



ENVIRONMENTAL CHARTER

SIFCA's activities are mainly oriented to the agricultural development of the countries where it operates, the promotion of Outgrower farms, the transformation and the marketing of their products following transparent pricing, and in correlation with international prices. However, like any human activity, agricultural activities and products transformation could generate negative impacts to the environment. SIFCA wishes to sustainably maintain policies targeted at reducing the impact of its activities on the environment and commits itself to:

ENVIRONNEMENTAL RISKS

Fight against activity-related pollution involves:

- The treatment of liquid effluents ;
- The reasonable handling of solid wastes ;
- The quality improvement of atmospheric emissions related to the functioning of mills and factories ;
- The reasonable use of pesticides and agro-chemicals in order to ensure environmental preservation;

GREENHOUSE GAS EMISSIONS

Fight against global warming by promoting Clean Development Mechanism projects

BIODIVERSITY

Preserve forest area located on our sites, and contribute to the preservation of protected areas in order to maintain regional biodiversity.

ENERGY AND NATURAL RESOURCES

Sustainable use of various resources, including water, energy, through reduction of their consumption whether in industrial, agricultural or domestic applications.

NOISE AND ODOR POLLUTION

Protect the personnel and the neighboring communities against noise and smell.

The Sustainable Development Steering Committee is in charge, together with all stakeholders, of the implementation of this policy and the management system that underpins, in a spirit of continuous improvement.



Bertrand VIGNES
Chief Executive Officer
July, 2011



Health and Safety CHARTER

SIFCA is committed to make sure all employees in the Group are working in a safe and healthy environment. All Group's subsidiaries make sure SIFCA general goals on Health and Safety are achieved. We are specifically committed to the following points:

SUSTAINABLE DEVELOPMENT

We shall endeavour to minimize and if possible eliminate all risks and negative effects of our activities regarding health and safety as well as related risks.

PERSONNEL

We wish to guarantee that all staff in the Group use the necessary Individual Protective Equipment and work in a healthy and safe workplace, to minimize risks of injury and sickness. We shall control risks through risk analysis and putting in place corrective actions, as well as the implementation of an upstream prevention policy.

We will also make sure all staff is sensitized and involved in our Health and Safety policy and are competent to apply it.

SAFETY CULTURE

We shall reinforce our safety culture and share it among all the Group's collaborators as well as the staff of all our service providers.

RESPECT OF LAW AND REGULATIONS

The SIFCA Group, wherever it operates, pledges to respect the local laws and regulations setup, as well as the implementation of defined professional recommendations in terms of health and safety, and the SIFCA Group HS requirements.

SUPPLIERS AND SUB-CONTRACTORS

We shall ensure all suppliers, co- contractors and sub-contractors work under satisfactory conditions, and apply Health and Safety rules. We shall consider the adherence to this principle as a selection criterion and to appraise their performance. We shall cooperate in all possible manners with them to improve our HS performance.

HEALTH AND SAFETY MANAGEMENT

We commit ourselves to continuously improve our performance. We implement HS and occupational health related management systems which are adapted to the specificities of our activities. These systems are periodically assessed by measuring results obtained, and defining progress goals, implementing action plans and organising related control. Our approach is based on information, feedback, consultation and training.

TRANSPARENCY

We commit ourselves to adopt a constructive attitude of transparency and dialogue with all stakeholders in respect of our HS policy, its results, achievements and commitments.



Bertrand VIGNES
Chief Executive Officer
July, 2011



CHARTER AGAINST HIV / Aids



AIDS is a pandemic that spares no continent. Sub-Saharan Africa is the region most affected, with almost 23 million people affected in the region. SIFCA is responsive to the fight against HIV/AIDS and wishes to effectively protect its workers, SIFCA commits itself to:

1 Ensure the absence of discrimination and stigmatisation on its sites

The employees infected by HIV / AIDS and the ones suspected of being infected have the same rights and the same obligations as the rest of the personnel. They will be protected within the company against any form of discrimination and stigmatization based on their infection or on their real or supposed sickness.

2 Reject the compulsory detection of HIV

SIFCA respects the principle of voluntary testing and will make sure no compulsory detection will be made whether during medical check-ups, recruitment or for any other reason.

3 Guarantee the confidentiality and the non-divulgence of the HIV status of its employees

As far as HIV voluntary testing is concerned, data and tests results of each employee will be treated confidentially. However any employee has the right to consent, with full knowledge of the facts, to divulge this information to any persons he so desires.

4 Guarantee the security of employment of persons living with HIV

SIFCA recognizes the desire and the capacity of the HIV positive person to work. This charter guarantees the HIV positive workers, or those with AIDS, the right to continue working if they are able to perform their duties in compliance with the requirements of their job.

If, for medical reasons, an HIV positive employee, or one who has AIDS is unable to perform his work in normal conditions, SIFCA will endeavour if possible to assign him to another post better suited to his state of health in respect of the legislation in force and corporate regulations.

When, due to the sickness, the infected employee can no longer perform his duties, one will then undertake, as for any other incapacitating sickness, the termination procedure for invalidity.

5 Guarantee the application and the adherence of this charter

This charter is in compliance with the Ghanaian legislation and meets the International Labour Organisation guidelines in terms of HIV/AIDS. Any breach of this policy will be subject to disciplinary measure and litigation settlement procedures existing at SIFCA.



Bertrand VIGNES
Chief Executive Officer
July, 2011



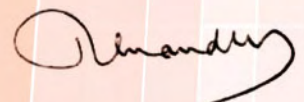
SOCIAL CHARTER

Respect - Solidarity - Performance

By bringing the human dimension at the heart of its Sustainable Development Approach, the Group SIFCA is aware of its responsibility towards employees and local communities. The Group's subsidiaries are a support of the development of countries where it operates thanks to an investment and job creation policy, but also an economic and social development of local communities.

SIFCA commits itself to:

- 1 Ensure that there is no child labour in its working environment, and promote gender policy;
- 2 Support basic education of all primary school children on its sites;
- 3 Foster access to accommodations for permanent and temporary workers and their families to keep them closer to their workplace;
- 4 Deploy an active program of infectious diseases prevention such as HIV/AIDS and Malaria in respect of medical confidentiality and fairness of working conditions;
- 5 Support priority socioeconomic development actions in favour of neighboring local communities, specially assisting private plantations.
- 6 Continuously improve its social performances.



Bertrand VIGNES
Chief Executive Officer
July, 2011