



POLICY STATEMENT ON COMMUNITY AND LAND RIGHTS

SIPH purports to develop its activities and improve its performance in full respect of its values: Responsibility, Ethics, Quality. These values include strict respect for local cultures and indigenous peoples, protecting cultural and natural heritage, local customs and traditions, and all community rights.

SIPH's mission is to contribute to the economic well-being and growth of the communities in which it operates, by supporting economic, educational, cultural, and social initiatives to encourage regional development and improve living conditions.

Engaged in a dynamic of continuous improvement and total pacification of its relations with its neighboring communities, SIPH is committed to:

- Respect the principles of human rights through its membership in the UN Global Compact and promote its principles to its suppliers.
- Respect the rights of local and indigenous communities, and applies to all suppliers. In accordance with the United Nations Declaration on the Rights of Indigenous Peoples and the ILO Convention on Indigenous and Tribal Peoples (No. 169).
- Respect legal and customary land rights applies to all suppliers, property rights and rights to access land / land use; the FAO Voluntary Guidelines for Responsible Governance of Land Tenure, Fisheries and Forests in the Context of National Food Security.
- Respect the Free Prior Informed Consent (FPIC) in all its operations, by providing an organization chart, a list of detailed steps or a methodology describing how SIPH implements the CLIP.
- Dialogue with local stakeholders for conflict prevention.
- Report procedure used to resolve land disputes.
- Minimize impacts of the activity on food security by ensuring that local communities benefit from food security.
- Contribute to the provision of essential services and infrastructure to local communities.
- Provide business or job opportunities to local communities, and by promoting local rubber plantation.
- Respect the ILO fundamental conventions or the free and fair labor principles, and promote these principles among all its suppliers, namely its raw material suppliers.

SIPH management commits to implement and comply with this Policy by ensuring the awareness and involvement of all its staff, collaborators, partners, and consistency of their behavior as regard the values embodied by this Policy.

SIPH has a dedicated grievance mechanism, which guarantees all concerned stakeholders the possibility to report any situation, even anonymous, in violation of this Policy and which could cause risks of human rights violation.

December 14, 2020.

Bertrand VIGNES,
General Director

A handwritten signature in black ink, appearing to read "Bertrand Vignes".



SUBSIDIARY OF

