FSC Certification System

Certification Public Report

Forest Management Certification

Date of last update: 13 November 2013

Precious Wood-CEB (CEB Precious Woods SMFC)

Location of the forest(s): Republic of Gabon, Ogooué Lolo and Haut-Ogooué Provinces

Manager's address:
Postal code: P.O. Box 2262 - Town: Libreville - Country: Gabon

Contact person: William Lawyer (e-mail: william.wainfoinlawyer@preciouswoods.com)

Bureau Veritas Certification

Bureau Veritas Certification

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Date of renewal audit: from 1 to 08 July 2013
Certificate number: BV-FM/COC-840169 - Date of re-certification: 14 November 2013

Lead auditor and author of the report: Sérapin NGOUMBE
Reference document: PRI30901CM version 1.0
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1 - Description of the prospective forest entity

1.1 - General description and identification

a) Name of the forest management body / managers: PRECIOUS WOOD-CEB

<table>
<thead>
<tr>
<th>Address:</th>
<th>PRECIOUS WOOD-CEB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postal code:</td>
<td>P.O. Box 2262</td>
</tr>
<tr>
<td>Town:</td>
<td>Libreville</td>
</tr>
<tr>
<td>Country:</td>
<td>GABON</td>
</tr>
<tr>
<td>Legal status:</td>
<td>Business corporation</td>
</tr>
<tr>
<td>Legal identification code:</td>
<td>RC Port-Gentil 130/B TIN: 790261 G</td>
</tr>
<tr>
<td>Telephone:</td>
<td>+ 241 73 45 79</td>
</tr>
<tr>
<td>Fax:</td>
<td>+ 241 73 87 80</td>
</tr>
<tr>
<td>E-mail:</td>
<td><a href="mailto:ceb@preciouswoods.com">ceb@preciouswoods.com</a></td>
</tr>
<tr>
<td>Website:</td>
<td><a href="http://www.preciouswoods.com">www.preciouswoods.com</a></td>
</tr>
</tbody>
</table>

Workforce: 461, including 79 fixed-term contracts

These workers are distributed over the sites as follows:

- Libreville Head office: 45
- Sawmills: 140
- Bambidié Planing Factory: 9
- Bambidié logging camps: 267 including:
  - Workshops/Rolling/Logistics/Office/General Service (staff stores, infirmaries, schools, buildings, etc.): 123 and Forest: 144

- Annual turnover: €25,000,000
- Chairman of the forest management agency: Mr. Ernst A. BRUGGER Chief Executive Officer, Precious Woods.
- Director of the forest management agency: Mr. Frederic OBER (General Manager)
- Contact person (Head of FSC certification): Mr. William LAWYER.
- Person responsible for the use of FSC trademark Mrs. Christine Baboulin

b) Activity

Type of activity: Forest management / logging and wood processing (sawing / planing).
Detailed activity:

The Compagnie Equatoriale des Bois (CEB) was created in 1946 in Doussala in southern Gabon and then moved in 1987 to the Lastoursville region. From 1989 to 2007, it is part of the Thanry Group. Since 2007, it belongs to PRECIOUS WOODS group which includes other companies in the timber industry in the tropical zone.

The headquarters in Libreville include the General Management, the Administrative and Financial Department, the General Accounting services. The logistics department and the debited products marketing service are based in Owendo. All operation-related activities are based on the Bambidié site, within the Sustainable Management Forest Concession (SMFC).

The Bambidié site

Bambidié, the main base camp, located 30 km east of Lastourville centralizes all operations (logging, sawmill, planning, workshop, rolling, road maintenance). It is made up of offices housing the administration and some technical services (forest development for example), an equipped garage, a health centre, staff quarters. Approximately 300 people (including sawmill and planing) are employed at the site, which represents a community of more than 1,500 people with families.

Logging areas

There are two logging areas: Lélama (48 workers), Okondja (47 workers). In addition to the Bambidié base camp, each of these logging sites includes a base camp where workers and their families are lodged. Workers on each logging site are under the leadership of a senior staff (logging site manager). However, it should be noted that workers of Okondja are accommodated in Bambidié since 2012.

Sawmills

A sawmill with a capacity of 1,000 m³ of sawnwood per month was installed in 1996. It operates mainly building on salvaged wood from "export" logs that would be abandoned in the forest in the absence of this processing unit. It is supplemented by dryers (5 compartments of 100 m³ and 3 of 200 m³) fed with waste from the sawmill. This device can produce approximately 1,200 m³ per month of dried square-edged. It employs 95 people.

A sawmill for miscellaneous wood was also installed since 2010, with two sawn timber lines with a capacity of about 1,000 m³ each per month. It currently employs 45 people.

Planing factory

In 2001, a planing factory allowing a third manufacturing of products from the sawmill which had been set up in the Owendo industrial zone was transferred to the Bambidié site. This unit produces each month just over 100 m³ of dressed lumber (lipping, frames, openings and casings). This workshop employs 9 people.

c) Name of the forest owner:

Forests are a property of the GOVERNMENT OF GABON.
Postal Code: Not applicable
Town: Libreville
Country: GABON
Legal form: not applicable
Legal identification code: not applicable
Website: not applicable

d) Description of the legal ownership and usage applicable to forests and territories in the scope of the audit

Summary of the legal ownership of the applicant organization:

The massif to be developed is a set of 11 operating licenses (8 PTE\(^1\), 2 PI\(^2\), and one lot of the ZAC\(^3\)), located in eastern Gabon, in the Ogooué-Lolo and Haut-Ogooué provinces.

<table>
<thead>
<tr>
<th>License</th>
<th>Official surface area</th>
<th>MIS surface area</th>
<th>Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>ZAC 23</td>
<td>110,000 ha</td>
<td>111,020 ha</td>
<td>1,020 ha</td>
</tr>
<tr>
<td>PI 2/90</td>
<td>150,000 ha</td>
<td>186,700 ha</td>
<td>36,700 ha</td>
</tr>
<tr>
<td>PI 10/99</td>
<td>61,000 ha</td>
<td>57,421 ha</td>
<td>-3,579 ha</td>
</tr>
<tr>
<td>PTE 20/91</td>
<td>8,000 ha</td>
<td>6,385 ha</td>
<td>-1,615 ha</td>
</tr>
<tr>
<td>PTE 22/91</td>
<td>7,490 ha</td>
<td>6,680 ha</td>
<td>-810 ha</td>
</tr>
<tr>
<td>PTE 4/81 lot 1</td>
<td>37,600 ha</td>
<td>37,765 ha</td>
<td>165 ha</td>
</tr>
<tr>
<td>PTE 4/81 lot 2</td>
<td>24,400 ha</td>
<td>25,847 ha</td>
<td>1,447 ha</td>
</tr>
<tr>
<td>PTE 4/81 lot 3</td>
<td>18,000 ha</td>
<td>18,078 ha</td>
<td>78 ha</td>
</tr>
<tr>
<td>PTE 13/80</td>
<td>60,000 ha</td>
<td>60,262 ha</td>
<td>262 ha</td>
</tr>
<tr>
<td>PTE 2/93</td>
<td>35,000 ha</td>
<td>36,099 ha</td>
<td>1,099 ha</td>
</tr>
<tr>
<td>PTE 61/94</td>
<td>70,000 ha</td>
<td>70,348 ha</td>
<td>348 ha</td>
</tr>
</tbody>
</table>

\(^{1}\) Temporary Logging License
\(^{2}\) Industrial License
\(^{3}\) Railways Catchment Area
License | Official surface area | MIS surface area | Gap |
---|---|---|---|
Total allocated: | 581,490 ha | 616,605 ha | 35,115 ha |

Removed zone of the Ivindo Park: | 2,461 ha |

Total after removal of the Ivindo NP: | 579,029 ha | 614,144 ha |

PTE 4/81 lot 3 | 373 ha |
Expansion of Ogooué boundaries: | 2,929 ha |

Total surface area of the SMFC: | 616,700 ha |

The total area of the massif to be developed differs from the sum of the official surface areas of licenses constituting the area meant for development for the following reasons:
- the readjustment on the Geographical Information System (GIS) helped fine-tune the surface areas in licensing decrees or orders;
- part of PI 10/99 (north east end) was integrated in the Ivindo National Park;
- In accordance with the Forest Administration, part of PTE 4/81 lot 3 located on the other side of the river Ogooué was removed from the area to be developed because of the size of the river makes it inaccessible, and the boundaries of 4/81 lot 3 located on the right bank of the Ogooué were pushed to the river that serves as a natural boundary.

According to Law 16/01 to lay down the Forest Code in the Republic of Gabon (Article 97), the total area allocated to the same licensee shall not exceed 600,000 ha.

Following boundary changes, and taking into account overlapping licenses and readjustments of their surface area, the total area of the massif to be developed, calculated on GIS is 616,700 ha. The forest administration is aware of the slight difference between the surface of the SMFC and the regulatory threshold of 600,000 ha and considers it as acceptable with respect of the history of the forest and of the company.

However, the company has embarked on the revision of the management plan and in this perspective, the revision of the boundaries is underway with a view to define three FMUs and bring back the surface area of the SMFC to the regulatory threshold. The new surface areas of licenses (especially those in the east of the SMFC affected by the changes) and hence the revised area of the SMFC will be defined at end of this work.

On its Bambidié base camp, CEB company base holds a land title, whose characteristics are the following:

| Holder: | Precious Woods-CEB |
| Property name | “Rural land situated in Bambidié, PK 48, Lastoursville - Okondja road” |
| Surface area: | 303 ha 56 a 01 ca |
| Land title number: | 12451 |
Summary of the legal tenure and use rights (legal and customary) of parties other than the candidate institution:
The SMFC of Precious Woods – CEB is a registered state-owned production forest, which forms part of the natural production forest of the State of Gabon’s permanent forest estate.

According to the forestry code in force, customary use rights are defined as follows:

**Article 252**.- The purpose of the exercise of customary use rights is the satisfaction of the personal or collective needs of village communities, which notably concern:
- The use of trees such as building timber and the use of deadwood or branches as firewood;
- The harvesting of secondary forest products, such as barks, latex, mushrooms, medicinal or edible plants, stones and liana;
- The practice of hunting and traditional fishing;
- Grazing in the savannah, in clearings and the use of branches and leaves as fodder;
- The practice of subsistence agriculture;
- Grazing and water use rights.

**Article 253**.- The exercise of customary use rights is free in the rural forest estate for members of the village communities traditionally living near the estate and subject to compliance with restrictive rules laid down to meet management and protection requirements.

**Article 256**.- To the exception of the harvesting of deadwood and subject to the specific authorizations provided for by the classification instruments, the exercise of customary use rights shall be regulated in the classified state-owned forests and in registered production forests.

**Article 257**.- The classification instruments of a forest or the management plan of a production forest must provide for a sufficiently wide area within which the riparian populations can exercise their customary use rights.

**Article 258**.- The exercise of customary use rights in the area of hunting and wild game shall be limited to the use of the weapons and equipment that feature on the list drawn up by the Ministry responsible for Water Resources and Forestry.

The hunting only concerns unprotected animals.

Summary of non-forest activities carried out in the forest assessed, whether they are carried out by the certified institution or by other parties:

Non-forest activities carried out within the evaluated forest include agriculture, hunting, fishing, harvesting of non-timber forest products, etc.

Agriculture, hunting, fishing and harvesting of non-timber forest products are carried out by village communities in exercising their rights of use for subsistence needs.

A controlled hunting activity carried out by the workers was set up by the company for almost five years now. This is an initiative structured around the various forest base camps (Bambidié, Okondja Lélama) with a rigorous monitoring of catches.

Some areas of attraction of large mammals (backwaters, salt marshes for elephants in particular) within the SMFC make them vision tourism sites for visitors.
Pursuant to an agreement between CEB and Lutexfo-So forg Company, the latter set up a peeling factory in Lot 23 of the ZAC, on the riverside of the Ogooué (facing the Doumé village). Today, Lutexfo-So forg was liquidated and the plant closed down.

1.2 - Description of the forest stand

a) Description of the forest (s)

Forest type: tropical

Characteristics of the various forest types:

Four forest types are distinguished within the SMFC:

Type 1: Old-growth forest of miscellaneous woods and Okoumé (FAOK)

This forest is characterized by the abundance of Sorro (**Scyphocephalium ochocoa** - 14 to 40% of the stand of more than 60 cm in diameter) and Okoumé (10 to 20% of the stand) of large diameter. It has high species diversity, including many species of various usable woods. Okoumé generally has a normal structure, with a peak between 50 and 70 cm, and many trees that can reach large diameters. This forest usually witnesses a shortage in young Okoumé (diameter classes: 20-40 cm). The presence of large diameter trees among red wood species with a relatively slow growth helps describe this type of stand as old-growth forest.

It presents some variants of which the most specific are Béli forests (**Paraberlinia bifoliolata** - up to 15% of the stand in the Northwest of Lot 23) or Azobé forests (**Lophira alata**).

Type 2: Old-growth forest of miscellaneous woods without Okoumé (FAssOK)

This forest is essentially distinguished from the preceding by the absence of Okoumé. Basal area represented by trees over 60 cm in diameter is smaller than in Type I (5.5 m²/ha against about 8 m²/ha for Type I). One can notice the presence of very large diameter trees. It has two variants:

- **One where Okoumé is still present but very rare**, with a total absence of young stems. The Sorro represents only 17% of the population (only 7% in PI 10/99). Species such as the Béli, the Omvong (**Dialium pachyphyllum**, **D. lopense**) or the Mbanegue (**Gilbertiodendron pierreanum**) represent 5 to 6% of the stand.

- **The other where Okoumé is totally absent**: we are completely out of the range of this species. The Sorro represents 35 to 40% of the stand, the Ilomba (**Pycnanthus angolensis**) and the Engona (**Pentaclethra eetveldeana**) represent 6 to 8% of the stand.

Type 3: Young Okoumé forest (FJOK)

This forest is characterized by the abundance of Sorro and Okoumé, which represent respectively 29 and 30% of the total number of stems over 60 cm in diameter. Large-diameter trees are already present, but the structure of Okoumé stands, still abundant with numerous small diameter stems reflects the relative youth of this forest type (the Okoumé is typically a heliophilous species). The Okoumé regeneration is still present, and there are still some savannahs not yet closed (probably maintained by fire). However, we can notice a slight change in the structure of the Okoumé from an exponential structure to a bell-shaped structure with the appearance of a peak at the level of 50 – 60 cm diameter classes.
This forest type is certainly the result of a gradual recolonization of savannah and consequently shows a high degree of heterogeneity due to the spreading over time of this phase of recolonization: old gallery forests, savannah recently recolonized …

Type 4: Very Young Okoumé forest (FTJOK)

This type of stand is a set of forests / savannah mosaic with very young and very dense stands of Okoumé. The Okoumé represents 38 to 43% of the stand of more than 60 cm in diameter. The Engona and Sorro represent between 6 and 15% of the stand.

This forest has few large-diameter trees. Species such as Moabi, Kevazingo or Meliaceae … are virtually absent from these forests, not very rich in miscellaneous wood, mainly represented by Padouk (Pterocarpus soyauxii) and Movingui (Distemonanthus benthamianus).

Okoumé stands show a typical exponential structure. This forest has very strong potentials with regard to the regeneration of Okoumé. This type of stand is kept intact by savannah fires, which prevent recolonization of these savannahs by Okoumé, and the evolution of these stands towards types 1 and 3.

Surfaces represented by each of the forest types described above are distributed as follows:

<table>
<thead>
<tr>
<th>Forest type</th>
<th>Surface area (ha)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type 1: Old-growth forest of miscellaneous woods and Okoumé (FAOK)</td>
<td>295,905</td>
</tr>
<tr>
<td>Type 2: Old-growth forest of miscellaneous woods without Okoumé (FAssOK)</td>
<td>92,340</td>
</tr>
<tr>
<td>Type 3: Young Okoumé forest (FJOK)</td>
<td>139,262</td>
</tr>
<tr>
<td>Type 4: Very Young Okoumé forest (FTJOK)</td>
<td>89,203</td>
</tr>
</tbody>
</table>

b) List of major timber species, especially those sold, and of other species included in scope of certification:

Objective species:

The total potential of the forest is calculated taken into consideration four species groups, based on their ability to be marketed or not now or in the near future, depending on their ability to be processed locally (sawing, peeling, slicing) and finally according to their abundance with regard to species that need to be subject to a commercial promotion.

<table>
<thead>
<tr>
<th>Group 1</th>
<th>OKO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Okoumé I*</td>
<td>Ozigo</td>
</tr>
<tr>
<td>Okoumé II**</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group 2</th>
<th>Miscellaneous wood currently marketed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mahogany</td>
<td>Kosipo</td>
</tr>
<tr>
<td>Agba</td>
<td>Kotibé</td>
</tr>
<tr>
<td>Anzem noir</td>
<td>Moabi</td>
</tr>
<tr>
<td>Bahia</td>
<td>Movingui</td>
</tr>
<tr>
<td>Bossé clair</td>
<td>Ossabel</td>
</tr>
<tr>
<td>Dibétou</td>
<td>Padouk</td>
</tr>
<tr>
<td>Douka</td>
<td>Pau-rosa</td>
</tr>
<tr>
<td>Doussié blanc</td>
<td>Sapelli</td>
</tr>
<tr>
<td>Ebiara minkoul</td>
<td>Sipo</td>
</tr>
<tr>
<td>----------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Igaganga</td>
<td>Tali</td>
</tr>
<tr>
<td>Iroko</td>
<td>Tiama noir</td>
</tr>
<tr>
<td>Izombé</td>
<td>Milletia</td>
</tr>
<tr>
<td>Kévazingo</td>
<td></td>
</tr>
</tbody>
</table>

**Group 3**

Miscellaneous wood to be enhanced through local processing (peeling)

<table>
<thead>
<tr>
<th>Aïélé</th>
<th>Gombé</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andoung 66</td>
<td>Ilomba</td>
</tr>
<tr>
<td>Ekop</td>
<td>Olon</td>
</tr>
<tr>
<td>Ekoune</td>
<td>Onzabili</td>
</tr>
<tr>
<td>Faro</td>
<td>Tchitola</td>
</tr>
</tbody>
</table>

**Group 4**

Miscellaneous wood to be enhanced for log export or through local processing (sawmill)

<table>
<thead>
<tr>
<th>Azobé</th>
<th>Bilinga</th>
</tr>
</thead>
<tbody>
<tr>
<td>Béli</td>
<td>Niové</td>
</tr>
</tbody>
</table>

* First choice Okoumé to supply the export market or factories in Libreville (high transportation costs)
** Second choice Okoumé to supply local processing factories (sawmill, veneer)

**Dominant composition of the forest stand:** dense humid evergreen forest

**Location of the forest:** the massif lies inside the triangle bounded by the towns of Lastoursville, Okondja and Franceville.
- Latitude E/W: 12 degrees 30 minutes / 14 degrees 05 minutes
- Longitude N/S: 0 degrees 1 minute / 1 degrees 15 minutes

**Total audited forest area (awaiting the new area): 616,700 ha,** of which:
- under private management: 616,700 ha
- area under public management: 0 ha
- community forest: 0 ha
- production forest: 616,700 ha
  - classified as "plantation" 0 ha
  - mainly regenerated by planting or a combination of planting and coppice shoots of planted trees: 0 ha
  - mainly regenerated by natural regeneration or by a combination of natural regeneration and coppice shoots of naturally regenerated trees: 616,700 ha
- forest area or unprotected area of a commercial logging and managed primarily for
  - a conservation purpose: 15,737 ha
  - production of non-timber products or other services: 18,588 ha
- Forest classified as "High Conservation Value Forest (HCVF)": depending on the attribute taken into consideration (Biodiversity, Landscape, Specific ecosystems, Essential ecological services, Basic community needs, Cultural or traditional identity), areas differ and can often take the whole of the SMFC). The Study on High Conservation Value Forests (TEREA 2008) defined the attributes of high conservation value, located the main sites concerned but without quantifying them in specific terms.
c) List of high conservation values:
The conservation values of the SMFC presented below were identified and evaluated according to the ProForest "Tool Kit" and according to the recommendations of the National Workshop on the Interpretation of HCVFs for Gabon, held in Libreville from 31 March to 3 April 2008.

HCV1: Biodiversity
- HCV 4.1 A: The SMFC can accommodate wildlife moving freely between it and the Ivindo National Park. There is a transitional area between the park and the SMFC.
- HCV 4.1 B: CEB's SMFC is home to many animal species and especially vulnerable, threatened or endangered species. They represent High Conservation Values whose main threat in the CEB's SMFC is poaching.
- HCV 4.1 C: CEB's SMFC is home to many plant species and especially vulnerable, threatened or endangered species. They represent High Conservation Values whose main threat in the CEB's SMFC is logging.
- HCV 4.1 D: The SMFC includes areas with high levels of endemism, such as some swamp forests, with a particularly high specific diversity of endemic species

HCV2: Landscape
CEB's SMFC is contiguous with the landscape "Tri-National Dja-Odzala-Minkébé" (TRIDOM), therefore, it integrates conservation values similar to those identified for the Ivindo National Park (integrated in the landscape). It should however be noted that according to the discussions of the National Workshop on the Interpretation of HCVFs for Gabon (Libreville, March 2008), this value does not appear suitable for the Gabonese context insofar as the forest massif of Central Africa is not fragmented and is not threatened by the selective logging which is practiced there.

HCV3: Special ecosystems
- HCV 4.3-A: Rivers are a High Conservation Value with regard to preservation of the fish populations and drinking water supply.
- HCV 4.3-B: Swampy forests are High Conservation Values because these ecosystems are ecologically valuable and require special protection measures.
- HCV 4.3-C: Bays, salt marshes, backwaters frequently visited by large mammals are ecosystems with a particular interest and should be maintained.
- HCV 4.3-D: The cliffs of Okondja do have High Conservation Values as they are likely to shelter rare and or endemic species.

HCV4: Essential ecological services
- HCV 4.4-A: The forest protects streams and thus represents a conservation value. In fact, watercourses enable the supply of drinking water and protein (fishery products) to the populations.

HCV5: Basic community needs
- HCV 4.5-A: The forests where the main NTFPs are significantly and regularly harvested by local communities represent High Conservation Values.

HCV6: Traditional cultural identity
- HCV 4.6-A: Sites of cultural activities in local communities, whether or not integrated in agricultural series are of High Conservation Values.
d) List of chemical pesticides used in the forest and the reasons for their use:

The Certification and Environment Manager of the company has a list of active ingredients that are not approved by the FSC. No FSC unauthorized product is used on the site. The list of chemicals has been revised and updated (June 2013). This list includes:
- The nature of the products
- Harmful substances
- The users service
- The form of the product
- The first-aid gestures envisaged
- The storage method
- The type of PPE required for its use / handling.

Chemicals are stored in the warehouse according to their nature and safety data sheets were developed and displayed. This list was circulated to relevant departments (warehouse, infirmaries, etc.). It should be noted that since 2008, only one log treatment product (KOAT grume Aqua, Insecticide / Fungicide Active ingredient BIFENTHRINE: Approved by the FSC) is used within the company.

e) List of product categories included in the scope of certificate FM/COC and thus available for sale as FSC-certified products:

The list of products covered by the FSC certification is as follows:
- Miscellaneous woods and Okoumé logs.
- Okoumé stems meant for slicing.

1.3 - Description of the system and the forest management plan

1.3.1 Management principle:

Management method

The management method provides for:
- a per-volume management method in all UFGs
- a management method based on equal sizes in all AACs

Demarcation of UFGs

The SMFC is divided into two Forest Management Units - FMU:
- FMU No.1, with an area of 301,400 ha;
- FMU No.2, with an area of 315,300 ha.

Because of the economic difficulties the company facing, only FMU No. 2 is currently operated through the Lélama and Bambidié logging camps.

Each FMU is divided into 5 UFGs, each divided into 5 AACs and a management method based on equal sizes is applied in all AACs.

Rotation period: 25 years.

Selection of objective species:

Four groups are defined:
- Group 1: 2 species: Okoumé, Ozigo
- **Group 2:** 25 species: Acajou, Agba, Anzem noir, Bahia, Bossé clair, Dibéou, Douka, Doussié, Ébiara, Igaganga, Iroko, Izombé, Kévazingo, Kosipo, Kotibé, Moabi, Movingui, Ossabel, Padouk, Pau-rosa, Sapelli, Sipo, Tali, Tiama noir, Wengé

- **Group 3:** 10 species: Aïélé, Andoung, Ekop, Ekoune, Faro, Gombé, Ilomba, Onzabili, Tchitola

- **Group 4:** 4 species: Azobé, Béli, Bilinga, Niové

**Calculation of regeneration rates:**

The table below shows the restoration rate per species group for the selected rotation period:

<table>
<thead>
<tr>
<th>Species</th>
<th>Regeneration rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Okoumé (group 1)</td>
<td>85</td>
</tr>
<tr>
<td>Group 2</td>
<td>86</td>
</tr>
<tr>
<td>Group 3</td>
<td>75</td>
</tr>
<tr>
<td>Group 4</td>
<td>77</td>
</tr>
</tbody>
</table>

According to the Management Plan, only the regeneration rate of Andoug, Azobé, Faro and Gombé are below the threshold of 40% and may cause problems. Measures are proposed for these species. Indeed, for species whose regeneration threshold is less than 40%, the company increases the MCD. This is the case for example of Azobé (Regeneration rate of 27% initially, MCD increased from 80 to 90) and Andoug (Regeneration rate of 30% initially, MCD increased from 70 to 80). This increase has not been made for Faro and Gombe which have regeneration rates close to 40%, i.e. 39% and 38% respectively. Another measure adopted by the company regarding the restocking of felled areas within the framework of the silvicultural program of the company for species harvested at more than 2 feet on average per hectare.

**Fixing MCDs:**

The table below shows the Minimum Cut Diameters (MCD) and marketing (DMC) that are applied.

<table>
<thead>
<tr>
<th>Species</th>
<th>MCD</th>
<th>DMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mahogany</td>
<td>80</td>
<td>70</td>
</tr>
<tr>
<td>AFO</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>Agba</td>
<td>80</td>
<td>60*</td>
</tr>
<tr>
<td>Aïélé</td>
<td>80</td>
<td></td>
</tr>
<tr>
<td>Alen</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Alep</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Alone</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Andoung</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Angueuk</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Anzem noir</td>
<td>70</td>
<td>60</td>
</tr>
<tr>
<td>Azobé</td>
<td>80</td>
<td></td>
</tr>
<tr>
<td>Bahia</td>
<td>60</td>
<td>50</td>
</tr>
<tr>
<td>Béli</td>
<td>70</td>
<td>70*</td>
</tr>
<tr>
<td>Bilinga</td>
<td>80</td>
<td>70</td>
</tr>
<tr>
<td>Bossé clair</td>
<td>60</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Species</th>
<th>MCD</th>
<th>DMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gombé</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Igaganga</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Ilomba</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Iroko</td>
<td>80</td>
<td>50*</td>
</tr>
<tr>
<td>Izombé</td>
<td>80</td>
<td>60</td>
</tr>
<tr>
<td>Kévazingo</td>
<td>90</td>
<td>60*</td>
</tr>
<tr>
<td>Kosipo</td>
<td>90</td>
<td>80</td>
</tr>
<tr>
<td>Kotibé</td>
<td>70</td>
<td>50</td>
</tr>
<tr>
<td>Limbali</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Longhi</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Mowingui</td>
<td>70</td>
<td>60</td>
</tr>
<tr>
<td>Niové</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>Okoumé</td>
<td>70</td>
<td>70</td>
</tr>
<tr>
<td>Onl</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>Onzabili</td>
<td>60</td>
<td></td>
</tr>
</tbody>
</table>
Establishment and management objectives:

**Main objective:** ensure a sustained supply of quality timber.

**Associated objectives:**
- Industrial objective: development of first and second processing factories adapted to the forest’s allowable cut
- Social objective: respecting the rights and obligations of all parties, sharing the benefits derived from forests, contributing to the improvement of public health and education
- Environmental objective: 2.5% of the total area of the massif to be developed set aside
- Research and development objective: system of permanent plots to monitor the population dynamics (growth, mortality, regeneration)

Effectiveness with regard to the forest’s history:

The tables below show the trend of CEB log production for the period 2007-2011:

**Table 1:** Harvesting rate of species with a volume ≥ 500 m³ over the period 2007-2011 (FMU 1-UFG 2)

<table>
<thead>
<tr>
<th>SPECIES</th>
<th>Number of tallied feet</th>
<th>Number of sorted feet</th>
<th>Number of felled feet</th>
<th>Harvesting rate FMU 1-UFG 2</th>
<th>Harvesting rate of sorted feet FMU 1-UFG 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAHOGANY</td>
<td>80</td>
<td>52</td>
<td>68</td>
<td>85%</td>
<td>131%</td>
</tr>
</tbody>
</table>
It should be noted that the sorting is performed before logging and helps adapt the choice of trees based on market conditions and industry. The sorting is carried out through prospecting cards on which were entered:
- The track network
- The boundaries of operations units or "crests"
- The layout of skidding paths
- All inventoried trees and their prospecting number.

A sorting card is issued for each "crest". Operating maps are established based on the sorting data. Considering customer orders, it often happens that reruns are made in areas where logging has already taken place to exploit the feet that had not been sorted during the first operation. This explains the differences in the logging balance sheet between the feet sorted and the feet felled. In this case, operating maps are updated automatically and sent to the cartography service for an update of computer data. The failure to return the new sorting maps to the cartography service may also explain some of these differences.

From every indication this measure, which allows a permanent update of operating data was not in place in 2007. It was implemented progressively as from 2008.

The harvesting rates (HR) achieved by CEB are higher than those estimated in the management plan (MP) for the following species:
- Okoumé (92% against 70%),
- Acajou (85% against 70%),
- Padouk (77% against 70%),
- Bahia (82% against 70%; currently excluded from operations)

Harvesting rates achieved by CEB are lower than those estimated in the MP for the Dibetou, Iroko, Moabi (currently excluded from operations) Movingui, Okan, Tali, whose HR was estimated at 70% and 90% for the Moabi.

Given that inventories are not exhaustive for species that are not the main species, and the methodology differs from that used in the management inventories, harvesting rates are quite random. Therefore, one cannot determine these rates for their potential use in other analyses.
The results should be taken with caution since harvesting rates mostly for miscellaneous woods, are highly dependent on market developments and any orders placed with CEB. They can be highly variable from one AAC or UFG to another, and from one year to another.

### Table 2: Comparison of estimates of the management plan and CEB's achievement (Harvestable volumes, m3) – AAC 2007 – 2009 (FMU1-UFG2) = (AAC closed)

<table>
<thead>
<tr>
<th>Species</th>
<th>Group</th>
<th>Operating ratio OR(%)</th>
<th>CEB’s achievement</th>
<th>MP estimates</th>
<th>Achievement rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OKOUME</td>
<td>1a</td>
<td>70%</td>
<td>69,653</td>
<td>108,547</td>
<td>76,580</td>
</tr>
<tr>
<td>OZIGO</td>
<td>1b</td>
<td>70%</td>
<td>22</td>
<td>22</td>
<td>0.67</td>
</tr>
<tr>
<td>MAHOGANY</td>
<td>2</td>
<td>70%</td>
<td>118</td>
<td>251</td>
<td>182</td>
</tr>
<tr>
<td>BAHIA</td>
<td>2</td>
<td>50%</td>
<td>925</td>
<td>933</td>
<td>966</td>
</tr>
<tr>
<td>BOSSE CLAIR</td>
<td>2</td>
<td>70%</td>
<td>9</td>
<td>43</td>
<td>93</td>
</tr>
<tr>
<td>DIBETOU</td>
<td>2</td>
<td>70%</td>
<td>123</td>
<td>320</td>
<td>304</td>
</tr>
<tr>
<td>DOUKA</td>
<td>2</td>
<td>90%</td>
<td>15</td>
<td>35</td>
<td>50</td>
</tr>
<tr>
<td>DOUSSIE</td>
<td>2</td>
<td>70%</td>
<td>5</td>
<td>41</td>
<td>78</td>
</tr>
<tr>
<td>EBIARA</td>
<td>2</td>
<td>70%</td>
<td>187</td>
<td>117</td>
<td>338</td>
</tr>
<tr>
<td>IGAGANGA</td>
<td>2</td>
<td>50%</td>
<td>53</td>
<td>15</td>
<td>78</td>
</tr>
<tr>
<td>IROKO</td>
<td>2</td>
<td>70%</td>
<td>904</td>
<td>406</td>
<td>863</td>
</tr>
<tr>
<td>IZOMBE</td>
<td>2</td>
<td>70%</td>
<td>167</td>
<td>35</td>
<td>25</td>
</tr>
<tr>
<td>KEVAZINGO</td>
<td>2</td>
<td>90%</td>
<td>24</td>
<td>24</td>
<td>-</td>
</tr>
<tr>
<td>KOSIPO</td>
<td>2</td>
<td>70%</td>
<td>33</td>
<td>33</td>
<td>-</td>
</tr>
<tr>
<td>KOTIBÉ</td>
<td>2</td>
<td>60%</td>
<td>45</td>
<td>40</td>
<td>122</td>
</tr>
<tr>
<td>MOABI</td>
<td>2</td>
<td>90%</td>
<td>117</td>
<td>50</td>
<td>166</td>
</tr>
<tr>
<td>MOVINGUI</td>
<td>2</td>
<td>70%</td>
<td>1,286</td>
<td>1,130</td>
<td>4,500</td>
</tr>
<tr>
<td>PADOUK</td>
<td>2</td>
<td>70%</td>
<td>721</td>
<td>820</td>
<td>1,655</td>
</tr>
<tr>
<td>SIPO</td>
<td>2</td>
<td>70%</td>
<td>36</td>
<td>151</td>
<td>180</td>
</tr>
<tr>
<td>TALI</td>
<td>2</td>
<td>70%</td>
<td>147</td>
<td>139</td>
<td>526</td>
</tr>
<tr>
<td>TIAMA</td>
<td>2</td>
<td>70%</td>
<td>19</td>
<td>30</td>
<td>49</td>
</tr>
<tr>
<td>WENGÉ</td>
<td>2</td>
<td>90%</td>
<td>16</td>
<td>16</td>
<td>45</td>
</tr>
<tr>
<td>OSSABÉL</td>
<td>2</td>
<td>70%</td>
<td>27</td>
<td>41</td>
<td>27</td>
</tr>
<tr>
<td>AILEE</td>
<td>3</td>
<td>80%</td>
<td>6</td>
<td>20</td>
<td>55</td>
</tr>
<tr>
<td>ANDOUNG 66</td>
<td>3</td>
<td>80%</td>
<td>28</td>
<td>10</td>
<td>38</td>
</tr>
<tr>
<td>EKOUNE</td>
<td>3</td>
<td>80%</td>
<td>18</td>
<td>13</td>
<td>31</td>
</tr>
<tr>
<td>ILOMBA</td>
<td>3</td>
<td>80%</td>
<td>59</td>
<td>33</td>
<td>23</td>
</tr>
<tr>
<td>TCHITOLA</td>
<td>3</td>
<td>70%</td>
<td>16</td>
<td>16</td>
<td>-</td>
</tr>
<tr>
<td>AZOBE</td>
<td>4</td>
<td>60%</td>
<td>10</td>
<td>9</td>
<td>356</td>
</tr>
<tr>
<td>BELI</td>
<td>4</td>
<td>60%</td>
<td>286</td>
<td>13</td>
<td>-</td>
</tr>
<tr>
<td>BILINGA</td>
<td>4</td>
<td>70%</td>
<td>13</td>
<td>13</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>75,025</td>
<td>113,265</td>
<td>87,049</td>
<td>275,339</td>
</tr>
<tr>
<td><strong>Group 2 Total</strong></td>
<td></td>
<td>4,932</td>
<td>4,624</td>
<td>10,013</td>
<td>19,568</td>
</tr>
<tr>
<td><strong>Group 3 Total</strong></td>
<td></td>
<td>109</td>
<td>72</td>
<td>101</td>
<td>281</td>
</tr>
<tr>
<td><strong>Group 4 Total</strong></td>
<td></td>
<td>309</td>
<td>22</td>
<td>356</td>
<td>687</td>
</tr>
<tr>
<td><strong>Miscellaneous wood total</strong></td>
<td></td>
<td>5,350</td>
<td>4,718</td>
<td>10,469</td>
<td>20,537</td>
</tr>
</tbody>
</table>

The allowable cut provided for in the management plan on AAC 2007 to 2009 is exploited at 40% (Table 2), value below the legal requirements (the allowable cut exploited should range between 85% and 115% of the effective allowable
cut of the UFG). This can be explained by the fact that CEB could not find a market for all the objective species defined in the management plan.

The estimated allowable cut of Okoumé was achieved by CEB up to 55%. This is not surprising if we look at the difference between the densities obtained from the management and logging inventories and the number of Okoumé feet deemed economically inaccessible. The harvesting rate of Okoumé (91%) which is higher than what was envisaged in the MP can not really explain this difference.

The harvestable allowable cut of Group 2 of miscellaneous wood (marketable species) was achieved up to 43%. Miscellaneous wood species meant for peeling (group 3) have been very little exploited compared with the estimated allowable cut (less than 1%). The achievement rate of group 4 (species meant for sawing) reaches 8% of the estimated allowable cut. In total, only 9% of the allowable cuts of miscellaneous wood were exploited by CEB. This is largely explained by the fact that CEB did not find any market for these species.

### Table 3: Harvesting rate of species with a volume ≥ 500 m³ over the period 2007 – 2011 – FMU 2-UFG 2 – Lot 1

<table>
<thead>
<tr>
<th>SPECIES</th>
<th>Number of tallied feet</th>
<th>Number of sorted feet</th>
<th>Number of felled feet</th>
<th>Harvesting rate FMU 2- UFG 2 - Lot 1</th>
<th>Harvesting rate of sorted feet FMU 2-UFG 2 - Lot 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>BAHIA</td>
<td>747</td>
<td>131</td>
<td>116</td>
<td>16%</td>
<td>89%</td>
</tr>
<tr>
<td>DIBETOU</td>
<td>232</td>
<td>71</td>
<td>68</td>
<td>29%</td>
<td>96%</td>
</tr>
<tr>
<td>MOVINGUI</td>
<td>1,686</td>
<td>333</td>
<td>335</td>
<td>20%</td>
<td>101%</td>
</tr>
<tr>
<td>OKAN</td>
<td>141</td>
<td>54</td>
<td>46</td>
<td>33%</td>
<td>85%</td>
</tr>
<tr>
<td>OKOUME</td>
<td>43,432</td>
<td>13,580</td>
<td>13950</td>
<td>32%</td>
<td>103%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>46,238</td>
<td>14,169</td>
<td>14,515</td>
<td>31%</td>
<td>102%</td>
</tr>
</tbody>
</table>

### Table 4: Harvesting rate of species with a volume ≥ 500 m³ over the period 2007 – 2011 – FMU 2-UFG 2 – Lot 2

<table>
<thead>
<tr>
<th>SPECIES</th>
<th>Number of tallied feet</th>
<th>Number of sorted feet</th>
<th>Number of felled feet</th>
<th>Harvesting rate FMU 2- UFG 2 - Lot 2</th>
<th>Harvesting rate of sorted feet FMU 2-UFG 2 - Lot 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAHOGANY</td>
<td>540</td>
<td>264</td>
<td>328</td>
<td>61%</td>
<td>124%</td>
</tr>
<tr>
<td>AGBA</td>
<td>946</td>
<td>640</td>
<td>1,117</td>
<td>118%</td>
<td>175%</td>
</tr>
<tr>
<td>ANDOUNG 66</td>
<td>894</td>
<td>0</td>
<td>106</td>
<td>12%</td>
<td>-</td>
</tr>
<tr>
<td>BELI</td>
<td>14193</td>
<td>0</td>
<td>464</td>
<td>3%</td>
<td>-</td>
</tr>
<tr>
<td>BILINGA</td>
<td>226</td>
<td>79</td>
<td>108</td>
<td>48%</td>
<td>137%</td>
</tr>
<tr>
<td>DIBETOU</td>
<td>267</td>
<td>80</td>
<td>155</td>
<td>58%</td>
<td>194%</td>
</tr>
<tr>
<td>IROKO</td>
<td>523</td>
<td>239</td>
<td>266</td>
<td>51%</td>
<td>111%</td>
</tr>
<tr>
<td>IZOMBE</td>
<td>408</td>
<td>301</td>
<td>391</td>
<td>96%</td>
<td>130%</td>
</tr>
<tr>
<td>KEVAZINGO</td>
<td>529</td>
<td>344</td>
<td>399</td>
<td>75%</td>
<td>116%</td>
</tr>
<tr>
<td>KOTIBE</td>
<td>456</td>
<td>254</td>
<td>317</td>
<td>70%</td>
<td>125%</td>
</tr>
</tbody>
</table>
The species highlighted in orange have harvesting rates higher than 100%, reflecting poor efforts in sorting (or inventory for Agba).

For all species whose exploited volume between 2007 and 2011 is \( \geq 500 \) m\(^3\), the overall harvesting rate is equal to 31% in Lot 1 and 42% in Lot 2. As concerns Okoumé, the harvesting rates are respectively 32% and 68%.

In general, for the main species exploited, the harvesting rate is higher in Lot 2. The harvesting rate of Okoumé is 2 times higher in Lot 2 (Milolé zone). In addition, the number of miscellaneous wood exploited beyond 500 m\(^3\) is significantly higher in Lot 2. This gap comes from the forest structure, significantly different between the two groups, since the Milolé zone (Lot 1) is made up of forest without Okoumé (Okoumé rare but present, 43%) and old-growth Okoumé and Béli forest (57%), where Okoumé is present in lower density but where there are very large diameter stems. It is in this zone that the harvesting rate is the closest to that estimated in the MP.

**Table 5: Comparison of harvestable volumes estimated in the MP collected by CEB (AAC 2007 – 2009) (FMU 2-UFG 2)**

<table>
<thead>
<tr>
<th>Species</th>
<th>Harvested volume CEB (AAC 2007 - 2009)</th>
<th>Estimated volumes MP</th>
<th>Achieve ment rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gross / ha</td>
<td>Harvestable / ha</td>
<td>Harvestable /ha readjusted* AAC 2007-2009</td>
</tr>
<tr>
<td>Lot 1</td>
<td>106,130</td>
<td>28.21</td>
<td>20.20</td>
</tr>
<tr>
<td>OKOUME</td>
<td>101,961</td>
<td>20.61</td>
<td>14.43</td>
</tr>
<tr>
<td>OZIGO</td>
<td>22</td>
<td>0.23</td>
<td>0.16</td>
</tr>
<tr>
<td>Group 2</td>
<td>4,081</td>
<td>1.06</td>
<td>0.73</td>
</tr>
<tr>
<td>Group 3</td>
<td>28</td>
<td>5.53</td>
<td>4.42</td>
</tr>
<tr>
<td>Group 4</td>
<td>37</td>
<td>0.78</td>
<td>0.47</td>
</tr>
<tr>
<td>Lot 2</td>
<td>174,884</td>
<td>33.17</td>
<td>23.32</td>
</tr>
<tr>
<td>OKOUME</td>
<td>95,327</td>
<td>6.37</td>
<td>4.46</td>
</tr>
<tr>
<td>OZIGO</td>
<td>46</td>
<td>1.69</td>
<td>1.18</td>
</tr>
<tr>
<td>Group 2</td>
<td>76,299</td>
<td>6.09</td>
<td>4.47</td>
</tr>
</tbody>
</table>

*The species highlighted in orange have harvesting rates higher than 100%, reflecting poor efforts in sorting (or inventory for Agba).
Generally, the exploitable allowable cut estimated building on management inventories is higher than that obtained from logging inventories. In fact, only 29% and 28% of the allowable cut were harvested from Lot 1 and Lot 2 all species combined.

The achievement rate of the allowable cut of Ozigo is close to 0% because it is no longer subject to logging since the implementation of Decree No. 0137 putting in reserve certain plant species in 2009. As for groups 3 and 4 of miscellaneous wood, the achievement rates are low, and this can be explained by the fact that CEB did not find any market for these species. However, miscellaneous wood of group 2 (meant for peeling), were exploited up to 31% and 64% of the harvestable allowable cut estimated in the management plan.

The allowable cut of Okoumé was harvested up to 39% in Lot 1 and 80% in Lot 2. The difference can be explained by the harvesting rate, significantly higher in Lot 2 (Milolé zone) which has a unique structure in terms of quality and diameters for Okoumés.

<table>
<thead>
<tr>
<th>Species</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>Average 2007 - 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAHOGANY</td>
<td>58%</td>
<td>99%</td>
<td>100%</td>
<td>97%</td>
<td>81%</td>
<td>87%</td>
</tr>
<tr>
<td>AGBA</td>
<td>61%</td>
<td>105%</td>
<td>97%</td>
<td>96%</td>
<td>87%</td>
<td>89%</td>
</tr>
<tr>
<td>OTHER</td>
<td>41%</td>
<td>49%</td>
<td>37%</td>
<td>25%</td>
<td>47%</td>
<td>40%</td>
</tr>
<tr>
<td>AZOBE</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>125%</td>
<td>81%</td>
<td>41%</td>
</tr>
<tr>
<td>BAHIA</td>
<td>74%</td>
<td>93%</td>
<td>74%</td>
<td></td>
<td></td>
<td>80%</td>
</tr>
<tr>
<td>BELI</td>
<td>67%</td>
<td>64%</td>
<td>19%</td>
<td>9%</td>
<td>5%</td>
<td>33%</td>
</tr>
<tr>
<td>BOSSE CLAIR</td>
<td>55%</td>
<td>116%</td>
<td>92%</td>
<td>91%</td>
<td>50%</td>
<td>81%</td>
</tr>
<tr>
<td>DIBETOU</td>
<td>66%</td>
<td>103%</td>
<td>97%</td>
<td>98%</td>
<td>109%</td>
<td>95%</td>
</tr>
<tr>
<td>DOUKA</td>
<td>56%</td>
<td>116%</td>
<td></td>
<td></td>
<td></td>
<td>86%</td>
</tr>
<tr>
<td>EBIARA</td>
<td>53%</td>
<td>90%</td>
<td>55%</td>
<td>59%</td>
<td>0%</td>
<td>51%</td>
</tr>
<tr>
<td>EVEUSS</td>
<td>6%</td>
<td>6%</td>
<td>1%</td>
<td>7%</td>
<td>23%</td>
<td>9%</td>
</tr>
<tr>
<td>GOMBE</td>
<td></td>
<td></td>
<td></td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>ILOMBA</td>
<td>0%</td>
<td>0%</td>
<td>34%</td>
<td>0%</td>
<td>0%</td>
<td>7%</td>
</tr>
<tr>
<td>IROKO</td>
<td>72%</td>
<td>95%</td>
<td>89%</td>
<td>99%</td>
<td>89%</td>
<td>89%</td>
</tr>
<tr>
<td>IZOMBE</td>
<td>64%</td>
<td>84%</td>
<td>96%</td>
<td>98%</td>
<td>82%</td>
<td>85%</td>
</tr>
<tr>
<td>KEVAZINGO</td>
<td>63%</td>
<td>129%</td>
<td>92%</td>
<td>104%</td>
<td>88%</td>
<td>95%</td>
</tr>
<tr>
<td>KOTIBE</td>
<td>49%</td>
<td>96%</td>
<td>88%</td>
<td>182%</td>
<td>86%</td>
<td>100%</td>
</tr>
<tr>
<td>LIMBALI</td>
<td>0%</td>
<td></td>
<td>0%</td>
<td>20%</td>
<td>90%</td>
<td>28%</td>
</tr>
<tr>
<td>LONGHI</td>
<td>0%</td>
<td>28%</td>
<td>29%</td>
<td>117%</td>
<td>77%</td>
<td>50%</td>
</tr>
<tr>
<td>MOABI</td>
<td>60%</td>
<td>120%</td>
<td>12%</td>
<td></td>
<td></td>
<td>64%</td>
</tr>
<tr>
<td>MOVINGUI</td>
<td>57%</td>
<td>98%</td>
<td>85%</td>
<td>100%</td>
<td>85%</td>
<td>85%</td>
</tr>
<tr>
<td>OKAN</td>
<td>51%</td>
<td>70%</td>
<td>87%</td>
<td>88%</td>
<td>90%</td>
<td>77%</td>
</tr>
<tr>
<td>OKOUME</td>
<td>76%</td>
<td>86%</td>
<td>82%</td>
<td>91%</td>
<td>82%</td>
<td>84%</td>
</tr>
<tr>
<td>OSSABEL</td>
<td>43%</td>
<td>95%</td>
<td>84%</td>
<td></td>
<td></td>
<td>83%</td>
</tr>
<tr>
<td>PADOUK</td>
<td>62%</td>
<td>96%</td>
<td>87%</td>
<td>91%</td>
<td>84%</td>
<td>84%</td>
</tr>
<tr>
<td>SAPELLI</td>
<td>55%</td>
<td>98%</td>
<td></td>
<td>103%</td>
<td>104%</td>
<td>87% 89%</td>
</tr>
<tr>
<td>SIPO</td>
<td>58%</td>
<td>116%</td>
<td>97%</td>
<td>138%</td>
<td>89%</td>
<td>100%</td>
</tr>
<tr>
<td>SORRO</td>
<td>17%</td>
<td>43%</td>
<td>3%</td>
<td>6%</td>
<td>1%</td>
<td>14%</td>
</tr>
<tr>
<td>TALI</td>
<td>48%</td>
<td>88%</td>
<td>83%</td>
<td>105%</td>
<td>84%</td>
<td>82%</td>
</tr>
</tbody>
</table>
### Table 7: Marketing rate per species and per year (FMU 2-UFG 2)

<table>
<thead>
<tr>
<th>Species</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>Average 2007 - 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIAMA</td>
<td>59%</td>
<td>110%</td>
<td>104%</td>
<td></td>
<td></td>
<td>91%</td>
</tr>
<tr>
<td>Overall coefficient</td>
<td>82%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Cells highlighted in orange correspond to coefficients ≥ 100%, something which is theoretically impossible, and which is certainly due to shifts in the felling and hauling dates. It is therefore preferable to use the more realistic average coefficient between 2008 and 2011, for the remainder of the study.*

In both cases, Okoumé has a marketing rate close to 85%, as envisaged in the management plan.

1.3.5- Summary of the management plan
a) Preparation and approval of the management plan

The Management plan of the SMFC was prepared in accordance with the national sustainable management policy and standards as set out in article 17 of law 16/01 (organization of Forest Concession Under Sustainable Management, Minimum Diameter, Rotation and regeneration rate, Logging inventory). It was prepared by the management unit of CEB.

The management plan was submitted and approved by the Minister of Water Resources and Forestry in 2000.

It was subsequently subject to a review that was validated on 21 May 2004 by the administration. The second review of this management plan is currently underway.

b) Management method – division of the SMFC into FMUs

Based on its surface area and considering the production capacity of CEB’s logging camps, the SMFC is divided into two Forest Management Units (FMU) including FMU No. 1, with an area of 301,400 ha and FMU No. 2, exploited at first from the Lélama site, then from the Bambidié site, with an area of 315,300 ha.

To comply with the law No.16 /01 of 31 December 2001 (Article 97 of the Forestry Code), a new division of the SMFC into three management units of 200,000 ha each, is underway and will be incorporated into the revised management plan.

Each FMU is divided into 5 UFGs, each divided into 5 Annual Allowable Cut (AAC).

c) Per-volume management method in all UFGs

Each UFG is demarcated according to production targets over the 7 years during which it is logged and within the limits of the allowable cut of the UFA. The limiting factor for the feasibility of the management over the first 10 years is first choice Okoumé, whose production is being gradually reduced: the approach to begin with is to determine for the first two UFGs the total potential in Okoume I. The area of these UFGs is then determined based on this potential. Other UFGs are demarcated so as to have a constant volume by integrating the enhancement of Group 3 and 4 species as processing industries develop.

d) Management method based on equal sizes in all AACs

Management Plans enable to break up each UFG into 5 AACs of roughly equivalent area (respecting natural boundaries), as inventory management does not allow an accurate estimate of AACs’ volumes.

e) Selection of cutting rotation

The choice of rotation is determined based on the results from the calculations of regeneration rates per forest type on the one hand, which set a minimum consistent with the imperatives of sustainable management, and on the other hand, from the forest potential estimated by the management inventory. According to the law, the duration of the rotation must be greater than or equal to 20 years.

Calculations are made on a group of commercial species or "objective species" chosen among all exploitable species according to their abundance in the FMU, the expected market demand and the needs of processing units. This group of "objective species" includes at least 25 commercial species and represents at least 75 % of the potential in the management plan.
According to the application decree 689/PR/MEFEPEPN of 12/08/04, the regeneration rate of stands between the first and the second operation must be greater than 75% for Okoumé, 70% for all objective species except for Okoumé, at least 40% for miscellaneous wood individually.

The duration of the management plan's implementation is 25 years. It therefore covers the period 2000-2024. It took effect as from 4 September 2000 and has been reviewed for economic reasons. The implementation of this reviewed management plan is scheduled for 01/2004.

f) Assumptions

The assumptions used in the modeling of changes in stands between the inventory and logging are based on data from the research conducted in the African dense forest and are low assumptions in a bid to avoid overestimating harvestable volumes.

Management and harvest goals provided in the management plan are based on a discussion on the following parameters: selection of objective species, selection of the duration of the cutting cycle, the selection of minimum diameters, the calculation of possibilities in volume, the definition of the plat and harvest forecasts.

However, the review of the management plan expected after the closing of the second UFG, that is end of 2009, is ongoing and provides for the integration of social, political and economic changes in the long term, given the many approximations necessary for the execution of the management plan, and the possible evolution of knowledge.

1.3.6- Forest management follow-up/monitoring procedures

In support of the management, a convention is established between CEB and the Faculty of Agricultural Sciences of Gembloux (FUSAGx) and the NGO Nature +. This convention aims to provide technical assistance to CEB in the implementation of the forest enrichment technique, ensure the scientific monitoring of this technique and improve the procedures, to follow up and complete the permanent devices for the study of the ecology of commercial species. These structures carry out applied research within the SMFC. The idea is to eventually inform the company through the results obtained on the population of species exploited in view of ensuring sustainable production. Within the framework of this convention, research mechanisms were set up and aimed in particular to monitor the population dynamics (growth, mortality, etc.) and refine the management parameters. Logging gaps reforestation techniques are developed to assist the regeneration of some commercial species.

As part of growth monitoring, 4 sample plots to monitor the growth of Okoumé and a phenological and growth follow-up mechanism for Moabi Douka (species identified as problematic in the Management Plan and confirmed by the decree of 2009 prohibiting their logging) have been put in place and are followed up annually.

Provenance trials and genetic studies are conducted on two species, the Tali and Movingui. A mission in 2013 is expected to make an initial summary of the data and an assessment of the very first results.

A study on the ecology of the hazelnut tree (Coula edulis) as part of a PhD dissertation in partnership with the University of Gembloux is underway. Data are available and some have been published.
Another study assessing the role of gorillas in the seed dispersal is being conducted.

Plantations / enrichments are carried out in felled areas, degraded forests and forests/savannah mosaics. It should be noted that some felled areas are monitored after enrichment. In 2011 about 5,421 plants were introduced in the various sites and about 2,074 in 2012.

All monitoring activities are subject to annual monitoring report.

A better understanding of regeneration processes and especially the colonization of savannah by forest, can only lead to an improvement of the forest management techniques implemented. Similarly, dendrometric monitoring of sample plots contributes to increase knowledge about the pace of restoration of the species.

1.3.7- Management structures introduced by the certified institution

Since the departure of Mr. Philippe JEANMART, Operations Manager and cumulatively Head of the Management Unit, there was no replacement as far as management responsibilities are concerned. However, the company still has the counsel support of TEREAA, a consulting firm, with regard to management per se. The running of the Management Unit is coordinated by the Operations Manager and his deputy having under their responsibility the Inventory Service, the Operations Service, the Support Office for Village Environment, the Certification Unit, the Wildlife and Hunting Service.

1.3.8- Summary of monitoring and surveillance procedures of the certified organization

The Standards Control Brigade is specifically in charge of the monitoring and evaluation of forest activities. Controls cover all logging operations: road opening, skid trail, demarcation, logging inventory, etc. The non-compliance with certain requirements leads to the establishment of non-conformity sheets addressed to the service head, who should report back once the corrective actions are taken. In addition, the operations department ensures, in particular, a monthly qualitative monitoring of fellings whose results do have an impact on the monthly premiums of the fellers.

The possible improvements of forestry operations that can be detected during this short-term follow-up and internal audits will be included in the annual operations plans and procedures, as well as during the review of management plans.

1.4. Harvesting and production

Logs production for the year 2012 is as follows (in m$^3$):

<table>
<thead>
<tr>
<th>Type of species</th>
<th>Species</th>
<th>Export volume</th>
<th>Sawmill volume</th>
<th>Total Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>OKO</td>
<td>Okoumé</td>
<td>55,257</td>
<td>41,451</td>
<td>96,708</td>
</tr>
<tr>
<td></td>
<td>Ozigo</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The tables below show the allowable cut of the SMFC under the current division into two FMUs (pending forecasts according the new division into 3 FMUs) and the annual production per species group:

**Theoretical allowable cut of the SMFC (in m$^3$):**
### Theoretical allowable cut per UFG and species groups - FMU 1

<table>
<thead>
<tr>
<th>UFA 1</th>
<th>UFG 1</th>
<th>UFG 2</th>
<th>UFG 3 - lot 1</th>
<th>UFG 3 - lot 2</th>
<th>UFG 4 - lot 1</th>
<th>UFG 4 - lot 2</th>
<th>UFG 5</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>51 330 ha</td>
<td>42 920 ha</td>
<td>65 150 ha</td>
<td>34 820 ha</td>
<td>22 480 ha</td>
<td>25 120 ha</td>
<td>45 880 ha</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>267 880 ha</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Okoumé</td>
<td>1 107 861 m³</td>
<td>1 186 012 m³</td>
<td>74 246 m³</td>
<td>358 568 m³</td>
<td>581 908 m³</td>
<td>258 117 m³</td>
<td>525 463 m³</td>
<td>4 225 146 m³</td>
</tr>
<tr>
<td>Okoumé</td>
<td>21.6 / ha</td>
<td>27.2 / ha</td>
<td>1.1 / ha</td>
<td>10.3 / ha</td>
<td>26.3 / ha</td>
<td>11.9 / ha</td>
<td>13.7 / ha</td>
<td>15 m³ / ha</td>
</tr>
<tr>
<td>Ozigo</td>
<td>57 515 m³</td>
<td>28 907 m³</td>
<td>110 481 m³</td>
<td>103 562 m³</td>
<td>18 712 m³</td>
<td>87 980 m³</td>
<td>201 679 m³</td>
<td>608 816 m³</td>
</tr>
<tr>
<td>Ozigo</td>
<td>1.1 / ha</td>
<td>0.7 / ha</td>
<td>1.7 / ha</td>
<td>3.0 / ha</td>
<td>0.8 / ha</td>
<td>3.5 / ha</td>
<td>4.4 / ha</td>
<td>4 m³ / ha</td>
</tr>
<tr>
<td>Groupe 2</td>
<td>267 465 m³</td>
<td>124 013 m³</td>
<td>168 602 m³</td>
<td>124 516 m³</td>
<td>59 176 m³</td>
<td>75 357 m³</td>
<td>255 261 m³</td>
<td>1 074 361 m³</td>
</tr>
<tr>
<td>Groupe 3</td>
<td>608 876 m³</td>
<td>375 344 m³</td>
<td>466 018 m³</td>
<td>230 404 m³</td>
<td>136 974 m³</td>
<td>180 648 m³</td>
<td>331 050 m³</td>
<td>2 333 314 m³</td>
</tr>
<tr>
<td>Groupe 4</td>
<td>73 458 m³</td>
<td>25 773 m³</td>
<td>37 136 m³</td>
<td>56 879 m³</td>
<td>4 267 m³</td>
<td>84 875 m³</td>
<td>322 983 m³</td>
<td>604 371 m³</td>
</tr>
<tr>
<td>Groupe 4</td>
<td>1.4 / ha</td>
<td>0.6 / ha</td>
<td>0.6 / ha</td>
<td>1.6 / ha</td>
<td>0.2 / ha</td>
<td>3.4 / ha</td>
<td>7.0 / ha</td>
<td>2 m³ / ha</td>
</tr>
<tr>
<td>Total</td>
<td>2 115 166 m³</td>
<td>1 722 049 m³</td>
<td>958 482 m³</td>
<td>872 927 m³</td>
<td>813 032 m³</td>
<td>726 958 m³</td>
<td>1 737 415 m³</td>
<td>8 846 028 m³</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>41 m³ / ha</th>
<th>40 m³ / ha</th>
<th>13 m³ / ha</th>
<th>25 m³ / ha</th>
<th>36 m³ / ha</th>
<th>29 m³ / ha</th>
<th>38 m³ / ha</th>
<th>31 m³ / ha</th>
</tr>
</thead>
</table>

### Theoretical allowable cut per UFG and species groups - FMU 2
### UFA 2

<table>
<thead>
<tr>
<th>Lesame</th>
<th>Bambidle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lélamé</td>
<td>Bambidle</td>
</tr>
</tbody>
</table>

#### Essences / groupes

<table>
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<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Okoumé</td>
<td>Groupe 2</td>
<td>Groupe 3</td>
<td>Groupe 4</td>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Group 4

- **Ozigo**: 1301 563 m³
  - 14 975 m³
  - 731 466 m³
  - 283 519 m³
  - 526 223 m³
  - 436 954 m³
  - 716 683 m³
  - 4 011 364 m³
- **Ozigo**: 43 757 m³
  - 16 206 m³
  - 8 301 m³
  - 75 166 m³
  - 218 925 m³
  - 104 808 m³
  - 188 665 m³
  - 655 028 m³
- **Groupe 2**: 124 896 m³
  - 54 232 m³
  - 37 538 m³
  - 280 611 m³
  - 226 191 m³
  - 169 407 m³
  - 1 030 198 m³
- **Groupe 3**: 345 570 m³
  - 118 394 m³
  - 200 096 m³
  - 425 923 m³
  - 573 883 m³
  - 522 819 m³
  - 219 642 m³
  - 2 406 319 m³
- **Groupe 4**: 42 865 m³
  - 55 161 m³
  - 27 565 m³
  - 431 811 m³
  - 218 654 m³
  - 399 493 m³
  - 38 381 m³
  - 1 173 930 m³

#### Total

- **Total**: 1 858 639 m³
- **Volume brut**: 258 969 m³
- **Volume brut**: 1 004 945 m³
- **Volume brut**: 1 497 029 m³
- **Volume brut**: 1 763 879 m³
- **Volume brut**: 1 593 482 m³
- **Volume brut**: 1 300 696 m³
- **Volume brut**: 2 277 639 m³
Annual allowable cut based operation options - any SMFC:

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Okumé I</td>
<td>927 329 m³</td>
<td>834 993 m³</td>
<td>366 831 m³</td>
<td>507 568 m³</td>
<td>513 746 m³</td>
</tr>
<tr>
<td>Okumé II</td>
<td>515 183 m³</td>
<td>463 885 m³</td>
<td>203 795 m³</td>
<td>281 982 m³</td>
<td>285 414 m³</td>
</tr>
<tr>
<td>Ozigo</td>
<td>-</td>
<td>-</td>
<td>138 550 m³</td>
<td>67 674 m³</td>
<td>124 910 m³</td>
</tr>
<tr>
<td>BD 2</td>
<td>210 838 m³</td>
<td>215 024 m³</td>
<td>233 132 m³</td>
<td>135 496 m³</td>
<td>183 001 m³</td>
</tr>
<tr>
<td>BD 3</td>
<td>-</td>
<td>-</td>
<td>664 173 m³</td>
<td>442 353 m³</td>
<td>291 207 m³</td>
</tr>
<tr>
<td>BD 4</td>
<td>-</td>
<td>-</td>
<td>139 956 m³</td>
<td>201 930 m³</td>
<td>157 971 m³</td>
</tr>
<tr>
<td>Total</td>
<td>1 663 339 m³</td>
<td>1 513 902 m³</td>
<td>1 746 436 m³</td>
<td>1 637 002 m³</td>
<td>1 556 248 m³</td>
</tr>
</tbody>
</table>

Annual production per species group - any SMFC:

<table>
<thead>
<tr>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Okumé I</td>
<td>185 000</td>
<td>185 000</td>
<td>185 000</td>
<td>185 000</td>
<td>179 000</td>
<td>175 000</td>
<td>167 000</td>
<td>167 000</td>
<td>167 000</td>
<td>136 000</td>
<td>105 000</td>
<td>94 000</td>
</tr>
<tr>
<td>Okumé II</td>
<td>103 000</td>
<td>103 000</td>
<td>103 000</td>
<td>103 000</td>
<td>101 000</td>
<td>96 000</td>
<td>95 000</td>
<td>95 000</td>
<td>95 000</td>
<td>75 000</td>
<td>58 000</td>
<td>52 143</td>
</tr>
<tr>
<td>Ozigo</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>9 000</td>
<td>18 000</td>
<td>21 788</td>
<td></td>
</tr>
<tr>
<td>Group 2</td>
<td>42 000</td>
<td>42 000</td>
<td>42 000</td>
<td>42 000</td>
<td>42 000</td>
<td>43 000</td>
<td>43 000</td>
<td>43 000</td>
<td>44 000</td>
<td>45 000</td>
<td>35 214</td>
<td></td>
</tr>
<tr>
<td>Group 3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>44 000</td>
<td>89 000</td>
<td>90 143</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>330 000</td>
<td>330 000</td>
<td>330 000</td>
<td>330 000</td>
<td>321 000</td>
<td>312 000</td>
<td>303 000</td>
<td>303 000</td>
<td>317 000</td>
<td>334 000</td>
<td>328 000</td>
<td></td>
</tr>
</tbody>
</table>

1.5. Type of certification application

Type of certificate: 1 UGF
Normal

Total number of UGFs integrated in the scope of the certificate: 1
Total number of UGFs and forest area integrated in the scope of the certificate that are:
- less than 100 ha: 0 UGF
- from 100 to 1,000 ha: 0 UGF
- from 1,000 to 10,000 ha: 0 UGF
- more than 10,000 ha: 1 UGF representing 616,700 ha.
- meeting SLIMF eligibility requirements: 0 UGF covering 0 ha.

Potentially excluded area

The total area of the SMFC of Precious Woods-CEB company is included in the scope of the FSC forest management certification and chain of custody.

2 - Legal, administrative and land use context

Forest and environmental context

The forest law in Gabon was revised in 2001 with the new law that made the implementation of management plans compulsory. This was a decisive step towards a sustainable management of forest resources. The 1994 Labour Code was revised in 2000. In recent years, several implementing instruments have allowed to strengthen the legislative corpus with regard to labor in Gabon. With regard to environmental issues, implementation decrees of the 1993 law are recent and draw inspiration from European regulations.
International conventions and agreements on sustainable forest management of which the Republic of Gabon is signatory (non exhaustive list):

- RAMSAR Convention of 2 February 1971 on wetlands of international importance
- Convention for the Protection of the World Cultural and Natural Heritage (adopted by the UN in Paris on 16 November 1972)
- Framework Convention on Climate Change and on biodiversity defined in 1992 during the United Nations Conference on environment and development (known as Rio Declaration or Earth Summit Convention).
- Kyoto Protocol on CO2 emissions
- Vienna Convention for the Protection of the Ozone Layer.
- Stockholm Convention on persistent organic pollutants, 2001

Sub-regional conventions and agreements:


National legal and administrative requirements (non exhaustive list):

- Forest Code, law No. 16/01 of 31 December 2001
- Environment Code (law 16/93 of 26 August 1993 and its implementation decrees:
  - Decree 539/PR/MEFEPEPN of 15/07/05 to regulate environmental impact assessments.
  - Decree 541/PR/MEFEPEPN of 15/07/05 to regulate waste disposal.
  - Decree 542/PR/MEFEPN of 15/07/05 to regulate the discharge of certain products in surface, underground and sea waters.
  - Decree 543/PR/MEFEPN of 15/07/05 to define the legal framework for classified facilities.
• Decree 545/PR/MEFEPN of 15/07/05 regulating the recovery of used oils.
• Decree No. 689 of 23 August 2004 to define technical standards for the development and sustainable management of registered production state forests
• Order No. 117 of 1 March 2004 to determine the administrative exploitability minima diameters of timber
• Order No. 118 of 1 March 2004 on the regulation of forestry, mining, agricultural, aquacultural, cynegetic and tourist activities within a buffer zone;
• Order No. 119 of 1 March 2004 to lay down the composition of exploitable species groups
• Decree No. 1206 of 30 August 1993 to lay down general and special conditions of specifications in terms of logging
• Decree No. 137 of 4 February 2009 to prohibit the logging of Afo, Andok, Douka, Moabi and Ozigo species.
• Decree No. 164 of 19 January 2011 to regulate the classification and slaughter latitudes of animal species.

Legislative and/or regulatory references pending adoption

• Decree to lay down the conditions of transfer of forest license for grouping or constitution of SMFCs (in application of sections 147, 155 and 297 of the Forest Code)
• Decree to lay down the conditions for the acquisition of professional authorizations for logging and wood processing section 102 of the Forest Code)
• Decree to lay down the conditions for the execution of works for the restoration and rehabilitation of degraded sites;
• Decree to regulate the exploitation, processing and marketing of forest products other than timber;
• Decree to lay down the conditions of creation of wild animal species farming units

Normative documents pending adoption

• NTG: National Technical Guide for the development and management of registered productive state-owned forests. (Provisional version of 30/05/2004).
• Documents of the training workshop on the monitoring and evaluation methods for the implementation of forest management plans (25 to 28 May 2004 in LASTOURVILLE). Working document.
• Detailed description of the legal requirements for forest management, logging, etc.

Social context and workers rights (non exhaustive list):
2. Other activities

2.3. Description of such activities
PW - CEB has no activities other than those related to forest management, logging and wood processing.

2.4. Potential impact on forest management
Not applicable

A. Initial assessment
3. Bases of the initial assessment

3.3. Composition of the audit team

Lead auditor:  
Séraphin NGOUMBE, Lead auditor under qualification, Forest management auditor for Bureau Veritas Certification, Salaried worker of Bureau Veritas.

Auditors:  
- Erith NGATCHOU, FSC qualified auditor in Forest Management for Bureau Veritas Certification, Independent Consultant
- Arnaud TCHOKOMENI, FSC qualified auditor in Forest Management for Bureau Veritas Certification, Salaried worker of Bureau Veritas

(See CVs of the audit team members in Annex A).

3.4. Summary of the certification process

From the first certification cycle, the certification process of CEB was marked by the following steps:

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 12 March 2007</td>
<td>FSC FM and CoC Pre-audit: 36 PUARs formulated</td>
</tr>
<tr>
<td>21 - 28 July 2008</td>
<td>Initial audit: 02 Major non-compliance (NC) and 18 Minor non-compliance</td>
</tr>
<tr>
<td>11-15 September 2008</td>
<td>Complementary audit and closing of major NC</td>
</tr>
<tr>
<td>23 – 29 October 2009</td>
<td>Surveillance audit No. 1: 02 Major non-compliance (NC) and 04 Minor non-compliance</td>
</tr>
<tr>
<td>15 April 2010</td>
<td>Complementary audit and closing of major NC</td>
</tr>
<tr>
<td>1 – 6 October 2010</td>
<td>Surveillance audit No. 2: 06 minor CARs</td>
</tr>
<tr>
<td>23 – 28 September 2011</td>
<td>Surveillance audit No. 3: 08 minor CARs</td>
</tr>
<tr>
<td>10 – 15 October 2012</td>
<td>Surveillance audit No. 4: 01 Major non-compliance and 12 Minor non-compliance</td>
</tr>
<tr>
<td>21 January 2013</td>
<td>Complementary audit and closing of the major NC</td>
</tr>
</tbody>
</table>

Actions taken to address previously made Corrective Action Requests

Minor non-compliances raised by Bureau Veritas:

<p>| CAR | Minor corrective actions requested | Ref.: FSC | Company's answers | Auditors’ decision |
|-----|-----------------------------------|-----------|------------------|--------------------|-------------------|</p>
<table>
<thead>
<tr>
<th>CAR</th>
<th>Minor corrective actions requested</th>
<th>Ref.: FSC</th>
<th>Company’s answers</th>
<th>Auditors’ decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>Document discrepancies in compliance with legal or regulatory requirements in the past five years and define / implement corrective actions to prevent recurrence.</td>
<td>1.1.4</td>
<td>The company followed the following steps in a bid to address this CAR: - Opening of a card-index file for the archiving of inspection reports since 2008, - Directory of discrepancies identified by the various inspections Discrepancies balance sheet, - Identification of the most common discrepancies and actions carried out or taken to prevent their recurrence. Responsibilities have been defined for the implementation of these measures: The Internal Audit and Certification Manager ensures the implementation of actions.</td>
<td>Closed</td>
</tr>
<tr>
<td>41</td>
<td>Comply with legal and regulatory requirements for the marking of stumps.</td>
<td>1.1.5</td>
<td>The procedure for stumps marking was changed. Henceforth, the marking is done upon felling by a team of timber markers. This modification of the procedure induced a revision of the document &quot;Standards and methods of work: logging&quot; (version 4 of April 2013). Several sensitization and validation of the revised procedure with the officials concerned were carried out.</td>
<td>Closed</td>
</tr>
<tr>
<td>CAR</td>
<td>Minor corrective actions requested</td>
<td>Ref.: FSC</td>
<td>Company’s answers</td>
<td>Auditors’ decision</td>
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</tr>
<tr>
<td>42</td>
<td>Observe the DGE moratorium of 23 May 2012 concerning the payment of area taxes.</td>
<td>1.2.3</td>
<td>The delay noticed in the payment of area tax in keeping with the moratorium of May 2012 was caught up and the tax has been paid in full for 2012. For the year 2013, a notice of tax enforcement for non-payment of the area tax for the period running from 01/01/2013 to 31/01/2013 was sent to the company on 02/05/2013. It should be noted that the company has submitted an application to be granted payment schedule for the settlement of the 2013 area tax as from 14/01/2013 (see Acknowledgement of receipt by the DGI/DGE of 17 January 2013. A new moratorium was granted (see Letter No. 0427/MECIT/DGI/DGE/SR of 7 February 2013) with effect from 3 March 2013. Payment receipts for April, May and June 2013 as well as copies of related checks were reviewed and deadlines are met.</td>
<td>Closed</td>
</tr>
<tr>
<td>43</td>
<td>Make a state of things with regard to the opening of the SMFC’s boundaries based on sections defined in the relevant procedure and define / implement a renewing program.</td>
<td>1.5.4</td>
<td>A state of things with regard to boundary maintenance since 2009 was made. The 2013 maintenance program is being implemented. The boundary maintenance spread over a period of 5 years is more than 80% completed. The company remains within the time frames laid down in the maintenance procedure of the SMFC’s boundaries. A visit of the boundaries allowed to check the effectiveness and compliance of the opening with regard to the legal requirements.</td>
<td>Closed</td>
</tr>
<tr>
<td>CAR</td>
<td>Minor corrective actions requested</td>
<td>Ref.: FSC</td>
<td>Company’s answers</td>
<td>Auditors’ decision</td>
</tr>
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<td>-----</td>
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<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>44</td>
<td>Develop and implement a program to ensure the compliance of huts, especially for the AZOBE, KEVAZINGO, KOTIBE and MOVINGUI camps.</td>
<td>4.2.7</td>
<td>A progress report of the maintenance of huts was prepared; a prioritization of the problems identified in the huts was made. Issues related to safety and health are to be addressed as a priority. A consistent maintenance program was established and is being implemented by the construction and development service. The control of the implementation of this program is carried out and a report made by the HSE service on a weekly basis. The maintenance work progress follow-up is carried out during Management Meeting. Recommendations related to housing conditions are also subject of a report by the Occupational health and safety committee (OHSC).</td>
<td>Closed</td>
</tr>
<tr>
<td>45</td>
<td>Provide local communities with copies of the summary of the management plan.</td>
<td>4.4.5</td>
<td>A summary of the management plan and studies on HCVFs were sent to the various villages affected by the 2010-2014 Management Plan. Summaries and discharge receipts are available.</td>
<td>Closed</td>
</tr>
<tr>
<td>CAR</td>
<td>Minor corrective actions requested</td>
<td>Ref.: FSC</td>
<td>Company’s answers</td>
<td>Auditors’ decision</td>
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</tr>
<tr>
<td>46</td>
<td>Take into account other resources including NTFPs in management plans.</td>
<td>5.2.2</td>
<td>A summary of the recommendations of studies on the SMFC was made so as to identify areas of intervention in the NTFP sector. This summary also identifies the actions already carried on NTFPs and the difficulties faced. A complementary study was conducted to identify the types of NTFPs, the harvesting sites within village lands bordering the 2010-2014 five-year plan, the marketing venues, as well as local initiatives in the NTFP sector. Findings: Timid sector; operators operate illegally, hence the need to involve the administration to define the NTFP strategy. A letter was sent to the Administration for a brainstorming meeting on the NTFP strategy. Reports available coupled with action plan; letter to the forest administration available with discharge receipt.</td>
<td>Closed</td>
</tr>
<tr>
<td>47</td>
<td>Apply the controlled felling technique on road lighting wood.</td>
<td>5.3.3</td>
<td>Mr. Mike MABANGUI, feller of the road team, has initially been put in the production team under the supervision of the Head Feller. He subsequently underwent the external training on controlled felling conducted by ONFI. The controlled felling technique is now applied to all the trees felled on all the logging sites of the company.</td>
<td>Closed</td>
</tr>
<tr>
<td>CAR</td>
<td>Minor corrective actions requested</td>
<td>Ref.: FSC</td>
<td>Company’s answers</td>
<td>Auditors’ decision</td>
</tr>
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</tr>
<tr>
<td>48</td>
<td>Ensure the complete preservation of the flow of rivers during the dismantling of bridges, culverts, etc.</td>
<td>6.5.2</td>
<td>Revision of the procedure of construction and rehabilitation of roads, with the addition of the dismantling of civil engineering structures; technical data sheet designed for field operators, establishment of the monitoring of dismantled bridges, identification of culverts and bridges dismantled in previous AACs, application of tracking sheets for their dismantling. Monitoring Manager and Cartographer (Gislain MVONG). On Milolé, corrective actions were taken: curetage to release the minor bed of the watercourse.</td>
<td>Closed</td>
</tr>
<tr>
<td>49</td>
<td>Review and complete the list of chemicals with the active ingredients of the products, the amount of active ingredients used, the dates, the places and the reason for use.</td>
<td>6.6.1</td>
<td>List of chemicals updated; chemical products safety sheet displayed on all the sites where these products are stored and used.</td>
<td>Closed</td>
</tr>
<tr>
<td>50</td>
<td>Make a state of things with regard to the results of monitoring and research, including the social aspects and evaluate the appropriateness of their inclusion in the management plan.</td>
<td>7.2.1</td>
<td>The results of monitoring and research show relevant data both on the social and environmental aspects (evaluation carried out by Jean Louis DOUCET and Jerome LAPORTE (evaluation of the management of species exploited by Precious Woods-CEB). The company plans to update the management plan in the light of significant changes over the last five years in the forestry sector in Gabon. These data are expected to be consolidated during this update.</td>
<td>Closed</td>
</tr>
<tr>
<td>51</td>
<td>Structure the monitoring of all operations on the environmental and social aspects in order to allow comparison of results and assessment of changes.</td>
<td>8.1.3</td>
<td>Procedure for implementation of the monitoring and evaluation report prepared with the established indicators covering all aspects: environmental, social, management.</td>
<td>Closed</td>
</tr>
</tbody>
</table>
Minor non-compliances raised by ASI during the compliance audit of July 2012:

<table>
<thead>
<tr>
<th>No.</th>
<th>ASI Findings</th>
<th>Requirement</th>
<th>Actions taken by the company</th>
<th>Findings of BV audit team</th>
<th>State of the CAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>NC1</td>
<td>Provide quarterly quality control of BBD water and better manage waste water</td>
<td>4.2.8 &amp; 4.2.9</td>
<td>Periodic cleaning of septic tanks&lt;br&gt;Improvement of the watertightness of septic tanks exposed to runoff.&lt;br&gt;Option to purchase a pump for emptying septic tanks under study. This was verified in the field during the audit. Proposal of available models.</td>
<td>Seen, OK</td>
<td>Closed (15 10 12)</td>
</tr>
<tr>
<td>NC2</td>
<td>Implementation in a more concrete way of measures to protect HCV areas, particularly by also integrating it into the updated MP (in the 2002 MP, HCVs were not a subject to be considered)</td>
<td>9.1.4</td>
<td>An operational procedure was developed for the management of HCVs in AACs. There are operational maps that specify the location of HCVs and attributes available. The Procedure provides for an annual update of HCVs identification before operation in AACs.</td>
<td></td>
<td>Maintained: Major CAR:</td>
</tr>
<tr>
<td>NC3</td>
<td>Updating of the “Declaration of Commitment” of PWG by the GM.</td>
<td>1.6.2 1.6.4</td>
<td>Updated Declaration of Commitment to FSC requirements (updated Declaration available)</td>
<td></td>
<td>Closed (15 10 12)</td>
</tr>
</tbody>
</table>
| NC4 | Analysis and additional justification for the absence of indigenous peoples around the SMFC of PWG | P3 | The company held a meeting with the people of Doumé and its environs, and the Sub-Divisional Officer (Minutes of the meeting available).

The company intends to seek the assistance of an expert in social mapping at the time of consultation with the people of Doumé on the demarcation of village lands.

The specialist will have the responsibility to update the study conducted by Ngami on the absence of indigenous peoples. | Closed (15 10 12) |
<table>
<thead>
<tr>
<th>BV NC 52/ NC 2</th>
<th>Revise and implement social mapping procedure (village lands, traditional and customary rights) and complete the mapping of HCVFs and especially those of type 5 and 6 accordingly.</th>
</tr>
</thead>
</table>

9.1.4 (2.2) The new social mapping procedure (V.2 of October 2012) describes in more detail the use rights and customary law of riparian communities. The process of recognition and respect for these rights is conditional upon the identification and participatory demarcation/materialization of village lands, of the agricultural series and of HCVs 5 and 6 for their protection. The protection measures for identified HCVs are described in the internal procedure for identification and management of HCVs in all AACs. To ensure compliance with protection measures for HCVs 5 and 6, the entire staff of the logging team is aware of their location, the recommended measures and the importance of the protection of HCVs of the SMFC. An update of the social mapping procedure is scheduled every five years before shifting logging to each new five-year block.

With regard to the implementation of the social mapping procedure, a schedule of activities was developed for the demarcation of village lands and for the identification and materialization of HCVs 5 and 6. This time chart is executed at about 80%. Indeed, the demarcation of lands was redone in villages bordering UFG 3 (2010 - 2014), namely Ndambi, Likokodiba, Libaladouba, Siamagouanda, Ndekabalandji, Bakoussou and Mekouka, Mihandza, Bambidié, Ndondo, Boundzoumba Mbelata-Akieni, Mambelo-Liyodia. The Doumé community is now taken into account in this process, although consultation with the latter has not yet been entered into. HCVs 6 were also identified and marked out in these villages (Seen: villages newsletter, minutes of meetings to launch the activity, village lands demarcation reports, work reports on the identification and materialization of HCVs 5 and 6). The map of HCVs was updated, especially with the addition of HCVs 6. In short, the process is quite a long way on, but should be completed: village lands and HCV 6 maps need to be validated by the villages concerned as provided for in the Social Mapping Procedure; the ongoing identification of NTFPs (HCV 5) should be completed and the update of HCVs maps should be done accordingly (Rec. KKK). During the next audit, the audit team should whether the process has been brought to completion. The actual marking out of village lands and HCVs 5 and 6 on the field should also be checked.

Closed (23 01 13)
Actions taken to address previously made Recommendations

Observations made by Bureau Veritas:

RR) Harmonize the name of the company on all documents.
An internal memo signed the General Management (Internal Memo of 27 May 2013) specifies the official names of companies of Precious Woods Group in Gabon:

SS) Formalize the procedure for staff information and continuous training on legal and regulatory requirements.
The procedure for training / sensitization was revised with the inclusion of sensitization aspects in the legal and regulatory requirements (see pages 3, 4 and 9).

TT) Formalize responsibilities between Precious Woods – CEB and WCS with regard to the monitoring of accesses into the Milolé timber production zone from the main operation track.
The tripartite convention (PW CEB, Water Resources and Forest Administration and WCS) has not been renewed for 2013, especially with the departure of Mr. Tim RAYDEN, who left for WCS Congo and who was particularly following up the partnership).
The following actions were implemented with a view to secure the Milolé site (see report of 13 February 2013):
- Dismantling of the main bridge over the river Loubi, access bridge to the area,
- Dismantling of access culverts to South zones (location of leases) and North zone (boundary of Lot 16 and FMU 2 of CEB),
- Dismantling of guards huts that can potentially serve as shelter for poachers,
- Precious Woods–CEB presented an overview of actions taken to curb illegal activities, especially poaching in the Milolé zone (email of 8 February 2013).
This state of things notably mentions that the operations in the DANGUI zone will likely have an impact on the Milolé zone.
With the departure of WCS, it is necessary to strengthen the control strategy with the local forest administration.

UU) Develop and implement a procedure for staff (especially new recruits) and subcontractors’ information and training on operational guidelines and labor standards.
The procedure for training / sensitization was revised with the inclusion of sensitization of CEB agents when they start work (See Procedure Page 8, II.2).
A "circuit form for any new employee of CEB" was developed so as to monitor the mandatory sensitization of new recruits.
VV) Formalize the procedure for the inspection and acceptance of products meant for staff stores.
Revision of the procedure for the management of staff stores with inclusion of a control of expiry dates during each delivery. The monitoring sheet was amended accordingly. Products with an expiry date of less than 3 months are returned to the supplier.

WW) Ensure strict application of the procedure on the control of first-aid kits.
The procedure for the monitoring of first-aid kits requires an annual control.
A General Memo was signed and circulated, recalling the provisions of the procedure.
A register is open at the health unit and at each control, the kit manager and the nurse co-sign the register.
Kit controls are also carried out weekly by the monitoring manager. On a monthly basis, there is a monitoring conducted by the RIL Monitoring Officer in the forest and at the health unit by the HSE who ensures that each and everyone restocks his/her kit.
As for the monitoring of rolling stock kits, the control is done by the technical service and officers in charge of rolling.

XX) Study the relevance of recommendations following the sensitization workshop on HIV AIDS and implement them (internal policy of the company, strategy, monitoring, etc.).
After analyzing the recommendations of the sensitization and screening mission conducted by the CTA of Franceville, the following measures were taken to ensure their consideration:
- A partnership agreement was signed with the CTA of Koulamoutou,
- A training is scheduled for peer educators,
- Condoms are distributed on an ongoing basis in CEB’s dispensaries,
- An HIV / AIDS policy was developed for CEB and a program of activities established
- A schedule of annual sensitization has been established and is being implemented,
- A public-private partnership project is being signed with KFW for a support in the implementation of the HIV / AIDS policy of the company.

YY) Ensure regular consultation with communities so as to identify the potential social impacts and prevent or reduce them
BAEV’s officials attended a training conducted by TEREA (Michèle Jean Pierre) on the holding of meetings in rural areas. Training is scheduled on the management of micro-projects. BAEV’s work program includes several meetings with the populations during the year. Seen: the reports of past meetings.

ZZ) To provide riparian local communities the calculation methods and means of verification of the timber royalty they are entitled to.
Joint missions with Water Resources and Forestry officials were conducted to explain and validate the calculation of royalties payable to riparian communities per village land. Seen: minutes of these meetings and checking with the people encountered during the audit
AAA) Update the conflict resolution procedure and ensure a rigorous implementation.
The conflict resolution procedure was updated and transmitted to the riparian populations. Seen: vouchers to acknowledge receipt of the procedure by the villagers. There is mention of the types of conflict, the preventive measures, as well as the mechanism of conflict resolution with details on the timeframe for the consideration of conflicts. A mission to sensitize the communities concerned was conducted by the Support Office for Village Environment (BAEV).

BBB) Conduct a comparative analysis of the production data of Forest Exploitation Units (FEU) closed and allowable cuts announced in the management plan.
As part of the prospective management geared towards a sustainable management of the SMFC, a forestry operation balance sheet (TEREA, 2012) was drawn and an assessment made of the development and the population status of species exploited by CEB Precious Woods (Nature + 2013). Regarding the balance sheet, in the light of the operating ratios (volume harvested / inventoried volume) it appears that harvested volumes are still below the allowable cuts announced by the management plan of the SMFC.

CCC) Reactivate water passage monitoring so as to define and implement river beds conservation measures.
The procedure for the construction and rehabilitation of roads was revised. Henceforth, there is a fact sheet designed for field operators, institution of the monitoring of dismantled bridges, identification and mapping of all culverts and bridges dismantled in previous AACs was carried out. A dismantling monitoring record sheet was designed for each of them. For structures dismantled before designing the record sheet, a current statement on the dismantled structure is drawn up. Corrective actions were taken when necessary. The records will provide the basis for annual monitoring.

DDD) Having systematically the safety data sheets of chemicals.
Safety data sheets are available within the company. They are displayed on work stations that use chemicals and at the Health Unit.

EEE) Update the directory of security measures and care to observe in case of accident with chemicals.
The directory of security measures for chemicals was reviewed with the updating of the list of chemicals (version June 2013).

FFF) Provide a system of compensation for the negative impacts associated with the use of pesticides on the workers, the local communities and the environment in accordance with national standards and requirements of the ILO.
The company has opted for a rational and judicious use of chemicals in forest management operations and a rigorous monitoring of the health of the personnel involved in these operations. For now, the use of chemicals is limited on the industrial site of the company and specific measures are implemented to prevent the pollution of environmental components.

GGG) Mark out the boundaries of Okoumé sample plots.
The boundaries of the sample plots were re-opened.

**HHH)** Provide for the integration of monitoring results during the revision of the management plan.
The management plan is currently being reviewed with the technical support of the consultancy firm, TEREA. One objective of this review is, as a matter of fact, to ensure the update of the document in the light of scientific and technological developments and the monitoring results.

**III)** Prepare and make public a summary of the monitoring results for the year 2012.
The summary of the monitoring results for the year were posted on the Precious Woods Group website.

**JJJ)** Provide for an assessment of the relevance of procedures for the preservation of HCVFs.
The assessment has not been conducted (see NC 7, 8, 9 and 12)

**KKK)** Finalize the social mapping process for all villages bordering the UFG 2010-2014 of PW-CEB and implement the necessary protection measures.
The demarcation of village lands was carried out for all villages of UFG 2010 - 2014 of PW - CEB. The implementation of the social mapping and the study on NTFPs allowed the identification of HCVs of type 4 and 6 in the various village lands. The 5 village groupings in the Doumé area are taken into account in this work. The basic mapping of HCVs was remade building on the data collected and Annex 7 of FSC standards.

Comments made by ASI:

<table>
<thead>
<tr>
<th>No.</th>
<th>ASI Findings</th>
<th>Requirement</th>
<th>Actions carried out</th>
<th>BV Preventive action</th>
</tr>
</thead>
<tbody>
<tr>
<td>R2</td>
<td>As a complement to the Management Plan, produce updated maps on the status / progress of the forestry operation, including a summary to be distributed to stakeholders (village associations and others)</td>
<td>9.3.1</td>
<td>Maps showing the status of ongoing logging for villages are available. A monitoring document will be produced at the end of each year and circulated. Public summary document on the status of logging in preparation for 2012</td>
<td></td>
</tr>
<tr>
<td>R3</td>
<td>Generally disclose publications mentioning FSC only after agreement by BUREAU VERITAS (this also applies to the PWH Annual Report)</td>
<td></td>
<td>A General Memo was sent to all PWG services and PWH.</td>
<td></td>
</tr>
<tr>
<td>R5</td>
<td>With reference to a Report from WCS, heighten vigilance so much so that poachers in areas adjacent to the SMFC do not enter our SMFC</td>
<td>1.2.1</td>
<td></td>
<td>The corrective actions of the client in response to ASI observation in link with the indicator 1.2 of the Standard have been carefully evaluated by the auditors during the CEB FSC surveillance audit 4. Evidences have been provided by the company to prove its compliance with criteria 1.2 (See the attached documents)</td>
</tr>
</tbody>
</table>
3.5. Forest management standard (s) used during the initial audit

During this audit, we made reference to the checklist (ref. SF03 FSC GF Congo Basin Version 1.0), drawn from the forest management Standard "FSC Standard for the certification of forests in the Congo Basin", FSC-STD-CB-V01-04-EN.

This latest version was approved in April 2012 and came into force in September 2012 and is available on the website www.bureauveritas.com/certification or on request from Bureau Veritas Certification. Checklists filled in by auditors are available on request.

3.6. Adaptation of the standard and stakeholder comments

No Adaptation was made as we used the Standard adapted for the Congo Basin.

4. Information collection methods

4.3. Description of the audit program

The renewal audit for the certification of Precious Wood - CEB was carried out as follows:

EN Erith NGATCHOU
SN: Seraphin NGOUMBE
AT: Arnaud TCHOKOMENI

<table>
<thead>
<tr>
<th>AUDIT PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person</td>
</tr>
<tr>
<td>--------</td>
</tr>
<tr>
<td>Audit team</td>
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<tr>
<td>Audit team</td>
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<td></td>
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</tbody>
</table>
## AUDIT PROGRAM

<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit team</td>
<td>9.00 a.m.</td>
<td>Libreville</td>
<td>Meeting among auditors: distribution of roles among auditors, identification of stakeholders to meet in Libreville.</td>
</tr>
<tr>
<td>SN + EN</td>
<td>9:30 a.m.</td>
<td>Libreville</td>
<td>Working session with Mr. Jean MOUNGUENGUI, Human Resources Manager: Issue: Strike and Dismissal of employees of TGI, a company of Precious Wood Group.</td>
</tr>
<tr>
<td>SN + AT</td>
<td>3:10 p.m.</td>
<td>Owendo</td>
<td>Meeting with the Special Inspector of Labour in charge of the Forestry Sector: Issue: Rule of law with regard to the conditions of employment, work and life of CEB-PW employees and issue of strike and mass dismissals at TGI.</td>
</tr>
<tr>
<td>SN</td>
<td>4:40 p.m.</td>
<td>Owendo</td>
<td>Meeting with the staff representatives of TGI: Issue of Strike and Mass dismissals at TGI.</td>
</tr>
<tr>
<td>AT</td>
<td>4:40 p.m.</td>
<td>Owendo</td>
<td>Working session with Mrs. MAMFOUMBI Bauvoire, Sales Assistant in charge of logs.</td>
</tr>
<tr>
<td>Audit team</td>
<td>7:00 p.m.</td>
<td>Libreville</td>
<td>Meeting with the Central Trade Union (EN.SY.TG)</td>
</tr>
</tbody>
</table>

### 02 July 2013

<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit team</td>
<td>8:30 a.m.</td>
<td>Libreville</td>
<td>Clarification with the Findings Department after consultation with stakeholders.</td>
</tr>
<tr>
<td></td>
<td>11:00 a.m.</td>
<td>Libreville</td>
<td>Departure for Bambidié via Franceville</td>
</tr>
<tr>
<td></td>
<td>2:00 p.m.</td>
<td>Bambidié</td>
<td>Arrival in Bambidié</td>
</tr>
<tr>
<td></td>
<td>3:30 p.m.</td>
<td>Bambidié</td>
<td>Review of answers to CARs and Observation the surveillance audit 4.</td>
</tr>
<tr>
<td></td>
<td>5:00 p.m.</td>
<td>Bambidié</td>
<td>Opening meeting of the renewal audit for the certification of CEB-PW</td>
</tr>
<tr>
<td></td>
<td>6:00 p.m.</td>
<td>Bambidié</td>
<td>Continuation of the review of answers to CARs and Observation the surveillance audit 4.</td>
</tr>
</tbody>
</table>

### Wednesday, 3 July 2013

<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>SN</td>
<td>8:00 a.m.</td>
<td>Bambide</td>
<td>Departure for Okondja</td>
</tr>
<tr>
<td></td>
<td>9:30 a.m.</td>
<td>Okondja Village</td>
<td>Arrival in Okondja village Visit of the base camp of Okondja Village and Camp Savane, Health Unit, workers camp, staff store</td>
</tr>
<tr>
<td></td>
<td>1:20 p.m.</td>
<td>Okondja Ville</td>
<td>Arrival in Okondja Ville: Stakeholder</td>
</tr>
<tr>
<td>Person</td>
<td>Time</td>
<td>Place</td>
<td>Activity</td>
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</tr>
<tr>
<td></td>
<td>3:20 p.m.</td>
<td>Okondja Village</td>
<td>Arrival in Okondja Village: Meeting with the populations of Okonja. Consultation (Senior Divisional Officer of Sébé-Brikolo; Head of the Water Resources and Forestry Cantonment of Sébé-Brikolo).</td>
</tr>
<tr>
<td></td>
<td>6:00 pm</td>
<td>Ndambi</td>
<td>Arrival in Ndambé Village: Meeting with the populations of Ndambi.</td>
</tr>
<tr>
<td></td>
<td>7:00 p.m.</td>
<td>Bambidié</td>
<td>Return to Bambidié: Update amongst auditors.</td>
</tr>
<tr>
<td>EN + AT</td>
<td>7:50 a.m.</td>
<td>Bambidié</td>
<td>Departure for the forest site (FMU 2 - UFG 3 - AAC 2012). Interview of managers on the organization of the site.</td>
</tr>
<tr>
<td>EN + AT</td>
<td>09:45 a.m.</td>
<td>Forest site (FMU 2 – UFG 3 – AAC 2012)</td>
<td>Visit of a felling operation and evaluation of the mastery of controlled and secure logging techniques.</td>
</tr>
<tr>
<td></td>
<td>11:10 a.m.</td>
<td>Forest site (FMU 2 – UFG 3 – AAC 2012)</td>
<td>Control of safety equipment of truck No. 307 ensuring the transportation of personnel (first-aid kit, fire extinguishers, traffic lights, etc.) and the presence of evacuation equipment in case of emergency (stretcher).</td>
</tr>
<tr>
<td>EN + AT</td>
<td>13:25 a.m.</td>
<td>Forest site (FMU 2 – UFG 3 – AAC 2012)</td>
<td>Interview of staff (assessment of compliance with the requirements of the Labor Code and implementing instruments, taking into account of the concerns of staff, relationship with the hierarchy, etc.).</td>
</tr>
</tbody>
</table>

**Thursday, 4 July 2013**

<table>
<thead>
<tr>
<th>SN</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8:00 a.m.</td>
<td>Ndambi</td>
<td>Arrival in Ndambí, control of the marking of sacred sites. Departure for Lastourville; visit of stakeholders: Divisional Delegation of Employment of Mulundu, Provincial Delegation of Water Resources and Forestry for Ogooué Lolo, Head of the Water Resources and Forestry Cantonment of Mulundu.</td>
</tr>
<tr>
<td></td>
<td>1:00 p.m.</td>
<td>Lastourville-Koulamoutou</td>
<td>Departure for Lastourville; visit of stakeholders: Divisional Delegation of Employment of Mulundu, Provincial Delegation of Water Resources and Forestry for Ogooué Lolo, Head of the Water Resources and Forestry Cantonment of Mulundu.</td>
</tr>
<tr>
<td></td>
<td>6:30 p.m.</td>
<td>Bambidié</td>
<td>Update amongst auditors; Update of the boundary of the SMFC (North area of AAC 2012).</td>
</tr>
</tbody>
</table>
### AUDIT PROGRAM

<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7:07 a.m.</td>
<td></td>
<td>Debriefing with the Management</td>
</tr>
<tr>
<td>EN + AT</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>08:30 a.m.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EN + AT</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>11:00 a.m.</td>
<td></td>
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<tr>
<td>EN + AT</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>3:20 p.m.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team</td>
<td>7:00 p.m.</td>
<td></td>
<td>Briefing meeting on the mid-term findings of the audit</td>
</tr>
</tbody>
</table>

**Friday, 5 July 2013**

<table>
<thead>
<tr>
<th>SN</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8:00 a.m.</td>
<td>Bambidié</td>
<td>Working session with the Chief of personnel Issues: personnel management, recruitment, professional classification, medical examinations, remuneration, dismissals, etc.</td>
</tr>
<tr>
<td></td>
<td>11:00 a.m.</td>
<td></td>
<td>Working session with the Staff representatives</td>
</tr>
<tr>
<td></td>
<td>2:30 p.m.</td>
<td></td>
<td>Continuation of the working session with the Chief of personnel</td>
</tr>
<tr>
<td></td>
<td>5:30 p.m.</td>
<td>Bambidié</td>
<td>Audit of the staff store Control of the system of verification of expiry dates; procurement system, availability of products, including meat and fish, cold chain, price, etc.</td>
</tr>
<tr>
<td></td>
<td>6:15 p.m.</td>
<td></td>
<td>Update amongst auditors.</td>
</tr>
<tr>
<td>EN</td>
<td>8:10 a.m.</td>
<td>Bambidié</td>
<td>Visit the mechanical workshop in the presence of Mr. AZZOUZ, Head of rolling workshop and Mr. POMBOUBALA Joseph, Deputy Head.</td>
</tr>
<tr>
<td>EN</td>
<td>09:35 a.m.</td>
<td>Bambidié</td>
<td>Visit of the general store and chemical products storage building.</td>
</tr>
<tr>
<td>EN</td>
<td>10:00 a.m.</td>
<td>Bambidié</td>
<td>Visit of the base camp in the company of the construction team.</td>
</tr>
<tr>
<td>EN</td>
<td>3:10 p.m.</td>
<td>Bambidié</td>
<td>Visit of the timber yard and interview of operators in charge of the chemical treatment of logs.</td>
</tr>
</tbody>
</table>
| EN     | 15:40 a.m.| Bambidié    | Visit of the industrial site (Okoumé sawmill and Miscellaneous Wood sawmill) and associated facilities and
<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5:00 p.m.</td>
<td>Bambidié</td>
<td>assessment of environmental compliance and safety aspects.</td>
</tr>
<tr>
<td>AT</td>
<td>8:30 a.m.</td>
<td></td>
<td>Literature review</td>
</tr>
<tr>
<td>AT</td>
<td>9:30 a.m.</td>
<td>Bambidié</td>
<td>Working session with the Certification Manager</td>
</tr>
<tr>
<td>AT</td>
<td>2:30 p.m.</td>
<td>Bambidié</td>
<td>Visit the landing pier and of the timber yard of the Bambidié sawmill.</td>
</tr>
<tr>
<td>AT</td>
<td>3:30 p.m.</td>
<td>Bambidié</td>
<td>Visit of miscellaneous woods and Okoumé factories. Interview of workers,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>traceability aspects</td>
</tr>
<tr>
<td>AT</td>
<td>5:30 p.m.</td>
<td>Bambidié</td>
<td>Working session with the Registry and Production Monitoring Service.</td>
</tr>
<tr>
<td>AT</td>
<td>7:00 p.m.</td>
<td>Bambidié</td>
<td>Working session with the Traceability Manager</td>
</tr>
</tbody>
</table>

**Saturday, 6 July 2013**

<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>SN</td>
<td>8:00 a.m.</td>
<td>Bambidié</td>
<td>Working session with HSE. Issue: Health and Safety at the workplace</td>
</tr>
<tr>
<td></td>
<td>9:00 a.m.</td>
<td>Bambidié</td>
<td>Working session with the Subcontractor, SCNI, in charge of cleaning the</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Issue: legal existence and legal compliance of workers of the</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>subcontractor.</td>
</tr>
<tr>
<td></td>
<td>10:30 a.m.</td>
<td>Bambidié</td>
<td>Working session with the BAEV Manager. Issue: community relations.</td>
</tr>
<tr>
<td></td>
<td>1:00 p.m.</td>
<td>Bambidié</td>
<td>Continuation of the working session with HSE</td>
</tr>
<tr>
<td></td>
<td>3:00 p.m.</td>
<td>Bambidié</td>
<td>Literature review, collection of additional information, filling in of</td>
</tr>
<tr>
<td></td>
<td>– 7:00 p.m.</td>
<td>Bambidié</td>
<td>the checklist.</td>
</tr>
<tr>
<td>EN</td>
<td>07:30 a.m.</td>
<td>Bambidié</td>
<td>Review of the Training program for 2013 with the Certification Manager</td>
</tr>
<tr>
<td>EN + AT</td>
<td>08:15 a.m.</td>
<td>Forest site</td>
<td>Departure for the Lélama forest site (FMU 2 – UFG 3 – AAC 2012).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(FMU 2 –</td>
<td>Evaluation of post-logging monitoring activities (assessment of the</td>
</tr>
<tr>
<td></td>
<td></td>
<td>UFG 3 – AAC 2012)</td>
<td>quality of felling, skidding, preservation of wetlands, etc.).</td>
</tr>
<tr>
<td>EN + AT</td>
<td>3:00 p.m.</td>
<td>Bambidié</td>
<td>Return to Bambidié.</td>
</tr>
<tr>
<td>EN + AT</td>
<td>16:00 a.m.</td>
<td>Bambidié</td>
<td>Additional literature review Definition of Non-compliance and Observations.</td>
</tr>
</tbody>
</table>
AUDIT PROGRAM

<table>
<thead>
<tr>
<th>Person</th>
<th>Time</th>
<th>Place</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>Sunday, 7 July 2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team</td>
<td>07:45 a.m. at 10:40 a.m.</td>
<td>Bambidié</td>
<td>Additional literature review and collection of additional information Definition of Non-compliance and Observations</td>
</tr>
<tr>
<td>Team</td>
<td>10:45 a.m. at 11:45 a.m.</td>
<td>Bambidié</td>
<td>Working session with Mr. Frederic PRISER, TEREA Consultant intervening in support to the certification service of company.</td>
</tr>
<tr>
<td>Team</td>
<td>Afternoon</td>
<td>Bambidié</td>
<td>Continuation of additional literature review and collection of additional information Definition of Non-compliance and Observations.</td>
</tr>
<tr>
<td>Team</td>
<td>6:00 pm</td>
<td>Bambidié</td>
<td>Debriefing with the Management.</td>
</tr>
<tr>
<td>Monday, 8 July 2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team</td>
<td>07:45 a.m.</td>
<td>Bambidié</td>
<td>Working session amongst auditors and finalisation of the drafting of Non-compliance and observations.</td>
</tr>
<tr>
<td>Team</td>
<td>09:20 a.m.</td>
<td>Bambidié</td>
<td>Feedback meeting on the renewal audit</td>
</tr>
<tr>
<td>Team</td>
<td>10:30 a.m.</td>
<td>Bambidié</td>
<td>Departure for Libreville via Koulamoutou.</td>
</tr>
<tr>
<td>AT + SN</td>
<td>21:30 a.m.</td>
<td>Libreville</td>
<td>Departure for Douala by Camair-Co flight</td>
</tr>
</tbody>
</table>

Declaration of the total number of man/days spent in evaluating the forest entity
- Pre-evaluation and other preliminary work: 2.5 man/days
- time spent studying the documents, records, interviewing people and stakeholders and site visits, formatting and restitution: 18 man/days
- time spent in travelling to and from the region where the evaluated forest is found: 6 man/days

That is a total of 26.5 man/days (24 man/days for forest management and 2.5 man/days for CoC).

4.4. Literature review

Legality
Legal existence
- Precious Woods CEB data circuit
- Trade Registration No.: 2002 B 01789.
- Taxpayer No.: 790261G.
- Statutes amended pursuant to Joint General Assembly of 15 April 2008
- Provisional Professional Accreditation No. 0007/13 of 8 May 2013.
- Declaration Receipt No. 337/MHLUEDD/SG/DGEPN/DECDE/CE-SM of 30 August 2010

Authorizations
- Annual Operation Correspondence 2012 FMU 1 - UFG 3 - Lot 2 - AAC 2012 of May 2012
- IPPEFOL Acknowledgement of Receipt No. 392 of 5 June 2012 on submission of annual operational plans for 2012 of CEB's SMFC.
- Approval of the Annual Operational Plan dated 11 September 2012 attached to AAC 2012 of FMU 1 - UFG 3 - Lot 2 tantamount to licensure over AAC 2012.
- Interim agreement for management, logging and processing of 13 May 1997
- Decree No. 000297 / MEFE / NPOP / SG / DGEF / DIARF of 21 May 2004 to officially approve the Management Plan of the SMFC allocated to CEB of THANRY Group.

Legal and regulatory watch
- Procedure for the legal and regulatory watch (10 May 2013 version).
- List of legal texts applicable to CEB, version of 2 May 2013.
- Balance sheet for non-compliance raised from inspections conducted by the forest administration (from 2008 to 2013), May 2013.
- Balance sheet of discrepancies and observation from visits and inspections conducted by the labor administration (from 1999 to 2013), May 2013.

Taxes and royalties
- Acknowledgement of Receipt of 17 January 2013 relating to the correspondence of Precious Woods - CEB of 14 January 2013 addressed to the DGI / DGE whereby the company submitted an application to be granted payment schedule for the settlement of the 2013 area tax.
- Notice of tax enforcement of 5 February 2013 for non-payment on time of the area tax for the period running from 01/01/2013 to 31/01/2013.
- DGI/DGE Correspondence No.0427/MECIT/DGI/DGE/SR of 7 February 2013 to grant the moratorium (payment schedule for the settlement of Area tax for the year 2013).
- Receipt of payment of the area tax for the months of March, April, May and June 2013.
- Receipts and copies of checks for payment of deductions from wages (IRPP, TCS and FNH) of the months from January to May 2013.
- Statements and copies of checks for payment of deductions from wages with service providers for the months from January to May 2013.
- ANINF Correspondence No. 1279/PR/ANINF/DG/DAF/SFR of 22 April 2013 to grant payment schedule for the settlement of invoice No. 026/PR /ANINF / DG / DAF / SFR pursuant to the request of Precious Wood CEB (28 March 2013).

Implementation of the logging operation
- Logging along water courses, Statistics from January to May 2013.
- CEB standards and working methods, construction and rehabilitation of forest roads (version 4, April 2013).
- Fellers’ evaluation form for timber in water.
- CEB standards and working methods, logging, V 12, April 2013.
- Precious Woods CEB, Logging balance sheet of L4UFG2, FMU 2, June 2013.

Environment
- Regularization ICPE, CEB Bambidié, June 2008.
- Setting up of sawmill in a forest concession, CEB Bambidié, May 2011.
- Dismantling and Site Remediation Procedure, version 1, November 2007.
- Contract for the supply of petroleum products and equipment loan between Total Marketing Gabon and Precious Woods CEB.

Monitoring & Evaluation
- Procedure for the development of the monitoring and evaluation report, June 2013 version.
- Sheets for work carried out – Dismantling of the bridge over river LOUBI (access to the Milolé zone) of 18 February 2013.
- Evaluation of the management and the population status of species exploited by Precious Woods Gabon, June 2013.
- Monitoring and evaluation of the forestry activities of Precious Woods CEB.
- Procedure for the analysis of the major environmental impacts of CEB’s activities, V 5.0, February 2009.

Traceability
- Reports on the sensitization of supervisory staff and staff representatives in connection with Decree No. 01494 of 29 December 2011.

**Management**

- List of protected species under the Gabonese Law.
- Surface area of the conservation and protection zones of the SMFC.

**Wildlife and Hunting**

- Wildlife and Hunting Report (summary from January to April 2013).
- Exchange of mails between the Operations Branch of Precious Woods - CEB and WCS dated 6 and 8 February on the situation in the Milolé zone and worries following the final departure of guards.
- Operational Procedure – Standards of wildlife management and hunting, version 4, August 2011.
- Summary report, Bambidié Gorilla Project, January-March 2013, Max HURDEBOURCQ.
- Report No. 004 of the anti-poaching mission in the SMFC of Precious Woods on roads around Lastourville.
- Procedure for organized hunting parties.
- Wildlife and hunting missions annual planning for 2013.
- Work program for July 2013.

**Health and Safety**

- Memorandum of Understanding with the Paul MOUKAMBI Regional Hospital in Koula-Moutou for the consideration and treatment of CEB's workers in the Bambidié zone, 10/07/2010.
- Memorandum of Understanding with the Lastourville Hospital for medical visits and care, Bambidié zone, 27/04/2012.
- Memorandum of Understanding with the Ambulatory Treatment Centre (CTA) of Koula-Moutou for sensitization on STD / AIDS, 02/07/2012.
- Memorandum of Understanding with the Amissa Bongo Regional Hospital in Franceville for medical visits and care, Okondja and Lélama zone, 11/12/11.
- Memorandum of Understanding with the Paul MOUKAMBI Regional Hospital in Koula-Moutou for the management of biomedical waste resulting from the operation of CEB Health Unit, 10/10/2012.
- Procedures for the prevention of emergency situations and the capacity for response, V.7, 03/2013.
- Annual Fire Report 14/05/2013.
- Calendar of annual activities of the Occupational Health and Safety Committee (OHSC).
- OHSC activity monitoring data sheets, 23/02/2013 and 23/03/2013
- Minutes of OHSC meeting, 09/02/2013.
- Analysis of compliance with Decree No. 01494 of 29 December 2011 to lay down hygiene, health and safety measures at the workplace, 05/2013.
- Decree No. 01494 of 29 December 2011 to determine hygiene, health and safety measures at the workplace.
- Observation sheet No. 5/2013 of 25/01/2013
- Observation sheet No. 6/2013 of 11/01/2013
- Training & sensitization Procedure, Precious Woods CEB.

**External social**

- PWG Strategy for the Socio-economic component.
- Assessment of the social impact of logging in the CFG 8/75 concession located between Koulamoutou and Pana, Ogooué-Lolo Province.
- Monthly Report of BAEV, 07/02/2013 and 08/05/2013.
- Minutes of meeting of the mission for the information and sensitization of villages bordering UFG 2010-2014 on the monitoring and evaluation of projects implemented and sensitization of riparian villages on wildlife and hunting, 06/06 to 08/06/2013.
- Mail to the Provincial Director of Water Resources and Forestry of Koulamoutou about a joint reflection on the strategy of the company for NTFPs, 15/06/2013.
- Estimate of the proposed complementary socio-economic study, social mapping and composition of the riparian populations of the SMFC of PW - CEB.
- Study on non-timber forest products (NTFPs). Identification and location of NTFPs collection points and markets and valuation of studies on NTFPs in riparian villages in the 2010-2014 five-year plan of the SMFC of Precious Woods - CEB, June 2013.
- Report of the monitoring and evaluation mission on the application of Article 251 of the Forest Code in the Lassio Sébé canton carried out by the Provincial Director of Water Resources and Forestry of Mulundu, 20/06/2013.
- Monitoring and evaluation reports on the application of Article 251 carried out by the BAEV, 06/06/2013.
- Minutes of sensitization meetings on the process of calculation of the annual forest royalty payable to the populations, 19/04/2013.
- General Memorandum of Operating Agreement. Forest Day, 10/02/2013.
- The free and informed consent of the population before any logging by CEB.
- Conflicts Management and Registration Procedure, Version 3, 06/2012
- Social Mapping Procedure, Version 2, 10/2012
- Mission report on the handing over of public summaries of the Management Plan
- CEB staff / villagers Code of Conduct
- Forest Day General Memorandum of Operating Agreement.

Internal Social and Human Resource Management
- List of first-aid teams on Bambidié site per sector, Lélama logging site, Production / Logistics, Bambidié logging site, Planing factory, sawmill, mechanical workshop, carpentry. 05/2013.
- Internal training report on the conduct of meetings in rural areas, CEB-PW, 24/05/2013.
- Report of the sensitization and screening at CEB, 10 and 17/02/2013.
- Payment of sawmill workers rents, 25/06/2013.
- Memorandum of Understanding on service delivery between PW-CEB and the Ambulatory Treatment Centre (ATC) of Koulamoutou.
- Staff rotation planning for adapted biannual medical visits.
- Information Note on the planning of annual medical visits, 01/07/2013.
- List of expatriate staff and valid employment authorizations.
- Complete file of the subcontractor, SCNI, represented by Mr. MOUKAMBOU Clotaire.
- Procedure for the management and settlement of internal conflicts in CEB, June 2012.
- Comment letter to CEB after the control visit conducted in the Bambidié base on 22 January 2013, 27/02/2013.
- Sawmill employer Register, Lélama, Okondja.
- CEB external training program for 2013.

Maps
- Map of the hunting zone, June 2013.
- Map of the areas of the SMFC of PW CEB.
- Map of unexploited zones of FMU 2 - UFG 2 - Lot 2.
- Map of the proposed new division of the SMFC.

4.5. Interviews of the stakeholders met

In the course of this audit, we have interviewed the following personnel:
Executive:
- Mr. Frederic OBER, General Manager

Libreville site
- Mr. Pascal Ardilier, Administrative and Financial Director
- Mr. Jean MOUNGUENGUI, Human resource manager,

Bambidié site
- Mr. William Lawyer, Certification Manager
- Mr. Patrick GEFFROY, Site Manager
- Mr. Benoit SAINT LÉGER, Sawmill Manager
- M. Stephane MARTINEZ, Deputy Sawmill Manager
- Mr. Sébastien BABISSA, Computer Department Manager
- Mr. MBOUMBA Jean Roger, Chief of Personnel
- Mr. Paulin NSO NKA, BAEV Manager
- Mr. Gérard AUDIBERT, Construction Manager
- Mr. MOUSSAVOU Hyacinthe, Team leader,
- Mr. BOUTSOUGOU Alain, Team leader,
- Mr. BOUKOULOU Joachim, Mechanics team leader
- Mr. PAMBOU Joseph, Team leader
- Mr. MOUKETOU Charles, Team leader
- Mr. MOUSSAVOU MBOUMBA Christian, Square-edged timber dispatch manager
- Mrs. NIMBA MOUSSA HAWAI, Staff store manager
- Mr. DÉCORDEROU Bruno, Sawmills maintenance manager
- Mrs. BITOUNGHI Marie Pauline, Heath manager
- Mr. ABAGHA Ernest, Traceability monitoring manager
- Mr. MVONG ABOGHE Ghislain, Mapping manager
- Mr. KASIBI Alain, Mapping manager
- Mr. ILAHOU MOUSSINGA Pierre, Miscellaneous woods sawmill foreman
- Mr. NGAMBANGONDE Jean, BAEV
- Mr. BOUBADY Armand, Silvicultural program manager
- Mr. NGONDET J. Ghislain, Sawmill foreman
- Mr. AZZOUZ Kamal, Rolling manager
- Mrs. BOUKIKA Eliacée, Secretary
- Mrs. ANGUE OBIANG Roxane, Accounting manager
- Mr. EKAMBOU Pitti, Wildlife and Hunting manager.
- Mr. Arthur MAGANGA, HSE manager
- Mr. AGBONOU MOUVAGA TCHIOBA, Turner
- Mr. DJEMBI KOUMBA Jean Giresse, Mechanic and Prevention Officer
- Mr. BOUNGOUANDJI Aimé, Mechanic assistant
- Mr. MABOUDE Rodex, Welder
- Mr. IVORA Judicaël, Pump operator
- Mr. MONDako Jean Marc, Storekeeper
- Mr. LEKOUE Anicet, Staff representative
- Mr. NGOKO Francis, Staff representative
- Mr. MBOUMBA Léonilde, Staff representative
- Mr. MANGOULOU Alain Giscard, Staff representative
- Mr. BETA Rodrigue, Staff representative
- Mr. NZENGUE NZENGUE Thérence, Staff store manager

Okondja site
- Mr. APARIGUI Herman, Health Unit manager
- Mr. ABISSAYENGUE Benjamin, Ambulance driver
- Mr. NAME Surname, position
- Mr. NGOUARA Gildas, Okondja camp Headman
- Mr. NZAMBA Wilfried, Staff store manager

FMU 2 – UFG 3 – AAC 2012
- Mr. MOUKAMBI Fernand, Feller
- Mr. POULA Alain, Crosscutter, Timber yard
- Mr. MVOUEKIDI Arnaud, Driver of Truck No. 307, staff transportation.
- Mr. LIMBA AKOUBOU Christian, Feller
- Mr. NGONGO Eric, Feller
- Mr. Yves MBOUNDA, Head Feller.
- Mr. NGOUONI Mahel, Post-logging monitoring Agent
- Mr. MOUKETOU Charles, Skidding team leader
- Mr. BOUKA Victor, Timber truck driver
- Mr. LOYE Parthurelle, D85 Driver, Road opening
- Mr. DIBATA Julien, Inventory team leader
- Mr. TITINENE Martin, Bucker
- Mr. NGOUONI Mahel, Post-logging monitoring manager
- Mr. MIKANDAMIPO Brice Oscar, Assistant logging team
- Mr. MANDZOUNGOU Giscard, Logging team manager

Okoumé sawmill
- Mr. AYISSAMBABANDZA Jean François, Trimmer

Miscellaneous woods sawmill
- Mr. BOUKAMOULOPOU Stephane, Day labourer
- Mr. OKOUMBA Roland, Stacker Operator, Day labourer

Lucas Mill Unit
- Mr. SONA Léonce Stinwde, Day labourer

Miscellaneous woods sawmill timber yard
- Mr. NGOUNDA Jean Claude, Marker and Wood treater
- Mr. BONGONE Dieudonné, Marker and Wood treater

Subcontractor (s):
- Mr. David IYOUMA, Team leader, SCNI

Villages
Bakoussou
- Mr. MBANZAYA Jean Bernard, Forest base guard (road opening) and Member of the Bakoussou community

Dékabalandji.
- Mr. MOUKAGNI Emile, Forest base guard (road opening) and Member of the Dékabalandji community

Okondja
- Mr. BOYABE Ferdinand, Village Chief
- Mr. NOM OLOMA DZINE Rigobert, Notable,
- Mr. AKOUATA NDJANGA Ambroise

Ndambi village grouping
- Mr. Faustin NDONGHE, Head of the village grouping, Representative of the Elders in the Association
- Mrs. MABOA SAMBA Valérie, President of the Association
- Mr. Frederic BAPENDAGOYE, Secretary General of the Association
- Mr. LINZZOZZO Ferdinand, Former President of the Association

Non-Governmental organization
- Mrs. DIROU Sophie, Forest Component Manager – TEREA Gabon
- Mrs. STOUFF Camille, Forest Manager – TEREA Gabon
- Mr. METAYER Rodolphe, Deputy General Manager – TEREA Gabon

Other stakeholders
- Mr. KOMBAGOYE Serge Désiré, Président of ORSYT-TGI, Staff representative - TGI
- Mr. OSSOUNGOULOU Theo-Luc, Staff representative - TGI
- Mr. ONANGA Wilfried, Staff representative - TGI
- Mr. ROUSSI Romain, Staff representative - TGI
- Mr. MEBIAME Leon, President of the Entente Syndicale des Travailleurs du Gabon [Trade Union Agreement of Workers of Gabon] (EN.SY.TG)
- Mr. Paulin MBEHANG, former TGI employee as Quality Controller
- Mr. Alain OBAME ASSEKO, former TGI employee, Secretary of the TGI Workers Trade Union (TGI - ORSYT) in charge of negotiations and conflicts
- Mr. Jean Bosco NGUEMA ONA, former TGI employee, Masticator

Administration
- Mr. Alain MONANGZE, Chief Inspector of Labour of Owendo and Special Inspector of Labour in charge of the Forestry Sector
- Mr. MAHIA BORROS, Senior Divisional Officer of the Sébé-Brikolo Division
- Mr. Richard GHEKOUMA, Head of the Water Resources and Forestry Cantonment of Sébé-Brikolo
- Mrs. BIKIE BIOLO Léocady, Divisional Delegate of Employment of Molundu
- Mr. Celestin NDINGA, Acting Provincial Director of Water Resources and Forestry (DPEF) of Ogooué-Lolo (Koula-Moutou)
- Mr. Jerry IBANA MAYOMBO, DPEF Officer, Forestry Section
4.6. Site visit(s)

List of UGFs selected for the evaluation and justification of this selection.

<table>
<thead>
<tr>
<th>UFG</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>FMU 2 – UFG 3 – AAC 2013</td>
<td>Road opening monitoring (span and roads opening) ; Management of forest base staff.</td>
</tr>
<tr>
<td>FMU 2 – UFG 3 – AAC 2012</td>
<td>Current logging site Assessment of the mastery of controlled and secure felling techniques, evaluation of emergency evacuation procedures, control of the implementation RIL techniques; Control of safety equipment; Management of the personnel (assessment of compliance with the Labour Code requirements and implementing instruments, taking into account of concerns raised by the workers, relationship with the hierarchy, etc.); Control of the boundaries of the SMFC and AAC; Control of barriers.</td>
</tr>
<tr>
<td>FMU 2 – UFG 3 – AAC 2011</td>
<td>Evaluation of post-logging monitoring activities (assessment of the quality of felling, skidding, preservation of wetlands, etc.).</td>
</tr>
<tr>
<td>FMU 2 – UFG 3 – AAC 2010</td>
<td>Post-logging monitoring (implementation of the procedure for the dismantling of structures).</td>
</tr>
</tbody>
</table>

Main sites visited

<table>
<thead>
<tr>
<th>Libreville and Owendo</th>
<th>Stakeholder consultation, consultation with the parties involved in the case management of the TGI strike.</th>
<th>Principle 1, 4.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bambidié</td>
<td>Answers to last audit CARs; logging on the forest site (FMU 2 - UFG 3 - AAC 2013), Personnel management, right of workers to organize and voluntarily negotiate with the employer; living conditions of workers (staff store, health unit, camp, etc.); Effluent management (hydrocarbons, etc.); Waste management (batteries, scrap metal, miscellaneous packaging, etc.); management and handling of chemicals; environmental and safety compliance of the industrial site and associated facilities, health and safety at the workplace, evaluation of subcontractors; community relations; management.</td>
<td>Principle 1, 2, 4, 6, 7.</td>
</tr>
<tr>
<td>Lelama</td>
<td>Management of solid and liquid waste, implementation of post-logging operations, implementation of HCVs conservation measures.</td>
<td>Principle 5, 6, 7, 8, 9.</td>
</tr>
<tr>
<td>Okondja (Workers camp and forest site)</td>
<td>respect of the management plan, Management of solid and liquid waste, compliance with operating standards and environmental standards, safety aspect, personnel management, implementation of HCVs conservation measures; living conditions of workers (staff store, Health unit camp, etc.).</td>
<td>Principle 2, 4, 5, 6, 7, 9.</td>
</tr>
</tbody>
</table>
4.7. Identification and consultation of stakeholders

Stakeholders were formally consulted before the initial audit (Ref. LT130601A of 6 June 2013: Stakeholder Consultation – Audit Renewal of PRECIOUS WOODS - CEB).

A full list of stakeholders consulted is provided in Appendix E. However, we received no comments from stakeholders prior to the renewal audit.

During this audit, the following stakeholders were interviewed: riparian communities (Bakoussou, Dekabalandji, Okondja, Ndambi village grouping, ministries (labor, employment, forestry, interior), NGOs (WWF, TEREA), subcontractors (SCNI). Consultations with stakeholders on the crisis of February 2013 at TGI (another legal entity of the Precious Woods Group not incorporated in the scope of certification) were also conducted (see list of interviewees above).

Exchanges with TEREA consulting firm focused in particular on the updating of the management plan of the SMFC.

It should be noted that this revision / update of the management plan aims mainly to:

- Comply with national legislation notably by moving from two FMUs to three with an area of less than 200,000 ha each.
- Adapt the management plan to the current objectives of the company notably taking into account developments recorded within the company, the current context (five species initially managed and since then banned from logging) as well as new scientific data. On this last point, this updating work mainly taps into the study on the optimization of the management parameters assumptions (September 2011) conducted by Nicolas Picard and Sylvie Sylvie GOURLET-FLEURY, as well as the results of scientific monitoring in within the framework of CEB's logging operations.

As for consultation with administrations, the issue was to discuss the overall perception of the government on the legality and performance of PW - CEB in the light of its logging practices. It was found that the CEB is locally perceived by the administrations in general as a leader in best practices, especially at the social level with visible achievements geared towards compliance with Article 251 of the Forest Code and achievements of general interest such as road maintenance, including national roads, respect for the rights of local communities (public consultation by the company before the operation).
As for the internal social, labor rights are respected; dismissals are less frequent and are done in accordance with legal procedures. From 2010 to 2013, the labor administration in Lastourville recorded only 08 dismissals. Moreover, there is no dispute involving CEB and a worker in court.

However, it is It still worth mentioning that during the month of March 2013, 105 workers of Precious Woods -TGI (another legal entity of the Precious Woods Group based in Libreville and which is not included in the scope of certification) were dismissed after a strike action. This wave of dismissals was the subject of complaints addressed to Bureau Veritas. Answers to these complaints are presented in Chapter 5.7 of this report.

From the environmental perspective, the company distinguishes itself by compliance with logging standards and environmental standards: compliance with river beds, proper management of hydrocarbons and other environmentally hazardous products; with regard to wildlife management, the company is very active and strongly cooperates with the administration in the fight against poaching, even if the latter believes that additional emphasis should be placed on the monitoring of the SMFC. The company is in order concerning the payment of taxes and royalties, etc.

Some irregularities were however reported by the administration, concerning especially the failure to renew the boundaries between productive series and the agricultural series, irregularity in the form and substance of the 2013 Annual Operational Plan, the sawmill waste disposal area near a watercourse. However, actions were already taken to correct these irregularities at the time of the audit.

The state of relations between the company and the local village communities was the subject of exchange of views at the village level. The people encountered acknowledged that thanks to CEB, they do benefit from many facilities and advantages such as potable water, medical care, electricity (for populations nearby the company's base camps), the road, shorts, youth employment, etc. Conflicts are non-existent. Villages in the vicinity of logging zones benefit from CEB funding for the implementation of many community projects.

4.8. Other evaluation techniques

No special techniques were used for the evaluation of the forest entity. Ordinary techniques were used: literature review, interview of internal and external stakeholders, direct field observation.

4.9. Closing meeting of the initial audit

The closing meeting of the renewal audit for the certification of Precious Wood - CEB took place in Bambidié on 8 July 2013 from 9:20 a.m. to 10:30 a.m. A reminder of the purpose and scope of the audit was done. After presentation of the strengths of the company, non-compliance raised vis-à-vis the FSC Standard were presented and widely explained. The findings were shared by the entire staff of the company.
5. Observations during the audit

5.3. Main strengths and weaknesses

- Main strengths of the entity applying for certification
  
  Management / Logging
  - Statistical monitoring of logging along water courses.
  - Operational control at forest sites of all logging activities ranging from inventories to evacuation.
  - Proactive strategy for the responsible management of the massif (wood potential analysis).
  - Planning of logging activities (dry season / rainy season operations) with a real impact in the optimization of resources and productivity.
  - Quality of maps and accuracy of the information shown on the maps.
  - Good appraisal of feedbacks from the teams by the supervisory staff.
  - Quality of materials; equipment management (acquisition of D6R D7); investment plan; good planning with optimization of even ageing equipment.
  
  Environment
  - Waste control on the sites (progressive thinking in the light of the difficulties faced (improvement of garbage cans stands)
  - Improvement of the storage of chemicals and preparation of SDS for the various products.
  - Cleanliness in industrial facilities and mechanical workshops.
  - Health and Safety
  - Health and safety policy of the company (allocation and monitoring of the wearing of PPE).
  
  Internal and External Social
  - Dismissals are less frequent.
  - Health management not only of employees and their families but also of the riparian populations.
  - Well trained staff and well sensitized on the certification.
  - Valuation of shorts in the social program.
  - Importance of the funds raised in the social program (1,400 million).

- Main weaknesses of the entity applying for certification
  
  - Documents mostly date from June 2013.
  - Straying animals on the sites.
  - State of the camps: Kotibé (15 huts), Azobé (28 huts) and Kevazingo (3 huts) and Iroko (8 huts).
  - Application of safety instructions: access of some service providers on the site without protection (case of the driver helper on the container truck of the service provider referred as TRANSPORT KONE).
  - No visual protection at the sawmill.
  - Control of first-aid kits
5.4. Results of the evaluation with regard to FSC standard requirements

5.4.6- Principle 1 - Compliance with laws and FSC principles

CEB is legally registered and has all the required paperwork. It has a procedure for legal and regulatory watch and a compendium of legal texts applicable to its activities. The Human Resource Manager of the company is responsible for the implementation of this procedure. He is assisted in this task by the Certification and Environment Manager, who ensures in particular the dissemination of the texts to the relevant departments. The company also has a subscription with Gabon HEBDO newspaper and a contract with Deloitte & Touche which provides assistance on issues related to the general administration and specifically legal and taxation matters.

On the whole, the company complies with legal and regulatory provisions that are enforceable against. Tax returns are made within the time frames laid down by the Finance Law and the implementing instruments. Although there were delays in the payment of taxes and other charges since 2012, the company is now up to date with the payment of the moratoriums which were regularly granted it by the administration. This situation is strongly linked to the economic context of the forestry sector in Gabon.

An analysis of corporate compliance in the light of international agreements, treaties and conventions was made by the company and operational procedures were developed and implemented in order to keep abreast.

However, some shortcomings were noted with regard to the workers housing conditions, the compliance of subcontractors and service providers and the compliance of the company pursuant to the analysis of the requirements of the Decree No. 01494 of 29/12/2011 to determine the general rules on hygiene and safety at the work place (NC R1, R4, R5 and R1).

About the wildlife management and control of illegal activities within the SMFC, a wildlife manager is appointed within the company. A procedure for the monitoring of illegal activities and a procedure for wildlife and hunting management were developed. This procedure provides for the opening, the regular maintenance and monitoring of boundaries, worksite access barriers, anti-poaching missions in collaboration with the forestry administration. All illegal activities identified are documented and archived. The company records illegal activities and report them to the competent authority that operates on the field. Anti-poaching missions are jointly financed by companies, WCS and the administration. An annual agreement is signed between the various stakeholders "support project for the implementation of anti-poaching missions in the SMFC of CEB on the South-East periphery of the Ivindo National Park V63. The synthesis of illegal activities monitoring data allows to highlight the trends, but is not followed by a substantial definition of actions to be implemented so as to prevent these activities within the SMFC (NC R2).

Legality of subcontractors and services providers
On the whole, PW-CEB deals with 01 subcontractor and 03 service providers as shown in the following table.

<table>
<thead>
<tr>
<th>Name of the structure</th>
<th>Nature</th>
<th>Area of intervention</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCNI</td>
<td>Sub-contractor</td>
<td>Cleaning in Bambidié sawmills</td>
</tr>
<tr>
<td>COMBG</td>
<td>Service provider</td>
<td>Removal of used batteries and scrap metal</td>
</tr>
<tr>
<td>TOTAL</td>
<td>Service provider and supplier</td>
<td>Removal of waste oil + diesel supplier</td>
</tr>
<tr>
<td>SETRAG</td>
<td>Service provider</td>
<td>Timber transportation by rail</td>
</tr>
</tbody>
</table>

The company carries out a regular review of the legality of its subcontractors, service providers and suppliers. However, the audit team noted that the subcontractor, namely SCNI, controlled during the audit, did not comply with regard to registration with the CNSS. Also, despite the insistence, the audit team could not enter in possession of some pay slips of SCNI's workers so as to check compliance with legal requirements relating to wages (see NC R5).

5.4.7- Principle 2 – Land tenure, use rights and responsibilities

The company has all the necessary authorizations for the implementation of its forest management:

- Interim agreement for management, logging and processing of 13 May 1997
- Decree No. 000297 / MEFE / NPOP / SG / DGEF / DIARF of 21 May 2004 to officially approve the Management Plan of the SMFC allocated to CEB of THANRY Group.
- SMFC CEB is assigned after approval of the management plan for a period of 25 years renewable, of any force or effect as from 04 September 2000.
- Approval of the Annual Operational Plan dated 11 September 2012 attached to AAC 2012 of FMU 1 - UFG 3 - Lot 2 tantamount to licensure over AAC 2012.

Use rights and customary rights of communities around the SMFC of PW-CEB are identified and described in the management plan and other socio-economic studies and complementary studies.

The policy of the company vis-à-vis the customary or legal use rights of riparian communities is defined in the document entitled "Standards and working methods, Precious Woods – CEB. Social Component in favor of the Village Populations, V3, June 2012". This document includes a strategy and a procedure for its operability: See PWG Procedure for the Socio-economic Component and Social Mapping Procedure. The company took up again the main aspects of its policy with regard to the respect of the rights of the populations in a document entitled "CEB staff / villagers Code of Conduct" which is signed by the workers during the recruitment. It should be noted that a specific code of conduct dedicated to the populations was developed by the company and is distributed to village associations for a peaceful coexistence between the two parties. Within the company, there is a conflict management
and registration procedure. The populations were sensitized on this procedure. The company also signed a tripartite convention with the neighbouring villages of the five-year block 2010 - 2014 under operation. This convention provides the platform for dialogue involving PW-CEB, the villages concerned and Forests administration, whose objective, among others, is the management of conflicts related the activities of the company in the concession. Inspection and verification missions are organized in the wake of complaints from communities, in particular those relating to the impacts of the forest management operations. No conflict was recorded or noted in the field during the audit.

5.4.8- Principle 3 - Indigenous peoples' rights

A study on the "Babongo, Akola, Akoula, Balendji" indigenous communities was conducted in the concessions of PW-CEB Provinces by Mr. Norbert GAMI, Program Manager of TFT Africa. What emerges from this study which adds to the socio-economic fact-finding mission conducted by Mrs. Rose ONDO is that there are no indigenous peoples settled in and around concessions allocated to / managed by Precious Woods-CEB. These results were confirmed by Bureau Veritas auditors following the investigations conducted during the surveillance audit No. 4 of October 2012.

5.4.9- Principle 4 – Community relations and workers’ rights

Community relations:

The company recruits workers in local villages and provides an on-the-job training. It was verified at the level of the personnel service in Bambidié that these workers gradually gain access to different positions based on their ability to skilled jobs. Concerning employment and subcontracting, priority is given to Gabonese and especially to riparian communities.

At level of the SMFC, the potential social impacts of logging activities were identified by the environmental impact assessment and actions to prevent or mitigate these impacts defined. The follow-up of these actions is carried out regularly. At the level of the AAC, potential social impacts are identified through the social mapping carried out before entering an AAC.

The audit team noted, however, that in the field, some sites identified within the framework of this activity as to be protected were not marked in the field as stipulated in the procedure defined by the company (see NC R7).

Regarding the diversification of the local economy, the initiatives taken by the company suffer from the problem of villagers' commitment.

CEB adopted a participatory and coordinated management approach with the riparian communities of its forest concession. The establishment of tripartite conventions and the organization of the Forest festival before the commencement of any operations fit into this framework. A Support Office for Village Environment (BAEV) was created within the company and helps maintain a constant dialogue with local communities.

Workers' rights and employment:
The company has a Health, Safety and Environment (HSE) department dedicated primarily to issues of health and safety.

There is a set of preventive measures all geared towards workers safety:

- The internal regulations of the company specify some safety instructions to be observed by workers.
- Workers are equipped with PPE defined on the basis of risk assessment.
- Sensitization meetings are held regularly on matters of health and safety within the company.
- PPE are distributed twice a year to all the workers and replaced when they are worn out. Safety stocks of PPE are available.
- There are internal working procedures for the preservation of workers safety.
- Vehicles transporting workers are subject to regular maintenance.
- Work crews are equipped with first-aid kits whose contents are regularly monitored. However, during the audit, deficiencies were found in the composition of some first-aid kits (see NC R11).
- The new recruits are subject to impregnation on security issues and health by the HSE department of the company which also provides regular training and sensitization of its staff and sub-contractors on health and safety.
- Workers go for medical tests before employment and systematic check-ups during employment and there is a follow-up of the doctor's recommendations by the personnel service (work station alternation, specific examination, etc.).
- Risk areas for workers and external stakeholders (riparian communities, contractors / visitors) are identified and appropriate signage is in place.
- Regular monitoring of risk areas is carried out by the HSE department, taken over by the supervisory staff.
- The Decree No. 01404 of 29 December 2011 to lay down hygiene, health and safety measures at the workplace is available with the HSE. The company has also initiated a comprehensive analysis of compliance vis-à-vis this text and gradually build on the results of this analysis to improve its safety management system at the workplace.
- Within the company, there is an effective ownership at all levels and strictness with regard to health and safety.
- Medical fitness examinations are normally conducted as well as systematic medical visits. Particularly exposed workers are subject to specific clinical monitoring example: the case of timber treatment workers). Several workers interviewed are mutated at different positions due to the consideration of the recommendations of the company doctor, after a medical supervision.
- Vehicles are equipped with first-aid kits and fire extinguishers. Regular checks are made to ensure the presence of this equipment on board.
- The company has a central health unit on its main site in Bambidié with relay infirmaries on Okondja and Lélama sites. However, at the Okondja infirmary, the audit team noted some shortcomings in the procurement and management of drug stocks (see NC R3).
- There are conventions of visits and care with health centers endowed with better technical support units and specialized personnel. An ambulance is available with dedicated drivers for emergency evacuations.
At logging sites, teams are equipped with first-aid kits regularly monitored. High-risk operations such as felling are particularly monitored (regular training in controlled and secure felling, transport vehicle near felling sites and equipped with stretcher for cases requiring emergency evacuation, etc.).

The staff is trained in first aid and fire safety. Simulations are regularly organized by the Operations Department to allow teams to develop appropriate reflexes and ensure the necessary adjustments.

Regarding the living conditions of employees in the various living camps (Bambidié, Okondja and Lélama), workers do have access to water whose potability is proven in the light of the results of water analyses regularly commissioned by the company. In Okondja, a slack was noted in terms of hygiene and safety in the Camp (see NC R4).

The company has staff stores on all these sites. These staff stores are supplied by the central store based Bambidié. Products that are sold there are of satisfactory quality and acquired at cost price, comparable to or more affordable than those in the nearest urban centers (Lastourville, Koulamoutou, Okondja). The product expiration time are controlled and expired products removed from the stocks.

As regards conditions of employment and work, employees of CEB-PW are to a large extent treated in accordance with the regulations in force in the Republic of Gabon. Contracts are consistent and well followed up; work schedules are respected and overtime paid for, weekly rest and annual leave are observed, etc.

However, although an effort is made to comply with the occupational classification as defined by collective agreements, the audit team noted that the policy of category promotion within the company is not clear (See NC R6).

All workers of the company are registered with the National Social Security Fund (CNSS). However, it is not the case with subcontract workers (see NC R5).

The company has a mechanism of social dialogue through extraordinary and ordinary meetings with staff representatives. CEB also has a Procedure for the management and resolution of internal conflicts that governs the resolution of disputes between the employer and employees. Sensitizations are regularly carried out by the company intended either for SRs or directly for workers. Important decisions in the company are made after consultation with staff representatives.

5.4.10-Principle 5 – Benefits from the forest

As part of the development of the management plan and pursuant to the management inventory, a calculation of the allowable cut was made based on the ability of each species taken into account to ensure its regeneration.

As part of the prospective management geared towards a sustainable management of the SMFC, a forestry operation balance sheet (TEREA, 2012) was drawn and an assessment made of the development and the population status of species exploited by Precious Woods-CEB (Nature + 2013). It is evident that the harvested volumes are still below the allowable cuts announced.
by the management plan of the SMFC in the light of the operating ratios (volume harvested / inventoried volume).

Concerning the population status of the species harvested by Precious Woods-CEB, the balance sheet reveals that the logging of the Sipo species poses a problem of regeneration with regard to its diametric structure and its fruiting diameter (85 cm). The analysis of harvested volumes per species shows that the Sipo volume is very low.

Staff trainings are conducted at different levels on the implementation of management plans. The company mainly harvests timber resources provided for by the management plan. All resources are localized following logging inventories which are carried out annually on the allowable cut of the following year. The assessment of the timber potential is conducted through the management inventory and calculation of theoretical allowable cuts, taking into account the regeneration of the stand for future rotations. The inventory management is done from 10 cm for all species. The diametric structures are presented and analyzed for each species and the choice of managed species reflects the renewal of these species for future rotations. The assumptions used in the management plan are those approved. They include rotation and reconstitution and allow to define the management diameter. It should be noted that the MP is under review and the results of various studies and recent data will be integrated. The rotation is calculated to allow a reconstitution which is acceptable and consistent with regulatory requirements between two logging rounds. It was set at 25 years. The allowable cuts take into account the MMD, a max harvesting density (2.5 stems / ha), rare or endangered species are protected, etc..., sensitive areas were identified.

The production of logs generates a set of taxes. The SMFC as a whole is divided into village lands. The social program of the company is financed by income from the sale of these logs (1,000 CFAF/m3 of logs sold and 300 CFAF/m3 of logs for sawmill). Indeed, in the absence of an implementing decree on Article 251 of Law No.16/ 01 of 31 December 2001, Precious Wood-CEB decided to grant these revenues to riparian communities organized in association. Under the supervision of Water Resources and Forestry officials, village lands were identified in a participatory manner and mapped. These village lands determine the income beneficiary villages and mobilized depending on the area where the operation takes place. It should be noted that in the log marking system, the village land of origin of the said log is taken into consideration, which allows people to exercise control over the volumes produced and thus the corresponding amount of revenue the community is entitled to. This money is used to fund projects initiated by the community and approved by the administration and CEB. The monitoring of the implementation of approved projects is done by the BAEV.

For two years now, shorts from forest timber yards and not put to use by the company are made available to riparian communities. In turn, they saw them to
improve habitat in the villages under a mechanism put in place at the level of beneficiary village associations.

The banning of log exports in 2010 led to a review of the industrial strategy of the company. This is what motivated the setting up of miscellaneous woods sawmill operational since July 2011. Within the company, there is a permanent reflection on the further processing of wood.

A summary of the recommendations of studies on the SMFC was made so as to identify areas of intervention in the NTFP sector. This summary also identifies the actions already carried on NTFPs and the difficulties faced. A complementary study was conducted to identify the types of NTFPs, the harvesting sites within village lands bordering the 2010-2014 five-year plan, the marketing venues, as well as local initiatives in the NTFP sector. It appears from this study that the NTFP sector is quite timid and those involved operate illegally, hence the need to involve the administration so as to define the NTFP strategy. A letter was sent to the administration for a consultation in this regard.

The practice of PPE methods (training in controlled felling, skidding planning ...) allows to significantly limit damage during the production process. The company implements RIL techniques through "CEB standards and working methods and Monitoring and evaluation of the forestry activities of Precious Woods-CEB. The company developed and is implementing a procedure for logging near watersides. Training on controlled felling mostly helped limit the damage to felled timber and optimize volumes. Within the company, there is an incentive system to ensure work quality, especially not only through the production bonus, but also quality premium for operators and mostly for individual fellers.

All national and sub-regional guidelines including the FAO code is available within the company. The procedures of the company deeply draw inspiration from the FAO Code and comply with Gabonese law. Maps are available at various scales; field data are mapped and used in the operational planning and the implementation of operations. Operational forecast maps are used and can be updated to reflect the realities in the field. This is for example the case of extraction tracks and timber storage zones. It is impossible to strictly do what is planned on the map in the office.

5.4.11-Principle 6 - Environmental Impact

Environmental impact assessments were conducted for forest management operations in 2008 and wood processing in 2011. The company developed and is implementing operational management procedures to limit the impact of all its activities on the environment.

In the organization of the company, a wildlife and illegal activities monitoring service exists and is functional. In close collaboration with the Water Resources and Forest Administration, this service carries out patrols to crackdown illegal activities across the SMFC.

As far as hunting is concerned, the company developed an organized hunting management plan for workers under the supervision of the wildlife manager. A rigorous monitoring of organized hunting activities is implemented (catch recording, weapons monitoring, etc.). The number of licensed hunters (weapons
registered in accordance with legal requirements) increased from 40 to 82
between 2011 and 2012. A broad-base communication on authorized hunting,
restrictions and alternatives is carried out within and outside the company
(posters, sensitization meetings etc ....).
There is an operational procedure – Standards of wildlife management and
hunting, version 4, August 2011. This procedure outlines the guidelines to be
followed by staff with regard to hunting.
The Internal Regulations of Precious Woods-CEB in its Articles 24 to 27 define
provisions for hunting, notably:
- Hunting in accordance with legal and regulatory provisions,
- The organization of hunting by salaried workers,
- the control access roads,
- Game transportation.
The internal regulations provide for penalties applicable to staff members who
violate these provisions.
Staff stores are open on sites; basic commodities including alternative sources
of protein are sold there at cost price.

However, follow-up results do not actually identify the impact of forest
management operations on wildlife. Actually, there is no follow-up of the wildlife
dynamics and an assessment of the impact of forest management operations
on wildlife (see NC R8).

Regarding regeneration conditions of exploited species, the management
inventory took into account almost all species identified in the SMFC which
have a decametric structure consistent with the regeneration of the species. For
the specific case of Okoumés, okoumé seed plants with a diameter greater than
50 cm are reserved at a density of 1 seed plant per every 5 ha. Species
targeted either because of their rarity (example: Moabi and Douka), or their
economic importance (example: Okoume) are monitored. Monitoring sample
plots were put in place so as to monitor the regeneration. In addition, a planting
program in felled areas is implemented by the company. Species having a
regeneration problem are subject to special monitoring. This is the case of
andoung 66, azobé, douka, faro, moabi, Gombe. Species having a regeneration
problem are planted as a matter of priority. Several experimental plots allow to
assess the response of these species within the framework of set solid
plantations.

The management plan provides for specific measures for the management of
protection zones. There is a mapping of reference sites of representative
ecosystems (see study on HCVFs), but at the end of the last five years, no
mechanism has been set up to assess the changes (see NC R10).

Protection series represent 2.5% of the SMFC. Whilst this proportion is the
result of a scientific logic arising from multi-resource inventories carried out
within the framework of the development of the management plan, it should be
noted that in the context of the ongoing review of the management plan, no
recent data exist to date to justify the relevance of maintaining or change
(increase or decrease) the size of the areas meant for conservation (see NC
R9).
Operational guidelines exist and are implemented for the prevention and control of erosion:

- CEB standards and working methods, construction and rehabilitation of forest roads (version 4, April 2013). The guidelines are described therein.
- There is a good planning of all forestry operations that takes into account hilly areas, among others.
- The roads are opened on ridges or on the side if the slope is greater than 15%, the choice of parks and other sites minimizes erosion. Logging is carried out per pockets, bounded by ridges.

There are also operational guidelines for the protection of soil and the preservation of watercourses. In addition, a procedure for dismantling and site remediation at the end of logging operations is implemented. For example, after logging operations on the Milolé site, near the Ivindo National Park, the following actions were implemented:

- Dismantling of access bridges (west and north) on logging sites.
- Dismantling of the facilities (base camps, garage, club, etc.) and disposal of non-biodegradable waste on the main site in Bambidié.
- Dismantling of the bridge over the river Loubi.

The company has a road network that is regularly maintained by a well trained staff. CEB standards and working methods, construction and rehabilitation of forest roads (version 4, April 2013) are strictly implemented. The road team leader is responsible for the implementation of the guidelines, under the control of the Site Director, Logging operations manager. A control by the Standards and Control Brigade helps strengthen the monitoring of the implementation of procedures.

Regarding chemicals, the list of chemicals was reviewed and updated (June 2013). The list of chemicals presents:

- The nature of the products,
- The active ingredients,
- User services,
- The feature of the product,
- The first-aid gestures envisaged,
- The storage method,
- The type of PPE required for its use / handling.

Chemicals are stored in the warehouse according to their nature and safety data sheets were developed and disseminated to relevant services (warehouse, health units, etc.). The Certification and Environment Manager has a list of active ingredients that are not approved by the FSC. No FSC unauthorized product is used on the site. The company ensures the treatment of logs with Protegrume. The workers concerned are provided with appropriate protective personal equipment (suit, gas mask, gloves, boots, etc.) and are trained in the use of these products.

There are on-site procedures for the preparation, storage, transport and cleaning of accidental spillages, as well as the handling of the chemicals used.
Workers are trained on the measures to be taken in case of accidental use of chemicals. The repertory of security measures and first aid to implement was updated (June 2013) by the HSE unit of the company. The company documents (incident record) all work accidents including those due to chemicals. A monitoring of quantities of products used is conducted by the Certification and Environment Unit, but the results are not valued (decision on the relevance of their use).

All non-organic waste are identified on all operation sites of the company (waste oils, used batteries, tires, scrap metal, etc.). For effluents such as waste oils, the company has a storage capacity of 50,000 liters on its main site in Bambidié. The contract for the supply of petroleum products and the equipment loan with Total Gabon Marketing for the supply of fuels and lubricants also provides for in § 5.2 the recycling of waste oils. For specific waste such as used tires, the company targeted and built a storage area under access control. The company itself does not engage in the treatment of non-organic waste.

There is a mapping for waste storage sites. Disposals of non-organic waste are carried out under disposal manifest available with the certification and environment service. Waste storage areas are completely secure and access is controlled.

5.4.12-Principle 7 - Management plan

The management plan is implemented satisfactorily: respect of parceling plan, felling sequence, MMDs, environmental and social requirements. The terms of reference with the Ministry in charge of Forests define the intervention procedures and the rights and obligations of the forest manager. The monitoring of the implementation of the MP is regularly checked by the administration. The company complies with Order No. 251 of the Forest Code.

The company defined zones of strict protection within the SMFC. The rehabilitation of degraded areas is provided for with seedlings produced in the nursery.

The management plan contains mandatory headings with regard to the regulations and the FSC standard. The management plan includes a description of the silvicultural system, with preservation of crop trees and enrichment in felled areas for the production series. No treatment is carried out in the protection series, a buffer zone of 50 m along the major rivers and a preservation of conservation series.

As part of growth monitoring, 4 sample plots to monitor the growth of Okoumé and a phenological and growth follow-up mechanism for Moabi and Douka (species identified as problematic in the Management Plan and confirmed by the decree of 2009 prohibiting their logging) were put in place.
However, it should be noted that several studies and mechanisms were set up after approval by the Management Plan.

An analysis of growth rates obtained in these mechanisms (complemented by results obtained in similar studies in Gabon or in other countries of the sub-region) was conducted. The company intends to integrate these new data during the review of the Management Plan.

The management plan defines conservation measures in the environmental component (Chapter V 7). These measures are refined in the HCVFs document.

It should be noted that the Management plan of the SMFC of CEB was validated in 2004. This management plan is currently under review. A balance sheet of logging operations on the UFG of FMUs was drawn up. It should however be noted that if significant data are available in the monitoring of the woody and floristic potential, there are few data on the fauna aspects. Thus, the management plan is reviewed primarily to address economic concerns. Regulatory aspects remain poorly addressed.

A training & sensitization procedure is available (V5 of June 2012).

A training plan covering all activities of the company is available. Its implementation is monitored by the Certification Manager. About 70 % of trainings were conducted at the time of the audit. The Personnel Manager is in charge of trainings in general. Each service head provides continuous training for operators working in his/her service and participates in the appraisal. Managers have a good basic training and good experience of the implementation of tropical forests operation and management guidelines. The officers in charge of forest management within the company are mainly forest engineers and similar persons. Some malfunctions in the supervision of teams were nevertheless observed by the audit team (see NC R11).

Hiring is based on skills and know-how and is completed within the company by internal or external trainings.

The summary of the management plan from 2007 is readily available in the company and made available to communities. An appendix describing the high conservation values and measures for their preservation is also available. The company should, under cover of the review of the management plan, produce a summary incorporating a specific section on the presence of sites with high conservation values and the conservation measures (see Obs. B).

**5.4.13- Principle 8 - Monitoring and Evaluation**

All measured activities are subject to a collection of data using a data collection sheet. Felling control sheet, hauling control sheet, skidding, etc. There are operations monitoring procedures that define the indicators to be measured and the parameters taken into account (data collected, frequency of monitoring...
The data collected is compiled and synthesized annually by the certification manager. A procedure for the preparation of annual monitoring and evaluation reports was developed. The aim of the procedure is to ensure the harmonization of information management (data collected) to allow a consistent treatment from one year to another. The 2012 Monitoring Report was completed following this structure and will provide a basis of comparison for future years. Implementation and monitoring are the responsibility of the Certification Department. An operating procedure of this Department (version 1.0 of August 2012) defines the responsibilities and the type of relationship between the various managers. In a specific manner, a monitoring team made up of three persons (head feller, post-logging manager and an assistant) works on each site. This team is backed up by a production monitoring manager and by the certification manager.

Provenance tests and genetic studies are conducted on two species, the Tali and Movingui. A first data synthesis and an evaluation of the first results are expected in this year 2013.

A study on the ecology of the hazelnut tree (*Coula edulis*) as part of a PhD dissertation is underway. Data are available and some have been published. Another study is underway to evaluate the role of gorillas in seed dispersal. Plantations / enrichments are carried out in felled areas, degraded forests and forests/savannah mosaics. In 2011 about 5,421 plants were introduced in the various sites and about 2,074 in 2012. All monitoring mechanisms and other study sites are mapped. The monitoring of these mechanisms is the subject of procedures. Studies are conducted on the basis of a research protocol. The data is compiled and analyzed annually in the monitoring and evaluation annual report and the annual report on research activities prepared by Nature +. The performance of operations methods and their impact on the forest are assessed in accordance with the requirements of the internal Procedure for the development of the monitoring and evaluation annual report.

CEB standards and working methods on the construction and rehabilitation of forest roads (Version 4, April 2013) and logging (V12 April 2013) anticipate that crop trees (harvestable trees with a diameter above 50 cm) and protected species must be marked off with barrier tape and protected. The control of this activity is taken into account in post-logging operations, but the activity itself is not the object of evaluation (collection of accurate data before and after logging) to help assess the impact of the logging on residual stand (see NC R12).

In 2013, an evaluation of the management and the population status of species exploited by Precious Woods-CEB was conducted. This study analyzes of the evolution of the main species exploited by the company based on parameters obtained from the analysis of the operating data of the first AACs of the UFG. Relevant recommendations are made by the authors (see Obs. C).

Maps or updated data on the distribution of threatened, rare or endemic harvestable species are available at the level of AACs.

The monitoring considers all company activities including social aspects. All data on the quantities of each harvested forest product are collected, stored and processed through the MICROBOIS software. Post-logging checks are carried out on all logged areas by the post-logging team and in accordance with post-
logging monitoring procedures. The team goes round all logging sites (felling, hauling, road opening, timber yards, etc.).

As for wildlife monitoring, the wildlife inventory prior to the development of the MP was carried out but no other inventories since then (NC R8). The monitoring of hunting activities was carried out. The company collects data on species and quantities from organized hunting parties.

For processing units on the Bambidié site, data are available to assess the yield rate over time and yields are actually calculated.

The entire production process in forest from the inventory to the landing pier is documented: report and inventory map, sorting card, felling reports, hauling ... The identification system requires the allocation of the inventory number and marking that number on the trunk of the tree, the placing of two plates by the auditors during the sorting, the transfer of the prospecting number on the stump by the cutter and the withdrawal of a plate; allocation of a forest number and marking of this number on the stump, the trunk and the top; the same number is maintained at each stage of operation during which the log undergoes a transformation, adding each time an additional identifier (ex:/ 1 / 2 ...). The FMU, the AAC and the logging site (e.g. village land) are specified. The felling date is marked on the stump, the log and all monitoring documents. The company has an invoice template that includes all the information required (name and address of the client, date of sales, product type with details on the material category, the volume, the certificate number, the link with the transport document, etc...). CEB makes no FSC marking on logs. On sales invoices, the certification endorsement is specified for each product sold with precision of the certificate number. In addition, the use of the trademark was validated by BVC. It should be noted that the endorsement “pure FSC” appears on square-edged timber waybills (see NC R14).

A summary of indicators monitoring (year 2012) is available on the company's website, it summarizes all the data about the operations monitoring and HCVFs monitoring.

5.4.14- Principle 9 - Maintenance of High Conservation Value Forests
A study of high conservation values was carried out in 2008 at the request of Precious Woods-CEB by TERE A Consulting Firm. The HCVF study builds on the national strategy on HCVFs in Gabon which was distributed to conservation agencies and research experts. A synthesis of concerns raised and observations made by the various parties was completed and allowed to produce the document on the maintenance of HCVs in the SMFC of Precious Woods-CEB. This document was disseminated to scientific stakeholders to discuss the choices and the analysis made by CEB and its experts. The identified values, the measures applied and monitoring measures were reviewed accordingly based on feedback. The results of this identification and the measures for the conservation of the attributes of these values were the subject of a feedback meeting.
A total of 11 conservation values divided into 5 areas were identified on the SMFC. They are distributed as follows:

<table>
<thead>
<tr>
<th>Area</th>
<th>Conservation value of the SMFC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biodiversity conservation</td>
<td>4 values: (i) presence of a transitional area with Ivindo park, (ii) shelters for vulnerable, threatened or endangered animal species, (iii) shelters for vulnerable, threatened or endangered plant species (iv) presence of endemic species.</td>
</tr>
<tr>
<td>Landscape</td>
<td>Ill-adapted. As the forest massif of Central Africa is less fragmented, it is not threatened by selective logging, which is practiced there</td>
</tr>
<tr>
<td>Presence of specific ecosystems</td>
<td>4 values: (i) watercourses, (ii) wetlands, (iii) the bays, salt marshes, backwaters, (iv) the cliffs of Okondja.</td>
</tr>
<tr>
<td>Forest ecological service</td>
<td>1 value: conservation zone enabling the supply of drinking water and protein to the populations.</td>
</tr>
<tr>
<td>Basic needs of communities</td>
<td>1 value: presence of NTFPs harvested by the local communities.</td>
</tr>
<tr>
<td>Traditional cultural identity</td>
<td>1 value: all sites of cultural activities of the local communities.</td>
</tr>
</tbody>
</table>

This identification is refined in logging inventories. Conservation measures are translated into operational procedures and are implemented. The precautionary principle was adopted whenever there was doubt. The document on the maintenance of HCVFs defines monitoring indicators for the measures taken to maintain or enhance the attributes of HCVs identified within the SMFC. These monitoring indicators are measured and evaluated annually.

The social mapping of village lands was made in consultation with local communities, but HCVs maps have not been updated accordingly. Maps showing HCVs 5 and 6 are not updated in the light of new data from the study on NTFPs in all villages (Identification and location of NTFPs collection points and markets and valuation of studies on NTFPs in riparian villages in the 2010-2014 five-year plan of the SMFC of Precious Woods - CEB, June 2013). (See NC R10).

A summary of the HCVs was produced and distributed to local communities, but not to all stakeholders consulted prior to the development of the HCV strategy, but the 2012 annual monitoring results are published Annual Monitoring (website: http://www.preciouswoods.com/site/index.cfm?id_art=94733&actMenuItemID=43582&vsprache/EN/Preciouswoods_com___Document.cfm)

5.4.15-Principle 10 - Plantations
There are no plantations in the SMFC

5.5. Systematic presentation of results
See auditors' checklist available on request.

5.6. Identification, traceability and product tracking
5.6.6- Description of the system implemented in view of ensuring traceability

The company has developed a traceability procedure that describes all operations and associated documentation to ensure traceability of its products. These procedures are supplemented by instruction sheets. All the documentation was made available to workers and trainings are provided continuously. A clear organization chart is available within the company. Checks are regularly carried out in the field to ensure the implementation of traceability. All the information is followed up in the MICROBOIS computer registry that allows to edit the various stages of production.

5.6.7- Description of the final location of log management

All products are tracked right to the landing pier in Bambidié where they are checked in, these products are subsequently transferred (internal transfer voucher) to the factory in Bambidié or sold (rolling or train voucher and invoice) to other companies.

5.6.8- Description of the documentation system or marking of products

The entire production process in forest from the inventory to the landing pier is documented: report and inventory map, sorting card, felling reports, hauling... Identification of the material is done right from the logging inventory through the allocation of the inventory number and marking of that number on the trunk of the tree. During sorting, auditors place two plates on each tree selected. The prospecting numbers are transferred on the stump by the feller who removes a plate and puts it back on the board placed by the roadside. After felling, a forestry number is assigned and marked on the stump, the trunk and the top. This same number is maintained at each stage of operation during which the log undergoes a transformation, adding each time an additional identifier (e.g.: / 1 / 2 ...).

5.6.9- Evaluation of the risk of log mixing

The SMFC as a whole is included in the scope of certification. The Bambidié landing pier is the only point posing a risk of log mixing. A physical segregation system (the CEB's hammer, the AAC number, and the blue spot hammered and / or painted on logs are visual indicators of the certified origin of logs). It should be noted that currently all treated wood on this timber yard come from the SMFC. So there is no risk of mixing. The company has not completely ruled out the possibility of supplying logs from other sources. In this case, the owner's hammer, the serial number, the red color spot are signs that allow the physical distinction of a non-certified log. These logs and sawn timber that may come from there would be treated and identified separately from certified timber.

5.7. Controversial elements

No controversial matter arose during the renewal audit. However, it should be noted that PRECIOUS WOODS group has a peeling company: TROPICAL GABON INDUSTRIE (TGI) whose Okoumé logs supply of veneer quality is exclusively from CEB. This company is holder of FSC COC certificate since 28 January 2010. After a strike in February 2013, TGI, being of the view that the strike was illegal, referred the matter to the labor administration which, after investigation, through the labor inspector of the forestry sector, agreed to the dismissal of 105 workers. Further to the dismissal that occurred in March 2013,
the central labor body to which TGI workers trade union is affiliated filed a complaint to Bureau Veritas. Although this entity is out of the scope of this certificate, the auditors were keen to investigate the matter in order to provide answers to the complaint.

Further to investigations, it is clear from the analysis of all related elements and the consultation of stakeholders that the handling of this case by the company is not likely to cause controversy with regard to the commitment of the company to comply with certification requirements.

The response sent to the central labor body is presented in the appendix of this report.

6. Scope of certification

The scope retained for the certificate is the forest management and logging of 616,700 ha of tropical forests in Gabon on the SMFC of Precious Woods-CEB in the Ogooué Lolo and Haut Ogooué Provinces for the production and marketing of Okoumé logs and miscellaneous woods.

6.3. Geographic boundaries of the entity

The geographical field of application includes:
- Libreville offices,
- The SMFC of Precious Woods-CEB is located in the Ogooué Lolo and Haut Ogooué provinces,
- All sites (Milolé and Lastoursville railway stations, Owendo timber yard, etc.) depending on the activity of the SMFC.

6.4. Limitation at the level of forest products

All log products from the logging of the SMFC of Precious Woods-CEB are covered by the certificate.

7. Proposals for the certification decision

7.3. Explanation of the overall rating system, weighting or any other decision making system used

The audit has applied no rating or weighting system in the course of the initial audit.

Actually, the overall requirements were considered as having the same importance, each criteria needed to be satisfied by the entity applying for certification. The compliance with each indicator was evaluated.

7.4. Clear description of all recommendations, conditions or pre-conditions associated with the proposed certification

<table>
<thead>
<tr>
<th>No.</th>
<th>Requirement</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>Require  ment</td>
<td>Description</td>
</tr>
<tr>
<td>-----</td>
<td>--------------</td>
<td>-------------</td>
</tr>
<tr>
<td>A</td>
<td>4.1.4</td>
<td>The company should study the feasibility of the grievance of the workers on the contribution of the company to the creation of a pre-primary class on its Bambidié site.</td>
</tr>
<tr>
<td>B</td>
<td>7.4.2</td>
<td>The company should, under cover of the review of the management plan, produce a summary including forests with high conservation values and the conservation measures.</td>
</tr>
<tr>
<td>C</td>
<td>8.2.6</td>
<td>The company should take into account the recommendations of the study on the evaluation of the management and the population status of the species exploited by Precious Woods-CEB.</td>
</tr>
<tr>
<td>D</td>
<td>8.4.2</td>
<td>Define relevant actions that help increase the performance of the company in the light of monitoring and evaluation results.</td>
</tr>
<tr>
<td>E</td>
<td>4.2.3</td>
<td>The company should ensure the effective functioning of the health and safety committee.</td>
</tr>
</tbody>
</table>

Comments on observations

**Observation A:** Precious Woods-CEB built full cycle primary schools for the education of workers' children in Bambidié, Okondja and Lélama and put them at the disposal of the Government of Gabon which posts teachers. School curricula are those prescribed by the Ministry of Education.

There was a workers' concern raised by staff representatives during the meeting with them and which crops all the time in the list of grievances: that the lack of pre-nursery /primary classes on the company's sites. Workers are obliged therefore to keep children at home until 6 years, the legal age to go to primary school. The workers filed a complaint since 2011 to the company to ask for the creation of pre-primary classes in schools that are found on the Lélama, Okondja and Bambidié sites. Till date, this grievance remains unactioned.

**Observation B:** The summary of the management plan dates back to 2007. An appendix describing the high conservation values and conservation measures is also available. The company should, under cover of the review of the management plan, produce a summary incorporating a specific section on the presence of sites with high conservation values and the conservation measures.

**Observation C:** an evaluation of the management and the population status of species exploited by Precious Woods-CEB was conducted. This study analyzes of the evolution of the main species exploited by the company based on parameters obtained from the analysis of the operating data of the first AACs of the UFG. Relevant recommendations are made by the authors and should be taken into account by the company

**Observation D:** The Company has relevant results following actions to monitor all activities. Relevant measures to increase further the performance of the activities of the company should be defined and implemented.

7.5. **Minor non-compliances**
<table>
<thead>
<tr>
<th>No.</th>
<th>Minor non-compliance</th>
<th>Requirement number</th>
<th>Proposed completion time</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>The housing of workers and their families on the Lélama, Okondja and Bambidié sites (AZOBE camp (28) camp, KOTIBE camp (15) KEVAZINGO camp (3) and IROKO Camp (8) does not comply with legal requirements.</td>
<td>1.1.5</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>02</td>
<td>The planning of illegal activities monitoring operations is not based on past data and a detailed knowledge of risk areas around the SMFC.</td>
<td>1.5.5</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>03</td>
<td>The current management of drugs at the Okondja health unit does not guarantee the permanent availability of all essential products as well as effective control of expiration dates.</td>
<td>4.2.2</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>04</td>
<td>The conditions of hygiene and sanitation in the Okondja and Lélama camps are not satisfactory.</td>
<td>4.2.7</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>05</td>
<td>The company does not strictly control the legal compliance of the hiring and working conditions of subcontract workers on its site.</td>
<td>04/02/2014</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>06</td>
<td>The company has not established a clear and coherent policy for the professional development of its employees.</td>
<td>4.3.1</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>07</td>
<td>The marking of some sites of cultural significance identified during the social mapping has not been carried out as required by the Social Mapping Procedure.</td>
<td>4.4.1</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>08</td>
<td>The assessment of the impacts of forest management operations does not include the wildlife monitoring.</td>
<td>6.2.1</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>09</td>
<td>No change assessment was made on representative ecosystems and especially fauna aspects over the last five years.</td>
<td>6.2.1</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>10</td>
<td>The mapping of types 5 and 6 HCVs has not been updated by the company.</td>
<td>9.1.4</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>11</td>
<td>The recovery of information is not always effective and does not guarantee an effective supervision of activities.</td>
<td>7.3.2</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>12</td>
<td>The implementation of actions related to the preservation of crop trees and protected species during logging operations is not evaluated.</td>
<td>9.4.5 (8.2.6)</td>
<td>08 July 2014</td>
</tr>
<tr>
<td>13</td>
<td>The company does not apply the requirements with regard to health and safety (distribution of PPE, provision of first-aid kits, etc.) for temporary or casual staff guarding the machinery on work sites and on the access of foreign persons to the sites.</td>
<td>4.2.1</td>
<td>08 July 2014</td>
</tr>
</tbody>
</table>
The company has not adopted the material category endorsements required by the Standard.

Comments on minor CARs

**Non-compliance R1:**
The visit of the base camps allowed to identify deficiencies with regard to the housing conditions of workers and families. In fact, on the Lélama and Okondja base camps, more huts are dilapidated (leaking roofs, deteriorated basement, etc.). At the main site in Bambidié, despite the effort of renewal and new housing construction by the company, some huts are also dilapidated. This is the case of the AZOBE camp (28) camp, KOTIBE camp (15) KEVAZINGO camp (3) and IROKO Camp (8). The Management of the company had identified these shortcomings and the actions initiated are not yet up to the shortcomings noted. Thus, sawmill workers who are not accommodated do receive from the company a compensation of 10,000 CFAF paid directly to the person concerned. This is not in accordance with the Collective Labour Agreement of the wood, lumber and veneering industries of Gabon (Article 53).

This non-compliance is minor because the dilapidated huts mentioned above were identified by the company and renewal efforts and the construction of new huts are underway in Bambidié and Okondja. A study is underway to resize the living camps of Okondja and Lélama in the light of the mobility of operations teams. Also noticeable are the efforts of the company to accommodate or at least to participate in the housing of all its employees, even the non-displaced.

**Non-compliance R2:**
The analysis of the monitoring and evaluation results allows to emphasize that over the past five years, the number of man days of inspection missions with the forest administration throughout the SMFC has changed from year to year, moving from 14 in 2008 to 153 in 2012. Since January 2013, a total of 3 monitoring and anti-poaching missions were organized in collaboration with the forest administration.

The synthesis of illegal activities monitoring data allows to highlight the trends, but is not followed by a substantial definition of actions to be implemented so as to prevent these activities within the SMFC and taking into account risk areas.

This non-compliance is minor because great efforts are made by the company to monitor its actions and improve its performance.

**Non-compliance R3:**
At the Okondja health unit, the audit team noted some shortcomings in the procurement and management of drug stocks:
- Medicines at one month to the expiration date are still not isolated from the stock of medicines served to patients according to the usual practices (example: seen, a packet of 10 mg Clarifyne expiring in August 2013);
- Shortage of anti-tetanus serum;
- A single dose of antivenin serum in stock.

This non-compliance is minor because the malfunctioning observed is limited to a few products. The overall management of drugs and of the Okondja health unit is somewhat satisfactory.
Non-compliance R4:
Workers are housed in camps built by the company on all its sites: Bambidié, Okondja and Lélama. Because of the economic difficulties the company facing, only FMU No. 2 is currently operated from the Lélama and Bambidié logging camps. The Okonja workers have been displaced on both sites. On the living quarters of Okondja, only a few families of workers await the end of the school year.

When visiting these living quarters, the audit team noted a slack in terms of hygiene and safety in the camp. The following examples illustrate well:
- Latrines whose doors and wood flooring are dilapidated ;
- Domestic animals (goats, etc.) straying on the camp with access to the water treatment unit and the enclosure housing the generator ;
- Standing water on the edge of some septic tanks and water points ;
- Household waste management uncontrolled.

At the time of the audit, the company had already identified these problems which are obvious since the departure of camp and OHSC managers and initiated work to address the problems.

Non-compliance R5:
All workers of the company are registered with the National Social Security Fund (CNSS).

However, SCNI, CEB’s subcontractor which handles maintenance at the sawmill has just started the registration process of its employees, yet some of these workers have been hired for over a year. Also, it was found in a sawmill a worker recruited since April 2013 but who had not yet signed his contract. Also, despite the insistence, the audit team was unable to get hold of some pay slips of SCNI's workers so as to check compliance with legal requirements relating to wages.

The non-compliance is minor because the audit team saw evidence that the subcontractor has started the registration of its workers. The unsigned contract mentioned above existed all the same, but was not only signed by the worker. The company also carries out a control of the legality of subcontractors. But, this control should be strengthened.

Non-compliance R6:
The hiring and working conditions of the employees of CEB-PW are, to a large extent, in compliance with the regulations in force in the Republic of Gabon. Although an effort is made to comply with the occupational classification as defined by the collective agreements in force, the audit team noted a lack of clarity in the category promotion policy within the company.

In fact, although it is understood that promotions are based on the performance and experience of the worker, it is clear that there are several cases where this principle seems not applied:
Workers who spend several years in the company without any promotion
Moreover, no action is defined by the company to account for employees who have reached the highest category of their work position.

Example:

<table>
<thead>
<tr>
<th>Names</th>
<th>Positions held</th>
<th>Employment date</th>
<th>Date of penultimate reclassification</th>
<th>Date of last reclassification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tsoumbaweya P.</td>
<td>Feller, Head chopper, Assistant checker, counter</td>
<td>1998 (Cat. 3)</td>
<td>2011 (Cat. 4)</td>
<td></td>
</tr>
<tr>
<td>Mboumba J. G.</td>
<td>Counter, Chokerman, Assistant driver, Trainee driver, Bucket Driver, Driver</td>
<td>1993 (Cat. 2)</td>
<td>1996 (Cat. 3)</td>
<td>2001 (Cat. 4)</td>
</tr>
<tr>
<td>Mombo Mombo</td>
<td>Sawyer</td>
<td>1989 (Cat. 5)</td>
<td>1999 (OP1)</td>
<td>2004 (OP2)</td>
</tr>
</tbody>
</table>

Yet, we find some employees around who do have a dazzling and atypical career progress:


It is suitable for the company to implement a policy to ensure consistency and transparency in career development internally. It should be noted, however, that promotions take place all the same, which justifies the minor nature of the non-compliance.

Non-compliance R7:

At level of the SMFC, the potential social impacts of logging activities were identified by the environmental impact assessment and actions to prevent or mitigate these impacts defined. The monitoring of these actions is regularly carried out (seen, the impacts monitoring report of June 2013).

At the level of the AAC, potential social impacts are also identified through the social mapping carried out before entering an AAC.

The audit team noted, however, that in the field, some sites identified within the framework of this activity as to be protected were not physically marked as
required by the procedure laid down by the company. This procedure is also implemented satisfactorily on other aspects (consultation of the populations, identification missions in the field, mapping of identified sites, etc.); also, some sites were actually marked. For these reasons, this non-compliance is minor.

Non-compliance R8:
In the organization of the company, a wildlife and illegal activities monitoring service exists and is functional. In close collaboration with the Water Resources and Forest Administration, this service carries out patrols to crackdown illegal activities across the SMFC.

However, follow-up results do not actually highlight the impact of forest management operations on wildlife. Actually, there is no follow-up of the wildlife dynamics.

This non-compliance is minor because the company is heavily involved, and within the limits of its responsibilities, in the monitoring of activities against poaching.

Non-compliance R9:
There is a mapping of reference sites of representative ecosystems (see study on HCVFs), but at the end of the last five years, no mechanism has been set up to assess the changes.

On the other hand, protection series represent 2.5% of the total area of the SMFC. Whilst this proportion is the result of a scientific logic arising from multi-resource inventories carried out within the framework of the development of the management plan, it should be noted that in the context of the ongoing review of the management plan, no recent data exist to date to justify the relevance of maintaining or change (increase or decrease) the size of the areas meant for conservation.

This non-compliance is minor because the company has made every effort to ensure the preservation of representative ecosystems identified, although efforts are still needed to justify the changes in the size of these ecosystems.

Non-compliance R10:
During the surveillance audit No. 4, the audit team noted that the Doumé village was excluded as beneficially interested in the SMFC of CEB due to the lack of a clear and true-to-life demarcation of the boundaries of villages bordering the SMFC. The social mapping of village lands was reviewed in consultation with local communities. Their demarcation was effective at over 80% and sites of particular importance for the communities were clearly identified in the complementary audit conducted in January 2013. However, the state of information on NTFPs did not allow their mapping to be as minute as that of other values. A NTFP study was therefore initiated on the 2010-2014 block. The report of this study is available since the second half of June 2013 (about two weeks before the audit). Location maps of NTFPs per village land and of collection areas are presented in the reports, however, HCVFs maps presented to the audit team were not updated accordingly. The maps showing the HCVs do not fully reflect the data from this study on NTFPs (HCV 5) in all the villages of UFG 2010 - 2014. The non-compliance is minor because after the social mapping and studies on NTFPs, the company already has all the data that would allow it to update the maps, particularly as regards HCVs 5 and 6 of HCVFs.
Non-compliance R11:
Managers have a good basic training and good experience of the implementation of tropical forests operation and management guidelines. Some malfunctions in the supervision of teams were observed by the audit team. Examples include:
- The driver of the truck ensuring the transportation of the personnel of the Bambidié site (new recruit) was not trained in the management of first aid kits.
- The monitoring the closure of AACs / dismantling of structures.
- The deployment of the road opening team. In fact, many workers who are regularly assigned to this job were absent or on leave during the visit of the audit team and because of this absence, crop trees were not marked.
- The relay at the level of post-logging operations, including the update of data on feet fallen into the water.
- The content of these first-aid kits is clearly not adapted to the availability of products and their use.
- …

Although these malfunctions were observed at different layers of the organization, they all seem to be due to a weakness in the recovery of information necessary for a rapid and effective decision-making. This non-compliance is minor because all these dysfunctions remain all the same very punctual.

Non-compliance R12:
CEB standards and working methods on the construction and rehabilitation of forest roads (Version 4, April 2013) and logging (V12 April 2013) anticipate that crop trees (harvestable trees with a diameter above 50 cm) and protected species must be marked off with barrier tape and protected. The control of this activity is taken into account in post-logging operations, but this activity is not the object of evaluation (collection of accurate data before and after logging) to help assess the impact of the logging on residual stand.

This non-compliance is minor because the monitoring system of the company already takes into account the preservation of crop trees. It is simply a matter of specifying the data to be collected in order to analyze them.

Non-compliance R13:
Guards were recruited to watch over the machinery (e.g. road team in AAC 2013). It was found that the guards were equipped neither with PPE nor first-aid kit.
Also, on the Bambidié site, the presence of strangers (carriers and their assistants) without PPE was observed.
The non-compliance is minor because these breaches in security are confined to the road team and specifically to the two guards recruited to watch over the machinery. Other workers in the road team and on the company sites were well equipped.

Non-compliance R14:
CEB makes no FSC marking on logs. On sales invoices, the certification endorsement is specified for each product sold with precision of the certificate.
number. In addition, the use of the trademark was validated by BVC. It should be noted that the endorsement “pure FSC” appears on square-edged timber waybills. This non-compliance is minor because it concerns a single document, other documents having been updated.

7.6. **Major non-compliances**

No major non-compliance was raised during this renewal audit.

7.7. **Auditors' conclusion on whether the forest entity has reached or not the required level of compliance**

Pursuant to the renewal audit conducted from 1 to 8 July 2013 for the SMFC of PW-CEB, the audit team believes that the management system implemented by the company ensures an acceptable level of compliance with the requirements of FSC FM certification and therefore recommends the renewal of its certificate.

8. **Decision and associated conditions**

Pursuant to the renewal audit conducted from 1 to 8 July 2013 for the SMFC of PW-CEB in the Ogooué Lolo and Haut Ogooué Provinces, the Forest-Wood Certification Committee met on 24 September 2013 and deliberated as follows:

**Deliberation:** After examining the audit report referenced " AR130901CM FSC FM IA CEB-PW v10 [17 09 13] _Comitee, the Forest-Wood Department of Bureau Veritas Certification has decided:

1) to reformulate and redefine non-compliance R4 as major mainly because of the recurrence of non-compliances on the indicator, this non-compliance is reformulated as follows: "There is no action plan in place for a backfit of the health and safety conditions of the Lélama and Okondja camps", the closing of the non-compliance will be verified during a complementary audit on the basis of the action plan and the closing elements disclosed.

2) to redefine non-compliance R10 as major because of the recurrence of non-compliance on the indicator, and the closing of this non-compliance will be verified during a complementary audit that allows to verify the full update of HCVF studies, including NTFPs.

Consequently, the Forest-Wood Department of Bureau Veritas Certification is urging Precious Woods-CEB to close the major non-compliance before submitting the file to the Certification Committee. A complementary audit will be necessary to assess compliance of the company with the requirements of the FSC standard.
Drafted on 28 August 2013, reviewed on 11 September 2013, finalized on 25 September 2013

Audits manager, 

Lead Auditor,

Vincent PELÉ

Seraphin NGOUMBE
B. Complementary audit No.1

9. Basis for evaluation

9.1. Date of the complementary audit

17 October 2013.

9.2. Composition of the audit team

Lead auditor: Arnaud TCHOKOMENI, FSC qualified auditor in Forest Management and Chain of Control, Salaried worker of Bureau Veritas Douala.

9.3. Standard used

During this audit, we made reference to the checklist (SF03 FSC FM Congo Basin), drawn from the new FSC Standard for the certification of forests in the Congo Basin*, FSC-STD-CB-V01-04-EN.

This latest version is available on the website www.certification.bureauveritas.fr or on request from Bureau Veritas Certification France or on FSC site.

10. Information collection methods

10.1. Description of the audit program

This complementary audit is a documentary audit. It was conducted in Precious Woods-CEB's offices in Libreville on 17 October 2013. Documents and other records on the activities implemented to correct Major Non-compliance No. 4 and No. 10 were presented and explained to the auditor by Mr. William LAWYER and Mr. Jean MOUGUENGUI.

10.2. Literature review

The documents provided by the company in response to major NC and which were analyzed during this complementary audit are:

- FSC CEB Action plan updated on 8 October 2013.
- Response document to non-compliance R4 and R10.
- Identification and location of NTFPs collection points and markets and valuation of studies on NTFPs in riparian villages in the 2010-2014 five-year plan of the SMFC of Precious Woods - CEB.
- Response to TGI complaint, 22 August 2013.
- Rehabilitation and investment program for housing and infrastructure in Bambidié, August 2013.
- Participatory map of communities in the Doumé village grouping.
- Participatory map of communities in the Lifouta village grouping.
- Schedule of activities to be carried out for the demarcation of village lands and for the identification and materialization of HCVs 5 and 6 in UFG 2010-2014.
- Information letters to all the villages of the Management Plan 2010-2014 (ref. NI-Resp BAEV) on the participatory demarcation of village lands for the identification and materialization of HCVs 6 in the villages.
- Minutes of the meetings to launch the activity: Villages: Mambelo-Liyodia, Mekouka, Mbelata, Bambidié, Mihandza, Ndambi, Ndékabalandji, Ndzone-Boundzoumba, Moumba (Boundzoumba).
- Reports on the identification and materialization of HCVs 5 and 6: Villages: Siamagouandza, Bambidié, Kokomounguele, Ndékabalandji.
- Updated maps of village lands and HCV
- Updated maps of HCVs
- Attendance sheet of sensitization meeting on the protection of former villages and camps (HCV 6).
- Procedure for the identification and management of HCVs in AACs, V.2, October 2013.

10.3. Intervention framework
This complementary audit follows the renewal audit which took place from 1 to 8 July 2013.
The objective was to make a document-based check of responses to major non-compliance No.4 and 10 reformulated by the Certification Committee during the renewal audit.

10.4. Interviews of the stakeholders met
During this audit, the following people were met:
- Mr. William LAWYER, Certification Manager
- Mr. Jean MOUNGUENGUI, Human Resources Manager

10.5. Site visit (s)
There was no field visit; the audit was conducted entirely in the offices of Precious Woods-CEB in Libreville.

10.6. Stakeholder consultation
No stakeholder consultation took place during this complementary audit.

10.7. Control of the traceability of forest products
The major non-compliances subjects of this audit do not concern the traceability of forest products.
11. Findings of the audit team

11.1. Presentation of actions carried out to answer the non-compliances raised

<table>
<thead>
<tr>
<th>NC No.</th>
<th>Title of the NC</th>
<th>Requirement No.</th>
<th>Actions taken by the certified entity to close the NC</th>
<th>Closed / maintained</th>
<th>Closing date</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>&quot;There is no action plan in place for a backfit of the health and safety conditions of the Lélama and Okondja camps&quot;.</td>
<td>8.2.9</td>
<td>As a result of this non-compliance, the company conducted a root cause analysis. It is clear from this analysis that: Dilapidated toilets are those pertaining to unoccupied huts. The stray animals are mainly from the Okondja village opposite the camp. Stagnant water is due to the mismanagement of taps which are left running all day long. For the non-mastery of waste, it is mainly a problem of selective sorting of waste, a situation linked to the relocation of the members of the health and safety committee on other sites. As with all non-compliance, an action plan was developed and implemented. This action plan is presented below (see Table 1) Several actions have already been implemented with regard to this non-compliance.</td>
<td>Closed</td>
<td>17/10/13</td>
</tr>
<tr>
<td>10</td>
<td>The mapping of types 5 and 6 HCVs has not been updated by the company.</td>
<td>9.1.4</td>
<td>For this non-compliance, an action plan was developed. All actions retained in the action plan have been implemented. HCVF maps are now up-to-date and include data on HCVs 5. (See Table 2). All actions retained in the context of non-compliance No.10 have been fully implemented.</td>
<td>Closed</td>
<td>17/10/13</td>
</tr>
</tbody>
</table>
### Table 1: Action plan for the correction of Non-compliance No. 4:

<table>
<thead>
<tr>
<th>NC No.</th>
<th>Formulation</th>
<th>Indic. No.</th>
<th>Comments</th>
<th>Corrective actions</th>
<th>Manager</th>
<th>Supports</th>
<th>Level of achievement</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>The conditions of hygiene and sanitation in the Okondja and Lélama camps are not satisfactory.</td>
<td>4.2.7</td>
<td>Workers are housed in camps built by the company on all its sites: Bambidié, Okondja and Lélama. In Okondja, a slack was noted in terms of hygiene and safety in the Camp. The following examples are perfect illustrations: – Latrines without doors, or whose wood flooring are dilapidated; – Domestic animals (goats, etc.) straying on the camp with access to the water treatment unit and the enclosure housing the generator. – Standing water on the edge of some septic tanks and water points – Household waste management uncontrolled</td>
<td>1. Make a state of things with regard to housing in Okondja and Lélama (see NC 1 for actions to be taken)</td>
<td>ARM</td>
<td>See NC 1</td>
<td>EXECUTED</td>
<td>31 July</td>
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<td>2. Prepare an information note on the management of domestic animals in the camps of the company.</td>
<td>JRM</td>
<td>Information note</td>
<td>UNEXECUTED</td>
<td>15 Oct.</td>
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<td>3. Ask for permission and kill stray animals in the different camps of the company</td>
<td>JRM</td>
<td>Authorization</td>
<td>UNEXECUTED</td>
<td>15 Oct.</td>
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<td>4. Strengthen controls in the SME sites of LLM and OKJ (involvement of camp leaders)</td>
<td>ARM/WIL</td>
<td>SME report</td>
<td>Monthly action plan by WIL and monitoring of the implementation of actions in weekly meetings</td>
<td>15 Sept.</td>
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<td>5. Establish a SME control sheet for weekly checks by camp leaders</td>
<td>WIL</td>
<td>SME weekly control sheet</td>
<td>It remains to sensitize the Head of the Lélama camp</td>
<td>31 Oct.</td>
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<td>6. Provide suitable garbage cans and provide for specific dumps for the various types of waste in Okondja and Lélama</td>
<td>WIL/ARM</td>
<td>Ongoing (SME report; state of things for the rest available with GEA)</td>
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<td></td>
<td>Suitable garbage cans and dumps available in both camps</td>
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<td>15 Nov.</td>
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<td></td>
<td>Top up the enclosure of the stand-by generator room in Okondja</td>
<td>PAG</td>
<td>EXECUTED</td>
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<td></td>
<td>Information note on use of PL 309</td>
<td></td>
<td>15 Sept.</td>
<td></td>
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<td>10. Provide for a sensitization session in villages surrounding the LLM, OKJ and BBD camps on the management of domestic animals.</td>
<td>PNN</td>
<td>UNEXECUTED</td>
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<td></td>
<td>Sensitization activity report</td>
<td></td>
<td>31 Oct.</td>
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**Legend:**
- **Unexecuted**
- **Partially executed/ongoing**
- **Executed**
<table>
<thead>
<tr>
<th>NC No.</th>
<th>Formulation</th>
<th>Indicator</th>
<th>Comments</th>
<th>Corrective actions</th>
<th>Manager</th>
<th>Supports</th>
<th>Level of achievement</th>
<th>Deadline</th>
</tr>
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<tbody>
<tr>
<td>10</td>
<td>HCVF maps are outdated.</td>
<td>9.1.4</td>
<td>The social mapping of village lands was made in consultation with local communities, but maps have not been updated. Maps showing HCVs 5 and 6 do not fully incorporate the existing data in the study on NTFPs in all the villages of UFG 2010-2014.</td>
<td>Update the HCV global map of (integration of HCVs 5 and 6).</td>
<td>GHM</td>
<td>HCV global map updated</td>
<td>EXECUTED</td>
<td>3 August</td>
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<td></td>
<td>Replace old HVC maps displayed at the branch office in Bambidié.</td>
<td>GHM</td>
<td>Display updated HCV maps</td>
<td>EXECUTED</td>
<td>3 August</td>
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<td></td>
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<td></td>
<td>Replace the old procedure chart for the management of HCVs in AACs.</td>
<td>WIL</td>
<td>Procedure revised</td>
<td>EXECUTED</td>
<td>3 August</td>
</tr>
</tbody>
</table>

Unexecuted

Partially executed/on going

Executed
11.2. **Assessing the overall compliance level of the forest entity**

The actions undertaken by the company allow to satisfactorily fill the discrepancies that brought about the non-compliances raised during the renewal audit. The effective implementation of these actions will be verified during the surveillance audit No. 1.

11.3. **Potential change in the scope of the certificate**

No changes were made regarding the scope of the certificate.

11.4. **Proposal for the certification decision**

2.1.1 - **Further comments**

No comments were made during this complementary audit.

2.1.2 - **New minor non-compliances**

No minor non-compliance was raised during this complementary audit.

2.1.3 - **New major non-compliances**

No major non-compliance was raised during this complementary audit.

11.5. **Findings of the audit team**

Elements provided in response to non-compliances No. 4 and 10 are satisfactory and enable the company to comply with the requirements of the Standard. In light of the evidence provided by the company during this complementary audit to close the major ongoing non-compliance, the auditor recommends the renewal of the FSC certificate of Precious Woods-CEB.

12. **Certification decision**

Pursuant to the renewal audit conducted from 1 to 8 July 2013 for the CFAD of PW-CEB in the Ogooué Lolo and Haut Ogooué Provinces, and the complementary audit conducted on 17 October 2013, the Forest-Wood Certification Committee met on 07 November 2013 and deliberated as follows:

**Deliberation:** Based on elements provided by the company and observations made by the audit team during this complementary audit in view of closing non-compliances No.1 and No.2, Bureau Veritas decides to grant an FSC forest management certificate to the applicant organization. The certificate issued is valid for 5 years under the suspensive condition of satisfying the 12 minor non-compliances raised in renewal audit report, within the required deadline. However, the company must implement the actions necessary to correct the remaining non-compliance and maintain compliance with FSC requirements within the specified period of time (next surveillance audit).
Drafted on 29 October 2013, reviewed on 06 November 2013, finalized on 07 November 2013

Forest Certification Manager

Hervé MOINECOURT

Lead Auditor,

Arnaud TCHOKOMENI
13. Enclosures

A. CVs of the members of the audit team.
B. Initial audit Report / Attendance sheet.
C. Checklist (s).
D. Copy (s) of non-compliance form (s).
E. List of stakeholders consulted.

13.1. Peer review

Non applicable (renewal audit)
### 9.1. Stakeholder consultation

<table>
<thead>
<tr>
<th>Date</th>
<th>Reference</th>
<th>Comments received</th>
<th>FSC Indicator</th>
<th>Company’s answer</th>
<th>Lead Auditor’s answer</th>
<th>Answer of Bureau Veritas Certification</th>
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(No comment received)