























# SOCIAL LANDSCAPE

Giving value to the source: our employees











GRI	SDGs		Unit of measure	December 2018	2017	2016	2015	2014	Scope
102-7	 	<b>Employees</b>							
		<b>Workforce by area and gender</b>							IFO, IHC, LCC
		<b>total workforce</b> <i>(includes contractors)</i>	No.	1'267	1'248	1'218	1'275	1'268	
		<b>total employees IFO / IHC</b> <i>(includes continuing and temporary contracts)</i>		967	963	983	1'111	1'069	
		of whom men		918	911	940	1'072	1'040	
		of whom women*		49	52	43	39	29	
		* Number of women by posts in 2018: Senior Management= 0 ; Management= 4 ; Employees= 45							
102-41	 	<b>Collective bargaining agreements</b>							IFO
		<b>total employees</b>	%	100%	100%	100%	100%	100%	
202-1	 	<b>Monthly minimum wage</b>							IFO
		<b>Country minimum wage (ROC)</b>	EUR	82	82	82	82	76	
		<b>Entry level wage (IFO)</b>	EUR	173	173	173	173	173	
		<b>% of local minimum wage</b>	%	210%	210%	210%	210%	226%	
403-9		<b>Health and safety</b>							IFO
		<b>total injuries at work</b> <i>(including first-aid injuries)</i>	No.	150	87	155	132	43	
		Work-related fatalities		1	1	0	0	0	
		Injuries with temporary leave of > 4 days		51	28	30	29	34	
		Injuries with temporary leave of ≤ 4 days		98	58	125	103	9	
		<b>Incidence rate per 100 workers</b> <i>(injuries with temporary leave of &gt; 4 days)</i>		5.5	3.1	3.1	2.7	3.3	
404-1		<b>Training</b>							IFO, IHC, LCC
		<b>Total trainings per persons trained</b>	No.	1'586	2'076	874	1'103	961	
		<b>Average number of trainings per employee / year</b>	No.	1.6	2.2	0.9	1.0	0.9	
		<b>By level</b>							
		<i>Managers</i>	No.	1.9	2.9	2.2	1.5	1.1	
		<i>Blue-collar workers</i>	No.	1.8	1.7	1.8	1.5	1.6	
		<i>Administration</i>	No.	1.2	4.2	1.4	2.0	2.0	
205-2		<b>Anti-corruption policies and procedures training</b>							IFO, IHC, LCC
		<b>total employees</b>	No.	967	963	983	1'111		
		<b>Employees trained<sup>2</sup></b>	No.	107	15	108	5		

GRI	SDGs		Unit of measure	December 2018	2017	2016	2015	2014	Scope
413	 	<b>Community engagement and participatory approach</b> <b>Projects based on local communities' needs</b>	No.	18	17	19	6	6	IFO
		% of local operations	%	100%	100%	100%	100%	100%	
		<b>meetings with the communities and indigenous people</b> Total villages	No.	85	85	85	85	85	
		<b>Villages where meetings were held</b>		56	58	82	64	79	
		<b>Meetings</b>	No.	172	140	324	197	212	
		<b>People participating</b>	No.	5'410	3'838	8'982	5'003	5'433	
		Indigenous	No.	1'855	1'444	3'865	2'047	2'274	
		Local (Bantou)	No.	3'555	2'394	5'117	2'956	3'159	
		Women	No.	2'350	1'635	4'186	2'185	2'377	
		Men	No.	3'060	2'203	4'796	2'818	3'056	
413-1	 	<b>Impact extent</b> <b>Geographic situation of the impact</b> <i>(annual harvesting area)<sup>4</sup></i>		20'376 ha	26'884 ha	27'511 ha	20'146 ha	27'496 ha	IFO
203-1	   	<b>Impacts on communities</b> <b>Total grievances filed through a formal mechanism</b>	No.	7	4	9	6	26	IFO
		<b>of which filed and resolved</b>	No.	7	4	9	6	26	
412-2	 	<b>Human rights training - employees</b> <b>total employees</b>	No.	967	963	983	1'111	1'069	IFO, IHC, LCC
		People trained on human rights <i>(all affected staff)</i>	No.	107	27	111	-	-	
		Percentage <i>(all affected staff)</i>	%	100%	100%	100%			
410-2	 	<b>Human rights training - security personnel<sup>6</sup></b> <b>total security personnel</b> staff/management	No.	45**	45**		40 <sup>7</sup>		IFO
		Trained on human rights <i>(all affected positions)<sup>8</sup></i>	No.	33	13		25 <sup>9</sup>		
		Percentage <i>(all affected positions)</i>	%	100%	100%		100%		

\*\* staff and management, including IFO's security personnel ('guards' that do not carry any weapons)

# ENVIRONMENTAL LANDSCAPE

Giving value to the Congo Basin, the world's second largest rainforest




GRI	SDGs	Biodiversity	Unit of measure	December 2018	2017	2016	2015	2014	Scope
304-1	 	<b>Protected areas and areas of high biodiversity value</b> <b>Total forest concession area</b>	ha	1'159'643	1'159'643	1'159'643	1'159'643	1'159'643	IFO
	 	<b>Production area as per Management Plan</b>		801'716	801'716	801'716	801'716	801'716	
		Protection area		220'000	220'000	220'000	220'000	220'000	
		Conservation area		88'000	88'000	88'000	88'000	88'000	
		Community development area		48'500	48'500	48'500	48'500	48'500	
		Production area ( <i>percentage of total forest surface</i> )	%	69%	69%	69%	69%	69%	
		Protection and Conservation area ( <i>percentage of total forest surface</i> )		27%	27%	27%	27%	27%	
		Community development area ( <i>percentage of total forest surface</i> )		4%	4%	4%	4%	4%	
304-3	 	<b>Habitats protected or restored</b> <b>Size of concerned area</b>	ha	308'000	308'000	308'000	308'000	308'000	IFO
304-2	 	<b>Impacts</b> <b>Construction or use of manufacturing plants, mines, and transport infrastructure<sup>11</sup></b>							IFO
	 								
		Extent of areas harvested	ha	20'376	26'884	27'511	20'146	27'496	
		% of total surface		1.8%	2.3%	2.4%	1.7%	2.4%	
		<b>Annual harvest volume</b>	m <sup>3</sup>	197'289	188'484	223'485	214'657	199'947	
		<b>Harvest intensity – average number of trees harvested / ha</b>	no./ha	1	1	1	1	1	
		% of total surface impacted by harvest activity (roads, log-yards, gaps and skidtrails)	%	0.16	0.16	0.22	0.15	0.16	
		net volume harvested per ha	m <sup>3</sup> /ha	9.7	7.2	9.1	10.7	6.9	





GRI	SDGs	Biodiversity	Unit of measure	December 2018	2017	2016	2015	2014	Scope
		Duration of impacts		1 year	1 year	1 year	1 year	1 year	
		Impact reversibility		Yes, reversible	Yes, reversible	Yes, reversible	Yes, reversible	Yes, reversible	
		<b>Pollution<sup>12</sup></b>							
		Duration of impacts		1 year	1 year	1 year	1 year	1 year	
		Impact reversibility		Yes, reversible	Yes, reversible	Yes, reversible	Yes, reversible	Yes, reversible	
		<b>Invasive species<sup>13</sup></b> Extent of areas impacted	ha	0	0	0	0	0	
		<b>Reduction of species<sup>14</sup></b> Extent of areas impacted	ha	0	0	0	0	0	
		<b>Habitat conversion<sup>15</sup></b> Extent of areas impacted	ha	0	0	0	0	0	

## Water, Soil and Energy

303-3	 	<b>Total drinking and industry water withdrawal</b>							IFO
	 	Water from the Sangha river	m <sup>3</sup> (1000 l)	94'250	92'713	95'754	106'477	121'800	


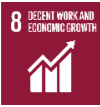






## Energy: fuel

305-1	  	<b>Fuel consumption from non-renewable sources</b>	m <sup>3</sup> (1000 l)						IFO
		Gasoline (forest mostly)	m <sup>3</sup> (1000 l)	62	58	58	53	42	
		Diesel: Forest production & Forest transport	m <sup>3</sup> (1000 l)	2'194	1'691	1'749	1'384	1'374	
		Diesel: Sawmill / production plant / village of Ngombé	m <sup>3</sup> (1000 l)	2'772	2'527	2'873	2'732	2'581	
		<b>total non-renewable fuel</b>	<b>m<sup>3</sup> (1000 l)</b>	<b>5'028</b>	<b>4'276</b>	<b>4'679</b>	<b>4'169</b>	<b>3'996</b>	

GRI	SDGs	Biodiversity	Unit of measure	December 2018	2017	2016	2015	2014	Scope
<b>Greenhouse gas emissions</b>									
305-1,2	 	<b>CO<sub>2</sub> emissions from fuel consumption from non-renewable sources</b>	tCO <sub>2</sub>						IFO
		Gasoline (forest mostly)	tCO <sub>2</sub>	142	132	131	120	94	
		Diesel Forest production & Forest transport <sup>18</sup>	tCO <sub>2</sub>	5'872	4'527	4'680	3'704	3'677	
		Diesel Sawmill / production plant <sup>19</sup>	tCO <sub>2</sub>	7'462	6'804	7'735	7'356	6'949	
		<b>total non-renewable fuel - tCO<sub>2</sub> eq. emission</b>	<b>tCO<sub>2</sub></b>	<b>13'475</b>	<b>11'462</b>	<b>12'546</b>	<b>11'180</b>	<b>10'720</b>	
		<b>tCO<sub>2</sub> emissions/m<sup>3</sup> lumber (forest and sawmill production)<sup>20</sup></b>	<b>tCO<sub>2</sub></b>	<b>0.25</b>	<b>0.25</b>	<b>0.23</b>	<b>0.23</b>	<b>0.22</b>	
		% of Carbon (CO <sub>2</sub> eq.) stored in wood <sup>16</sup>	%	23%	23%	21%	21%	20%	
		<b>tCO<sub>2</sub> emissions/m<sup>3</sup> logs (forest production)<sup>21</sup></b>	<b>tCO<sub>2</sub></b>	<b>0.034</b>	<b>0.027</b>	<b>0.024</b>	<b>0.020</b>	<b>0.021</b>	
		% of Carbon (CO <sub>2</sub> eq.) stored in wood <sup>16</sup>	%	3%	3%	2%	2%	2%	
305-3	 	<b>Energy indirect greenhouse gas (GHG) emissions (Scope 3)</b> <i>2016 data has been updated using real average density (0,96 ton/m3) in lieu of general density figures (0,59 tons/m3) as in the INTERHOLCO Sustainability Report 2017</i>	tCO <sub>2</sub>						IFO
		Terrestrial transport <sup>22</sup>	tCO <sub>2</sub>	16'295	17'114	16'496			
305-3		Sea cargo transport <sup>23</sup>	tCO <sub>2</sub>	34'436	27'938	34'332			
		<b>total tCO<sub>2</sub> emissions and all products (direct and indirect)</b>	<b>tCO<sub>2</sub></b>	<b>65'556</b>	<b>57'059</b>	<b>63'411</b>			
305-1		<b>total tCO<sub>2</sub> emissions/m<sup>3</sup> Lumber total<sup>24</sup></b>	<b>tCO<sub>2</sub></b>	<b>0.89</b>	<b>0.80</b>	<b>0.85</b>			IFO
		% of Carbon (CO <sub>2</sub> eq.) stored in wood <sup>16</sup>	%	82%	74%	79%			
305		<b>total tCO<sub>2</sub> emissions/m<sup>3</sup> Logs total<sup>25</sup></b>	<b>tCO<sub>2</sub></b>	<b>0.67</b>	<b>0.58</b>	<b>0.65</b>			IFO
		% of Carbon (CO <sub>2</sub> eq.) stored in wood <sup>16</sup>	%	62%	54%	60%			

# ECONOMIC LANDSCAPE

## Giving value to wood 'Made in Africa'

GRI	SDGs		Unit of measure	December 2018	2017	2016	2015	2014	Scope
201-1	 	<b>Value created</b>							
		<b>Direct economic value generated and distributed</b>	<b>1'000 EUR</b>	<b>64'550</b>	49'591	67'674	70'154	73'547	<b>IHC</b>
			Gross Revenue (IFRS)						
			Operating costs	<b>40'737</b>	34'399	42'593	44'518	49'704	
			Wages and employee benefits (including pension plan)	<b>11'417</b>	12'346	12'814	11'473	10'822	
			Payments to providers of capital	<b>2'052</b>	2'053	4'260	3'235	1'290	
			Expenses to Government (taxes, etc.)	<b>4'965</b>	5'430	4'399	4'007	3'354	
	 	<b>Community investment, health, safety and forest management and environment protection</b>		<b>2'299</b>	2'602	2'502	1'984	1'718	
	 			<b>1'905</b>	2'179	1'993	1'425	1'202	
				Social, Security, Health, Housing, Community Development					
			Forest management (capitalized)	<b>394</b>	423	509	559	516	
		Profit of the period (IFRS)	<b>-220</b>	-4'076	491	3'887	3'234		
204-1	 	<b>Local suppliers</b>	<b>1'000 EUR</b>						<b>IHO, LCC</b>
		(Cameroon and Republic of Congo)							
		<b>Procurement budget spent on local suppliers<sup>26</sup></b>		<b>26'005</b>	24'525	23'439	24'914	24'120	
		in % of total	<b>%</b>	<b>89%</b>	89%	86%	91%	93%	

GRI

SDGs

301-8,  
414-1

**Suppliers screened in high risk regions**  
total number of suppliers (including new suppliers)

Unit of measure

December 2018

2017

2016

2015

2014

Scope

No.

20

22

20

20

22

IHC

total number of sawmills

21

total number of forests

57

of which certified or 3rd party verified

13

14

15

14

19

of which internally verified / audited for legality

7

8

6

6

5

New suppliers screened

2

4

3

1

1

204

**Procurement**

total volume of wood procured\*

m<sup>3</sup> RWE

251'393

187'338

241'834

258'199

266'560

IHC

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

1. FSC certified<sup>27</sup>

88%

86%

91%

80%

1%

2. 3rd party legality verified<sup>28</sup>

4%

5%

4%

11%

86%

and controlled wood and PEFC certified

3. 2nd party legality verified

7%

7%

4%

8%

11%

4. From low risk regions

0.0%

0.2%

0.2%

1.4%

1%

5. Purchased in the EU

1.0%

1.2%

0.7%

0.2%

1%

(verified by other operators)