


























GRI	United Nations SDGs	Employees	Unit of measure	2020	2019	2018	2017	2016	2015	2014	Scope
102-7	 	Workforce by area and gender									IFO, IHC, LCC
		total workforce (includes contractors)	No.	1,438	1,253	1,267	1,248	1,218	1,275	1,268	
		total employees IFO / IHC / LCC (includes continuing and temporary contracts)	No.	964	946	967	963	983	1'111	1'069	
		of whom men	No.	919	900	918	911	940	1'072	1'040	
		of whom women*	No.	45	46	49	52	43	39	29	
		Top-management	No.	1	1	1	1	1	1	1	
		Management / staff	No.	35	35	35	35	39	33	37	
		Employees	No.	171	152	184	160	189	187	174	
		Blue-collar workers	No.	758	759	748	768	755	891	858	
102-41	 	Collective bargaining agreements									IFO
		total employees	%	100%	100%	100%	100%	100%	100%	100%	
202-1, 202-2	    	Market presence									IFO
		Country minimum wage (Republic of Congo)	EUR	82	82	82	82	82	82	76	
		Entry level wage (IFO)									
		Men	EUR	173	173	173	173	173	173	173	
		Women	EUR	173	173	173	173	173	173	173	
		% of local minimum wage	%	210%	210%	210%	210%	210%	210%	226%	
		Proportion of senior management hired from the local community**	%	58%	58%	56%	55%	-	-	-	
		Total number of senior managers**	No.	31	31	32	33	-	-	-	IFO & LCC
403-9		Health and safety									IFO
		total injuries at work (excluding first-aid injuries; accidents without temporary leave)	No.	249	262	150	87	155	132	43	
		Work-related fatalities 1a		0	1	1	1	0	0	0	
		Injuries with temporary leave of > 4 days		62	69	51	28	30	29	34	
		Injuries with temporary leave of ≤ 4 days		187	192	98	58	125	103	9	
		Incidence rate per 100 workers 1b (injuries with temporary leave of > 4 days)		6,7	7,6	5,5	3,1	3,1	2,7	3,3	
203-1		Indirect economic impacts									IFO
		Consultations at the Centre Medico-Social de Ngombé	Nb.	10.740,0	12.493	9.769	15.867	12.398	12.907	9.160	
		Patients at the IFO hospital (28 beds)	Nb.	513,0	597,0	519,0	682,0	658,0	544,0	604,0	
		Live births per year	Nb.	277,0	321,0	305,0	308,0	297,0	291,0	352,0	
		Birth mortality at CMS (1st year) (compared to national rate of 5%)	Nb.	2%	2,0%	3,0%	2,0%	2,0%	0,0	0,0	
		Vaccinations per year	Nb.	1.158	2.352	2.433	1.710	1.946	2.238	1.877	
		Provision of drinking water for Ngombé inhabitants and industry	m3 (1000 l)	89.460,0	89.950,0	94.500,0	92.700,0	95.750,0	106.480,0	121.800,0	
		Electricity provided for Ngombé inhabitants	KWh	1.745,6	1.769,7	1.845,2	1.889,2	1.852,2	1.718,5	1.733,8	
404-1		Training									IFO, IHC, LCC
		Total trainings	No.	3.119	1.909	1.729	2.076	874	1'103	961	
		Average number of trainings per employé	No.	3,2	2,0	1,8	2,2	0,9	1,0	0,9	
		By level									
		Managers	No.	1,0	0,7	2,2	2,9	2,2	1,5	1,1	
		Blue-collar workers	No.	4,1	2,4	2,0	1,7	1,8	1,5	1,6	
		Administration	No.	0,1	0,6	1,0	4,0	1,4	2,0	2,0	











*Number of women by post in 2020:



Senior Management: 0 Management: 4 Employees: 42

**Full-time employees born in RoC (IFOs) in Cameroon (LCC) or in another African country with the legal right to reside there indefinitely whose status meets the criteria specified on p. 92 of the Sustainability Report.

GRI	United Nations SDGs	Employees	Unit of measure	2020	2019	2018	2017	2016	2015	2014	Scope
205-2		Anti-corruption policies and procedures training									IFO, IHC, LCC
		Total employees trained	No.	964	946	967	963	983	1'111		
		Affected employees trained 2	No.		13	107	15	108	5		
413	 	Community engagement and participatory approach Projects based on local communities' needs 3 *follow-up to previous year	No.	16*	16	18	17	19	6	6	IFO
		% of local operations	%	100%	100%	100%	100%	100%	100%	100%	
		meetings with the communities and indigenous people									
		Total number of villages	No.	85	85	85	85	85	85	85	
		Villages where meetings were held	No.	83	48	56	58	82	64	79	
		Meetings	No.	276	155	172	140	324	197	212	
		People participating	No.	7.119	5.569	5.410	3.858	8.982	5'003	5'433	
		Indigenous	No.	2.149	1.790	1.855	1.444	3.865	2.047	2.274	
		Local (Bantou)	No.	4.970	3.779	3.555	2.394	5.117	2.956	3.159	
		Women	No.	3.016	2.284	2.350	1.635	4.186	2.185	2.377	
		Men	No.	4.103	3.285	3.060	2.203	4.796	2.818	3.056	
		Number of pupils in the school for indigenous people (Ngombé)	No.	131	140	100	97	53	52	88	
		Number of visitors/readers in the library (Ngombé)	No.	7	10.594	10.777	10.175	10.425	21.292	5.525	
413-1	 	Impact extent									IFO
		Geographic situation of the impact (annual harvesting area) 4	Ha	33.141 ha	32.503 ha	20.376 ha	26.884 ha	27.511 ha	20.146 ha	27.496 ha	
203-1	   	Impacts on communities									IFO
		Total grievances filed through formal	No.	9	3	7	4	9	6	26	
		of which filed and resolved	No.	9	3	7	4	9	6	26	
412-2	 	Human rights training - employees									IFO, IHC, LCC
		total number of employees trained	No.	964	946	967	963	983	1'111	1'069	
		People trained on human rights (all affected staff)	No.	20	25	107	27	111	5	-	
		Percentage (all affected staff)	%	100%	100%	100%	100%	100%			
410-2	 	Human rights training - security personnel 6									IFO
		Ecoguards	No.	39**	41**	45 **	45 **	45 **	40	7	
		Trained on human rights (all affected positions) 8	No.	12	21	33	13	-	25	9	
		Percentage (all affected positions)	%	100%	100%	100%	100%	100%			

**Staff and management, excluding IFO's security personnel ('guards' that do not carry any weapons)

GRI	United Nations SDGs	Biodiversity	Unit of measure	2020	2019	2018	2017	2016	2015	2014	Scope
		Number of natural/third-party originated fires and area by zone (a) < 500 ha; (b) > 500 ha	No. / Ha	3 (a)	0	1 (a)	0	15 (a) 5 (b)	0	0	
		Number of boundary violations by third parties (agriculture, timber harvesting...)	No.	1	0	0	0	0	0	0	
		Wildlife management									IFO
		No. of people for wildlife management (eco-guards + management)	No.	39	41	51	51	51	55	30	
		No. of seizures/offences	No.	131	126	167	154	181	141	148	
		& no. of poaching camps destroyed	No.	57	88	60	59	72	54	6	
		No. of wildlife offences by IFO employees	No.	0	0	0	0	0	2	0	
		Water and soil									IFO
303-3	 	Total drinking and industry water withdrawal									
	 	Water from the Sangha river	m3 (1000 l)	89.460	89.950	94.500	92.700	95.750	106.480	121.800	
		Energy: fuel									IFO
305-1	 	Fuel consumption from non-renewable sources									
		Gasoline (forest mostly)	m3 (1000 l)	61	62	62	58	58	53	42	
		Diesel Forest production & Forest transport	m3 (1000 l)	2.642	2.194	2.194	1.691	1.749	1.384	1.374	
		Diesel Sawmill / production plant	m3 (1000 l)	3.191	2.772	2.772	2.527	2.873	2.732	2.581	
		total non-renewable fuel	m3 (1000 l)	5.894	5.028	5.028	4.276	4.679	4.169	3.996	
		Electricity generated in total	MWh	8.275	7.779	8.633	8.223	8.010	8.049	7.438	
		Greenhouse gas emissions									IFO
305-1,2	 	CO2 emissions from fuel consumption from non-renewable sources									
		Gasoline (forest mostly) 16	tCO ₂	139	141	142	132	131	120	94	
		Diesel Forest production & Forest transport 17	tCO ₂	7.071	6.576	5.872	4.527	4.680	3.704	3.677	
		Diesel Sawmill / production plant 18	tCO ₂	8.592	7.819	7.462	6.804	7.735	7.356	6.949	
		total non-renewable fuel - tCO₂ eq. emissions	tCO ₂	15.802	14.535	13.475	11.462	12.546	11.180	10.720	

GRI	United Nations SDGs	Biodiversity	Unit of measure	2020	2019	2018	2017	2016	2015	2014	Scope
		tCO₂ emissions/m³ lumber 19 (forest and sawmill production)	tCO ₂	0,30	0,24	0,25	0,25	0,23	0,21	0,21	
		% of Carbon (CO ₂ eq.) stored in wood 20	%	27%	22%	23%	23%	21%	19%	19%	
		tCO₂ emissions/tonne of lumber (with 0.70 t KD wood/ m3)	tCO ₂ eq./t KD wood	0,42	0,35	0,36	0,36	0,32	0,29	0,30	
		net emissions (stock based on CO ₂ in wood, with 1.52 tCO ₂ / t wood KD.)	tCO ₂ eq./t KD wood	-1,09	-1,17	-1,16	-1,16	-1,19	-1,22	-1,22	
		tCO₂ emissions/m³ logs 21 (forest production) ²¹	tCO ₂	0,036	0,037	0,034	0,027	0,024	0,020	0,021	
		% of Carbon (CO ₂ eq.) stored in wood 20	%	3%	3%	3%	3%	2%	2%	2%	
		tCO₂ emissions/tonne of logs (with 0.70 t KD wood/ m3)	tCO ₂ eq./t KD wood	0,05	0,05	0,05	0,04	0,03	0,03	0,03	
		net emissions (stock based on CO ₂ in wood, with 1.52 tCO ₂ / t wood KD.)	tCO ₂ eq./t KD wood	-1,47	-1,47	-1,47	-1,48	-1,48	-1,49	-1,49	
305-3	 	Energy indirect greenhouse gas (GHG) emissions (Scope 3)	tCO ₂								IFO
		Terrestrial transport 22	tCO ₂	13.588	15.743	16.295	17.114	16.496			
305-3		Sea cargo transport 23	tCO ₂	29.541	35.588	34.436	27.938	34.332			
		total tCO₂ emissions and all products (direct and indirect)	tCO ₂	58.931	65.866	64.206	56.514	63.374			
305-1		total tCO₂ emissions/m³ Lumber total 24	tCO ₂	0,88	0,84	0,89	0,80	0,85			
		% of Carbon (CO ₂ eq.) stored in wood 20	%	81%	77%	82%	74%	79%			
		total tCO₂ emissions/ tonne lumber total 24 (with 0.70 t KD wood/ m3)	tCO ₂ eq./t KD wood	1,26	1,20	1,27	1,14	1,21			
		net emissions (stock based on CO ₂ in wood, with 1.52 tCO ₂ / t wood KD.)	tCO ₂ eq./t KD wood	-0,26	-0,32	-0,25	-0,38	-0,30			
305		total tCO₂ emissions/m³ Logs total 25	tCO ₂	0,62	0,63	0,67	0,58	0,65			
		% of Carbon (CO ₂ eq.) stored in wood 20 (with 1,08 tCO ₂ /m3)	%	57%	59%	62%	54%	60%			
		total tCO₂ emissions/tonne logs total 25 (with 0.70 t KD wood/ m3)	tCO ₂ eq./t KD wood	0,88	0,90	0,96	0,83	0,93			
		net emissions (stock based on CO ₂ in wood, with 1.52 tCO ₂ / t wood KD.)	tCO ₂ eq./t KD wood	-0,63	-0,61	-0,56	-0,69	-0,59			

GRI **United Nations SDGs** **Economic Landscape** **Unit of measure** **2020** **2019** **2018** **2017** **2016** **2015** **2014** **Scope**

201-1  **Value created** **IHC**

Net Revenue	1.000 EUR	53.609	65.022	60.672	46.902	64.254	65.780	69.065
Operating costs	1.000 EUR	32.341	41.463	40.737	34.399	42.593	44.518	49.704
Wages and employee benefits (including pension plan)	1.000 EUR	12.760	12.622	11.417	12.346	12.814	11.473	10.822
Payments to providers of capital	1.000 EUR	2.074	1.959	2.052	2.053	4.260	3.235	1.290
Expenses to Government (taxes, etc.)	1.000 EUR	6.318	5.579	4.965	5.430	4.399	4.007	3.354



Community investment, health, safety and forest management and environment protection

Community investment, health, safety and forest management and environment protection	1.000 EUR	1.848	2.279	2.299	2.602	2.502	1.984	1.718
including: Social, Security, Health, Housing, Community Development	1.000 EUR	1.409	1.846	1.905	2.179	1.993	1.425	1.202
Forest management (capitalized)	1.000 EUR	439	433	394	423	509	559	516
Economic value retained	1.000 EUR	-1.732	1.120	-798	-4.476	-18	3.328	2.718
Profit of the period (IFRS)	1.000 EUR	-1.243	1.436	-220	-4.076	491	3'887	3'234

204-1  **Local suppliers** **IFO, LCC**

(Cameroon and Republic of Congo)

Procurement budget spent on local suppliers	1.000 EUR	26.976	27.670	26.005	24.525	23.439	24.914	24.120
26								
in % of total	%	92%	93%	89%	89%	86%	91%	93%

GRI	United Nations SDGs	Economic Landscape	Unit of measure	2020	2019	2018	2017	2016	2015	2014	Scope
301-8, 414-1, G4 FS1, G4 FS2		Suppliers screened in high risk regions	No.	19	21	20	22	20	20	22	IHC
		total number of suppliers (including new suppliers)	No.	19	21	20	22	20	20	22	
		of which verified to be compliant with the responsible procurement policy of the company (field audit once per year according to a certified due diligence process)	%	100	100	100	100	-	-	-	
		of which externally verified / audited for legality	No.	13	11	13	14	15	14	19	
		of which internally verified / audited for legality	No.	6	10	7	8	6	6	5	
		total number of mills	No.	22	22	21					
		total number of forests	No.	61	61	63					
		New suppliers screened	No.	2	2	2	4	3	1	1	
204-1, G4 FS1, G4 FS2		Procurement total volume of wood procured*	m ³ RWE	253.868	306.140	279.578	224.518	241.800	258.200	266.600	IHC
		1. FSC certified 27	%	88%	87%	88%	87%	91%	80%	1%	
		2. 3rd party legality verified 28 and controlled wood and PEFC certified	%	4%	4%	5%	6%	4%	11%	86%	
		3. 2nd party legality verified via a certified due diligence process	%	7%	7%	7%	6%	4%	8%	11%	
		4. From low risk regions	%	0,0%	0,4%	0,0%	0,1%	0,2%	1,4%	1%	
		5. Purchased in the EU (verified by other operators)	%	1,4%	1,5%	1,0%	1,2%	0,7%	0,2%	1%	

**for 2016 to 2018 data, a new calculation method has been used that better reflects total RWE volume*

Notes

- 1 a Two (2) fatalities of subcontractors in 2020.
- 1 b The incidence rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as: $(N/EH) \times 200/000$, where N = number of injuries and illnesses, EH = total hours worked by all employees during the calendar year (2'000 x nb. of full time workers that year), 200'000 = base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year or 2'000 hours per worker).
- 2 'Affected staff' i.e. staff who might be exposed to issues such as corruption, illegal logging and forced labour. Key positions include all procurement (including production purchasing) staff, all sales staff, finance and human resources personnel.
- 3 For all operations there are impact assessments:
 - 85 villages in the forest concession and max. 10 villages affected by the yearly harvest.
 - for the whole FMU, a socio-economic study (2004) and a social impact assessment (2008) have been carried out.
 - before the annual harvest, a participatory cartography is done and all sites with particular importance for communities are identified.
 - all villages are informed about the social & environmental impacts and mitigating measures implemented.
 - a consultation platform with 25 village representatives and all stakeholders (including representatives of the local administration and NGOs) is held once or twice a year.
- 4 Most impacts are temporary and can be positive and negative at the same time:
 - Negative: disturbance of the village trails in the forest (for hunting / gathering).
 - Positive: after harvest, the trails are materialised again if requested by the villages / communities.
- 5 2016-2015 data.
- 6 A human rights training was carried out in 2015, for both eco-guards and security staff.
- 7 The security personnel operating at IFO do not carry any weapons.
- 8 Affected positions included the following: local administration (police, gendarmerie), IFO Environment and Forest Director, security guards and eco-guards together with ADHUC and CDHD.
- 9 This figure only takes into account IFO employees. 20 local authorities and 25 eco-guards and IFO employees attended this training in 2015 (total participants: 45).
- 10 We have protected the areas with the official classification in the forest management plan of the Forest management Unit Ngombé, approved by Ministerial Decree. In addition, we have established to protect a buffer zone along the Odzala Kokoua national park, to prevent any possible negative influence on the national park. An active HCV management has taken place over the years, to protect HCV values (active wildlife management, protection of buffer zone, monitoring of conservation areas, etc.).
- 11 The impacts of harvesting are only on 1/30 of the production area (800'000 ha), based on the area to be harvested as per our Forest Management Plan.
- 12 Only small oil spills. All waste and oil is collected at the base camp and sent back to the Ngombé industrial site, where it is treated, re-used or sent to approved waste collection plants (in Pointe Noire).
- 13 Not applicable, no specific invasive species. *Marrantaceae* and *Zingiberaceae* herbs are naturally invading areas, but harvest can have a positive impact on forest regeneration.
- 14 No significant reduction in species. All tree species are managed to be maintained, or only decline in case of natural replacement in certain areas (forest succession).
- 15 There is only small impact of forest harvest (roads, skid trails, logging gaps), but no large scale conversion to non-forest land-use.
- 16 Calculation of % of CO₂ eq. stored in wood based on: 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Chapter 12. Harvested Wood Products, Table 12.4, C content per m³ of wood 0.295 t/m³ x 44/12 = CO₂ eq. content / m³ of wood = 1.08.
- 17 Conversion: 2.27 tCO₂ eq. / m³ gasoline. Source: World Resources Institute (2015). GHG Protocol tool for mobile combustion, Version 2.6, with emissions factors from UK DEFRA and US EPA and the IPCC, 2006 Guidelines for National GHG Inventories. Scope 1, 'other countries'.
- 18 Conversion: 2.68 tCO₂ eq. / m³ diesel. World Resources Institute (2015). GHG Protocol tool for mobile combustion, Version 2.6, with emissions factors from UK DEFRA and US EPA and the IPCC, 2006 Guidelines for National GHG Inventories. Scope 1, 'other countries'.
- 19 Conversion: 2.69 tCO₂ eq. / m³ diesel. Source: World Resources Institute (2015). GHG protocol tool for stationary combustion, Version 4.1, Emissions factors of the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Scope 1, 'other countries'.
- 20 Calculated as: (tCO₂ emission of non renewable fuel in forest production, for logs transformed in the sawmill + tCO₂ emission of non renewable fuel in sawmill production) / annual lumber production.
- 21 tCO₂ emission of non renewable fuel in forest production per m³.
- 22 Calculated according to volume (weight) transported per method (road, train) and destination (Douala, Pointe Noire) with the tool of "World Resources Institute (2015). GHG Protocol tool for mobile combustion, Version 2.6, with emissions factors from UK DEFRA and US EPA and the IPCC, 2006 Guidelines for National GHG Inventories (Scope 2, 'other countries')".
- 23 Calculated according to volume (weight) transported by shipping/large container vessel from Douala, Pointe Noire to client's destination port with the tool of "World Resources Institute (2015). GHG Protocol tool for mobile combustion, Version 2.6, with emissions factors from UK DEFRA and US EPA and the IPCC, 2006 Guidelines for National GHG Inventories (Scope 2, 'other countries')".
- 24 Conversion from tonnes to m³ by density of tropical wood cf. IPCC, 2006, Ch. 12, Table 12.4 (in tonnes / m³) = 0.59. Total tCO₂ eq. / volume transported.
- 25 Conversion from tonnes to m³ by density of tropical wood cf. IPCC, 2006, Ch. 12, Table 12.4 (in tonnes / m³) = 0.59. Total tCO₂ eq. / volume transported.
- 26 Includes transport from Ngombé to Douala and Pointe Noire.
- 27 Due to disassociation from FSC, no FSC wood could be produced by IFO until Nov. 2014. Therefore, a large part of wood was '3rd party legally verified'. Production, however, continued according to the same standards.
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