-vis de la communauté internationale.

S'agissant enfin des relations communicationnelles et en réaction à la lettre du Conservateur signée du 7 février 2014, relative à des actes de braconnage perpétrés par certains employés, SUDCAM pense qu'on ne lui a pas donné la possibilité de s'expliquer sur les faits. Le Conservateur a clarifié le sens de cette correspondance en signifiant qu'il s'agissait d'un appel à plus de rigueur et de vigilance de la part des responsables de la société SUDCAM SA vis-à-vis de ces employés qui par leurs actes, facilitent le développement des activités de braconnage dans la concession agroindustrielle et se rendent complices des actes de pillage des ressources fauniques dans la Réserve de Faune du Dja.

Au terme des échanges, les recommandations ci-après ont été formulées:

- Organiser d'urgence une réunion de sensibilisation avec les autorités traditionnelles sous le patronage du Sous-préfet de Meyomessala sur les enjeux de la conservation pour le développement des plantations de Sud Cameroun Hévéa ;
- Intensifier les missions de répression des activités d'exploitation illégales des produits fauniques et forestiers pour assainir toute la concession ;
- Améliorer l'offre du Service de la conservation du Dja dans l'accompagnement de la Société SUDCAM SA en vue de l'élaboration et la mise en œuvre des stratégies de sensibilisation et de développement des activités alternatives au braconnage en faveur des populations locales et des employés ;
- Améliorer la communication entre les deux parties.

La réunion a pris fin à 18 heures 15 minutes et les parties se sont données rendez-vous au mois d'août 2014 pour l'évaluation annuelle du partenariat./-

Fait à Yaoundé, le 17 Avril 2014

Pour la Société SUDCAM SA



Mvondo Nko'o Roger

Chef du département de l'environnement



Pour la Réserve de Biosphère du Dja

**Le Conservateur**



Achile Mengamenya Goue

Conservateur

REPUBLIQUE DU CAMEROUN  
Paix-Travail-Patrie

MINISTERE DE L'ENVIRONNEMENT, DE LA  
PROTECTION DE LA NATURE ET DU  
DEVELOPPEMENT DURABLE

DELEGATION REGIONALE DU SUD

BRIGADE REGIONALE DES  
INSPECTIONS ENVIRONNEMENTALES

Tel.: 22.28.30.99/22-28-30-06

N° — /RMIE/MINEPDED/RD/SOUTH/BRIE



REPUBLIC OF CAMEROON  
Peace-Work-Fatherland

MINISTRY OF ENVIRONMENT, PROTECTION OF  
NATURE AND SUSTAINABLE DEVELOPMENT

REGIONAL DELEGATION FOR THE SOUTH

REGIONAL BRIGADE FOR  
ENVIRONMENTAL INSPECTIONS

Ebolowa, the 02 SEP 2014

**ENVIRONMENTAL INSPECTION MISSION REPORT  
OF SUD CAMEROUN HEVEA LTD  
21<sup>ST</sup> TO 22<sup>ND</sup> OF AUGUST 2014**

September 2014

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## Abbreviations

**IPE:** Individual Protection Equipments

**HSEQ:** Hygiene, Security, Environment and Quality

**MINEPDED:** Ministry of Environment, Nature Protection and Sustainable Development

**EMP:** Environmental and Social Management plan

## **1 – Context and Justification of the inspection mission**

As enacted in the 2014 annual program, environmental controls and inspections of institutions classified as dangerous or unhealthy are to be implemented in the South region of Cameroon by the Regional Delegation of the Ministry of Environment, Nature Protection and Sustainable Development (RD/MINEPDED). Under the auspices of this framework, an environmental inspection mission was conducted by the RD/MINEPDED from the 21<sup>st</sup> to the 22<sup>nd</sup> August 2014 in the South-Cameroon Rubber firm. In a global view, the mission was to ascertain the consideration of environmental concerns within the activities of this important development project.

## **2 – Composition of the inspection team**

The inspection team was comprised of the following sworn environmental inspectors:

- 1°) - NDI ODOUMOU Joachim, Regional delegate MINEPDED/SOUTH, head of mission;
- 2°) - AKO'O MVOMO Daniel, Divisional delegate MINEPDED/DJA ET LOBO, Member;
- 3°) - TCHOUTCHUIE CHEKUIE Georges, Regional Chief of Service PGES, RDMINEPDED/SOUTH, Member;
- 4°) - TSALA TSALA Emile, N°1 Regional controller, BRICE/RDMINEPDED/SOUTH, Member.

## **3) – Objectives of the inspection mission**

The present inspection aimed at assuring the implementation and monitoring of recommendations addressed in the environmental inspection missions of September and December 2013, and recommending efficient environmental practices to the staff in charge HSEQ in order to assure sustainable social, economic and ecologic development of the project.

Specifically, it aimed at:

- Evaluating the level of implementation of the recommendations of the previous inspection mission;
- Identifying recommendations that were not, poorly or partially implemented;
- Identifying updated environmental preoccupations resulting from the activities of the firm;
- Proposing adequate environmental practices whose implementation could guarantee the preservation of environmental components.

## **4) – Methodology**

The mission was conducted as follows:

### **4-1- Working session with the technical staff of the Company**

In this working session were present: the members of the environmental inspection team of MINEPDED, South, the Director and Assistant Director of the Department of Hygiene, Security, Environment and Quality. Within the session, the head of the HSEQ department presented the state of management of



the environment by the firm and the level of implementation of the recommendations addressed in the previous environmental inspection mission.

In this light, he presented the following environmental and social aspects:

- management of solid and liquid waste;
- reforestation of bare and buffer zones;
- delimitation of buffer zones before field preparation;
- the relation between the HSEQ department and the other technical departments of the firm;
- analysis of physico-chemical and bacteriologic parameters of water;
- drainage of water features crossing the plantation;
- prevention of actual epidemics (Ebola) and many other aspects of the firm;
- etc.

After the presentation, the team inspected the different installations and activities of the firm in order to determine the level of implementation of the previous recommendations and the measures implemented by the firm to curb environmental stakes.

#### **4-2- Guided visits of the installations of the firm**

During this field activity, the following sites of the firm were inspected: bare areas of buffer zones, directions and crossing points of the different water features, sites for the pumping of water in the Dja river, garage, sites for the storage of worn filters and torsions, sites for the storage of used oils, sites for the storage of gasoil and solid wastes, the magasin for the storage of phyto-sanitary products and the village of employees amongst others.

During the inspections, the team conducted field observations, and questioned the HSEQ team members in order to understand certain aspects identified. Also, the team had an interview with the staff in charge of the employees village «ONE» in order to evaluate the social aspects of the sites.

### **5 – Results and recommendations**

#### **5-1- Results**

The results are classified as ameliorated aspects and as aspects to be ameliorated.

- **Aspects that have been ameliorated**
  - Implementation at 75% of the environmental inspection recommendations of December 2013;
  - Effectiveness of activities of the hygiene and sanitation committee of the «ONE» village and other sites and staff of the company;
  - Physico-chemical analysis of water samples by the “Institut Pasteur du Cameroun” at Yaounde;

- Sensitisations of employees on the prevention of the Ebola epidemic;
  - Selection and storage of Iron waste;
  - Storage of hazardous wastes.
- **Aspects to be ameliorated**
    - Poor drainage of river waters wetlands crossing the plantation site;
    - Incomplete reforestation of bare surfaces of buffer zones;
    - Poor quality of the drinkable water from the drilling points;
    - Poor hazardous waste management and monitoring in some sections (e.g. garage);
    - Mixture of biodegradable and non bio-degradable wastes in the same trash can;
    - The non elaboration of the semester report on the environmental monitoring and implementation of the Social and Environmental Management Plan (EMP) of the project;
    - Insufficient or non-use of Individual Protection Equipments (IPE) by laborers during working hours in certain working sections.

## 5-2- Recommendations

From the strengths and weaknesses identified, the following environmental actions were recommended:

- 1) The firm should proceed in the adequate drainage of rivers and wetlands by constructing either a metallic or concrete buzzard according to the following critical GPS points

P1	-	Longitude	2°12.321'N	/	Latitude	3°51.997'E
P2	-	Longitude	2°11.763'N	/	Latitude	3°52.006'E
P3	-	Longitude	2°11.246'N	/	Latitude	3°52.012'E
P4	-	Longitude	2°10.403'N	/	Latitude	3°51.982'E
P5	-	Longitude	2°09.972'N	/	Latitude	3°52.269'E
P6	-	Longitude	2°09.516'N	/	Latitude	3°52.012'E
P7	-	Longitude	2°09.972'N	/	Latitude	3°52.269'E

- 2) Intensify the sensitisation of employees on the use of EPI during working hours ;
- 3) Intensify and complete reforestation of bare surfaces in buffer zones and preserve the virginity of these special and sensitive zones;
- 4) Ameliorate the storage and monitoring of hazardous wastes (solid or liquid);
- 5) Select all the expired and/or damaged tools or products and store them in safe milieu;
- 6) Render all surfaces used for manipulating and storing dangerous substances air-tight and water-proof;
- 7) Delimit buffer zones before any field preparation activity and avoid any deforestation activity inside these sensitive areas;

- 8) Increase the number of trash cans such that bio and non-biodegradable wastes can be managed separately and agents of the HSEQ team should assure effectiveness of this activity;
- 9) Elaborate semester reports for environmental monitoring and implementation of the PGES and these should be transferred to the RDMINEPDED in conformity with the regulations in force;
- 10) Improve on the storage of metallic and iron wastes as well as the storage of old wheels;
- 11) For all hazardous waste collection, always collect the manifest for the transport of hazardous wastes at the Dja et Lobo divisional delegation of MINEPDED;
- 12) Always use only authorized chemical products (e.g. fertilizers, insecticides) in plantation according to the regulation in force;
- 13) Insuring the treatment of the water produced in order to render it drinkable according to the standards.

## 6 - Conclusion

Globally, while encouraging SUD CAMEROUN HEVEA Ltd to keep on with the current activities implemented to ensure the protection of the environment, it is urgent that the recommendations addressed above should be implemented. This would assure suitable management of the environment by the firm and contribute substantially to preservation or conservation of biodiversity, and the fight against pollution. We assure your firm of the support and availability of competent staff of the service of the Regional delegation for the South of MINEPDED and any expertise solicited.

The Regional Delegate



*NDI ODOUMOU Joachim*  
*Ingénieur d'Agriculture*  
*Diplômé d'Etudes Supérieures Spécialisées*  
*(DESS) en Sciences de l'Environnement*



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## **IMPLEMENTATION REPORT OF THE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN PERIOD RUNNING FROM JANUARY 2012 – JUNE 2015**

*October 2015*

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## **LIST OF ABBREVIATIONS**

<b>ESIA</b>	Environmental and Social Impact Assessment
<b>EHS</b>	Environment - Hygiene – Security
<b>NGO</b>	Non-Governmental Organisation
<b>ESMP</b>	Environmental and Social Management Plan

## **INTRODUCTION**

SUD CAMEROUN HEVEA is a legally recognised company in Cameroon that is established since 2012 in the South region, Dja et Lobo division, and cuts across the Meyomessala, Meyomessi and Djoum subdivisions. It is currently developing a rubber estate for both processing and commercialisation purposes.

In order to abide to the provisions of article 23 (3) of the decree laying down the terms of realisation of environmental and social impact assessments (ESIA) of the 14<sup>th</sup> February 2013, the present report outlines the set of activities conducted under the auspices of the implementation of the environmental and social management plan (ESMP) between January 2012 and June 2015. The report describes the actions implemented in accordance with the prescribed measures of the terms and conditions of the logbook for the implementation of the project for the creation of a rubber estate in the Dja et Lobo division, South region of Cameroon. The ESIA of the project was approved by the Ministry in charge of the Environment on the 12<sup>th</sup> April 2011 according to the certificate of conformity CCE/EIE N° 00000033.

The present document is organised as follows:

- ✓ Introduction
- ✓ Methodological approach
- ✓ Results obtained
- ✓ Constraints/difficulties and perspectives
- ✓ Conclusion

### **1- METHODOLOGICAL APPROACH**

The present report was prepared by the environment hygiene and security (EHS) service of SUD CAMEROUN HEVEA in charge of the implementation of the ESMP.

The service is comprised of a team of three members among which are one:

- ✓ An environmental engineer and two field staff;

In terms of logistics, the service has one office, one four wheel drive pick-up vehicle, and manages no related annual budget.

The team proceeded by collecting, analysing and consolidation all data, actions and activities implemented by the entire company with respect to environmental and social issues as enacted in the ESMP. Similarly, actions that were not specified in the ESMP but which were implemented by the company, were equally integrated in the present report.

## **2 RESULTS**

The following table presents the synthesis of the results obtained between 2012 and June 2015. It presents per environmental component, the actions or activities that are sources of impact, the objectives, tasks, results obtained, indicators, difficulties and observations.



Environmental components	Actions/ Activity	Objectives	Task	Results	Indicators	Issue identified and difficulties	Observations/ recommendations
Launching of EHS Department	Administrative organization	Implementation of environment, hygiene and security policy	0-1 Creation of a unit in charge of implementation of environmental issues and biodiversity preservation	Effective Department in charge of Environment, Hygiene and Security in August 2013	-Company organigram showing the place of EHS Department; -EHS policies (Environment and biodiversity; Occupational safety and health) -EHS monthly reports (Document attached)	-Lack of EHS supervisors	EHS Department is progressing, and we are recruiting new talents in the field of EHS
SOIL	Land preparation	I- Reduce negative impacts on the ground	I-1. Progressive land preparation to avoid stripping very large spaces at once	Effective	Planting report: 2012: 550 ha 2013: 1250 ha 2014: 1650 ha 2015 (6 months): 1250 ha		Willing to increase the area per year
	Planting (Mucuna and rubber)  Opening and maintenance of road  Construction of social		I-2. Implementation of "zero burning" to protect soil (humus)	Zero Burning practiced in full flow, only controlled burning allowed on the area with construction.	Exceptionally, all residual wood can be seen piled in windrows without burning		

	infrastructure				for natural decomposition.		
	Maintenance of vehicle on the field		I-3.Planting rows oriented perpendicularly to the high sloping floor	No planting in area with slope more than 12 %	(Picture)		
			I-4.Using clones growing rapidly to allow the rapid closure of the canopy	Clones planted are quick or medium started	Clones planted are: RRIM 901, RRIC 100, IRCA 41, etc After three years of planting the height average of rubber tree is around 2,85 meters (Picture)		
			I-5.Implementation of cover plant for soil protection (Mucuna and/or pueraria)	All inter rows are covered with mucuna and/or pueraria	Field observations : All space lines are covered pueraria (Picture)		
			I-6.Use sand down arable in situ soil from nursery to fill polybags	Effective	Picture		

			I-7.Ensure the soil cohesion and rapid restitution of its chemical properties by mixing fertilizer with organic manure	Effective	Use of leguminous ; mulching of inter rows with leguminous cover crop See task I-5 (Picture)		Gradual consideration of organic fertilizer in fertilization program presently to commence in Nursery for the year 2016 as per the unesco recommendation
			I-8.Use of biodegradable chemicals to reduce soil contamination	Chemical used are authorized by the legislation and ensure the preservation of soil	Sudcam suppliers are all licensed by the State and all chemicals and fertilizers used in plantations are conformed to the national regulations and index		
			I-9.Employees training on the efficient way to use chemicals products	Regular training sessions for efficient use and security	Three safety trainings done with sprayers and warehouse operators on the efficient use of chemicals by HIRAC - Fev 04 <sup>th</sup> 2015, attendance 11 ; - May 11 <sup>th</sup> , 2015 Attendance 10. - June 26 <sup>th</sup> , 2015 attendance 6 ;		

					(Documents attached)		
			<b>I-10.</b> Sensitization of sprayers on the good safety use of chemicals	Effective: See task I-9	See task I-9		
			<b>I-11.</b> Collect of poly bags use for plants , store and eliminate by an authorized company	Agreement with BOCAM, an approved company.	-Removals and treatments evidenced by tracking wastes manifests. -Three (03) tracking wastes manifests of used poly bags collected from June 2014 up to April 2015 (Documents attached)	BOCAM's action not constant	Quantities : -June 14 <sup>th</sup> 2014 (1253 kg of used poly bags) -October 27 <sup>th</sup> 2014 (2500 kg of use poly bags) -April 09 <sup>th</sup> 2015 (828 kg of used poly bags)
			<b>I-12.</b> Reducing of unnecessary leveling works during road opening	Done also for economical reason	Field observation (Picture)		
			<b>I-13.</b> Construction activities and land preparation to be done at the end of raining season and all the dry season	All land preparation and other activities done by heavy equipment are carried out in dry season	Heavy equipments logbooks (Picture)		
			<b>I-14.</b> Construction of concrete site for vehicle maintenance	Actual site for vehicle and heavy machine is completely concrete	(Picture)	Exceptionally some reoperations can be done on the field	

			<b>I-15.</b> Collection and storage of waste generated by vehicle maintenance (waste oil, used filters, used dust-clothes,...) and elimination by authorized company	Tanks and drums are available around workshop to store used oils, used filters and used dust clothes and kept in a safe place in the use oil storage area.	Removals and treatments evidenced by waste tracking manifests are under the supervision of the Departmental Delegation of the Ministry of Environment	BOCAM does not return back wastes elimination certificates in time	
<b>WATER RESSOURCES</b>	Land preparation	<b>II- Reduce negative impacts on water resources</b>	<b>II- 1.</b> See task I-1	Effective			
	Production of vegetal plants		<b>II- 2.</b> Remove branches from water to ensure a good circulation of water	Not effective			Culverts are already done and their installation is plan during dry season (Pictures)
	Plantation maintenance (fertilizer, manure, phytosanitary product)		<b>II- 3.</b> Respect of forestry intervention standards (conservation of 50m buffer zone between the plantation and water sources)	Gradually taken into consideration	-MOU signed and implemented with IRAD CEREFEN and AFESAF (MOU attached ); - 425 reforestation and fruits trees plants ordered to IRAD- CEREFEN for a global amount of 962.500 Fcfa		
	Maintenance of vehicle on the field						
	Construction of social infrastructure						
	Opening and						

	maintenance of road				(P.O attached); - 2110 reforestation and fruits trees plants ordered to AFESAF for a global amount of 5.575.000 Fcfa (P.O attached); - Sensitization of contractors on buffer zones compliance (Attendance 16 ) -Sensitization of felling operators on buffer zones compliance (Attendance 31) -Sensitization of workers leaving in the village II on buffer zones compliance (Attendance 18) (Documents attached)		
			II- 4.Worker training to efficient use of chemicals products (avoid spillage and ...	Effective: see task N° I-9	See training sessions reports related to tasks I-9 and I-10		
			II- 5.Sensitization of worker spraying	Effective: see task N° I-10			

			chemicals on the good use of chemicals				
			II- 6.Nursery should be placed near a large river to avoid important reduction of water resources	Effective:	All nurseries are near the Dja river: North nursery: 150 m from Dja river (picture attached) South nursery: 200 m from the Dja river (Pictures attached)		
			II- 7.Good orientation of planting lines and rubber density to improve water infiltration though the groundwater table	Effective: all planting lines are East-West	(Picture attached )		
			II-8.Water management and analysis	<ul style="list-style-type: none"> <li>- Legal authorization from the Government in process;</li> <li>- Water quantity control</li> <li>- Water quality control</li> </ul>	<ul style="list-style-type: none"> <li>- Official letter introduced to the Ministry of Water and the governmental notice for the opening of public hearings</li> <li>-Pictures of pump meters installed</li> <li>-09 results of water analysis</li> </ul>		

					results done at Centre Pasteur (Documents attached)		
			II-9.Construction of concrete area for vehicles maintenance	See task N° I-14	See task N° I-14		
			II- 10.Collection, sorting separately hazardous wastes (used oils, wastes filters, contaminated dust-cloth, tyre,...)	See task N° I-15	See task I-15		
AIR QUALITY	Land preparation (functioning of machines and trucks)	III-Reduce negative impact on air quality	III-1.Implementation of "limited burning «to avoid emission of polluted gazes and smokes	See task I-2	See task N° I-2		
	Planting		III-2.Training of employees to the effective application of chemicals and fertilizers	See task I-9 and I-10	See task I-9 and I-10		
	Opening and maintenance of road		III-3.Reduction of vehicle speed when crossing villages	Effective -Safety sensitization sessions - Installation of speed breakers and signboards	-Internal notices on limit speeds - Honor Code signed by drivers -Reports of Hirac trainings done with drivers and attendances -Signboards		
	Transport of employees, working tools and Products						
	Phytosanitary treatments and insecticides						



	applications				pictures (Documents attached)		
			III-4. Check and maintain vehicle regularly	Creation of a workshop and training of drivers to preventive driving	-Logbooks for pick up and truck -Drivers safety trainings attendances (Documents attached)		
			III-5. Give to chemical sprayers appropriate protection	PPE effective for Sudcam workers.	-Appropriate PPE datasheet for each Sudcam chemical operator (Documents attached)	-Not effective for some contractors	Reminder to Contractors to comply to security issues, by signing addendum clauses (Documents attached)
BIODIVERSITY	Clearing of forest and systematic felling of trees	IV-Reduce negative impact on biodiversity	IV-1. Conservation of 20% of the surface area of the concessions for biodiversity	Effective: 20 % of land is preserved for biodiversity in buffer zones and areas with high slope.	Existence of not planted areas (wetland, slopy and some corridors (Documents attached)	Buffer zones conservation was not effective during the early start of the project	
	Planting		IV-2. Agreement for technical assistance in the domestication of some of forest species.	Agreements signed and implemented: delivery of plants for reforestation with IRAD/CEREFEN and AFESAF.	See task II-3	Nursery was prepared by the company at the beginning of the project	
	Opening and maintenance of road						
	Construction and functioning of social infrastructure		IV-3. Salvage and	Discussion in	Discussion on		

	and offices		value-addition of felling trees (firewood, construction timber, service timber)	progress with forestry authorities and some economic operators	with the authorities		
	Phytosanitary treatments and insecticides application		IV-4.Reinforcing monitoring near the Dja Biodiversity Reserve in relation with the conservation service	Cooperate with Dja Reserve Service to mitigate negative impact on the Reserve	<ul style="list-style-type: none"> <li>- Convention signed and implemented with the conservation service for the fight against poaching including supply of working materials and tools;</li> <li>-Attending of all meetings or working sessions with UNESCO and other partners</li> <li>-Appointment of SUDCAM as permanent member on the inter-ministerial committee of the Dja Reserve (Governmental notice PM N°059/PM of 11th June 2013</li> <li>-Monthly</li> </ul>	Extension of the agreement to other activities such supply of other sources of proteins	Continue with better cooperation
	Plantation functioning						

					reporting and payment of eco-guards patrols - Environmental educative sensitizations program of Sudcam workers, Sudcam students, Government High school of Meyomessala; contractors and the Broadcasting environmental program on Radio Otete - Posting of educative sensitization messages against hunting in public areas in the company (Documents attached)		
			IV-5.Preservation of a forestry area of 100 to 200 meter between the plantation and the DBR	Effective -Existence of a forest conservation area of 150 meters of distance (North plantation) and 200	See task II-6		

				meters of distance (South plantation) respectively between the plantation and the Dja River			
			<b>IV-6.</b> Pushing animals back to the non-use area (out of the concession)during land preparation	seek the appropriate services upsetting operation	Ongoing studies with the relevant departments: ongoing fauna inventories and HCV assessment (Documents attached)		
			<b>IV-7.</b> Preservation of fishing, wetlands and sensitive areas	See tasks II-3 and IV-1			
			<b>IV-8.</b> Forbidden hunting to SUDCAM employees and partners	<ul style="list-style-type: none"> <li>-Sensitization of workers and contractors against hunting;</li> <li>-Supply of other sources of proteins (busarshop and cattle breeding)</li> <li>- Existing anti-poaching policy inside the internal rules and regulations of the company</li> <li>-Pilot projects to strengthen food security and proteins supply</li> </ul>	<ul style="list-style-type: none"> <li>-Internal notice against hunting</li> <li>-Clauses against hunting inside the contract of the private guard company; (Documents attached)</li> </ul>	Consumption of wild animals is a tradition that population does not abandon quickly	Reinforce cooperation with Dja Reserve Service for sensitization

			IV-9.Open grocery for the supply of animals proteins to the population	Presence of a grocery for every village	Actual villages (two) have groceries managed by Contractors (Pictures attached)		
			IV-10.Harvest plants seeds or plantlets during felling to sow and transplant to uncultivated area	Implement a nursery for forest plants	A trial was done with partial result (20% of success)		
			IV-11.Sensitization of the local population and employees on the fight against poaching	Sensitization meetings with employees, contractors and rural populations.	-Convention signed and implemented with the local radio (Radio Otete); -broadcasting environmental educative program twice per week at Radio Otete in local language and French (Documents attached)		
<b>NOISE REDUCTION</b>	Land preparation (machines, chainsaw, trucks rumbling)	<b>V-Reduce the impact of noise</b>	V-1.Control the circulation of trucks and cars in the worker's camp at night	All trucks are parked at the end of work and keys kept in office	- Internal notice forbidden movements of pick up and trucks during after working		

	Road opening and maintenance				hours - Existence of vehicle key box follows by logistics (Documents attached)		
	Construction of social infrastructure						
	Material, workers and products transport		V-2. Supply employees working in noising area with appropriate equipment	Appropriate PPE are distributed to concern workers (ear plugs, etc)	Purchase order, invoices and distribution books (Documents attached)		
<b>WASTE MANAGEMENT</b>	Vegetal material production	<b>VI-Waste management</b>  <b>Hazardous waste handling</b>	VI-1. Creation and construction of appropriate garbage dump in each village	Ensuring appropriate collection and treatment of household waste	Effective collection of household waste from villages 1 and 2 for one centralized garbage dump. Ongoing discussion with HYSACAM for collection of a household wastes and treatment		
	Planting		VI-2. Implementation of a household wastes collection system. A specialized company could be contacted				
	Functioning of social infrastructure and offices						
	Phytosanitary treatments and insecticides application						
	Vehicles and machines maintenance		VI-3. Collect of all used plastic bags for rubber and their elimination by BOCAM	See tasks I-11 and I-15			
	Plantation village		VI-4. Sorting and storage of hazardous				

	functioning		waste				
	Demolition of constructions		<b>VI-5.</b> Training of employees on the good management of hazardous waste (garage, chemical spraying, chemical product handling)	Four trainings done in the good use of chemical wastes and one training done in the good management of hazardous wastes	See task I-9		
			<b>VI-6.</b> Subscription to a contract with a specialized company for the treatment of hazardous waste	See task I-15			
			<b>VI-7.</b> Implementation of follow up system for hazardous waste (manifests statistic)	In progress in relation with BOCAM and Tradex	See task I-11		
<b>SOCIO-ECONOMIC S ASPECTS</b>	All the activities linked to installation and exploitation of plantation (land and vegetal material preparation, planting, maintenance)	<b>VII-Job, management of employees and increase of population</b>	<b>VII-1.</b> Implementation of a recruitment policy in favor to local population with equal skill and no discrimination for sex and origin (for Bake pygmies)	Existence of a clear and transparent procedure of recruitment including tender, interviews, documents, medical test, etc.	-Percentage of locals employees: More than 50% including 02 pygmees -Total of women employees: 143 -Total of men employees: 438 -Total of expatriates employees: 21		
	Opening and maintenance of road  Construction		<b>VII-2.</b> Construction of basic and social infrastructures (school,	- A Bilingual Nursery and primary school is operational	-Public bilingual schools, -Convention		

	and functioning of social infrastructures and offices		health center...) and relaxation for the employee	in plantation; - A health care center is functioning in plantation; - The building of the hospital is in progress - Existence of an operational club house - One football stadium	with FCB for medical care; (Pictures attached)		
			VII-3.Increase the security in the area through the local police	Permanent and close relationship with local police station	Join meeting between the Regional Delegate of Police and Sudcam representative is planning during the first week of December to launch two (02) new police stations inside the SUDCAM concession		
		VIII-Employee work and social security	VIII-1.Ensure the training of employee to safety rules to avoid working accident	-Creation of hygiene, health and safety work committees per departments. -Training of workers in security.	-Internal notice of hygiene, health and safety work committees -14 Safety trainings done	Hygiene, Health and Safety work Committees are not more active in the field	



					(between the 14 <sup>th</sup> February - 17 November 2014) (Documents attached)		
			<b>VIII-2.</b> Sensitization and capacity building of trucks and machines drivers to road security and consequences	Training sessions done periodically by specialized organisms (CENEEMA)	-Contract signed with CENEEMA -Training report (Documents attached)		
			<b>VIII-3.</b> Reduction and limitation the speed of truck, vehicle and machines in the village	See tasks III-3	See tasks III-3		
			<b>VIII-4.</b> Regular check-in and good maintenance of equipment and machine to reduce work accident risk	See task III-4	See task III-4		
			<b>VIII-5.</b> Implementation of a sensitization program on STI/HIV AIDS and medical follow-up of employee and local population	- Three (03) sensitizations on HIV and STI with voluntary and free screening tests and distribution of condoms ; -One (01) sensitization on Malaria ; -One (01) sensitization on	-Attendance on HIV and STI sensitizations : 161 -85 free and voluntary screening tests were done -4000condoms were distributed free of cost in Vill 1,2,3,4,and		

				<p>Malaria ;</p> <p>-One (01) sensitization on water related disease ;</p> <p>- Three (03) sensitizations campaigns done on Ebola (with the adoption of the company Emergency response plan against Ebola and a lot of antiseptic soaps distributed freely to all workers during the breakthrough)</p>	<p>surrounding villages.</p> <p>-Attendance on the malaria sensitization at the village II : 35</p> <p>- 600 mosquitoes nets ordered:</p> <p>- Attendance on the Ebola sensitizations : 1454</p> <p>- Quantity of anti-septics soaps distributed :1545 (Documents attached)</p>		
			VIII-6.Affiliation of all the employees to the national social insurance company	Compulsory process for all workers before starting work.	All staff files and report to CNPS		
			VIII-7.Make compulsory the use of protection equipment	<p>-The wearing of PPE is compulsory (Refer to the internal rules and regulations)</p> <p>-Purchase orders of PPE are complete</p> <p>- Each worker has his own recorded PPE datasheet.</p>	Annual distribution lists; Internal rules and notices (Documents attached)		
			VIII-8.Ensure	Training is done to	Report of Safety		

			continuously technical skills of employees (budding training for nursery workers, grooving training, etc.	all new workers with test before his integration.	training induction (Document attached)		
			VIII-9.Respect of security regulation in the “village”	Creation of Hygiene committees in all “villages”. Posting of notice on security	-Internal notice of the creation of hygiene and safety committees in the village (Documents attached)		
		<b>IX. Compensation of lost or “manque à gagner” due to loss of forestry area in the village and to NTFP, fauna and flora resources useful to the population</b>	<b>IX.1-</b> Rehabilitation and exploitation of old local existing rubber plantations	Sensitization in progress, in relation with officials of ministry in charge of agriculture			
			<b>IX.2-</b> Encouraging the development of new plantations	- Sensitization, technical assistance and supply of tools and planting materials to association of planters. - Training of budders	Creation of a department in charge of assistance to small holders (more than 10 bud wood nurseries created, 2 associations of small holders in Meyomessi and Meyomessala), Etc.		
			<b>IX.3-</b> Convention with CEREFEN or NGO for	MOU signed with CEREFEN and	See task II-3		

			the domestication of some NTFP species	AFESAF			
			IX.4-Implementation of a training program for local CIG to fishing activities , local fauna husbandry , rabbit production, apiculture and to new cultural techniques to increase income sources and ensure sustainable management of available land	Pilot projects to support the food security (With the Common initiative group ‘‘GIC des Femmes Eveillées’’ in Nlobesse village for the supply of chicken) and the cow farms located inside plantation	See task IV-8		- Discussions to improve proteins and food security are on progress with several structures such as Consumer Product Supply Regulatory Authority,
			IX.5-Potential financing of local population agro pastoral projects	Integrated in task IX-4 above			
			IX.6-Support the realization of some social charity work (wells, playgrounds....)	-Construction of 6 bore wells: 1 at Ndibessong, 2 at Nye’ele, 1 at Djinkom, 1 at Andom and 1 at Bityé -Donation of zincs for churches, etc.	Pictures		
		<b>X. Reduce the impact of crops destruction and other valuable cultural goods</b>	X.1-Proceed in relation with the ministry of agriculture to the compensation of agricultural development	Agricultural expertise done by the ministry of agriculture and followed by financial evaluation	Payment done under supervised by the Senior Divisional Officer of Sangmelima for		

					a sum of around 218 millions		
			<b>X.2-</b> Location of other local important sensitive sites (tombs, sacred area, ...) and compensation following discussions with local population	Expertise done under the supervision of the local Senior Divisional Officer (SDO)	Archives in Sangmelima		
			<b>X.3-</b> Boundaries marking the limit of SUDCAM concession to enable the population to get better access to the agroforestry area	Effective demarcation of boundaries with rentices and stones mark	(Picture)		

### 3 CONSTRAINTS/DIFFICULTIES AND PERSPECTIVES

The major constraints/difficulties that hindered the implementation of all measures prescribed in the ESMP are:

- ✓ carelessness of employees and the villagers on the consideration of environmental issues during their activities;
- ✓ lack of specific training for the staff (waste management, EMP implementation procedures, etc.);
- ✓ lack of official EMP report toolkit elaborated by the Government

To curb this difficulties/constraints, the following measures were suggested:

- ✓ increase EHS staff and ensure regular training according to new environmental regulation in force ;
- ✓ elaborate and validate specific internal procedures to involve all the different services in the EMP management purposes ;
- ✓ increase the quantity of rolling stock/materials of the EHS service
- ✓ etc.

### 4 CONCLUSION

Based on the level of implementation of the measures prescribed in the ESMP of the project for the development of a rubber estate by SUD CAMEROUN HEVEA at the end of the first semester of the year 2015, it results that:

- ✓ 80% of the prescribed measures of the ESMP has been implemented;
- ✓ 17 % of these measures are currently under implementation and 3% are not yet implemented;
- ✓ 95 % of all the measures implemented are efficient and solves the problems (impacts) identified during the ESIA. The other 5% need more time to assess on the efficiency.



REPUBLIQUE DU CAMEROUN  
Paix-Travail-Patrie

MINISTERE DES FORETS ET DE LA  
FAUNE

RESERVE DE BIOSPHERE DU DJA  
SITE DU PATRIMOINE MONDIAL

SERVICE DE LA CONSERVATION



REPUBLIC OF CAMEROON  
Peace-Work-Fatherland

MINISTRY OF FORESTRY AND  
WILDLIFE

DJA BIOSPHERE RESERVE  
WORLD HERITAGE SITE

CONSERVATION SERVICE

N° 15/01/15 /ST/MINFOF/RBD/SC

Somalomo, le 10 NOV 2015

LE CONSERVATEUR

A

MONSIEUR LE MINISTRE DES FORETS ET DE LA FAUNE  
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176 NOV 2015

SOIT-TRANSMIS

ANALYSE : Procès-verbal visite du Conservateur de la Reserve de Faune de  
l'Agro-Industrie SUDCAM Hévea.

NOMBRE DE PIECES : 01

OBSERVATIONS : Pour information

Le Conservateur



*Ndinga Hilaire*  
Ingénieur des Eaux et Forêts



## PROCES VERBAL DE LA VISITE DU CONSERVATEUR DE LA RESERVE DE BIOSPHERE DU DJA : ETAT DES LIEUX DES ACTIVITES GENERATRICES DE REVENUS ET LANCEMENT DU PROGRAMME D'EDUCATION ENVIRONNEMENTALE.

L'an Deux Mille Quinze et le Onzième jour du mois de Novembre, s'est tenu dans la salle de réunion de SUD CAMEROUN HEVEA S.A une séance de travail entre la Direction de SUDCAM et le Service de la Conservation de la Reserve de Biosphère du Dja. Séance co-présidée par M.ONG CHEE SING, Directeur General et M. NDINGA Hilaire Conservateur de la Reserve de Biosphère du Dja.

Il s'est agit pendant deux jours de présenter les stratégies de l'entreprise visant à améliorer la sécurité alimentaire des ouvriers, puis les projets pilotes en cours de réalisation, ensuite d'échanger sur les perspectives d'extension des activités génératrices de revenus dans les villages riverains à SUDCAM et enfin de lancer le programme d'éducation environnementale à l'Ecole publique bilingue de SUDCAM.

### 1 - Les stratégies de l'entreprise visant à améliorer la sécurité alimentaire des ouvriers.

L'objectif visé ici est de d'améliorer l'approvisionnement des ménages en protéines et vivres frais, à travers ;

- L'organisation deux fois par semaine des marchés périodiques en plantation dans les deux villages ; a cet effet l'entreprise envoie gratuitement des camions dans les villages riverains pour transporter les marchands désireux de vendre leur vivre frais en plantation.
- Dons de deux congélateurs aux économats respectivement de chaque village.
- Production du riz pluvial.
- Ravitaillement des ouvriers et villages riverains en viande de bœufs fraîche (en cours de négociation) ;
- Convention avec la Ferme Moderne du Sud pour l'approvisionnement en protéines animales (en cours de négociation) ;
- Convention avec la Mission de Régulation des Approvisionnements des Produits de Grande Consommation pour le renforcement de la sécurité alimentaire et la mise en place d'importants marchés périodiques en plantation (négociation encours)
- Accompagnement des Groupements d'Initiative Communes (en cours de négociation) ;



## **Présentation par Sudcam des projets pilotes d'Activités génératrices de revenus en cours de mise en œuvre.**

Il s'agit notamment de :

- L'appui au Groupe d'Initiative Commune (GIC) Femmes Eveillées de la chefferie de Nlobesse pour l'élevage des poulets ;
- La mise en place d'une ferme de reproduction des bovins dans les plantations SUDCAM ;

### **3 - Les perspectives d'extension des activités génératrices de revenus dans les villages riverains à SUDCAM.**

Il s'agit d'exécuter une mission d'identification des activités génératrices de revenus dans les villages riverains ;

- recueillir leur avis sur le choix des activités génératrices de revenus ;
- recenser les Groupes d'Initiative Commune ;

### **4- Lancement du programme d'éducation environnementale à l'Ecole publique bilingue de SUDCAM.**

Une séance de sensibilisation s'est tenue à l'Ecole publique bilingue, elle portait sur :

- les notions de base de l'éducation environnementale ;
- la classification des animaux et l'importance de la conservation des espèces emblématiques ;
- la présentation et l'explication de quelques notions sur la loi faunique ;
- Distribution du matériel didactique aux enseignants et élèves ;

Ont pris part à cette séance plus d'une soixantaine d'élèves parmi lesquels le staff administratif de l'école.

### **Recommandations.**

- Confection et installation des grandes pancartes de sensibilisation environnementales dans les points stratégiques ;
- Achat et mise à disposition des alevins pour l'empoissonnement des étangs ;
- Formation des enseignants aux techniques pédagogiques d'éducation environnementale ;
- Densifier la communication sur les diverses actions réalisées ;

La séance de travail s'est terminée à 16 heures 10 minutes et les deux parties ont convenu d'échanger régulièrement sur l'état de mise en œuvre desdites recommandations. /.

*Po*

Meyomessala, 10 Novembre 2015

Pour DJA RESERVE

