

Ethics & Sustainability Report 2023

ALIGNING INNOVATION
& SOCIAL RESPONSIBILITY



Contents

SECTION 1: INTRODUCTION

Project Highlights	5
Our Timeline	6
Spotlight 2022/2023	7
The Pledge	8
Corporate Governance	9
SDG Goals	10
Sustainability Materiality	11
Communication, Lobbying	12

SECTION 2: SUPPLY CHAIN

Overview of our ecosystem	14
Sourcing responsibly: Bidirectional traceability	15
Sourcing responsibly: Third-Parties	16

SECTION 3: EMPLOYEES AND COMMUNITIES

Diversity and Inclusion (D&I)	18
Continuous learning	19
Employee rights	20
Health, safety and wellbeing	21
Human rights	22
Elimination Of Child Labour	24
Land Management	25
Gender Parity	26

SECTION 4: ENVIRONMENT

How we protect the environment ?	28
----------------------------------	----

SECTION 5: ESAP KPIs AND PROGRESS

Environmental and Social Action Plan (ESAP)	30
---	----

SECTION 6: DOCUMENTATION & APPENDIX

Document Listing	46
Appendix	47

For a decade, we have implemented robust initiatives that prioritize the conservation of resources, reduction of our carbon footprint, and the welfare of our employees and stakeholders. Our first Environmental and Social Report will highlight our past achievements and underline our continued to the environment and our partner communities.

By embracing emerging trends, exploring new opportunities, and exceeding customer expectations, we will ensure that our company remains at the forefront of progress.

Thank you for your trust and support as we embark on the exciting journey that lies ahead.

Warmest regards,

Indranil Ghosh

Indranil GHOSH
Director of Sustainable Development

Word From The Sustainability Desk

Sustainability Report 2023



A large field of cacao beans drying on wooden pallets. The beans are dark brown and appear to be in the process of being processed. The background shows a wooden structure and some trees under a cloudy sky.

SECTION 1

Introduction

Business Highlights

COCOA and TEAK at varying stages of maturity and productivity

SOLEA

largest single unit cocoa plantation in West Africa

Implement highly effective land management protocols to better secure future farms

2500

HA secured by leases of 35 to 50 years

Eight cocoa production cycles, trained teams to help streamlined HR, accounting, agronomy processes

10

years of operational experience

Since 2022, fully operational unit producing cocoa mass

SHOKKO

fully operational chocolate factory. An estimated capacity in 2024 of

3000 tons

Listed holding company based in France with IFRS accounting

KKO International owns 100% of SOLEA and SHOKKO. Ivorian entities own the land leases chocolate factory

Drip-water irrigation, grafted trees for productivity, in-house nursery for traceability

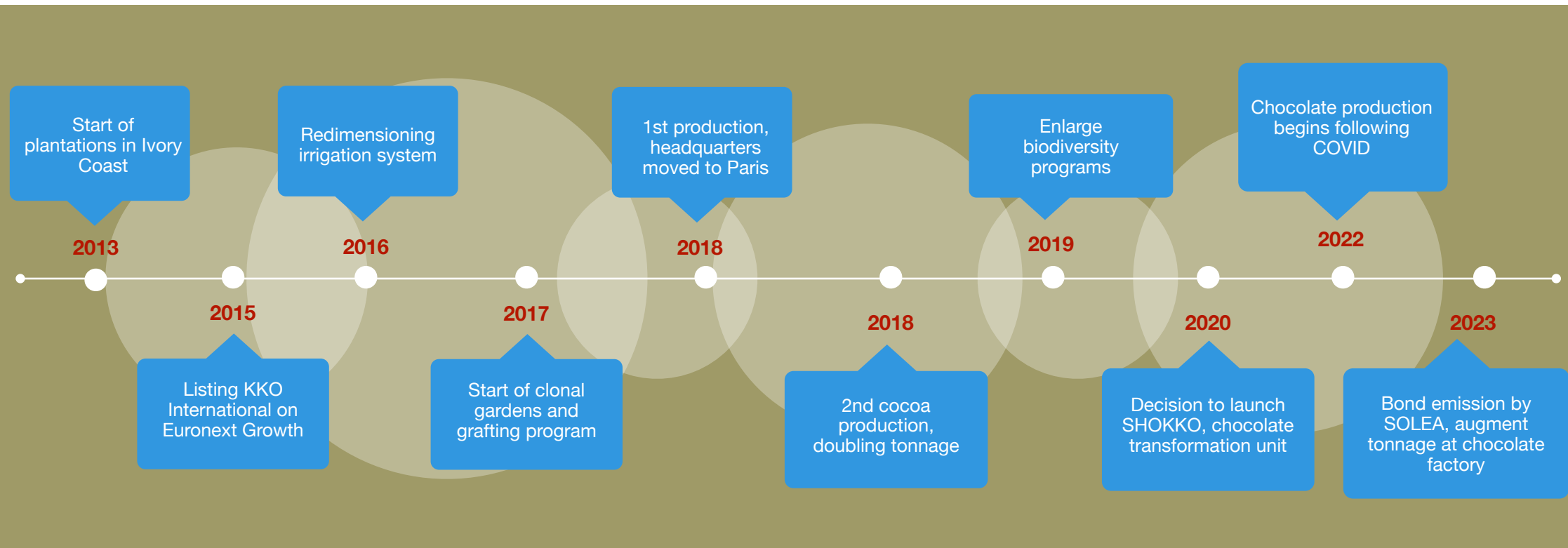
14 million €

biological inventory (cocoa and teak) valued under IFRS Accounting Norms

200 full-time and seasonal workers

Gender Parity and ZERO CHILD LABOUR

Our Timeline



Spotlight 2022/2023

NURTURING A THRIVING WORK CULTURE

In 2023, we held employee representative elections, formed CHSCT committee that will oversee working conditions and worker rights. In 2023, the CHSCT plans to invest in professional development programs to help build resilience and adaptability in the face of challenges.

CHAMPIONING SUSTAINABILITY

At the beginning of 2023, we conducted an ESDD with third-parties and established in-house surveillance committees (CSE). Through these efforts, we continue to demonstrate our dedication to creating a better future for generations to come.

#3
fully functioning drinking water stations



#1
Achieved electrification of partner community.

SOLIDIFYING OUR POSITION

In 2022, we fortified our position as an innovator through the launch of the chocolate factory that allowed us to claim bidirectional traceability (from plantations to chocolate transformation).

SOCIAL IMPACT

The Pledge

For third-parties, ensure for sustainable or recycled sources.
Farm all of our cocoa beans & chocolate to defined 'higher welfare' standards.

Reduce waste in our supply chains.

Achieve Gender Parity and maintain current Zero Child Labour
Invest in community resilience programming through rural infrastructure.

Widen our positive carbon footprint through reforestation protocols.

Corporate Governance

We prioritize working with integrity and being transparent. In order to remain true to our ethics, we have guiding policies and procedures to act responsibly across our operations. We regularly review our processes to align with the changing regulatory landscape.

The Board of Directors oversees our strategies, including our ESG strategy in collaboration with the sustainability teams in Ivory Coast. Through face to face meetings, the Board reviews significant issues to help manage outcomes.

In 2022, we established various new guidelines, notably ESMS (Environmental and Social Management Systems) to establish scope and clarify roles and responsibilities in overseeing all ESG matters, including our strategies, priorities, progress, risks and opportunities.

Governing At SOLEA And SHOKKO

Our ESG model works via various independent internal structures who align to assure our continued adherence to the critical issues facing the company and ensuring that we allocate resources to ensure success.

Sustainability Team

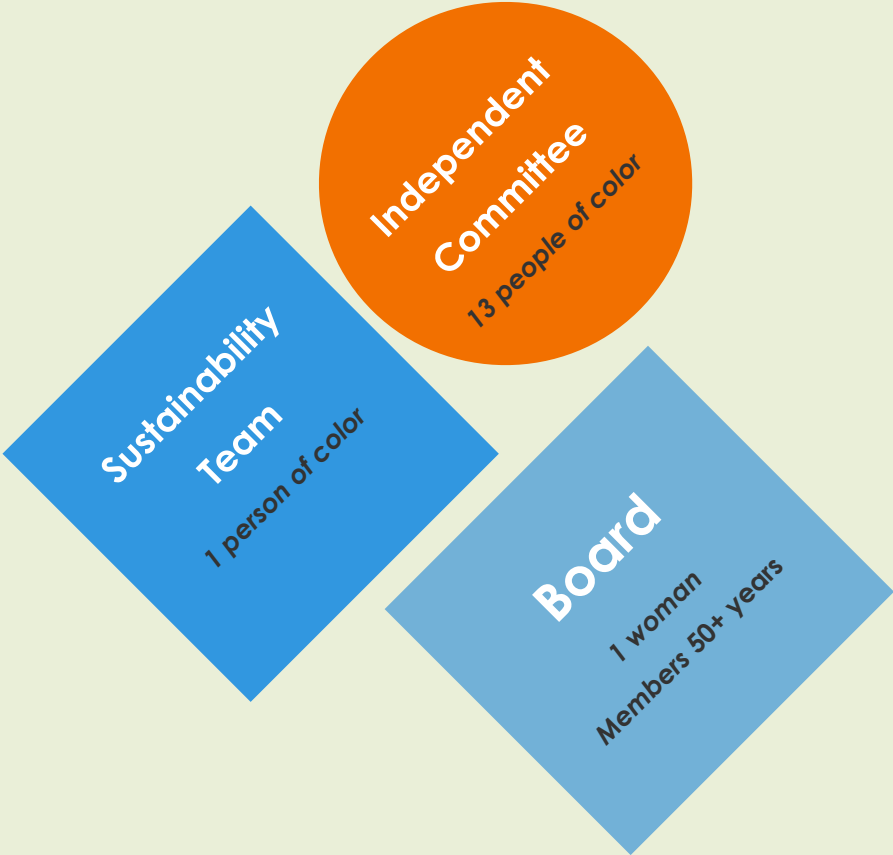
Accountability for managing ESG resides with the company's Sustainability Lead who is based in Ivory Coast and reports directly to the Board.

The team is composed of agronomy experts from SOLEA who manage the strategy, implementation and reporting of our sustainability initiatives. The

team regularly communicates with all concerned parties, both internal and external, who provide valuable inputs on our policy decisions and future focus.

Health, Safety And Working Conditions, Hygiene Committee

Established in 2023, this group of team members and senior management at SOLEA and SHOKKO meets to review strategic direction and delivery, governance and proposed investments.

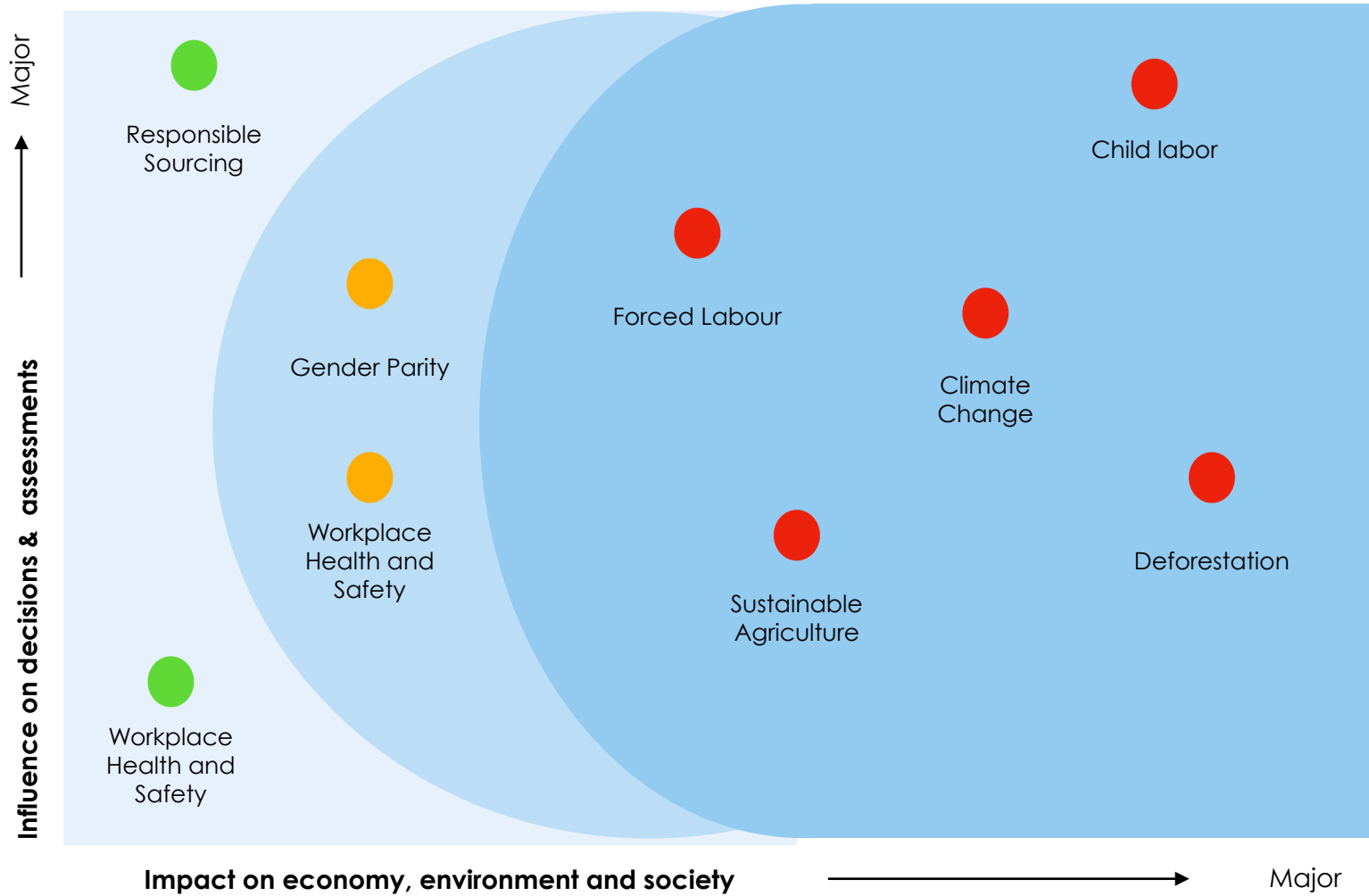


Our SDG Goals



Sustainability Materiality

We maintain close relationships and ongoing dialogue with stakeholders throughout the year, notably, surrounding communities, customers, investors and local government officials to discuss our ESG performance.



Communication, Lobbying

We are committed to responsibly communicating the values that guide our supply chain. Our corporate pledge guides our all aspects of our brand-building work and investor relationships.

We stress on responsible practices, particularly in relation to children. Under our individual pledge, we have been committed, in a steadfast manner, to eliminating all forms of child labour in our supply chain for those under the age of 18.

Our **Code of Conduct** relays our image and we consider to be key in keeping with our business ethics. We publish our policies on our website for increased transparency and improved dialogue.

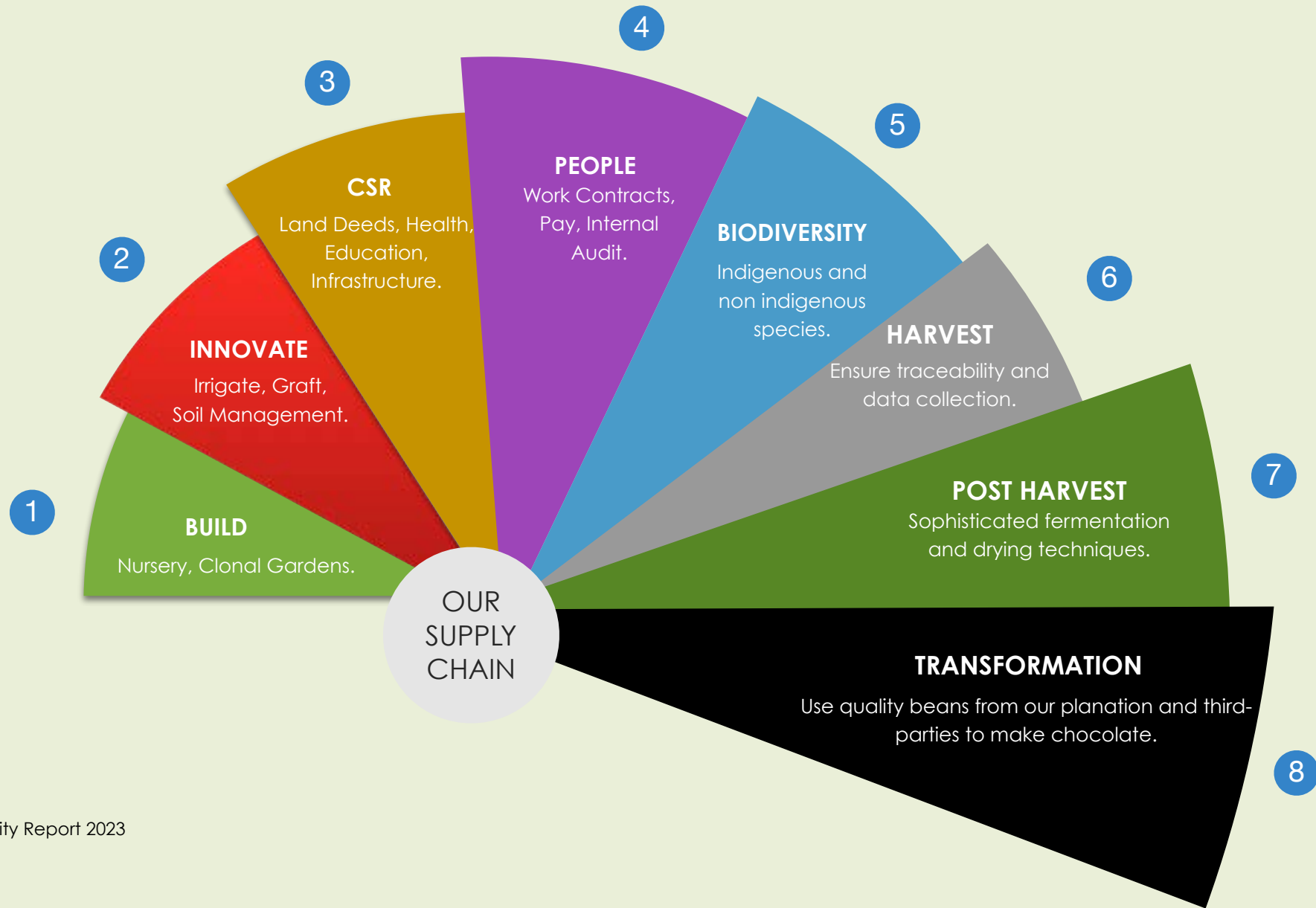
Consistent with our Code, we do not make political contributions.



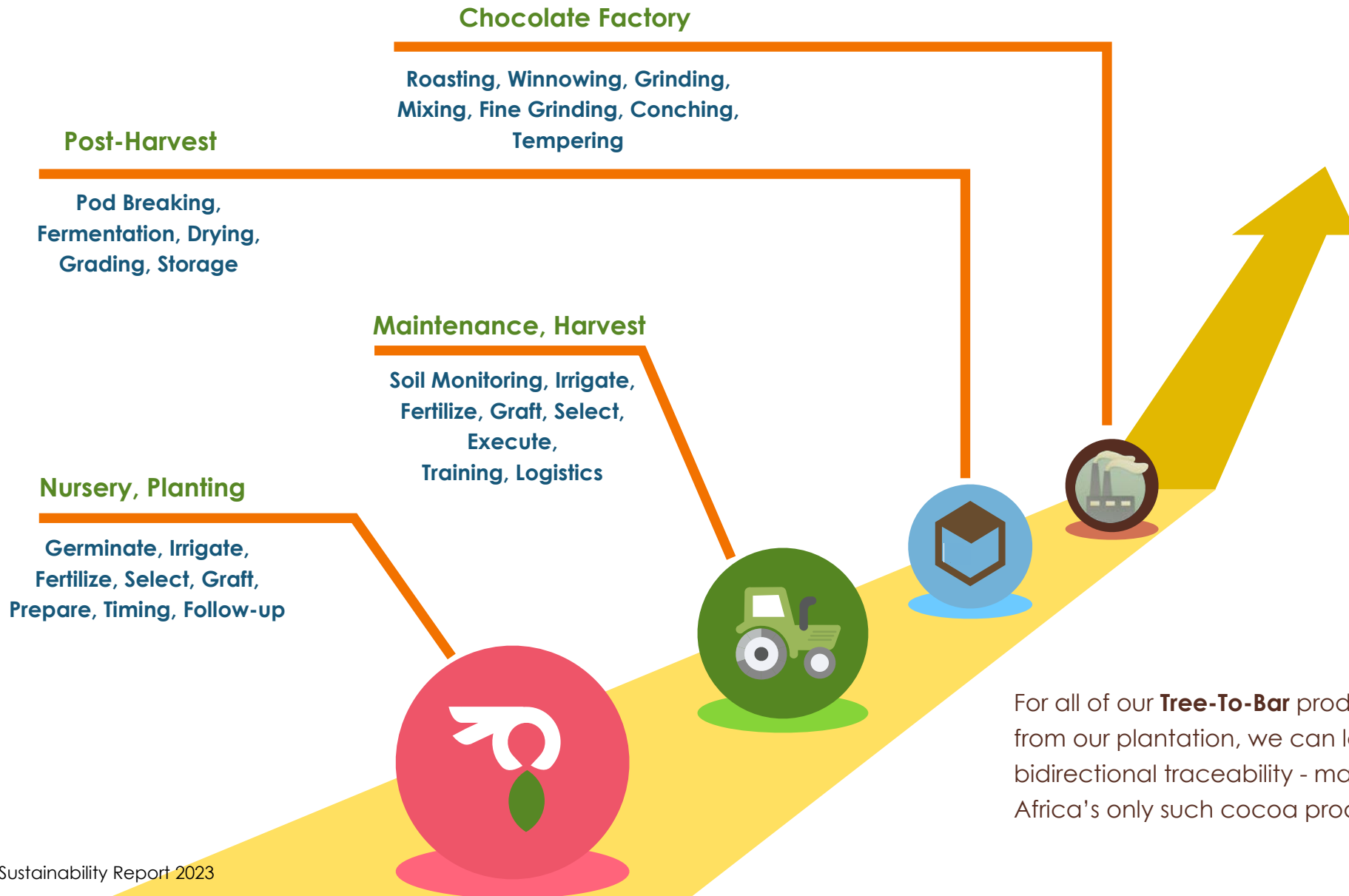


SECTION 2
Supply chain

Overview of our Ecosystem



Sourcing Responsibly: Bidirectional Traceability



For all of our **Tree-To-Bar** products, using beans from our plantation, we can lay claim to bidirectional traceability - making us West Africa's only such cocoa production model.

Sourcing Responsibly from Third-Parties

For all of our Bean-To-Bar products, using beans from third-parties, we have taken adequate steps to ensure responsible sourcing and place it at the heart of how we do business and the way we oversee our supply chains.

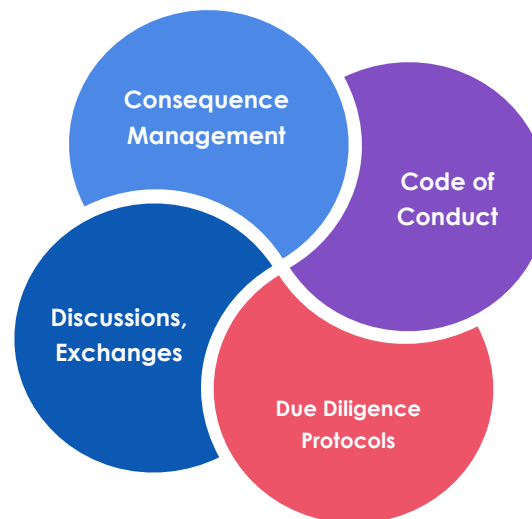
We have built strong due diligence and supplier-management protocols allowing us to monitor the raw material throughout the supply chain.

Our suppliers obtain raw materials from a multitude of smallholder farmers, and we expect our suppliers to support our sourcing commitments by being open about their activities and those of their own supply chains.

Supplier Code Of Conduct: Our strict due-diligence approach requires suppliers to adhere to our Supplier Code. It has a multiple point approach which apply to all our suppliers: *business is conducted lawfully and with integrity, working environment and social conditions comply with international frameworks, enjoy freedom of association, the voluntary nature of work, respecting minimum age requirements, fair wages, health and safety and reducing environmental impact.*

The Supplier Code defines our minimum requirements and expectations, and every supplier must acknowledge it as a condition of working with us. SHOKKO's leadership team regularly meets suppliers to discuss any issues directly with our suppliers. Discussions and corrective actions may include corrective action plans and exception management where necessary.

Consequence Management, to address issues directly with our suppliers.



A photograph of a man in a dark t-shirt and blue pants leaning against large burlap sacks in a warehouse. The man is looking towards the camera with a slight smile. The background shows industrial equipment and a metal railing.

SECTION 3 Employees

Diversity and Inclusion (D&I)

We aim to build a diverse and inclusive work culture, where all employees feel welcome and appreciated, and have equal opportunities. Diversity and inclusion is therefore key to our business success.

We continue to review our internal processes to reduce the risk of bias or discrimination at any stage (recruitment, performance management, learning and development opportunities, recognition and reward, and succession planning).

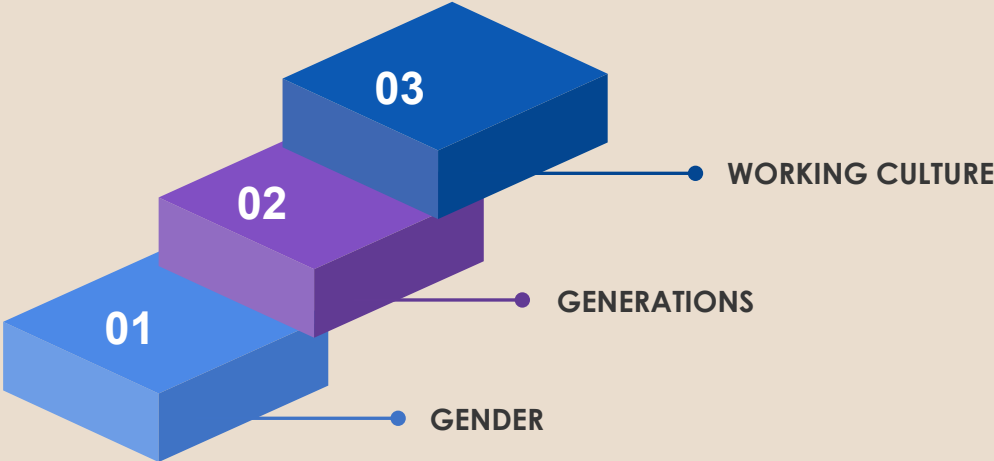
Pursuing our goal to achieve gender parity within the company, we continue to encourage women in rural areas to undertake training, senior roles (team leaders). The existing CHSCT committee has a specific mission: to impart training to develop their missing experiences and competences for women.

Our employees' compensation is aligned with the the country's median within the sector and, overall, we don't record significant gaps by gender.

Under our Parental Policy, all employees can benefit from paid leave as either a primary or accompanying caregiver when welcoming a new child into their family by birth, adoption or surrogacy.

Since the start of the project, we've made progress within a difficult context (cultural, rural) and recognize there is more to do. We will continue to develop our goals, including the representation of women in managerial positions, the promotion of a diverse workplace culture and the level of inclusion of different generations.

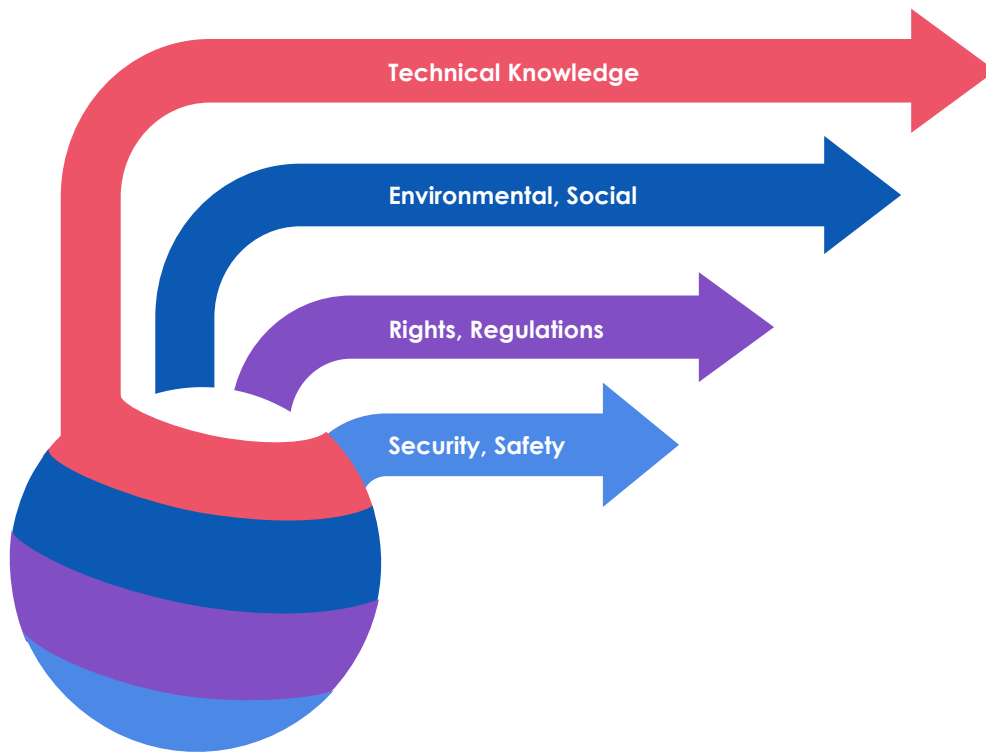
Today, we have three dimensions that support our diversity and inclusivity agenda: **Gender, Generations and Working Culture.**



Continuous Learning

As part of our growth process, we are constantly seeking opportunities to reflect on what we have learnt within our business and consider how we want to work in the future.

Given our rural/remote context (plantations), we were aware of the need to be more flexible, but at the same time protect our unique culture and way of working. Since the beginning of the year, we've developed further policies and initiatives focused on engaging employees at both the plantation and the factory. With the creation of the CHSCT and CSE, we launched our training programme under the supervision of the HR department this year.



JUNE: (CSE and CHSCT): Formalize (and publish) the agenda for the year.

JULY: Consultation on the Labor Code.

AUGUST: Training around road safety.

SEPTEMBER: Management procedure for security personnel and update the waste management procedure for all types of waste.

OCTOBRE: Understanding of gender issues in the rural context and relationship/context of challenges to workplace rules and a workshop to update our Internal Fire Safety Emergency Operation Plan to ensure alignment with the IFC Performance Standards.

NOVEMBER: Meeting with the regional labor inspector to discuss and review the overall progress of the year, before publication of the annual report.

DECEMBER: Presentation of the annual report: Submission by the CHSCT and CSE commissions to the employer of an annual report.

Employee Rights

The people we employ and the individuals who work along our supply chain are some of our most important assets. We use an approach that identifies, evaluates and prioritizes action on the most significant, relevant risks to people, enabling everyone to exercise and enjoy their fundamental human rights.

We adhere to ILO and Ivorian work regulations and standards to guide our initiatives in this space, including the internal Code of Conduct, the Human Rights Policy, our Supplier Code of Conduct and Ethical Recruitment & Employment Policy.

Our Due Diligence

Via our Human Resources Department and Community Liason Officer, we continually perform due diligence on our own facilities.

Ensuring Responsible Recruitment And Preventing Forced Labor

The HR officer imparts regular guidance training, discussions with worker representatives to help them identify root causes of nonconformities and implement effective corrective actions.

Engaging With Employees

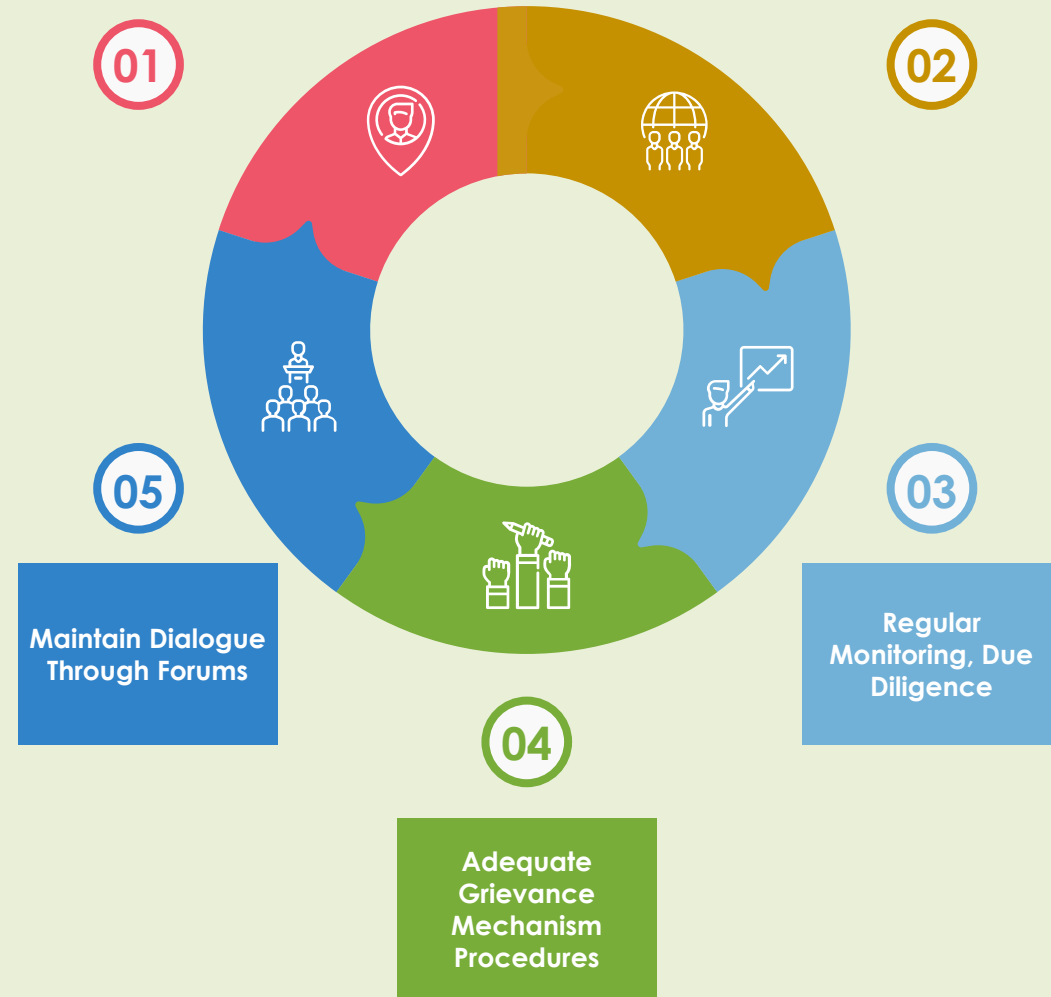
For a decade now, we have held free and fair elections for employee representatives. These independent bodies, overseen by local rules and regulations participate in regular forums with the management and the HR department to promote dialogue and help drive the uptake of best practices.

Grievance Mechanisms

We recognize the importance of directly engaging with workers and communities on their experience. Anonymity is respected when it comes to feedback on wages, discrimination and harassment, grievance mechanisms and overall well-being.

Defined Codes, Policies, Principals.

Free, Fair Employee Representation



Health, Safety and Wellbeing

Our vision is to foster a proactive culture that protects and continuously improves the health, safety and wellbeing of everyone associated with our business.

Our worker welfare policies apply to all the levels in our supply chain and targets everyone involved such as employees and external contractors who may carry out specific projects on the Group's behalf on the plantation, the chocolate factory and at the holding company's level. Work activities are undertaken on our behalf by workers within France and Ivory Coast.

We go beyond our commitment to keep all our employees and associates safe and free from harm, by creating and promoting conditions that aim to improve their long-term health and wellbeing. Accountability for the health, safety and wellbeing of our employees and partners ultimately lies with the relevant line manager, supported and advised by our HR department in association with health centers close to the workplace.

Managing Occupational Health And Wellbeing

- a. We appointed an oversight team including a dedicated CHSCT committee and the HR Manager.
- b. Our new training program will include workshops on relevant subjects related to workplace safety and well-being. This will help and encourage people to discuss their understanding and opinions.
- c. In partnership with the worker representatives, we have created specific measures to ensure workers are aware of their options for support (engagement, orientation sessions, onboarding brief).

Roles, Responsibilities And Authorities

The HR department has overall responsibility for the health and safety of workers (employees and non-employees) at all of its worksites. All policies are applied after discussions and in consensus with the CHSCT committee (Health, Security And Working Conditions).

The HR Manager reports directly to senior management. He is responsible for:

- a. ensuring that there is a written policy and arrangements for health, safety and wellbeing and to seek assurance that those arrangements are in place and working.
- b. ensuring decision-making conforms with national health and safety legislation, other requirements, and this policy.
- c. ensuring the preservation, development, promotion, maintenance and continual improvement of our H&S approach.

Free Meals, Accommodation And Daily Transportation At The Chocolate Factory

In Abidjan, where living costs are higher than the rest of the country, we're making it our mission to look out for our workers by offering daily meals with the right protein and carbohydrate balance and prepared daily, delivered to the worksite. Workers who have joined us from outside Abidjan are given transportation and accommodation.



Human Rights

Our Approach

- IDENTIFY root causes of nonconformities
- Implement effective CORRECTIVE actions

Our Achievements

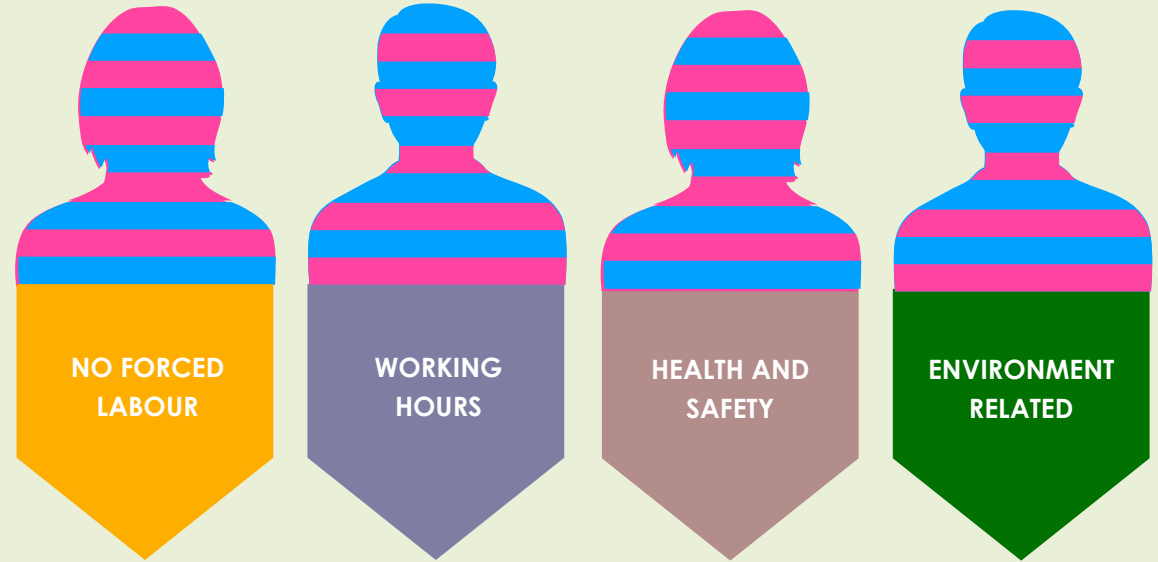
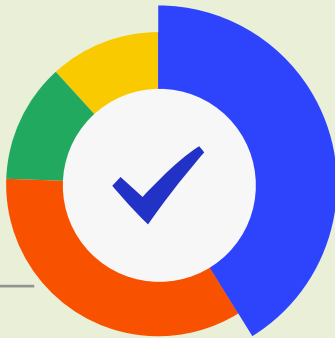
- Achieved ZERO Child Labour since Day 1 of operations
- Wages ABOVE sector level
- No FORCED labour cases declared

Our Commitments

- Responsible Recruiting & Employment Policy
- Supplier Code of Conduct

**+1000
jobs**

Direct and indirect since inception. Contract and temporary workers have been part our Supply Chain





SECTION 3 (contd.)
Communities

Elimination Of Child Labour

Since inception, we have practiced **ZERO TOLERANCE** for child labor and/or forced labor within our supply chain. The result has been a **COMPLETE ELIMINATION** of any such practices within our plantation and chocolate factory.

For us as a Group, “elimination” of child labour isn’t limited to his or her absence within our plantation or chocolate factory but also the adequate mitigation effort, appropriate to their situation, such as being enrolled in school.

As a result, we continue to invest in preventive, indirect approaches where we invest in rural infrastructure (schools) and financial independence for women..



Defined HR Processes

ID based recruitment
Work contracts
Working with local labour authorities.

Community Lisason Officers

Case-by-case follow-ups.
Build Trust.
Ensure cultural continuity.

Accountability

Job definitions, clear organigrammes and reporting structure to pinpoint deliverables.

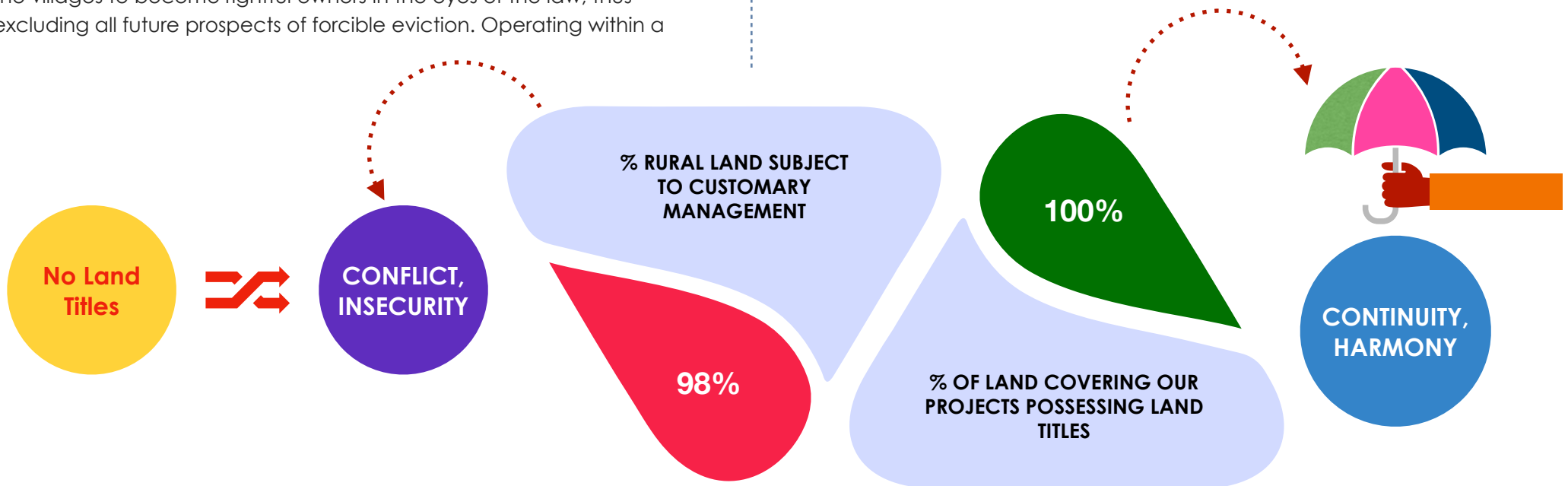
Land Management

SOLEA's approach is to ensure that land is handed back to its rightful owners - the very opposite of past deplorable practices e.g. land banking. This stimulates project adhesion, ensuring enhanced security and cohesion.

Over centuries, conflict associated with land has been at the very heart of Africa. SOLEA's approach was to demarcate itself from past practices by handing back the land to its rightful owners. It does this by partnering with the villages in all of the processes that is associated with establishing land titles (administrative, legal and financial). With almost 98% of all agricultural land in Ivory Coast without title deeds (1), this policy allows for the villages to become rightful owners in the eyes of the law, thus excluding all future prospects of forcible eviction. Operating within a

clearly defined framework, the company takes care to ensure that all plots are registered with the national land registry department.

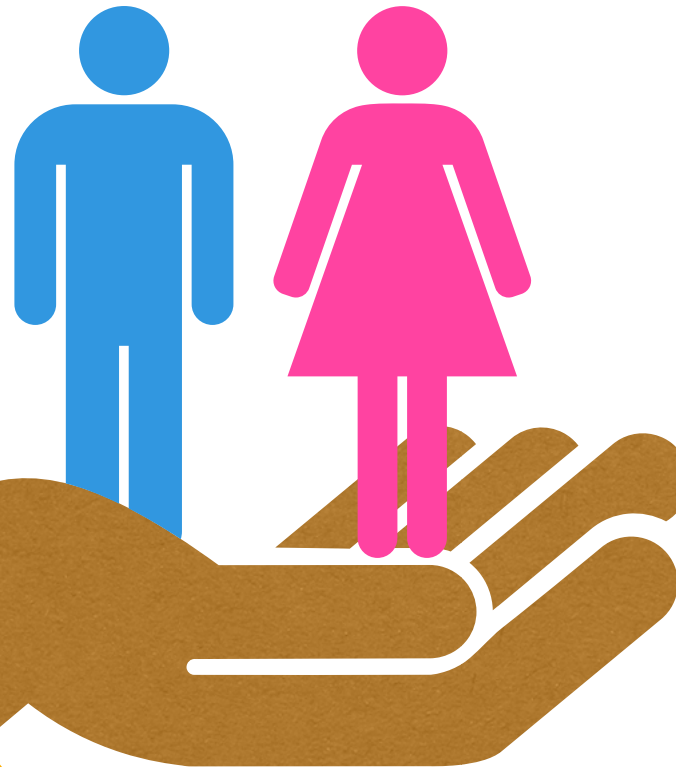
The village communities, who now own the land, sign long-term leases with SOLEA for a period, aligned with the lifespan of cocoa trees. In return for leasing their land, the communities receive yearly rentals. Payments for land leases have already funded several drinking water and infrastructure projects.



Gender Parity

In our search to build a modern, inclusive company within the cocoa sector, we have placed great emphasis on helping women find their financial independence.

As a female friendly company, we continue to push for strong female representation at all levels with women present throughout the supply chain, notably (a) board level (b) sustainability committees (c) team leaders in agronomy (leading planting, nursery, grafting teams) and (d) finance and accounting.



Supporting Women in Finding Their Voice And Economic Independence

In rural areas, women have no right to possess land nor property. In village committees, they are visibly absent.

From 2012 through 2023, we have worked with the local communities, authorities within educational, agricultural and social departments to understand the realities facing women and girls in rural Côte d'Ivoire, mapping these issues against key sustainability challenges within our cocoa production. This formed the basis of our gender strategy.

The key aspect of our gender goals was to place women at the heart of the rural society, through overseeing greater representation in village bodies and financial independence through employment.

A photograph of a river with a canoe in the foreground and trees in the background. The water is a light greenish-brown color, and the sky is not visible. The canoe is dark brown and has a wooden paddle inside it. The trees are green and are located on the far bank of the river.

SECTION 4
Environment

How do we protect the environment?

Our entire supply chain is centered around the notion of maintaining a positive footprint and how we can stay focussed on strategies that can have the greatest impact.

Our approach encompasses the following:

- **REGENERATIVE AGRICULTURE:** Our agronomical strategy balances the need to maintain soil health and improve it's fertility in addition to the protection of valuable water resources and surrounding biodiversity. By conserving farmland and its ecosystem, we are able to ensure benefits to the environment and the communities. The primary pillars of this approach involves: Biodiversity, Water Management and Soil Fertility.
- **ESIA (ENVIRONMENTAL AND SOCIAL IMPACT STUDY)** was carried out prior to the start of the project that laid suitable parameters for the maintaining of, and continued enhancement of the E&S aspects of the project. **PLANNED E&S AUDITS** in the near future will ensure the relevancy of the ESIA within the evolving context of our project.
- A detailed **FIRE SAFETY PLAN** was rolled out that included training of all employees. This emergency plan, drawn up by an external operator, organizes the means, equipment and procedures for intervention in the event of a disaster in an installation. Developed by SGS following an in-depth on-site study, the plan was validated during an on-site review by the GSPM (Groupement des Sapeurs-Pompiers Militaires de Côte d'Ivoire).
- The notion of a **CIRCULAR ECONOMY** is a significant part of our supply chain process and is designed to implement the steps known as the four Rs : Reducing, Reusing, Recycling and Recovering.

- The need for an efficient **WASTE MANAGEMENT** is overarching. This includes training requisite infrastructure that is provided to all workers on the plantation and at the factory. This ensures that orderly destruction or disposal of waste.
- The land management protocol oversees the rollout of all activity on titled land only, thereby ensuring **ZERO ENCROACHMENT OF PROTECTED FORESTS.**
- Due to the increased emphasis on the need to ensure **WATER CONSERVATION**, we use drip irrigation to save water while improving efficiency and reducing maintenance. Drip irrigation can reduce water consumption by 30-70% compared to conventional sprinkler irrigation. The annual maintenance of the river banks is assumed by the company with the agreement of the local authorities and the villages. The operation aims to maintain a good flow of water, and to ensure the ecological preservation of the river and its banks.
- In a zone where deforestation has been largely attributed to the practice of deliberate forest fires for pastoral activities, our community liaison officers and biodiversity teams have implemented a large scale **REFORESTATION** program (250,000 hardwood trees planted) and continue to hold **AWARENESS WORKSHOPS** with neighboring communities.
- Adoption of **HOMOLOGATED PLANT PROTECTION PRODUCTS** (pesticides and insecticides) is to ensure a high level of protection of both human and animal health and the environment and at the same time to improve the agricultural production. We follow EU regulations on all active substances and source our products from approved suppliers.

**SECTION 5:
ESAP KPIs and Progress**

ESAP Overview

In 2022, the African Local Currency Fund, through its Technical Assistance Facility, engaged IBIS Consulting, an external E&S consultant, to conduct an Environmental and Social Due Diligence (ESDD) as a pre-condition to the Fund's investment in SOLEA's recent bond issuance. The aim of the ESDD was to:

- Assess the company in line with IFC's E&S Categorization;
- Assess the company's E&S Management System;
- Assess the E&S risks associated with the company; and
- Assess the company's gaps relating to the applicable reference framework;

The outcome of the ESDD was a detailed Environmental and Social Action Plan (ESAP) covering areas of the company's operations and E&S practices requiring room to improve existing processes and/or recommendations to implement new practices where relevant to ensure conformity to the IFC Performance Standards and E&S best practices.

E&S MANAGEMENT SYSTEM

The aim was to help implement an Environmental, Social Management System (E&S MS), that integrated international standards (IFC Performance Standards, WBG Environmental, Health and Safety Guidelines, WHO, etc.).

HUMAN RESOURCES MANAGEMENT SYSTEM

Document and implement a HR Management System (HR MS) in line with international standards (IFC Performance Standards, ILO), appropriate to the nature and scale of the Company and commensurate with level of HR risks and impacts.

OCCUPATIONAL HEALTH AND SAFETY

Conduct workplace risk assessment (in line with all activities and the Company's operations in the context of the plantations and processing plant).

SUPPLY CHAIN MANAGEMENT

Develop and document a supply chain management procedure for the identification of risks and associated monitoring with respect to the cooperatives in line with IFC Performance Standards.

E&S Management System

Recommended Action	Status
<p>The ESDD recommended the implementation of a comprehensive ENVIRONMENTAL, SOCIAL MANAGEMENT SYSTEM (E&S MS), integrating international standards (IFC Performance Standards, WBG Environmental, Health and Safety Guidelines, WHO, etc.), appropriate to the nature and scale of the subsidiaries and commensurate with level of E&S risks and impacts. The E&S MS would cover the environment, occupational health and safety, hygiene, land acquisition and resettlement, stakeholder engagement and community health and safety, biodiversity and cultural heritage.</p>	<p>In the first semester of 2023, E&S MANAGEMENT SYSTEMS for both SOLEA and SHOKKO were redacted. As for the adherence to international standards (IFC Performance Standards, WBG Environmental, Health and Safety Guidelines, WHO, etc.), appropriate to the nature and scale of the subsidiaries and commensurate with level of E&S risks and impacts, this is a WORK-IN-PROGRESS that shall necessitate third-party intervention. Timelines are under discussion and shall be communicated in due course.</p>
<p>E&S ROLES AND RESPONSIBILITIES (job descriptions, ToRs for steering committee or E&S Committee, etc.);</p>	<p>Indranil GHOSH will be formally nominated as the group lead (KKO INTERNATIONAL) for Environmental and Social issues. A newly formed steering committee, comprised entirely of women at KKO INTERNATIONAL will help Indranil steer the group's E&S policies. In Ivory Coast, two newly formed committees will ensure rollout and followup i.e. CSE (SOCIAL AND ENVIRONMENTAL COMMITTEE) & CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE).</p>
<p>E&S REGULATORY REVIEW (assessments, permits, periodic audits, labour, OHS, L&FS, etc.) and E&S litigations where applicable;</p>	<p>It has been agreed that the company will submit to a E&S Audit, every THREE (3) YEARS.</p>
<p>E&S RISK ASSESSMENT procedure and matrix covering workplace risk assessments and other risks (including fire, natural hazards, biodiversity, cultural heritage, climate change, etc. where applicable);</p>	<p>This is a WORK-IN-PROGRESS that shall necessitate third-party intervention. Timelines are under discussion currently and shall be communicated in due course.</p>

Recommended Action	Status
<p>E&S TRAINING (awareness, periodic and non-periodic, etc.)</p>	<p>The HR Department at SOLEA has signed off on a training program for 2023 that shall eventually culminate in a year-end report of activities carried out and achievements. The HR officer, in liaison with the CSE & CHSCT COMMITTEES will oversee execution, documentation and overall follow-up. The training agenda is under the Appendix section.</p>
<p>CONTRACTOR AND THIRD PARTY SELECTION, management and monitoring procedure based on E&S criteria and E&S clauses in contracts,</p>	<p>The group does not employ external contractors as all work (HR, accounting, recruitment) is done in-house. A SUPPLIER CODE OF CONDUCT (SCOC) is currently in place and is regularly shared with all third-party suppliers, covering both plantation and the chocolate factory.</p>
<p>A GRIEVANCE MANAGEMENT MECHANISM (internal and external) with specific considerations to Gender;</p>	<p>The implementation of the ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) outlines grievance management mechanisms for both the plantation and the chocolate factory. It shall be a part of the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) that is currently being redacted.</p>
<p>STANDARDIZED OPERATING PROCEDURES FOR E&S RISK MANAGEMENT related to the Company's operations and activities, including but not limited to: hazardous works (pesticides handling, electrical work, etc.), refueling, chemicals use and management, L&FS, road safety, waste management, security management and personnel, community H&S, labour accommodation and employee facilities, etc</p>	<p>This is a WORK-IN-PROGRESS that shall necessitate third-party intervention. Timelines, costs and third-party RFP is TBD.</p>
<p>KPI DASHBOARD, DOCUMENTED PROCESS FOR STAKEHOLDER ENGAGEMENT (INTERNAL AND EXTERNAL), REGULAR REPORTS ON E&S</p>	<p>The dashboard and stakeholder engagement is a WORK-IN-PROGRESS that shall necessitate third-party intervention. Timelines, costs, third-party RFP is TBD. Regular reporting - the company shall publish E&S UPDATES EVERY FOUR (4) MONTHS.</p>
<p>E&S MONITORING, EVALUATION</p>	<p>E&S updates every FOUR (4) MONTHS.</p>

Human Resources Management System

Recommended Action	Status
<p>RECRUIT OR TRAIN INTERNAL RESOURCE FOR ADDITIONAL E&S MANAGEMENT</p>	<p>The following nominations are in place:</p> <ul style="list-style-type: none"> - ONE (1) E&S LEAD, Indranil GHOSH, - THREE (3) MEMBER STEERING COMMITTEE, comprised entirely of women at KKO INTERNATIONAL. - ONE (1) COMMUNITY RELATIONS OFFICER responsible for community relations, grievance management, training, etc. - ONE (1) E&S OFFICER for the plantation <p>The following to be in place before the end of the year:</p> <ul style="list-style-type: none"> - ONE (1) E&S OFFICER for the processing plant
<p>EMERGENCY PREPAREDNESS AND RESPONSE PLAN</p> <ul style="list-style-type: none"> - To develop and implement adequate Emergency Preparedness and Response Plan (applicable to the plantations and the processing plant). Provide adequate training at the plantations and the processing plant. - Develop associated tools in the relevant language for implementation (e.g. displayed cheat-sheets at strategic locations with pictograms, etc.). - Provide adequate training in relation to emergency preparedness and response (roles and responsibilities, actions, communications, reporting, etc.). 	<p>There exists, a detailed POI (PLAN D'OPÉRATION INTERNE). The objective of the POI is to deal with an accident and to protect the staff, property and environment of the establishment. The document was drawn with SGS and the GSPM (Groupement des Sapeur Pompier Militaire).</p> <p>The newly formed CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) COMMITTEE, in partnership with an external consultant in Ivory Coast, will organize workshops to update the internal Fire Safety Emergency Operation Plan to ensure alignment with latest industry standards.</p>
<p>STAKEHOLDER ENGAGEMENT PROCESS</p> <p>Develop and implement adequate Stakeholder Engagement Plan.</p>	<p>This is a WORK-IN-PROGRESS that shall necessitate third-party intervention. Timelines, costs and third-party RFP is TBD.</p>

Recommended Action	Status
<p>EXTERNAL COMMUNICATIONS AND GRIEVANCE MECHANISM</p> <p>Complete and document a procedure and process for external communications and grievance mechanism and develop adequate tools for implementation (e.g. screening checklist, monitoring register etc.).</p>	<p>It shall be a part of the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the sections « External Communications » & « <u>Disciplinary and grievance procedure</u> »_ that is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>
<p>HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS)</p> <p>Complete and document a HR Management System (HR MS), integrating gender considerations where applicable, in line with international standards (IFC Performance Standards, ILO), appropriate to the nature and scale of the Company and commensurate with level of HR risks and impacts.</p>	<p>The HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) is currently a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023. The document shall include, but not be limited to, the following subjects:</p> <ul style="list-style-type: none"> - Function of the HRM Manual - Staff recruitment and integration - Personnel file - Training and Development - Staff remuneration - Leave Policy - Benefits, allowances and other benefits due to staff - Travels & Missions - Hours of work, holidays and overtime - General guidelines for behavior - Gender policy - HIV/AIDS Policy - Workplace Safety Policy - External Communications - Disciplinary and grievance procedure - End of employment - Whistleblower Protection

Recommended Action	Status
<p>GENDER POLICY</p> <p>Develop and document a Gender strategy and action plan (based on the current practices), with the objective of identifying KPIs, identifying targeted actions, preventing harassment, etc.</p>	<p>The group has been proactively promoting Gender Parity within the its supply chain for 10 years now, imparting training and ensuring stable, well paid jobs, resulting in financial independence for women. A formal Gender Policy will be included in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the section « <u>Gender Policy</u> » that is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>
<p>EMPLOYMENT CONTRACTS</p> <ul style="list-style-type: none"> - Ensure that contracts of employment are established for all workers (permanent or fixed-term) in line with applicable statutory requirements (including the applicable Labour Code). - Develop and implement contracts of employment templates across the Company so as to ensure that terms of employment (referring to contract clauses and prescriptions) are standardized. - Contracts of employment shall include clauses in relation to working conditions and employment: name, date of birth, location, workplace, terms of the agreement (permanent or fixed-term), weekly hours and/or workplace operating hours, overtime regime where applicable (and associated remuneration), leave (annual, sickness, maternity, etc.), remuneration, benefits where applicable (wages, allowances, etc.), rights and obligations (in relation to attendance, discipline, code of conduct, etc.). - In the case of non-literate workers, contracts shall be documented and explained (by the Company and/or an individual chosen by the worker) prior to signature. The Company is responsible for ensuring that working conditions and terms of employment are understood the workers. 	<p>For its operations in Ivory Coast, the company follows local labour rules and regulations in vigor. The processes will be included within the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) which is a WORK-IN-PROGRESS that is scheduled to be in place for the end of 2023.</p> <p>At the processing plant, the hiring is going to be gradual in accordance with the business needs. Five (5) hires have already been made since the beginning of 2023 and the contracts have been signed. As for any inter-company transfers, the new contracts are redacted to ensure all accrued benefits and previous seniority is carried over without loss.</p>

Recommended Action	Status
<p>ADEQUATE MONITORING OF WORKING HOURS</p>	<p>A formally documented approach, outlining work-hours, monitoring and reporting will be included in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the section « Hours of work, holidays and overtime » which is a WORK-IN-PROGRESS that is scheduled to be in place for the end of 2023.</p>
<p>WORKERS' ACCOMMODATION</p> <ul style="list-style-type: none"> - Perform a review of the worker's accommodation against applicable prescriptions and benchmarks of the IFC Guidance Note on Workers' Accommodation. - Based on such review, ensure alignment with IFC prescriptions in relation to quality, quantity and associated basic services requirements to the extent possible (ventilation and light ; supply and quality of water ; segregation and provision of adequate sanitary facilities (with specific considerations where applicable for female workers), privacy and security with closed doors, locks, etc. ; cleanliness, etc.). This applies to all workers (including security personnel as well). - Formalise rules (dos and don'ts) to be observed at the base camp in relation to the workers' accommodation. Include adequate signage where applicable. - Ensure that any new recruit (especially casual workers) are informed (in the appropriate language where applicable) of such rules prior to joining the base camp. Conduct periodic refreshers in relation to such rules prior to the peak seasons and associated influx (at least twice a year). 	<p>The company's housing policy for employees is based on the following principles:</p> <ul style="list-style-type: none"> - Safe, hygienic and at a reasonable cost to employees. - Offer privacy and reasonable amounts of personal and family space. <p>The newly formed CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) is to ensure the following:</p> <ul style="list-style-type: none"> - Assessments to identify hygiene and injury hazards. - Accommodation is of sound construction - Accommodation is separate from work and storage areas. - Access to basic services including toilets, bathing - these should be hygienic and regularly cleaned. - Safe access to the accommodation and sufficient exit routes. - Protection from pollution, noise, waste or similar. - Segregated accommodation for single men and women. - Potable drinking water is available. <p>A formally documented policy will be included in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the section « Benefits, allowances and other benefits due to staff » which is a WORK-IN-PROGRESS that is scheduled to be in place for the end of 2023.</p>

Recommended Action	Status
<p>WORKERS' REPRESENTATIVES</p> <ul style="list-style-type: none"> - Ensure compliance with applicable legislation in relation to workers' representatives election. - Document meetings held with Workers' Representatives. - Develop, implement and document relevant procedure for engagement with workers' representatives. 	<p>EMPLOYEE REPRESENTATIVE ELECTIONS, in accordance with the local laws, have been held since the inception of the project. The elections are overseen by government appointed officers who ensure the fairness of the process. Relevant documentation is archived and available for consultation.</p> <p>MONTHLY MEETINGS are held with the worker's body and signed minutes of the meeting are put in place for records. As for the chocolate factory, given the relatively recent nature of the project, the evolution of the business will decide how we build worker representation.</p>
<p>GRIEVANCE MECHANISM</p> <p>Based on the existing framework developed by the Company, develop a grievance management procedure (including existing mechanism, suggestion box, associated responsible resources etc.), with specific considerations to Gender, in line with IFC PS (identification and classification against topic and severity matrix, management and escalation where appropriate, timeframe, response). Ensure adequate tools (forms, register, etc.) are developed to allow for implementation.</p>	<p>A grievance mechanism has already been defined in the existing ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) for both SOLEA and SHOKKO. An additional reference shall be made in the in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the section « <u>Disciplinary and grievance procedure</u> » which is a WORK-IN-PROGRESS that is scheduled to be in place for the end of 2023.</p>
<p>LITIGATIONS</p> <p>Develop and document adequate recording of litigation cases where applicable for tracking purposes and knowledge management.</p>	<p>Worker litigation will be covered in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the sections « <u>End of employment</u> » which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p> <p>As for third-party litigation, this is a separate document that is scheduled to be in place for the end of 2023.</p>

Occupational Health And Safety

Recommended Action	Status
<p>RISKS IDENTIFICATION AND MANAGEMENT</p> <p>Conduct workplace risk assessment (in line with all activities and the Company's operations in the context of the plantations and processing plant). This assessment should be conducted in line with IFC Performance Standards and applicable WBG EHS Guidelines, and include the following:</p> <ul style="list-style-type: none"> - identification of potential hazards to workers, - provision of preventive and protective measures, - training of workers, - documentation and reporting of occupational accidents, diseases, and incidents, - emergency prevention, preparedness and response in relation to such hazards. 	<p>The newly formed CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) & CSE (SOCIAL AND ENVIRONMENTAL COMMITTEE) have been given the task to publish an agenda for training and sensitization for 2023. Amongst the subjects to be covered in the remaining six months, the following shall be addressed:</p> <ul style="list-style-type: none"> - AUGUST: Training around road safety. - SEPTEMBER: Management procedure for security personnel and update the waste management procedure for all types of waste. - OCTOBRE: Understanding of gender issues in the rural context and relationship/context of challenges to workplace rules and a workshop to update our Internal Fire Safety Emergency Operation Plan to ensure alignment with the IFC Performance Standards. <p>The training agenda for 2024 shall continue to revolve around topics that cover workplace risks, how to ensure preparedness and adequate response.</p>
<p>MANAGEMENT AND MONITORING</p> <ul style="list-style-type: none"> - Document and implement OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PROCEDURE, based on current practices and assessment conducted. <ul style="list-style-type: none"> - showing key measures and frequency for health monitoring - ensure adequate first-aid training is provided to key personnel and first-aid kits are made available where applicable (mobile or in a fixed location as deemed fit by the Company). 	<p>Worker related HEALTH AND SAFETY MANAGEMENT PROCEDURES will be covered in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the <u>« Workplace Safety Policy »</u> which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>

Recommended Action	Status
<p>PROTECTIVE EQUIPMENT</p> <p>Ensure that adequate PERSONAL PROTECTIVE EQUIPMENT (PPE) is provided to all workers (casual and permanent workers). Implement adequate measures where applicable to ensure that PPE provided is effectively worn and kept for their intended purpose (e.g. strict rules, provision of storage facilities with lockers for example within the premises of the plantations where PPE is left and kept, recompense or reward in the form of financial or non-financial retribution or any other equivalent alternative deemed appropriate by the Company).</p>	<p>For teams exposed to phytonutrients, pesticides and insecticides, the company provides for the following:</p> <ul style="list-style-type: none"> - DEDICATED STORAGE FACILITY, separate from habitations, offices. - INDUSTRY STANDARD EPI (EQUIPEMENT PROTECTION INDIVIDUEL) composed of pants (lower legs in nylon), shirt, hat (in water-repellent cotton) and apron (in PVC) that can be worn in front or on the back. This kit also contains protective goggles, a valve mask and gloves. THIS EQUIPMENT IS ISO 27065 CERTIFIED. <p>The following equipment is available for all employees at the chocolate factory: NOISE-CANCELLATION HEADPHONES, PROTECTIVE HELMETS, SAFETY SHOES, PROTECTIVE GLASSES AND BASIC FIRST-AID KIT.</p> <p>A documented procedure will be covered in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the « <u>Workplace Safety Policy</u> » which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>
<p>INCIDENT AND ACCIDENT RECORDING AND REPORTING</p> <p>Ensure adequate recording, reporting and analysis of incident and accident in line with international standards:</p> <ul style="list-style-type: none"> - recording and monitoring of incidents and accidents (with associated detailed description, location, severity, loss time injury (LTI), preventive or corrective measure, training where applicable etc.) allowing for - adequate root-cause analysis and 3) subsequent evaluation of associated preventive or corrective measures 	<p>A documented procedure will be covered in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the « <u>Workplace Safety Policy</u> » which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>

Recommended Action	Status										
<p>WATER SUPPLY</p> <ul style="list-style-type: none"> - Perform periodic water potability test (including against active ingredients from pesticides formerly and currently used). - Based on the results of such tests, suspend the provision of potable water and explore and consider adequate filtration and purification system (e.g. UV, activated charcoal, reverse osmosis, etc.) to ensure adequate water potability. 	<p>The CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) COMMITTEE will oversee the water testing and ensure adequate preventive measures in case of non-compliance.</p> <p>The approach to water management will be covered in the upcoming RESOURCE EFFICIENCY POLICY which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>										
<p>PESTICIDES USE AND MANAGEMENT</p> <p>Undertake a comprehensive review of the products and active ingredients against international standards, including the HHPs. Based on such review, develop and implement a phase-out plan. In developing the phase-out plan the following approach shall be followed:</p> <ul style="list-style-type: none"> - the identification and associated trials of substitutes where applicable, - the adoption of immediate (applicable to extremely hazardous pesticides including WHO Ia, Ib, and other applicable conventions) and progressive (applicable to moderately hazardous pesticides) phase-out approach, - the provision of adequate protective equipment, storage facilities and strict compliance with management measures, - the provision of adequate training and refresher trainings in relation to storage, handling, application, disposal, etc.) - Provide adequate additional safety mitigation measures in line with best practice, IFC PS and WBG EHS Guidelines (eyewash bottles, etc.). 	<p>A thorough review of the products used, and active ingredients was conducted at the beginning of the year. The resulting review listed the products in usage and confirmed their low hazard levels (see table below).</p> <table border="1" data-bbox="1249 858 2074 1155"> <thead> <tr> <th>Product Name</th> <th>Toxicity</th> </tr> </thead> <tbody> <tr> <td>Gawa super (insecticide)</td> <td>Not dangerous</td> </tr> <tr> <td>Viper (insecticide)</td> <td>Not dangerous</td> </tr> <tr> <td>Callomil super (Fongicide)</td> <td>Not dangerous</td> </tr> <tr> <td>Kalach (Herbicide)</td> <td>Not dangerous</td> </tr> </tbody> </table> <p>The use of pesticides and its management will be covered in the upcoming POLLUTION PREVENTION & MANAGEMENT POLICY which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>	Product Name	Toxicity	Gawa super (insecticide)	Not dangerous	Viper (insecticide)	Not dangerous	Callomil super (Fongicide)	Not dangerous	Kalach (Herbicide)	Not dangerous
Product Name	Toxicity										
Gawa super (insecticide)	Not dangerous										
Viper (insecticide)	Not dangerous										
Callomil super (Fongicide)	Not dangerous										
Kalach (Herbicide)	Not dangerous										

Recommended Action	Status
<p>LIFE AND FIRE SAFETY (L&FS)</p> <ul style="list-style-type: none"> - Update existing Fire Safety Emergency and Preparedness Plan ('Plan d'Opération Interne') to ensure alignment with IFC Performance Standards. - Ensure adequate fire safety equipment is made available. - Provide adequate practical training (induction, fire drills and refreshers where applicable) to all workers (depending on and adapted to the level of responsibility of each category of workers) including casuals, permanent, security personnel, etc. but Head of Plantations, Plot Supervisors, workers, etc.), prior to the peak seasons and associated influx (at least once a year). - Provide adequate signage within the premises where applicable (site offices, plantations, base camp site). - Document any awareness or sensitization conducted towards neighboring communities, villagers, etc. 	<p>There exists, a detailed POI (PLAN D'OPÉRATION INTERNE). The objective of the POI is to deal with an accident and to protect the staff, property and environment of the establishment. The document was drawn with SGS and the GSPM (Groupement des Sapeur Pompier Militaire).</p> <p>The newly formed CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) COMMITTEE, in partnership with an external consultant in Ivory Coast, will organize workshops to update the internal Fire Safety Emergency Operation Plan to ensure alignment with latest industry standards.</p>
<p>HEALTH, SAFETY, ENVIRONMENT COMMITTEE</p> <ul style="list-style-type: none"> - Ensure that all operations and activities are covered by the Health and Safety Committee established. - Ensure HSE Committee meetings are held and documented on a regular basis, periodic and non-periodic (periodic meetings shall be held at least quarterly). 	<p>The CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) COMMITTEE is in place. The committee will be responsible for the protection of workers, particularly in terms of hygiene, health and safety. It will also participate in the improvement of working conditions.</p> <p>They will meet monthly and the minutes will be recorded and archived for reference purposes.</p>

Supply Chain Management

Recommended Action	Status
<p>RESOURCE EFFICIENCY PROCEDURE AND MONITORING</p> <p>Develop resource use and efficiency (water, electricity) procedure for adequate monitoring. Based on the assessment conclusions, improve energy consumption of the processing plant where possible, in line with WBG EHS Guidelines.</p>	<p>On the plantation, we use DRIP WATER SYSTEMS for irrigational needs; This is widely acknowledged as one of the most efficient systems of irrigation, greatly reducing water wastage. As for the plant, needs for water is very little given the nature of production. As for electricity consumption, all machines undergo routine checks, upkeep and maintenance, ensuring their energy efficiency.</p> <p>A RESOURCE EFFICIENCY POLICY is a WORK-IN-PROGRESS and will be redacted in 2023, allowing the company to document and formalise its approach. The policy will target ENERGY, WATER, WASTE & CLEAN AIR as its principal issues at hand. Aim is to target to save energy across all sites, monitor water use and identify principal waste streams within the supply chain. In addition to the above, the following policy redactions are being assessed for relevance:</p> <ul style="list-style-type: none"> - POLLUTION PREVENTION POLICY - BIODIVERSITY POLICY - CIRCULAR ECONOMY POLICY - CLIMATE CHANGE POLICY
<p>POLLUTION PREVENTION MEASURES</p>	<p>The CSE (SOCIAL AND ENVIRONMENTAL COMMITTEE) will oversee the company's POLLUTION PREVENTION & MANAGEMENT POLICY in collaboration with the team leaders overseeing infrastructure, irrigation and chocolate factory. The policy is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>

Recommended Action	Status
<p>WASTE MANAGEMENT PROCEDURE AND PRACTICES OBSERVED ON SITE</p>	<p>The waste management procedures and practices will be enumerated within the its management will be covered in the upcoming POLLUTION PREVENTION & MANAGEMENT POLICY which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p>
<p>ROAD SAFETY MEASURES</p>	<p>A formally documented approach, outlining road safety protocols, deliverables expected of the employer and the employee will be included in the HUMAN RESOURCES MANAGEMENT SYSTEM (HRMS) under the section under the « <u>Workplace Safety Policy</u> » which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p> <p>Additionally, the CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) COMMITTEE will be responsible for the protection of workers, particularly in terms of hygiene, health and safety. It will also participate in the improvement of working conditions.</p>
<p>TRAINING FOR SECURITY PERSONNEL</p>	<p>The newly formed CHSCT (HYGIENE, SECURITY AND WORKING CONDITIONS COMMITTEE) & CSE (SOCIAL AND ENVIRONMENTAL COMMITTEE) have been given the task to publish an agenda for training and sensitization for 2023. Amongst the subjects to be covered in the remaining six months, in the month of September, training is scheduled on the management procedures for security personnel.</p>

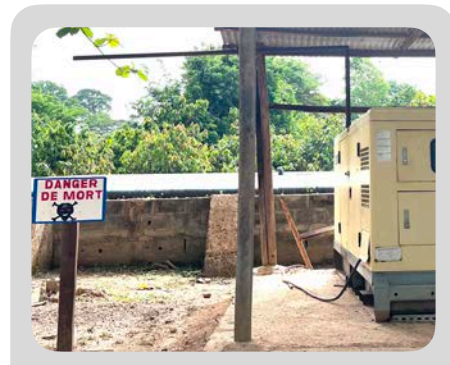
Recommended Action	Status
<p>MITIGATION MEASURES TO PREVENT AND MONITOR BIODIVERSITY LOSS</p>	<p>The measures to prevent and monitor biodiversity loss will be enumerated within the its management will be covered in the upcoming BIODIVERSITY POLICY which is a WORK-IN-PROGRESS and is scheduled to be in place for the end of 2023.</p> <p>The CSE (SOCIAL AND ENVIRONMENTAL COMMITTEE) will oversee the application, monitoring and reporting of the policy in collaboration with the team leaders from agronomy, biodiversity, irrigation as well as liaison officers and village representatives.</p>
<p>DOCUMENTED CULTURAL HERITAGE MANAGEMENT</p>	<p>The company recognizes the need for Improved heritage management and the inclusion of heritage in planning and sustainable development processes necessitating inventory and documentation. Moving beyond mere data and scientific tools, the aim is to embrace the complexity of the such an approach and document their interaction with everyday living environment.</p> <p>The CSE (SOCIAL AND ENVIRONMENTAL COMMITTEE) will oversee the company's CULTURAL HERITAGE MANAGEMENT PLAN (CHMP) in collaboration with the company's community liaison officers and village representatives. The policy is a WORK-IN-PROGRESS and is scheduled to be in place for the first half of 2024.</p>

SECTION 6:
Document listing & Appendix

Document listing

	Document Name	Target Company	Status
1	System de gestion environmental et sociale (SGES)	SOLEA & SHOKKO	Completed
2	Code de conduite	SOLEA & SHOKKO	Completed
3	Code Responsabilité Sociale d'Entreprise	SOLEA & SHOKKO	Completed
4	Code de conduite des fournisseurs	SOLEA & SHOKKO	Completed
5	Politique des droits de l'homme	SOLEA & SHOKKO	Completed
6	Politique de recrutement éthique	SOLEA & SHOKKO	Completed
7	<i>System de gestion des ressources humaines (SGRH)</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
9	<i>Mécanisme de communication externe</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
10	<i>Politique contentieux des tiers</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
11	<i>Politique d'efficacité des ressources</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
12	<i>Politique de prévention et de gestion de la pollution</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
13	<i>Plan de gestion du patrimoine culturel (PGPC)</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
14	<i>Politique Biodiversité</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
15	<i>Politique d'économie circulaire</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>
16	<i>Politique sur le changement climatique</i>	SOLEA & SHOKKO	<i>Work-In-Progress</i>

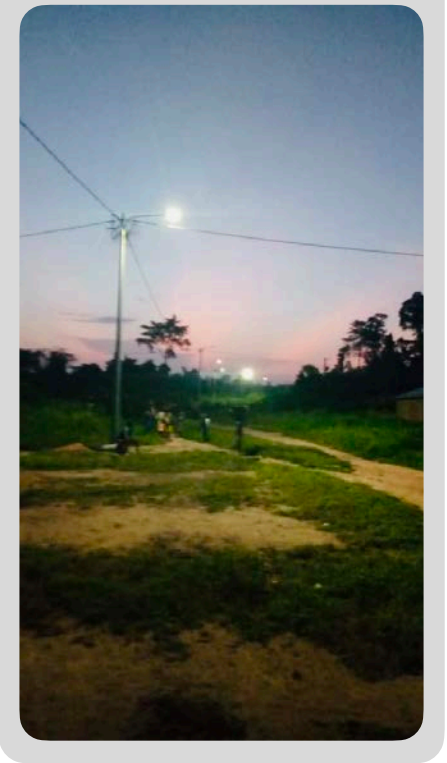
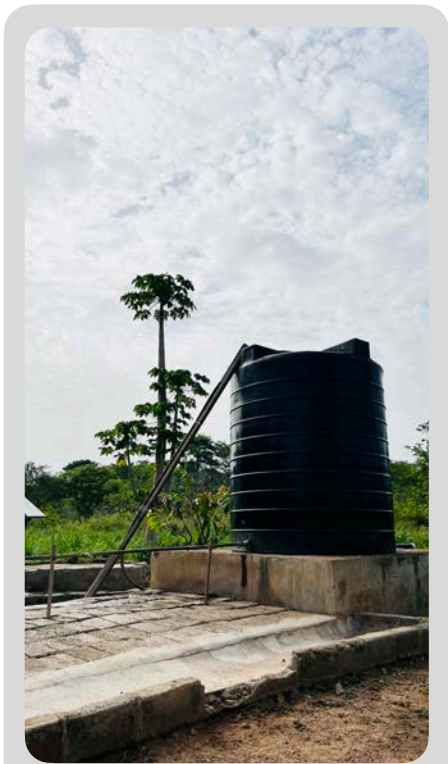
Appendix 1: Workplace Health And Safety (Use Of Signages, EPI)



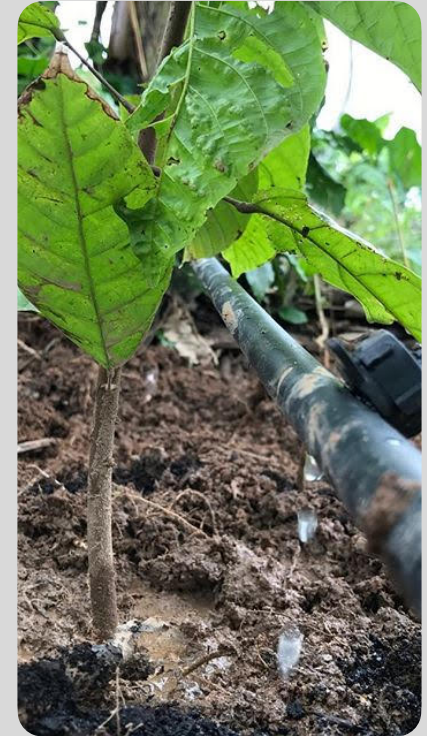
Appendix 2: Waste Management (Collection Points, Recycling: Compostage, Reuse Cocoa Pods)



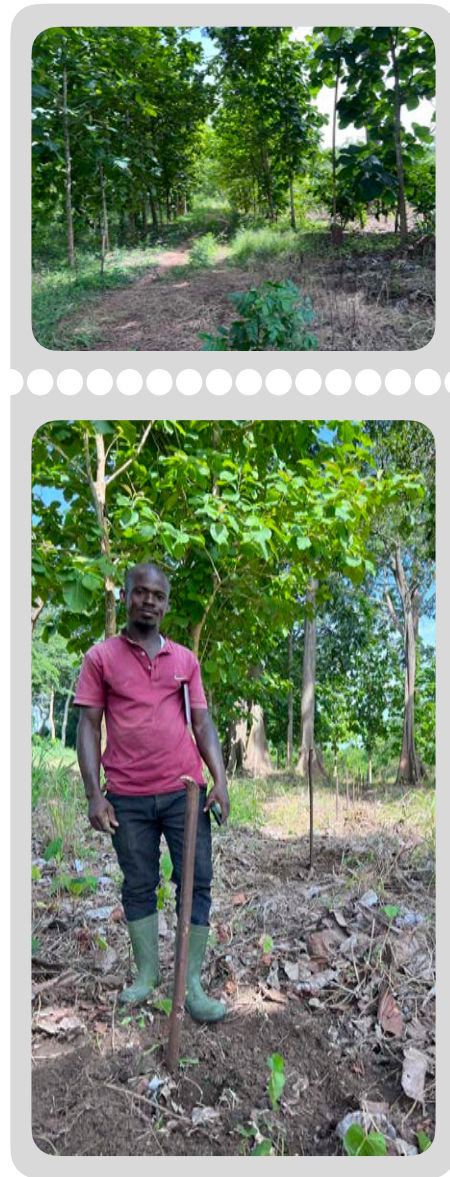
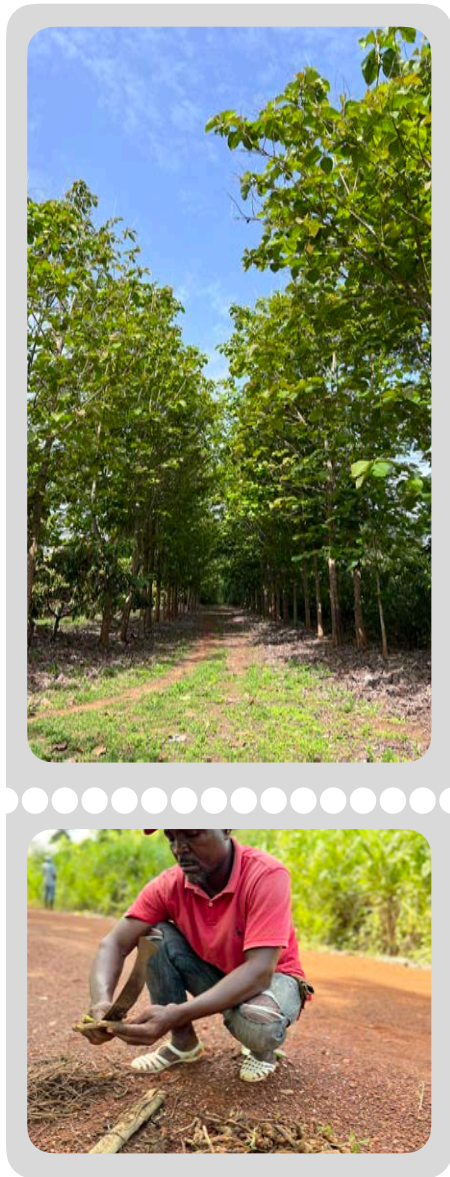
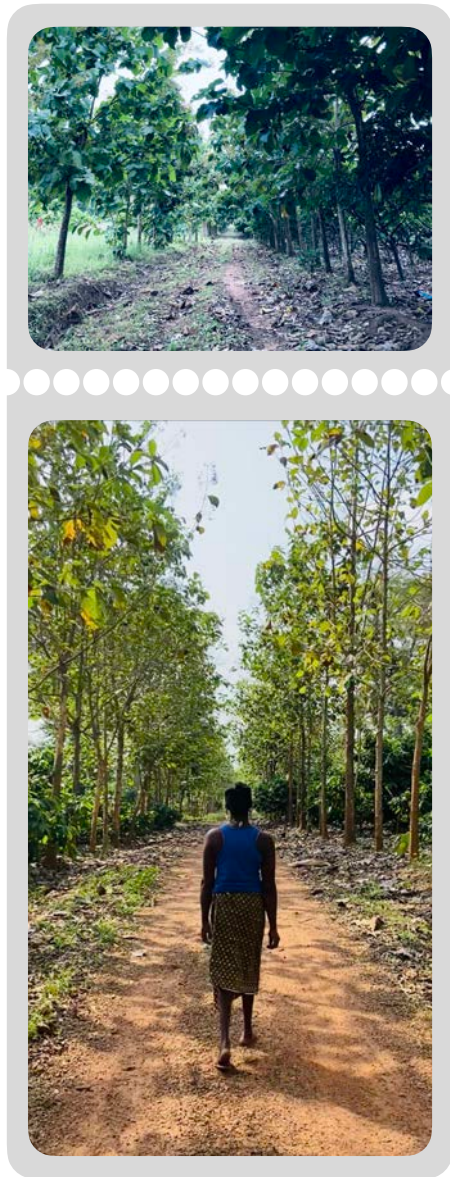
Appendix 3: Rural Infrastructure: Solar Drinking Water Stations, Electrification



Appendix 4: Water Management (Drip Irrigation, Micro-Aspersion For Nurseries)



Appendix 5: Biodiversity/Reforestation



Appendix 6: Fire safety



Appendix 7: Employee Representatives Elections

