

Employees

Unit of measure

2022

2021

2020

Scope



GRI: 2016
102-7
102-41

Workforce by area and gender

	Unit of measure	2022	2021	2020	Scope
total workforce (includes contractors)	No.	1.532	1.354	1.438	IFO, IHC, LCC
total employees IFO / IHC / LCC (includes continuing and temporary contracts)	No.	921	960	964	
<i>Temporary contracts</i>	No.	19	17	6	
Top-management	No.	4	4	4	
Management / staff	No.	39	34	35	
Employees	No.	98	216	171	
Blue-collar workers	No.	784	710	758	
of whom men	No.	871	910	918	
of whom women**	No.	50	50	46	
By post: Senior Management	No.	0	0	0	
Manager	No.	6	4	4	
Employees	No.	44	46	42	
total employees IFO	No.	880	920	925	IFO



GRI: 2016
202-1

Collective bargaining agreements total employees

	Unit of measure	2022	2021	2020	Scope
	%	100%	100%	100%	IFO



GRI: 2016
403-9

Market presence

	Unit of measure	2022	2021	2020	Scope
Country minimum wage (Republic of Congo)	EUR	83	82	82	IFO
Men	EUR	173	173	173	
Women	EUR	173	173	173	
% of local minimum wage	%	210%	210%	210%	



GRI: 2016
202-2

Proportion of senior management hired from the local community***

	Unit of measure	2022	2021	2020	Scope
	%	56%	59%	58%	IFO & LCC
*** Full-time employees born in RoC (IFO) 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 IHC Sustainability Report 2020	No.	19	17	18	
total number of senior managers	No.	34	29	31	



GRI: 2016
403-9

Health and safety

	Unit of measure	2022	2021	2020	Scope
total injuries at work (excluding first-aid injuries; accidents without temporary leave)	No.	177	230	249	IFO
Work-related fatalities 1a		0	1	0	
Injuries with temporary leave of > 4 days		56	53	62	
Injuries with temporary leave of ≤ 4 days		121	176	187	
Incidence rate per 100 workers 1b (injuries with temporary leave of > 4 days)		6,4	5,8	6,7	IFO



GRI: 2016
203-1

Indirect economic impacts

	Unit of measure	2022	2021	2020	Scope
Consultations at the Centre Medico-Social de Ngombé	No.	11.781	13.962	12.805	IFO
Patients at the IFO hospital (28 beds)	No.	1.094,0	869,0	644,0	
Live births per year	No.	317,0	368,0	332,0	
Birth mortality at CMS (1st year) (compared to national rate of 5%)	No.	2%	1%	3%	
Vaccinations per year	No.	2.243	2.109	2.211	
Provision of drinking water for Ngombé inhabitants and industry	m ³ (1000 l)	106.463	90.976	89.460	
Electricity provided for Ngombé inhabitants	KWh	1.540,7	1.742,6	1.745,6	

Training

Unit of
measure

2022

2021

2020

Scope



GRI: 2016
404-1

Total trainings
of which IFO

No.

5.265
3.790

3.040
2.969

3.119
3.098

IFO, IHC,
LCC

Average number of trainings per employee

No.

5,7

3,2

3,2

By level

Managers

No.

0,9

0,8

1,0

Blue-collar workers

No.

6,3

4,2

4,1

Administration

No.

2,7

0,3

0,1

Anti-corruption policies and procedures training

Total employees trained

No.

921

960

964

IFO, IHC,
LCC

Affected employees trained 2

No.

N.A.

29

5



GRI: 2016
205-2



GRI: 2016
413



Community engagement

Community engagement and participatory approach

Projects based on local communities' needs 3

No.

43

6

16*

IFO

**follow-up to previous year*

Percentage of local operations

%

100%

100%

100%

****Last official population census (dates back to 2019)**

No.

-

-

18.930 **

of which women

No.

-

-

9.076

of which men

No.

-

-

9.854

in the villages (villagers and natives)

No.

-

-

7.367

estimate no. of natives (~38%)

No.

-

-

2.800

in Ngombé town

No.

-

-

11.563

Meetings with the communities and indigenous peoples

Total number of villages

No.

88

85

85

Villages where meetings were held

No.

88

85

83

Meetings

No.

222

265

276

People participating

No.

5.846

6.669

7.119

Indigenous

No.

2.196

2.282

2.149

Local (Bantou)

No.

3.650

4.387

4.970

Women

No.

2.610

2.876

3.016

Men

No.

3.236

3.793

4.103

Number of pupils in the school for Indigenous Peoples (Ngombé)

No.

149

133

131

Number of visitors/readers in the library (Ngombé)

No.

14.461

9.962

7.148

Impact extent

Geographic situation of the impact 4
(annual harvesting area)

Ha

29.467

32.682

33.141

IFO

Impacts on communities

Total grievances filed through formal grievance mechanism

No.

7

6

9

IFO

of which, filed and resolved

No.

6

6

9

Human rights training - employees

No.

921

960

964

IFO, IHC,
LCC

total number of employees trained

No.

15

14

20

People trained on human rights (all affected staff)

%

100%

100%

100%

Human rights training - security personnel

Ecoguards' unit including staff

No.

32***

33***

32***

IFO

*****Staff and management, excluding IFO's security personnel**

Affected employees with training needs 5

No.

12

14

12

Percentage (all affected positions)

%

100%

100%

100%



GRI: 2016
413-1



GRI: 2016
203-1



GRI: 2016
412-2
410-2





GRI: 2016
304-1



GRI: 2016
304-3



GRI: 2016
304-2



Biodiversity

Protected areas and areas of
high biodiversity value 6
Total forest concession area

Unit of
measure

2022

2021

2020

Scope

Ha

1.159.643

1.159.643

1.159.643

IFO

Production area
as per Management Plan

Ha

801.716

801.716

801.716

Protection area

Ha

220.000

220.000

220.000

Conservation area

Ha

88.000

88.000

88.000

Community development area

Ha

48.500

48.500

48.500

Production area
(percentage of total forest surface)

%

69%

69%

69%

Protection and Conservation area
(percentage of total forest surface)

%

27%

27%

27%

Community development area
(percentage of total forest surface)

%

4%

4%

4%

Habitats protected or restored
Size of concerned area

Ha

308.000

308.000

308.000

Impacts

Construction or use of manufacturing plants,
mines, and transport infrastructure 7

IFO

Extent of areas harvested

Ha

29.467

32.682

33.141

Percentage of total surface

%

2,5%

2,8%

2,9%

Annual harvest volume (sawmill)

m³

246.559

231.044

218.192

Harvest intensity:
average number of trees harvested / hectare

No. / Ha

1,1

1,0

0,9

% of total surface impacted by harvest activity
(roads, log-yards, gaps and skidtrails)

%

0,26%

0,26%

0,20%

% of the annual harvesting area (AAC) impacted

%

10,2%

9,1%

8,3%

net volume harvested per ha (incl. vidange)

m³ / Ha

8,7

8,0

6,6

Duration/Reversibility of impacts

1 yr / Yes

1 yr / Yes

1 yr / Yes

Road infrastructure

Average road width
main roads

m
m

26,9
20,8

24,6
20,0

25,6
21,6

Road length
main roads

km
km

53
190

37
208

39
202



GRI: 2016 303-3



GRI: 2016 305-1

Impacts

	Unit of measure	2022	2021	2020	Scope
Pollution 8 Major impacts /Duration/Reversibility of impact	Ha	0 / - / Yes	0 / - / Yes	0 / - / Yes	IFO
Invasive species 9 Extent of areas impacted	Ha	0	0	0	
Reduction of species 10 Extent of areas impacted	Ha	0	0	0	
Habitat conversion 11 Extent of areas impacted	Ha	0	0	0	
Deforestation/Ecosystem conversion 11 Extent of areas impacted	Ha	0	0	0	
of which, recorded in supplier operations <i>*caused by third parties (encroachment)</i>	Ha	0	0	400*	
Number of natural/third-party originated fires and area by zone	Ha	0	0	0	
(a) < 500 ha; (b) > 500 ha	No. / Ha	1 (a)	0	3 (a)	
Temporary forest loss (agriculture, wood harvesting...)	Ha	3.380	1.920	2.570	
Source: www.globalforestwatch.com	%	0,29%	0,17%	0,22%	
Number of boundary violations by third parties (agriculture, wood harvesting...)	No.	1	1	1	
Wildlife management					IFO
No. of people for wildlife management (eco-guards + management)	No.	38	39	39	
No. of seizures/offences	No.	52	78	131	
& no. of poaching camps destroyed	No.	23	31	57	
No. of wildlife offences by IFO employees	No.	0	0	0	
Water and soil					IFO
Total drinking and industry water withdrawal Water from the Sangha river	m ³ (1000 l)	106.463	90.980	89.460	
No. of rainwater samples discharged from the industrial site, not in compliance with the EU standard (weekly controls)	No.	0	0	0	
Energy: fuel					IFO
Fuel consumption from non-renewable sources Gasoline (forest mostly)	m ³ (1000 l)	67	68	61	
Diesel Forest production & Forest transport	m ³ (1000 l)	2.628	2.754	2.642	
Diesel Sawmill / production plant	m ³ (1000 l)	2.731	3.322	3.191	
total non-renewable fuel		5.426	6.143	5.894	
Electricity generated in total	MWh	8.823	8.908	8.275	
Volume of used oil	m ³ (1000 l)	75	87	61	
Volume of biocides used at the processing site (<i>no use in the forest!</i>)	m ³ (1000 l)	0,1	0,45	1,20	
Volume of hydrocarbons/volume of lumber (<i>includes forest and hydrocarbon production</i>)	m ³ / m ³	0,096	0,101	0,111	
Volume of hydrocarbons/m3 of logs	m ³ / m ³	0,012	0,013	0,014	



GRI: 2016
305- 1,2

GHG emissions

Unit of measure	2022	2021	2020	Scope	
CO₂ emissions from fuel consumption from non-renewable sources (Scope 1-2)	tCO ₂	153	153	139	IFO
Gasoline (forest mostly) 12					
Diesel Forest production & Forest transport 13	tCO ₂	7.033	7.369	7.071	
sub-total forest	tCO ₂ eq.	7.186	7.523	7.210	
sub-total forest, sawmill quota	tCO ₂ eq.	4.978	5.858	6.306	
sub-total forest, export quota	tCO ₂ eq.	1.359	1.044	865	
Diesel Sawmill / production plant 14	tCO ₂	7.353	8.945	8.592	
total non-renewable fuel tCO₂ eq. emissions	tCO ₂	14.539	16.467	15.802	
CO₂ emissions/wood volume					
of wood processed in the sawmill	tCO ₂ eq./m ³	0,15	0,16	0,17	
of sawn wood (logs for sawmill)	tCO ₂ eq./m ³	0,10	0,11	0,13	
of wood harvested in forest	tCO ₂ eq./m ³	0,029	0,033	0,033	
tCO₂ emissions/m³ lumber 15 (forest and sawmill production)	tCO ₂	0,256	0,272	0,296	
% of Carbon (CO ₂ eq.) stored in wood 16	%	24%	25%	27%	
tCO₂ emissions/m³ logs 17 (forest production)	tCO ₂	0,032	0,036	0,036	
% of forest Carbon production (CO ₂ eq.) stored in wood 16	%	3,0%	3,3%	3,4%	
Energy indirect greenhouse gas (GHG) emissions (Scope 3) - Transport Terrestrial transport 18	tCO ₂	18.931	15.291	13.588	
Impact per m ³ and per tonne (tCO ₂ eq. total / volume evacuated IFO)	tCO ₂ eq./m ³	0,21	0,18	0,18	
Total CO ₂ emissions, as a % of CO ₂ eq. stored in the wood	% of CO ₂ stored in wood	19%	17%	17%	
Sea cargo transport 19	tCO ₂	34.597	31.769	29.541	
Impact per m ³ and per tonne (tCO ₂ eq. total / volume evacuated IFO)	tCO ₂ eq./m ³	0,38	0,38	0,40	
Total CO ₂ emissions, as a % of CO ₂ eq. stored in the wood	% of CO ₂ stored in wood	35%	35%	37%	
total tCO₂ emissions and all products	tCO ₂	68.067	63.527	58.931	
Total CO₂ emissions for all products	tCO ₂ eq./m ³	0,75	0,76	0,80	
Total CO ₂ emissions, in % of CO ₂ eq. stocked in wood, average for all products (logs, sawn wood ...)	% of CO ₂ stored in wood	70%	70%	74%	
total tCO₂ emissions/m³ Lumber 20	tCO ₂	0,85	0,83	0,88	
% of Carbon (CO ₂ eq.) stored in wood 16 (with 1.08 tCO ₂ /m ³)	%	78%	77%	81%	
total tCO₂ emissions/ tonne Lumber 20 (with 0.71 t KD wood/ m³)	tCO ₂ eq./t KD wood	1,19	1,17	1,23	
net emissions	tCO ₂ eq./t KD wood	-0,33	-0,35	-0,28	
(stock based on CO ₂ in wood with 1.52 tCO ₂ / t KD wood)					
total tCO₂ emissions/m³ Logs 21	tCO ₂	0,62	0,60	0,62	
% of Carbon (CO ₂ eq.) stored in wood 16 (with 1.08 tCO ₂ /m ³)	%	58%	55%	57%	
total tCO₂ emissions/tonne Logs 21 (with 0.71 t KD wood/m³)	tCO ₂ eq./t KD wood	0,88	0,84	0,87	
net emissions	tCO ₂ eq./t KD wood	-0,64	-0,68	-0,65	
(stock based on CO ₂ in wood with 1.52 tCO ₂ / t KD wood)					
tCO₂ emissions for passenger transport (business trips and commuting)	tCO ₂	253	-	-	



GRI: 2016
305-3

Direct and indirect Greenhouse Gas emissions (Scope 1-2-3)

GRI: 2016
305- 1-2-3

GRI: 2016
305- 1-2-3

305- 1-2-3

United Nations Sustainable Development Goals



GRI: 2016
201-1



GRI: 2016
204-1



GRI: 2016
301-8,
414-1,
G4 FS1,
G4 FS2

Value created

	Unit of measure	2022	2021	2020	Scope
Net Revenue	1.000 EUR	73.508	64.762	53.609	IFO
Operating costs	1.000 EUR	41.541	41.610	32.341	
Wages and employee benefits (including pension plan)	1.000 EUR	14.411	12.861	12.760	
Payments to providers of capital	1.000 EUR	1.920	1.903	2.074	
Expenses to Government (taxes, etc.)	1.000 EUR	8.142	6.436	6.318	
Community investment, health, safety and forest management and environment protection	1.000 EUR	2.203	2.038	2.291	
including: Social, Security, Health, Housing, Community Development	1.000 EUR	1.694	1.618	1.852	
Forest management (capitalized)	1.000 EUR	508	420	439	
Economic value retained	1.000 EUR	5.226	264	-1.732	
Profit for the year (IFRS)	1.000 EUR	5.562	682	-1.243	

Suppliers

(Cameron and Republic of Congo) Procurement budget spent on local suppliers 22	1.000 EUR	32.037	28.540	26.976	IFO
in % of total	%	94%	93%	92%	
Suppliers screened in high risk regions (1.-3. below)					IHC
total number of suppliers (including new suppliers)	No.	22	20	19	
of which externally verified / audited for legality (1.-2. below)	No.	13	14	13	
of which internally verified / audited for legality (3 below)	No.	9	6	6	
total number of mills	No.	22	21	22	
total number of forests	No.	54	62	61	
New suppliers screened	No.	2	4	2	
3rd party suppliers from low risk regions (4.-5. below)	No.				
Total number of suppliers (including new suppliers)		15	19	17	
% of compliance* of all 3rd party suppliers with IHC's responsible procurement policy (1.-5. below)	%				
All suppliers verified via a certified due diligence process including field audit of high risk suppliers		100	100	100	



Procurement

	Unit of measure	2022	2021	2020	Scope
Total volume of wood procured*	m³ RWE	252.870	248.044	253.868	
1. FSC® certified	%	87%	88%	88%	
2. 3rd party legality verified and controlled wood and PEFC certified	%	3%	5%	4%	
3. 2nd party legality verified via a certified due diligence process	%	9%	6%	7%	
4. From low risk regions	%	0,0%	0,1%	0,0%	
5. Purchased in the EU (verified by other operators)	%	1,4%	1,2%	1,4%	
Total volume of wood purchased in m³ (logs /sawnwood / FJ-lam scans)	m³ of wood	107.620	99.200	88.000	
IFO (IHC's subsidiary) (cat. 1 above)	%	86%	84%	84%	
Total 3rd party suppliers	%	14%	16%	16%	
Direct suppliers from high risk countries: wood supply from own forests or in partnership, verified by 3rd party or via internal audit (cat. 1-3 above)	%	10%	13%	13%	
Indirect suppliers from high risk countries: verified by 3rd party or via internal audit (cat. 1-3 above)	%	2,5%	1,8%	1,9%	
Indirect suppliers from low risk countries, including in the EU: verified via due diligence system (cat. 4-5 above)	%	1,7%	1,3%	1,4%	

*Interholco makes a Due Diligence /risk assessment, on all wood supplies. For non negligible risk supplies, certification is used or field audits done to check compliance and arrive at negligible risk and compliance with our policy. In 2020, about 10 minor non conformities were issued during field audits. All open non conformities are solved within specified deadlines for active suppliers. At one supplier, procurement was not started as non conformities were not solved yet.

Notes

1 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 ($2'000 \times \text{nb. of full time workers that year}$). 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:

- About 90 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 about 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 Affected positions included the following: IFO Environment and Forest Director, guards and eco-guards together with ADHUC and CDHD.

6 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.).

7 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.

8 Only small oil spills. All waste and oil is collected at the base camp and send back to the Ngombé industrial site, where it is treated, re-used or sent to approved waste collection plants (in Pointe Noire).

9 Not applicable, no specific invasive species. Marantaceae and Zingiberaceae herbs are naturally invading areas, but harvest can have a positive impact on forest regeneration.

10 No significant reduction in species. All trees species are managed to be maintained, or only decline in case of natural replacement in certain areas (forest succession).

11 There is only small impact of forest harvest (roads, skid trails, logging gaps), but no large scale conversion to non-forest land-use.

12 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 $0.295 \text{ t/m}^3 \times 44/12 = \text{CO}_2 \text{ eq. content} / \text{m}^3 \text{ of wood} = 1.08$.

13 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'.

14 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'.

15 Calculated as: $(\text{tCO}_2 \text{ emission of non renewable fuel in forest production, for logs transformed in the sawmill} + \text{tCO}_2 \text{ emission of non renewable fuel in sawmill production}) / \text{annual lumber production}$.

16 Conversion: 2.69 tCO₂ eq. / m³ diesel. Source: World Resources Institute (2015). GHG protocol tool for stationary combustion. Version 4.1. , Emissions factors cf. the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Scope 1, 'other countries'.

17 T.tCO₂ emission of non renewable fuel in forest production per m³.

18 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')".

19 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')". Important: with regards to *Impact per m³ and per tonne (tCO₂ eq. total / volume evacuated IFO)* please note that, emissions are calculated on volume exported from ports, but impact per m³ is calculated on volume exported from Ngombé.

20 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.

21 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.

22 Includes transport from Ngombé to Douala and Pointe Noire.