

FSC™ CERTIFICATION SYSTEM

FOREST MANAGEMENT CERTIFICATION

SURVEILLANCE AUDIT n°1

Public REPORT

(Version to be used after February 1st, 2020)

Report finalisation date: 30/12/2020

COMPAGNIE DES BOIS DU GABON (CBG)

P.O. Box : 603, route du nouveau port

Contact person : Sophie DIROU (sophie.dirou@cbgpog.com)

Forest location(s): Gabon, Mandji FCSM, Ngounié and of Ogooué Maritime Provinces

Certificate registration code: BV-FM/COC-639590

Issue date 02 June 2019

Expiry date 01 June 2024

Main Evaluation :	From 18/03/2019 to 25/03/2019
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Surveillance 1	From 01/11/2020 to 10/11/2020
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Surveillance 2	
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Surveillance 3	
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Surveillance 4	
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Corporate Affairs Department

Southern Port Area P.O. Box 830 Douala-Cameroon

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1 - Description and background of the forest entity applying

Forest Management Company			
Corporate name	CBG		
Address	New Port Street, P.O. Box: 603, Port Gentil, GABON		
Phone	+ 0241 01 56 96 43		
E-mail	guillaumefenart@cbgpog.com		
Web site	www.cbgpog.com		
Chair/Managing Director of the forest entity	Mr. Guillaume FENART		
Contact person, FSC Certification Manager	Mrs Sophie DIROU		
FSC Trademark Manager	Mrs Sophie DIROU		
Role	Forest management, logging and wood processing		
Forest management category	Tropical forest		
		male	female
Number of forest workers (including contractors):	Forest field activity	378	13
	Administrative/office activity	84	17
	Industrial transformation process (if applicable)	115	17

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2 - Certificate Scope

2.1 - Certification application type and FMU(s) description

2.1.1 - Certificate

	Single FMU (YES/NO) ¹	Multiple FMU (YES/NO)	Group (YES/NO)
Standard certificate	NO	YES	NO
Small SLIMF Certificate	NO	NO	NO
Low intensity SLIMF Certificate	NO	NO	NO

2.1.2 - FMU Description

Classification	FMU Number	Total forest area (ha ²)			
		Privately managed	State-managed	Community managed	Total surface
A less than 100 ha area	0	0	0	0	0
A 100 – 1000 ha area	0	0	0	0	0
A 1000 – 10,000 ha area	0	0	0	0	0
More than 10 000 ha	03	568,543 ha	0	0	568,543 ha
Meeting SLIMF eligibility criteria	0	0	0	0	0
TOTAL SURFACE	03	568,543 ha	0	0	568,543 ha

¹ Fill in where the answer is correct

² 1 inch = 2.54 centimeters ; 1 foot = 0.3048 meters ; 1 yard = 0.9144 meters and 1 mile = 1, 609,344 kilometers

2.2 - Product categories and main commercial timber:

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List of timber product categories available for sale as FSC-certified products

Trade name	Species (botanical name)	Product type/nature (round wood, pulpwood)	Selling mode	FSC product claim
Red ironwood tree	<i>Lophira alata</i>	Logs (W1.1)	Transfer to CBG and local Sale at CPBG	100% FSC
Andoung towé	<i>Monopetalanthus microphyllus</i> <i>monopetalanthus letestui</i>	Logs (W1.1)		100% FSC
Bahia	<i>Mitragina ciliata</i>	Logs (W1.1)		100% FSC
Opepe	<i>Nauclea diderrichii</i>	Logs (W1.1)		100% FSC
Ebiara	<i>Berlinia bracteosa</i>	Logs (W1.1)		100% FSC
Gombe	<i>Didelotia africana</i> <i>Didelotia unifoliolata</i>	Logs (W1.1)		100% FSC
Igaganga,	<i>Dacryodes igaganga</i>	Logs (W1.1)		100% FSC
Kévazingo	<i>Guibourtia tessmannii</i>	Logs (W1.1)		100% FSC
Oropa	<i>Staudtia kamerunensis</i>	Logs (W1.1)		100% FSC
Gaboon mahogany	<i>Aucoumea klaineana</i>	Logs (W1.1)		100% FSC
Pterocarpus	<i>Pterocarpus soyauxii</i>	Logs (W1.1)		100% FSC
Mahogany	<i>khaya anthotheca</i> <i>Khaya ivorensis</i>	Logs (W1.1)		100% FSC
Red Anzem	<i>Copaifera religiosa</i>	Logs (W1.1)		100% FSC
Dabema	<i>Piptadeniastrium africanum</i>	Logs (W1.1)		100% FSC
African walnut	<i>Lovoa trichlioides</i>	Logs (W1.1)		100% FSC
Scented guarea	<i>Guarea cedrata</i>	Logs (W1.1)		100% FSC
White Afzelia	<i>Afzelia bipindensis</i>	Logs (W1.1)		100% FSC
Bipindensis Afzelia	<i>Afzelia pachyloba</i>	Logs (W1.1)		100% FSC
Ekop	<i>Tetraberlinia bifoliolata</i>	Logs (W1.1)		100% FSC
Eveuss,	<i>Klainedoxa gabonensis</i>	Logs (W1.1)		100% FSC
Iroko	<i>Milicia excelsa</i>	Logs (W1.1)		100% FSC
Izombe	<i>Testulea gabonensis</i>	Logs (W1.1)		100% FSC
West African cedar	<i>Entandrophragma candollei</i>	Logs (W1.1)		100% FSC
Nesogordonia papaverifera	<i>Nesogordonia papaverifera</i>	Logs (W1.1)		100% FSC

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Movingui	<i>Distemonanthus benthamianus</i>	Logs (W1.1)	100% FSC
Niangon,	<i>Tarrieta utilis</i>	Logs (W1.1)	100% FSC
African greenheart	<i>Cylicodiscus gabunensis</i>	Logs (W1.1)	100% FSC
Olon	<i>Zanthoxylum heitzii</i>	Logs (W1.1)	100% FSC
Onzabili,	<i>Antrocaryon klaineum</i>	Logs (W1.1)	100% FSC
Ovengkol,	<i>Guibourtia ehie</i>	Logs (W1.1)	100% FSC
Pachyloba,	<i>Afzelia pachyloba</i>	Logs (W1.1)	100% FSC
Sipo	<i>Entandrophragma utile</i>	Logs (W1.1)	100% FSC
Tali	<i>Erythrophleum ivorense</i>	Logs (W1.1)	100% FSC
Tiama	<i>Etandophragma congolense</i>	Logs (W1.1)	100% FSC
Desbordesia glaucescens Van Tiegh.	Desbordesia glaucescens	Logs (W1.1)	100% FSC
Ilomba	<i>Pycnanthus angolense</i>	Logs (W1.1)	100% FSC
Ngaba	<i>Librevillea klainei</i>	Logs (W1.1)	100% FSC
Pao rosa	<i>Swartzia fistuloides</i>	Logs (W1.1)	100% FSC
Sorro	<i>Scyphocephalum chocoa</i>	Logs (W1.1)	100% FSC

2.3 - In case of Group certification NA

Ref: FSC STD-30-005.

Group type: Normal / SLIMF NA

Name of group entity:

Number of group members: 00

3 - Description of assessment

3.1 - Composition of the audit team

Assessment Team (main assessment)	Notes and CV (attach CV in appendices and sum up the notes from previous audits) of team member	MA (fill out by crossing relevant columns)	AS1	AS2	AS3	AS4
Team Leader	Yves KOKAM		x			
Auditor 1	Fridolin CHOULA	x	x			
Auditor 2						

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Auditor 3						
Local Specialist (Forester and ecologist)						
Local Specialist (social)						
Trainer						
Peer Reviewers	Notes					
Peer Reviewer 1						
Peer Reviewer 2						

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3.2 - Description of the audit programme.

3.2.1 - Surveillance audit schedule and last survey audit schedule

SURVEILLANCE n°1 AUDIT SCHEDULE			
Team	Time	Detailed sites visited	Checkpoint, Field assessment activity and justification of the selection of points monitored and on-sites visits performed
1/11/2020_Libreville			
Team		Libreville	Arrival of auditors in Libreville: Division of roles, review of documents sent by CBG
02/11/2020_Port Gentil			
Team	8:15 AM	Port-Gentil	Arrival of auditors in Port-Gentil
Team	9:00 AM	Corporate Affairs Department	Opening meeting of surveillance audit N°1 FSC FM of CBG : Introducing participants, goals of the surveillance audit, reviewing and confirming the certificate scope, certification processes, audit planning, outline of corporate progress. Identifying parties to be met, confirming the availability of resources and necessary logistics for the audit team, etc
FC	10:00 AM	Corporate Affairs Department	Update with AFD on administrative and fiscal documents to be drafted
YK	10:00 AM	Corporate Affairs Department	Work session with the HR Manager: organisation, training, internal social climate
Team	11:30 AM		Departure for RABI
Team	5:00 PM	Rabi camp	Arrival and installation, review of the measures implemented to rectify pending minor non-conformities of the preceding audit, document collection.
03/11/2020_Rabi camp			
Team	8:00 AM	Rabi camp	Presentation meeting with for the camp manager. Identifying camps and stakeholders to be visited; confirming activity schedules
YK	9:00 AM		Arrival and installation, review of the measures implemented to rectify pending minor non-conformities of the preceding audit
YK	10:00 AM		Work session with the personnel department; review of occupational accident files.
YK	2:00 PM		Visit to the employee's health center of the camp and work session with the staff
YK	4:00 PM		Visit to the camp (25 hostels and 31 pieces of accommodation), fish company stores and other food stuffs and work session with the managers

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YK	5:30 PM		Review with the HSE records of the camp related to the treatment of occupational accidents
FC	9:00 AM		Work session with the HSE, safety and environmental management measures, proofs of ESMP implementation
FC	10:00 AM		Visit to Bambidie camp: Implementing environmental protection measures (analysis of waste and chemical management (forest depot and traceability))
FC	2:00 PM		Work session with the management department and its managers: monitoring data of logging activities, proofs of protection against illegal logging activities. Preparing camp visits
Team	7:00 PM		Update among auditors: discussions on daily findings.
Team	6:00 PM		Debriefing session in the presence of certification managers
04/11/2020_Rabi camp_FMU and Villages			
YK	7:00 AM	Rabi camp	Work session with staff representatives : Functioning of the social dialogue
Team	8:20 AM	KIVORO and RABI FMU	Visit to current logging camps (K12 and R15): monitoring of compliance with logging regulations; monitoring of the implementation of procedures and work instructions related to logging management; traceability monitoring; work conditions; interview with workers.
FC	1:00 PM		Visit to inactive logging camps (R11): inspecting compliance with environmental protection and safety measures; monitoring of logging thresholds; visit to protection camps.
YK	12:00 PM	Mangongou and Missola Ngola Villages	Consulting local stakeholders, communities of Mangongou and Missola Ngola Villages: compliance with forest easement, customs; local development and possible conflicts.
FC	3:20 PM	Rabi camp	Interview with the Inventory Team
YK	4:00 PM	Rabi Camp	Return to the camp and review of records related to the external social
FC	4:00 PM	Rabi camp	Work session with the management department and its managers: proofs of protection against illegal logging activities.
Team	10:30 AM	Rabi camp	Update among auditors: discussions on daily findings.
Team	7:30 PM	Rabi camp	Debriefing session in presence of certification managers
05/11/2020_Rabi Camp + Forests + Villages			
Team	7:00 AM	Rabi camp	Departure for MANDJI FMU

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FC	9:00 AM	MANDJI FMU	Visit to current logging camps (M17): monitoring of compliance with logging regulations; monitoring of the implementation of procedures and work instructions related to logging management; traceability monitoring; work conditions; interview with workers. Visit to inactive logging camps (M16): inspecting compliance with environmental protection and safety measures; monitoring of logging thresholds; visit to protection camps.
YK	9:00 AM	Peny camp	Work session on Peny camp: visit to the employee's health center; Technical base and water treatment plant
FC	1:45 PM	Doussala Village	Consulting stakeholders (Doussala population, Moukalaba Doudou NP Conservator)
YK	12:00 PM	Peny village	Visit to Penny Public Primary School
YK	1:30 PM	Manji	Consulting stakeholders in Manji: work session with PROLAB and Waters and Forest Unit
YK	4:30 PM	Yeno	Stopover at Yeno: visit to the docking area stage and progress of erosion control measures implemented by the company.
Team	6:30 PM	Rabi camp	Return of the auditors to Rabi camp: discussions on daily findings.
Team	7:00 PM	Rabi camp	Debriefing session in presence of certification managers
06/11/2020_Rabi Camp + Forests			
FC	8:00 AM	Rabi camp	Continued literature review Records, additional audit.
FC	10:00 AM	Mongolila	Visit of a research device, Mongolila camp (erosion monitoring).
YK	8:00 AM	Rabi camp	Supplementary literature review related to internal and external social
FC	10:00 AM		Visit to the water treatment plant and review of HSE record proofs
YK	11:00 AM		Visit to Iboti School: access for children and CBG contribution to the education of children of workers
Team	2:00 PM		Work session among auditors: collection and analysis of additional information; preparation of on-site debriefing
Team	4:30 PM		Debriefing session on RABI camp in the presence of all department managers: presentation of the audit findings on camp.
07/11/2020_Rabi camp			
Team	7:00 AM	Rabi camp	Departure for Port-Gentil by river and then by road
Team	2:00 PM	Port Gentil	Arrival in Port-Gentil, installation and review of the collected documents.

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Team	4:00 PM	Port Gentil	Work session among auditors: filling out checklists.
08/11/2020_Port-Gentil_Corporate Affairs Department			
Team	08am – 12pm	Corporate Affairs Department	Literature review, work session with planning and certification managers.
09/11/2020_Port-Gentil_Corporate Affairs Department			
FC	8:00 AM	CBG Corporate Affairs Department	Review of payment proofs of fiscal charges and employer costs.
YK	8:00 AM	CBG Corporate Affairs Department	Work session with the HRM: review of national and expatriate workers' files; NSSF registration; functioning of the internal social climate
YK	10:00 AM	NSSF Directorate	Work session with NSSF Regional Managing Director: collaboration; solvency
YK	11:30 AM	CBG Corporate Affairs Department	Work session with the purchasing department: inspecting the availability of the equipment ordered by Missoula Ngola community under the LDF.
YK	3:00 PM	Directorate of Labor	Work session with the Departmental Director of Labor: collaboration; corporate social climate; various interventions of the administration at CBG
FC	3:20 PM	Port-Gentil Docking Area	Visit to the docking area stage in Port-Gentil: Traceability of products, work conditions, environmental management.
YK	4:30 PM	CBG Corporate Affairs Department	Work session with the HSE Manager at CBG: Review of records and processing of occupational accident data.
Team	6:30 PM	CBG Corporate Affairs Department	Discussions on daily findings
Team	7:00 PM	CBG Corporate Affairs Department	Debriefing session in the presence of certification managers
10/11/2020_Port-Gentil_Corporate Affairs Department			
Team	8:30 AM	CBG Corporate Affairs Department	Work session with the Managing Director; presentation of the progress of the audit and a summary of main findings.
Team	10:00 AM		Work among auditors: status on the NCs of the last audit, filling in checklists; gathering and analyzing additional information; preparing the closing meeting

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Team	2:30 PM		Closing meeting and restitution of the surveillance audit N°1 FSC FM of CBG (about 1 hour) in the presence of managers and executives of the company. Presentation and explanation of the conclusions of the audit. Validation and signature of audit minutes.
	4:30 PM		Departure for Libreville
From 11 to 12/11/2020_Libreville			
Team	Days	Libreville	Covid-19 test in Libreville and return to Cameroon

Statement of total man-days spent for assessment:

Activity	Number of man-days
On-site field audit activities	13.5
Stakeholder consultation	1
TOTAL SURFACE	14.5

3.2.2 - Clear description of sampling system employed to select FMUs or on-site field assessment and RATIONALE for their selection

The criteria for selecting the camps to be visited during this annual surveillance audit focused on

- The activity in progress on the various camps: observation of activity
- The duration of the closure of forest camps: inspection of post harvest activities
- The accessibility of the monitoring devices of forest dynamics
- Camps whereby non-conformities and observations were made during the last audit
- Communities that were not visited during the previous audit.

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3.3 - Interview and stakeholders' input and treatment.

3.3.1 - Interview(s) of involved people met in the audit.

To the appendix of the checklist.

3.3.2 - Stakeholders identification and consultation process

The audit team met with stakeholders both at the corporate Affairs Department and at the grassroot level. The audit team had no difficulty in consulting these stakeholders and the discussions were confidential.

3.3.3 - Stakeholders' comment or complaint records received

Stakeholder reference (name / type)	date	Comment or complaints received	Theme (social, economical, environmental)	Checked on site (YES or NO)	Reply from certificate holder	Reply from Bureau Veritas
Anti-poaching programme (PROLAB)						
Programme Coordinator	05/11/2020	Collaboration between PROLAB and CBG is framed by the Memorandum of Understanding n°02 of 01/04/2015 signed by 3 parties (MINEF, WWF and CBG); CBG duties under this protocol are fulfilled. No weakness was recorded by the company itself.	Environmental	Yes		Visit of the audit team to Mandji FCSM confirmed the presence and functioning of monitoring systems of the entry and exit of people. The review of PROLAB 2019 annual report and PROLAB activity reports from January to May 2020 and September 2020 certify the implementation of the memorandum of understanding.
Mandji Water and Forest Township						
Head of Township	05/11/2020	No conflict files have been recorded, nor inherited from his predecessor since he assumed office on 18/05/2020. Only one contact tour has been conducted since his installation.	Economic	Yes		No concerns identified that are not under CBG control. All legal documents are obtained from the administration and are compliant. No Non-conformity noted in the keeping of administrative books.
National Agency for National Parks (NANP)						

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Preserver of MOUKALABA DOUDOU NP	05/11/2020	The company is cooperating well with NANP. The new bridge in sustainable material constructed in Doussala is a response to the request of the NANP to use it to access the Park. The NANP is committed to sensitizing the population and setting up a monitoring system before commissioning the bridge.	Environment	Yes		The company is cooperating well with NANP. The new bridge in sustainable material constructed in Doussala is a response to the request of the NANP to use it to access the Park. The NANP is committed to sensitizing the population and setting up a monitoring system before commissioning the bridge.
Administration of Port Gentil National Social Security Fund						
Regional Director	09/11/2020	Fruitful collaboration with CBG. The occupational accident reports are received when there are some. The company is waiting for the reimbursement by the NSSF of several invoices for the payment of occupational accidents introduced by CBG. The NSSF is working on this. A moratorium had been obtained by CBG for the payment of NSSF contributions following an erroneous calculation by the NSSF; CBG complies with payment schedules.	Internal Social	Yes		For NSSF moratorium, it was consulted: Maturity schedule (from 05/02/2020 to 07/12/2021) Copy of the Exceptional logging for debt recovery (119 105 041F on 22 drafts of 5 413 865F). Payment proofs of various drafts have been consulted (Discharge check; Notice of direct debit; Corresponding receipt). The company is up to date with its payments. The workers are all registered with the NSSF and payment proofs of contributions have been consulted.
Port Gentil Labor Administration						
Regional Manager	09/11/2020	Good collaboration with	Internal Social	Yes		Inspection within the company has

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		the company; the social climate at the factory and corporate Affairs Department level is not always fruitful. Some claims raised by workers are being processed. A conciliation report has been signed by all parties.				enabled to consult the Minutes of Conciliation of collective labor disputes of 16/12/2019. The measures are implemented and some points of the claim had been postponed during the year 2020. 08 points out of the 35 formulated had been postponed and are under negotiation. From the exchanges with representatives of the workers of the corporate Affairs Department, it transpires that the negotiations are underway without any hindrance. Some proofs of the implementation of some aspects have been consulted (Ex. Correspondence n°403 of 02/01/2020 forwarded to Work Number 2950 CBG-POG amending employment agreement ;statement of earnings of December 2019 and January 2020 to the employee under work number 2950 CBG-POG).
Local communities of Mangongou, Missoula ngola and Doussala villages...						
Mangongou, Missoula Ngola, Doussala Villages	04 and 05/11/2020	Fruitful collaboration with the villages; information was regularly forwarded until the demise of the social manager of the company in February. The populations of Missoula Ngola	External social	Yes		It was confirmed that there has been no social manager since the last one left. Camp managers maintained communication on activities, but it is not regular. Minor non-conformity No10 was drafted

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		village have no information on performing the micro-project of allocation of solar street lamps in the village.				to the effect of having a duty supervisor in charge of social issues in communities. Solar street lamps ordered by CBG were seen in the store at the corporate Affairs Department. The company is working on manufacturing the supports on which these street lamps shall be fixed before delivery, this last aspect was not part of the clauses of the micro-project. The communities in the village do not have real time information due to the absence of CBG contact point within the village association. It is with the latter that discussions are regularly performed
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3.4 - Other assessment techniques

A telephone interview was held with the former Principal of Peny Public Primary School to confirm information about the work carried out by CBG in this school and the support given to the teacher recruited in this institution by parents. This discussion was initiated because at the time of the transition to Peny School, this director had been assigned to another position. The visit to the school enabled to see the work performed and the company presented the payment proof of teacher fees.

4 - Update on any change in the certificate scope

4.1 - In case of changes in legal and administrative background

No change

4.2 - In case of changes in other land uses or forestry activities included in the audit scope

No change

4.3 - In case of changes in land tenure and forest easement

No change

4.4 - In case of changes in forest composition (e.g. Added or excised FMUs)

No change

4.5 - In case of changes in HCVF and endemic, rare, threatened or endangered species

No change

4.6 - Chemical use

Commercial pesticide names	Active ingredient of chemical	Use purposes	Approximate quantity used / year	Size of area treated annually
			litter, m3 tonnes	

CBG does not use log treatment products on forest camp

4.7 - In case of changes in commercial timber and non-commercial timber

No change

4.8 - In case of changes in forest composition

In terms of responsibility, a new certification manager is in place within the company

4.9 - In case of changes in traceability

No change

4.10 - Number of accidents due to forest work (serious/fatal) since the last audit

The accident statistics consulted with the HSE Manager do not take into account all accident data on logging camps. Hence, minor non-conformity n°KYM/12

5 - Standard

	FSC national management standard Ref / n°	Other relevant standards and documents
Main assessment	FSC Standard for Forest Certification in the Congo Basin ", FSC-STD-CB-V01-04-EN FSC-STD-50-001 (V1-2) EN: Rules for FSC trademark use by certificate holders	SF03 FSC GF Congo Basin, V1.0 of 31/08/2012
Surveillance 1	FSC Standard for Forest Certification in the Congo Basin ", FSC-STD-CB-V01-04-EN FSC-STD-50-001 (V1-2) EN: Rules for FSC trademark use by certificate holders	SF03 FSC GF Congo Basin, V1.0 of 31/08/2012
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Note: The template can be downloaded from <https://fsc.org/en/document-centre>

6 - Observation

6.1 - Document review

List of documents presented or studied per category.

Administrative and legality (taxes, land use rights, etc.)

- See the checklist of CBG documents of Nov 2020

Intern social issues (accident records, safe and safety policies, training records, etc.)

- Short-term employment agreement of Mr.MUNGONG MWAN Messmer of 22/07/2019
- Acknowledgement of receipt n°2019-421238 of 23/12/2019, OA declaration form of 23/12/2019 and Pay Slip of November 2019; notification form of the event of 20/12/2019; employment certificate of 18/08/2020; Pay slip of December 2019.
- Reconciliation report of various employment association of 16/12/2019 ;

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- Correspondence n°403 of 02/01/2020 forwarded to Work Number 2950 CBG-POG amending employment agreement ;pay slip of December 2019 and January 2020 to the employee under work number 2950 CBG-POG.
- File of 13/05/2019 of allocation of labour documents with representatives of workers in Peny;
- CBG training report of formation, monitored tree felling, March-April 2019 ;
- CBG training report of formation, monitored tree felling, October-November 2019 ;
- Notification form of the occupation accident of 19/05/2019
- Notification form of the occupation accident of 30/03/2020 ;
- Occupational health and safety management plan Revised on 01 of 23/09/2017
- IPE management procedure Rev00 of 22/09/2017
- Forest risk assessment form of 27/03/2020
- Occupational health and safety policy Rev 05
- Summary form of OC statistics 2019 and on 03/10/2020
- Results of Rabi (Folder 20209180/07/32) and Peny (Folder 20209181/07/32) construction site/water analysis Rabi of 29/07/2020
- OHHSC meeting report of 04/07/2019
- OHHSC meeting report of 21/11/2019
- OHHSC meeting report of 21/02/2020
- OHHSC meeting report of 01/07/2020
- OHHSC meeting report of 16/10/2020

External social issues (complaints or conflict records, stakeholder consultation process etc.)

- Satisfaction certificate of 20/01/2020 by Nganda village related to electrification materials ;
- Satisfaction certificate of 28/02/2019 by Nganda village related to electrical equipment project;
- Satisfaction certificate of 18/10/2017 by Nganda village related to the generator allocation project;
- Acknowledgement of receipt of 16/05/2017 related to allocation mail of support to development in Weliga Village (Missoula Ngola) ;
- Meeting report of 16/03/2017 of the pilot committee Ndougou District related to the rehabilitation of road and bridge in Ndougou District.
- Having regard to acknowledgement of receipt of management plan summary of 16/05/2017 by the chair of local de development committee in Missoula-ngola of canton O'mboué
- Acknowledgement of receipt of the management plan summary of 16/05/2017 by the committee representative in Nganda
- STUDY REPORT ON THE PRESENCE OF INDIGENEOUS POPULATIONS IN MANDJI FCSM on February 2009
- Management project of Rabi-Mandji Forest concession, Socio-economical study of December 2003
- Presentation card 1/260 000 of sacred sites in Mandji FCSM
- Acknowledgement of receipt of mail defining 2019 budget of 28/01/2019 by the representative in Missoula Ngola village ; Nganda ;Dianongo
- Mail of the Chief of KOUMBANOU of 26/08/2017 claiming the construction of Mougala bridge

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- Report of CGSP general assembly of 25/06/2018 on the approval of projects to carried out in 2018
- Minutes of GA meeting of 28/01/2019 in Guietsou
- Meeting report of 25/05/2019 of village heads in Guietsou within the framework of conflict management following the arrival of logging activities
- Minutes of the concertation meeting in Guietsou of 04/07/2019
- Refer to the closing file of Mandji ACA 15_ stoppage of logging in the area
- Minutes of 17/03/2020 of the extra-ordinary meeting of members of the management committee and monitoring of projects in Mougolaba Division

Environmental and HFCV (chemicals records, HCVF records, etc.)

- Environmental Impact Assessment : Forest Management Unit KIVORO, March 2009;
- EIA RABI, MANDJI and KIVORO
- Rabi and Mandji ESMP
- FHVC CBG_2020_03_12_Addendum_IFL
- Presentation card 1/350 000 of location of buffer areas in Mandji FCSM
- Card of administrative condition of Mandji FCSM of 10/11/2020
- Wildlife Protection Plan of Mandji FCSM, 2019-2025
- Rabi Memo on 10/01/2020 defining a rule for replacing hydraulic hoses;
- Correspondence from CBG to ORTEC No. 015 20/GF/PFM/HL of January 28, 2020, reacting to the correspondence from ORTEC closing MONGOLILA bush camp
- Photos of groups and hydrocarbon storage / handling shed.
- Rabi Memo on 09/11/2020 regarding prior authorization for personal vehicles
- Dated and annotated photos of Yeno, Mongolila and Docking area;
- Schedule of stances ;
- Erosion management program on Mongolila camp;
- Counterfoil of waste disposal documentation from Rabi 151-200 (2018), 451-500 (2019) and 651-700 (2020);
- Counterfoil of waste disposal documentation from Peny to Rabi (744 of 3/02/2020);
- Douengui waste disposal documentation (inventory) to Rabi (361 dated 09/07/2020) ;
- Waste management procedure (HSEP-040, April 2016)
- Waste disposal documentation: Used oils (666 of 03/09/2020 to PERINCO), Batteries (663 of 24/08/2020 to POG), filter drum dumpster, packing, contaminated earth (669 of 01/11/2020, 37 drum to POG and 176 of 28/03/2018, 47 drum to POG) ;
- Waste disposal documentation from Peny to Rabi (762 of 08/19/2020, 30 tires; 753 of 05/28/200, 9 tires; 742 of 02/16/2020, 6 tires; 741 of 01/22/2020, 13 tires ; 733 of 21/07/2019, 1 tire ; 726 of 12/05/2019, 9 tires ; 716 of 20/02/2019, 4 tires ; 717 of 27/02/2019, 4 tires ; 730 of 16/06/2019, 16 tires ; 721 of 16/03/2019, 1 tire

Management and harvesting operation (management plans, inventory records, harvesting records, etc.)

- Mandji FCSM Management Plan: Kivoro FMU 2009-2034; Mandji FMU Version 3-implemented in July 2015, 2005-2029; Rabi FMU Version 3-implemented in July 2015, 2005-2029;

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- Map of open boundaries with opening date;
- Interim maps of boundary marking on Mandji FCSM for years: 2025, 2024, 2023, 2022, 2021 and 2020 ;
- MANDJI FCSM Boundary Monitoring Map, 2020;
- CBG Budget Loango NP Boundary;
- Boundary Opening Report (KIVORO FMU, August 2020; KIVORO FMU, March 2020; FMU RABI August 2020; MANDJI FMU, October 2020; MANDJI FMU, August 2020) ;
- Hauling procedure GF-P05 of February 2020;
- Delimitation procedure GF-P010;
- Surveillance procedure GF-P011;
- ProLAB Agreement: Memorandum of Understanding n°02 on collaboration in the fight against poaching in Mandji FCSM of Compagnie des Bois du Gabon, April 1, 2015;
- ProLAB Quarterly Activity Report, January-March 2020;
- ProLAB Activity Report: January, February, March, April, May and September 2020 ;
- ProLAB Activity Report 2015-2019;
- Memo Rabi, February 07, 2020 to the attention of hauling clerks and team leaders;
- Hauling map KIVORO FMU ACA 11 and 12, RABI FMU ACA 15 and 17, MANDJI FMU ACA 16 and 17;
- Annual Operation Plan : ACA 17 (2019) Mandji FMU; ACA 11 (2018) Kivoro FMU; ACA 12 (2019) Kivoro FMU; ACA 18 (2020) Mandji FMU; ACA 15 (2019) Rabi FMU; ACA 16 (2020) Rabi FMU ;

Monitoring process (FMU composition/ change records, invoices and other sales records, environmental KPI records, sub-contractor contracts and KPI, records of monitoring members for group certificate etc.)

- Monitoring map of regeneration 2019;
- Mission methodology and map 2018;
- Implementation of monitoring devices for natural regeneration and phenology of Azobé; growth monitoring of the following 4 species: Azobé, Andoung Touwé, Bilinga and Okoumé in FCSM of CBG: Annual Activity Report 2019;
- Smithsonian Institution, fauna and flora (discovery of a new species of shrub);
- Panthera (Camera trap)
- A new species of Rhytidopetalum (Lecythidaceae) from south-western Gabon, on 24th March 2019, "critically endangered" status
- Determinants of spatial patterns of canopy tree species in a tropical evergreen forest in Gabon, on 23rd May 2019
- Report of 18/12/2018, Implementation of regeneration monitoring devices in park of canopy gaps and growth monitoring and phenology of AZOBÉ.
- Report of July 2019, Implementation of monitoring devices for natural regeneration, growth and phenology of Azobé and monitoring growth of Touwé in CBG forest concession

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Assessment results with reference to FSC referential / standard which have to be assessed in surveillance audit

PRINCIPLE 1: Conformity with FSC regulations and Principles

Criterion 1.5:

The company has taken measures to pay all legal fees required by its activity. There have been no defaults in the tax declarations of the operating activities and their payment. Taxes and fees that are confidential data for the company are not released. However, the funds allocated under Article 251 of the Forestry Act are released by correspondence to the members of the committee.

As part of the identification, monitoring and fight against illegal activities, CBG has implemented procedures including Delimitation procedure GF-P010; Monitoring procedure GF-P011. A convention has been established between CBG, WWF and MINEF within the framework of the anti-poaching programme (PROLAB). No hindrance to the implementation of this programme have been observed. Thus, under PROLAB framework, the company benefits from the presence of Park agents (Water and Forests) at the gates and for unannounced inspections. The company has an annual schedule for the control of all axes with a visit at least once every two months. Activity reports under PROLAB Framework are communicated to CBG. These were consulted for 2019 and 2020.

The company has proceeded to remark all its boundaries that had not been remarked for 5 years. A schedule is in place and is being followed. During field visits, the audit team was able to observe the open boundaries of FCSM and the annual cutting areas.

PRINCIPLE 2: Tenure right, forest easement and responsibilities

Criterion 2.3.:

The company has a conflict resolution procedure over land rights and forest easement. At the organizational level within CBG, the Social Programme Manager is responsible for its implementation. As part of conflict resolution related to land rights and forest easement, CBG has implemented mechanisms to ensure that pending or latent conflicts are dealt with constructively to avoid an escalation. Two approaches adopted include: first, a prevention policy, and second, a conflict management and resolution strategy.

The company has a conflict register whereby all conflicts and complaints from the population are recorded. Conflicts are systematically recorded in the conflict register kept by the social manager. The social manager also keeps folders by department, as provided for in the corporate conflict management procedure, for the recording of each conflict, in accordance with the requirements of CBG conflict management procedure. No undeclared or unrecorded conflicts were noted during the audit.

PRINCIPLE 3: Rights of Indigenous People

Criteria 3.2:

This audit did not reveal the presence of indigenous people in Mandji FCSL, given the results of February 2009 studies on semi-nomadic people and discussions with various stakeholders during the audit.

PRINCIPLE 4: Community relations and rights of workers

Criteria 4.2; 4.4:

With equal qualifications, CBG employs workers from the region in which it operates on a priority basis. External recruitment procedure Rev 00 of 28/02/2017

The recruitment process consists of reviewing the existing resume file for applicants that fit the profile and of contacting them.

From the review of a sample of employee records at Rabi camp and at the corporate Affairs Department level. The company did not provide proof of the completion of conventional visits and the taking of leave of some workers, hence the minor non-conformity No. KYM/11.

The staff representatives (SR) of the various camps were elected in compliance with legal provisions. Training was provided by the trade union (SRs of the corporate Affairs Department) or by the labor inspector for Rabi and Peny camp. It was noted that staff representatives at Rabi camp did not receive the working papers, hence observation O.

There are procedures and policies related to health and safety that cover all of corporate activities. A risk analysis by workstation has been performed (Forest Risk Analysis File as of 03/27/2020). Data on occupational accidents are recorded in the register at the employee's health center. These data

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are compiled by the HSE relay in camps and forwarded to the HSE Manager at the corporate Affairs Department level in Port-Gentil. A review of a sample of occupational accidents at Peny and Rabi camps revealed that these do not feature in general statistics compiled by the HSE Manager. Hence, minor non-conformity n°KYM/12

The company provides training to its staff on various topics related to its business sector. A training plan is developed annually. The proof of staff training on health and safety aspects has been consulted. The company is also certified pursuant to the OHSAS 18001 standard.

The company provides workers with accommodation at Rabi and Peny camps. These huts meet safety and sanitary conditions. Drinking water is supplied to each camp by a borehole equipped with a water treatment device and regularly monitored. The results of water analysis have been consulted. CBG promotes local development by fostering local entrepreneurship, in particular the establishment of company stores run by local populations (fish, bread, banana and cassava company stores) and the maintenance of the camp.

On each of the corporate sites, an employee's health center is open with access to workers, recipients and neighboring populations. Medicines are supplied on a monthly basis and monitored by the medical staff.

All of the FCSMs of neighboring populations are identified in the various socioeconomic studies conducted by the company, in the management plan and in its variations: FYMP, ALP. At the ACA level. During the pre-operational briefing, the populations were sensitized on the content of the management plan and provided a summary.

Each year, prior to the outset of operations in an ACA, the company holds a meeting with the neighboring populations of the ACA to inform them of the operations that shall occur in their area. This is also an opportunity for the company to collect information on the existence of sacred sites or sites of cultural interest in order to mark them and preserve them during timber-harvesting.

The company has developed a procedure for identifying, marking and monitoring sacred sites, which sets out instructions for the identification and marking of sacred sites on the field and on logging maps, as well as for the monitoring of sacred sites. No complaints were recorded in this audit regarding the non-respect of sites of interest in the FCSM.

PRINCIPLE 5: Proceeds from the Forest

Criteria 5.6:

RIL techniques are presented in the procedures and are generally well implemented during timber-harvesting. The field visits enabled us to be reassured of the effectiveness of the implementation of RIL procedures.

Gaboon, which is the only delicate timber species, is 80% evacuated within 3 months. No deteriorated stock has been recorded on the forest area.

The company is digitizing all of its hauling trails and even yarding. In the audit, maps of the skidding roads and GPS surveys of recently opened trails were presented. The scale of maps varies in pursuance to the size of the logging areas, but remains sufficient to present the various information, including the skidding roads.

Logging is conducted generally pursuant to plan. Some minor changes are made to some skidding roads to protect resources and the environment.

Workers receive production and quality bonuses. The latter are based on quality scores from the monthly assessment.

The management inventories were performed in view of developing management plans that were approved by the administration.

Logging inventories enable the elaboration of the Annual Logging Plan which, after approval, enables to issue logging permits.

All timber-harvesting data are entered into the Micro-wood software and enable to update conditions of all harvested volumes of timber species.

PRINCIPLE 6: Environmental Impact

Criteria 6.2; 6.3; 6.7; 6.9:

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No document formalizing the environmental impact assessment for the construction of the large bridge in Mandji FMU was presented in the audit, hence the minor non-conformity n°KYM/13.

The EIAs in RABI and MANDJI are accompanied by ESMPs. The one for KIVORO is included in the EIA. In addition, some measures provided for in KIVORO EIA, such as the production of seedlings in the nursery, decompacting and revegetation of roads and trails during closure, are no longer part of the Corporate practices, hence minor nonconformity No. 14.

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A Wildlife Management Plan has been developed and is implemented in collaboration with several partners. Responsibility for implementation at the corporate level rests on the Sustainable Development Division.

The staff we meet are aware of this management plan. Rare, endangered animal and plant species are identified in the management plans and high conservation value studies.

Conservation area maps are in management plans and their materialization is done in the same way as the materialization of the FCSM boundaries.

Natural regeneration is ensured in management plans by several provisions among which:

The consideration of MCDs higher to diameters of fructification,

The preservation of future stems for the next rotation,

The protection of ACAs after timber-harvesting

The company is digitizing all of its skidding roads and even yarding. It was observed that the log yards and trails were rapidly covered by vegetation a few months after the closing of ACAs.

It is formally established that trees over 200 cm DBH should not be cut. Cutting is selective and leaves all types of trees of unharvested species and DBHs standing.

The company does not use fertilizers in the FCSM.

The company has developed a waste management procedure that takes into account the management of different types of waste (batteries, tires, irons, domestic waste, hydrocarbon filters, used hydrocarbons and chemicals). The staff is informed and trained for waste collection. On each camp, there is a refuse treatment center for the collection of waste before evacuation to Rabi and to Port Gentil. There is no waste treatment at corporate camps. However, the audit team noted that although the traceability of waste disposed at Rabi camp from Peny and Douengui exists, it was not possible to trace the waste produced at Rabi camp and sent directly to the refuse treatment center, hence the minor non-conformity n°KYM/15.

Principle 7:

The company no longer has a social manager to implement and monitor social activities. In addition, the organization chart of the general management is not updated. In fact, the position of certification manager still bears the name of the former one; on the other hand, the human resources department does not feature in this organization chart. Hence, the non-conformity n°10.

PRINCIPLE 8: Monitoring and Assessment

Criteria 8.2:

CBG monitors various forest management and logging activities by collecting the required information using the forms developed for this purpose. An annual monitoring report is prepared each year based on the information collected. For various corporate activities,

The social performance of CBG is periodically evaluated within the framework of internal audits performed by CBG and external audits performed by the Administration or certifying bodies.

Managers are dedicated to the collection and evaluation of practices.

Permanent sampling devices representing all types of forest stands in the concession are set up.

These include :

- -SIGEO compartment, monitored by the Smithsonian Institution, which covers several ecological parameters but does not include any harvesting parameters. Scientific articles related to the monitoring of this compartment were consulted;
- - Compartments for monitoring regeneration, growth and phenology were installed as of 2018. The modalities for collecting monitoring data (frequency) are described in the various reports consulted. These foresee: data collection on growth and regeneration every 2 years and phenology data once a month.

The data related to the monitoring of growth, regeneration and phenology were not available, hence non-conformity n°16.

Map data on the distribution of species prohibited from logging by the administration, such as Moabi and Ozigo, are available and were performed during logging inventories

PRINCIPLE 9: Maintenance of high conservation value forests

Criteria 9.4:

In the absence of a definitive document that prescribes the thresholds to IFLs be protected in the Republic of Gabon (Publication of FSC referential adapted to Gabon considering of IFLs pending), the company has opted to:

- monitoring parts of IFLs being logged (17% by the end of 2020) to ensure that the threshold provided for (of 50%) by the draft standard adapted to Gabon is not exceeded;

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- Participation in or monitoring of all discussions at the international, regional and national levels to monitor the progress of debates and finetune its strategy;
- the search for solutions to enhance the value of IFLs within Mandji FCSM.

At present, the company has data whose official IFL Map as of 31/12/2016, available on WRI camps having a surface of 120,180 ha within Mandji FCSM. Of this surface, 14,343 ha are currently integrated within the conservation series defined in management plans, that is, 12%.

In addition, various scenarios were analyzed in light of the progress of meetings of task force on IFLs in the Congo Basin defining different thresholds of IFLs to be conserved.

All this shows that the company is ready to implement the requirements that will result from the work underway and that it applies to the precautionary principle.

Indicators for assessing measures to maintain or improve HCV attributes are detailed in the impact assessment. They are very numerous and detailed in the table "Summary of monitoring activities of impact of forest management on HCVs". Overall, measures to preserve/maintain HCVs within CBG FMUs are effective, consistent and comprehensive for all HCVF types.

PRINCIPLE 10: Timber farms

Criteria 10.6; 10.7; 10.8 Not applicable, these include natural forests.

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6.2 - Results of Non-Conformity (NC) correction

n°	Indicator	Status	Date recorded	NC text	Objective opening proofs and justification of their classification as major or minor	Closing deadline required	POTENTIAL NEW STATUTE	Rectification proofs or pending non- conformities	Closing date
SRI/01	1.5.4	MINOR	25/03/2019	Boundaries of Forest Management Unit and the Annual Cutting Area must be materialized and maintained in compliance with national regulations	<p>The FCSM, FMU, FMU and ACA delimitation procedure (June 2014) specifies that maintenance must be done every 5 years for FCSM (4-3, maintenance). For other units, no maintenance is scheduled.</p> <p>The company could not provide proof that one area of FCSM boundary has been kept it open since 2005. This area is on the boundary of TBNI/FTG's FCSM. The boundary monitoring map is not up to date and the folder including the boundary maintenance mission report cards contains nothing about this area.</p>	Following covid-19, deadline extension to 31/12/2020	Rectified	<p>The company has proceeded to remarked all its boundaries that had not been remarked for 5 years. A schedule is implemented and is well-monitored. During field visits, we were able to notice open boundaries. Of 2020 action plan, 127.44 km of boundary had already been remarked in the audit, with approximately 44 km of boundary remaining to be opened. With the exception of 1.5 km of a boundary that was opened/remarked in 2015 and is currently being remarked, the remaining boundaries were all opened/remarked in 2016 or later (less than 5 years).</p> <p>The opening of the boundary with Loango National Park was done</p>	10/11/2020

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								with the support of NANP agents in August 2020.	
								<p>Having regards to</p> <p>Map of open boundaries with opening date;</p> <p>Interim maps of boundary marking on Mandji FCSM for years: 2025, 2024, 2023, 2022, 2021 and 2020.</p> <p>MANDJI FCSM Boundary Monitoring Map, 2020.</p> <p>CBG Budget Loango NP Boundary.</p> <p>Boundary Opening Report (KIVORO FMU, August 2020; KIVORO FMU, March 2020; RABI FMU August 2020; MANDJI FMU, October 2020; MANDJI FMU, August 2020) ;</p> <p>The NC SRI/01 is rectified.</p>	
SRI/02	4.1.2	MINOR	25/03/2019	The absence of data on the recruitment of personnel on logging camps does not reassure us that the corporate policy of give priority to recruit	Although the company claims to give priority to recruit neighboring population, it was noted: - That there is no monitoring of the workforce to justify the priority	Following covid-19, deadline extension to 31/12/2020	Rectified	In its revised policy of commitment to compliance with community rights, forest easement and labor rights, it mentions the corporate willingness to:	10/11/2020

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				<p>neighboring populations with the same skills is respected</p>	<p>recruitment of neighboring population with equal skills</p> <ul style="list-style-type: none"> - In practice, a database of spontaneous recruitment requests is kept at Rabi camp, including requests from neighboring populations, but this database is not always taken into account when recruiting, as revealed by the inspections performed with the personnel department for recent recruitments by the company. - No clear policy for disseminating labor needs at the local level to enable equal opportunity between neighboring population and foreigners. <p>This non-conformity is minor because it is simply a lack of formalization of company practices and proofs that these practices ensure the corporate conformity in promoting the recruitment of neighboring populations.</p>		<p>-provide employment and training opportunities for young people from local populations:</p> <ul style="list-style-type: none"> -Foster recruitment from local populations with equal skills; -Do away with gender-based discrimination in recruitment and in the workplace. <p>This policy is released by posting it on the corporate website.</p> <p>A recruitment monitoring record has been developed including information on origin, place of residence, test results and final decision. This data is provided for Rabi, Peny and Mandji for the 2019 and 2020 recruitments.</p> <p>From the analysis of recruitment statistics, it transpires that 49% of the workers recruited are from Mandji. The surrounding villages are not well represented, but their numbers combined with those of Mandji clearly shows preference for local recruitments.</p>	
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								<p>Having regards to Excel table for monitoring 2019 and 2020 recruitments of Rabi, Peny and Mandji.</p> <p>Having regards to diagram analyzing CBG recruitments;</p> <p>Having regard to the revised policy of commitment to complying with community rights, forest easement and labor rights;</p> <p>Having regard to the memo of 10/01/2020 defining the notion of riparian rights.</p> <p>This NC is rectified</p>	
SRI/03	4.1.4	MINOR	25/03/2019	The corporate contribution to the education of the children of its employees in Peny is not satisfactory.	The company has one full-cycle elementary school and one kindergarten built and operated with full corporate funding at Rabi camp. Teachers are CBG employees. At Peny camp, however, the children of CBG workers attend the public school in Peny village. Although 95% of the pupils in this school are children of CBG workers, the corporate contributions to the school operation are	Following covid-19, deadline extension to 31/12/2020	Rectified	<p>CBG presented the memo of understanding layed out with the county council and the school for the recruitment of a teacher and the construction of school restrooms. Due to the closing of schools in Gabon during the audit, it was not possible to perform visits. Telephone conversations with the principal confirmed that these commitments were</p>	10/11/2020

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					<p>rare. The teachers' huts were built in 2008 and since then there has been no contribution to the smooth running of children's education. The school is facing several challenges:</p> <ul style="list-style-type: none"> - The school has three classrooms, only two of which are up to standard. - The roof of the school is dilapidated; - lack of didactic material - Need for the school to adjust its pedagogical calendar to consider the collective vacation leave programme of CBG workers - Etc. <p>This non-conformity is minor because the challenge concerns only Peny camp, and as part of the management of local development funds, a budget has been dedicated by the committee in charge of the repair of the roof of the said school in 2019.</p>			<p>met. Proofs of teacher's remuneration were consulted.</p> <p>Having regards to Memorandum of understanding for assumption of office by the teacher in Peny of 13/10/2019 between the administration and CBG ;</p> <p>Cash vouchers for the period from 25/11/2019 to 26/05/2020 for the remuneration of the teacher of Peny School;</p> <p>Acknowledgement of receipt of 14/06/2019 of the expenses of delivery of equipments and payment of the labor related to the construction of restrooms of Peny School.</p> <p>This NC is rectified</p>	
SRI/04	4.2.2	MINOR	25/03/2019	Monitoring of corporate water treatment plants is not performed	<p>Drinking water and household water are supplied to both camp from boreholes: the results of bacteriological analyses of this water are not available.</p>	Following covid-19, deadline extension to 31/12/2020	Rectified	<p>The water treatment protocol was developed for each camp. A training session by an external service provider and an internal awareness</p>	10/11/2020

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				satisfactorily	<p>The following observations were made:</p> <ul style="list-style-type: none"> - No standardized protocol for maintenance and monitoring of drinking water treatment facilities - Divergence in practices of operators in charge in Rabi and Peny. For example, chlorine dosage; frequency of operations - Staff in charge are not sufficiently trained in the system and maintenance operations to be performed and monitoring information to be reported. For example: UV lamp, pH measurements. - Residual chlorine monitoring not controlled <p>This non-conformity is minor because the results of bacteriological analysis show nevertheless that the water is drinkable on both camps</p>			<p>session for the operators by the HSE were performed. A visit to water treatment plants at Rabi and Peny camps confirmed that water treatment instructions were posted. Discussions with workers in charge ensured that the treatment protocol was understood. The records of various treatments were consulted. The stock of material (pre-filter, filter, carbon, chlorine tablets...) planned for renewal during maintenance was available in stock at each camp.</p> <p>Having regards to Training report on Rabi borehole water potability from 07 to 10/10/2019 ; Drinking water treatment sheet in Peny from January to October 2020 and in Rabi from May to November 2020.</p> <p>This NC is rectified</p>	
SRI/05	5.3.7	MINOR	25/03/2019	It was observed that the mapping of secondary skidding roads was incomplete due in part to an	The NC is minor because despite these inaccuracies, no poor skidding roads were observed.	Following covid-19, deadline extension to 31/12/2020	Rectified	The company is digitizing all of its hauling trails and even yarding. In the audit, maps of the skidding roads and GPS	10/11/2020

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				insufficiently precise procedure (difference between secondary hauling and yarding, scale of maps to be used, etc.).				<p>surveys of recently opened trails were presented. The scale of maps varies in pursuance to the size of the logging areas, but remains sufficient to present the various information, including the skidding roads.</p> <p>Having regards to</p> <p>Hauling procedure GF-P05 of February 2020;</p> <p>Rabi memo, February 07, 2020 to the attention of hauling clerks and team leaders;</p> <p>Hauling statement map KIVORO FMU ACA 11 and 12, RABI FMU ACA 15 and 17, MANDJI FMU ACA 16 and 17;</p> <p>The NC SRI/05 is rectified.</p>	
SRI/06	6.1.2	MINOR	25/03/2019	The risks of pollution from hydrocarbon spills are clearly defined in the ESMP. However, despite the presence of an HSE team, it has been noted that this risk is not anticipated:	As no pollution was found, this NC is classified as minor.	Following covid-19, deadline extension to 31/12/2020	Rectified	The company has taken measures to replace the hydraulic hoses (metal and flexible) on the machines before their level of wear can represent a risk of oil spill. In the audit, no failure to comply with these instructions was noted.	10/11/2020

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				<p>- by preventive management of machine flexibles.</p> <p>- Similarly, on Mongolila camp, which is provided to ORTEC Services Industries (CBG facility use agreement, CBG.CT 01-06/15) for equipment storage and as a base for a group of the corporate workers, two pumps for drawing water from the river have been installed without any preventive measures being taken to avoid pollution.</p>				<p>Mongolila camp, which had been provided to ORTEC Service Industry, was dismantled in the audit. It was possible to observe a protective device for the floor that had not been dismantled yet and a roof visible on a photo taken before the units were removed. No hydrocarbon pollution was noted on this camp.</p> <p>Having regards to Rabi Memo on 10/01/2020 defining a rule for replacing hydraulic hoses;</p> <p>Correspondence from CBG to ORTEC No. 015 20/GF/PFM/HL of January 28, 2020, reacting to the correspondence from ORTEC closing MONGOLILA bush camp</p> <p>Photos of groups and hydrocarbon storage / handling shed.</p>	
SRI/07	6.7.4	MINOR	25/03/2019	Two wrecks (a truck and a 966 loader) have been observed on Rabi technical base, which have not	The non-conformity is minor because overall CBG has good control of this waste management. These 2 wrecks observed	Following covid-19, deadline extension	Rectified	On its Rabi camp, the Company removes from the wrecks of its machines and vehicles all the components likely to	10/11/2020

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				been secured from the perspective of the risks of hydrocarbon spill, or stored on an appropriate camp, which does not enable risks to be controlled. Spills are visible.	in the same place are an isolated case. The company immediately implemented measures to amend the said dysfunction	to 31/12/2020		leak hydrocarbons onto the ground before storing them at the Civic amenity site. When these components are not recovered yet, the company stores the wrecks on a concrete surface whereby a collection gutter and a decanter are installed. During the visit to the camp, it was not detected any sign of pollution or risk of spilling of hydrocarbons on the wrecks of the corporate material. Rabi Memo on 09/11/2020 which concerns the prior authorization for personal vehicles before their entry on the camp commits the owners to evacuate them from the camp in case of long breakdown and thus not to leave wrecks on the camp. The NC SRI/07 is rectified.	
SRI/08	8.1.3	MINOR	25/03/2019	The frequency and intensity of monitoring are defined and	Camps sensitive to erosion and sedimentation are known by the company	Following covid-19, deadline	Rectified	Monitoring of erosion and sedimentation sensitive camp is done through	10/11/2020

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				adapted to the scale and intensity of management, as well as the sensitivity of the environment concerned to enable a comparison of results and an assessment of changes.	(Yeno, Mongolila) and some have been restored recently such as Yeno camp. However, no monitoring protocol has been implemented to inspect the effectiveness of the measures over time and to provide additional restoration measures if necessary.	extension to 31/12/2020		<p>aerial photography. A schedule has been established and followed by the company. Annotated photos were viewed in the audit.</p> <p>Following the observation of progression of erosion on Mongolila camp, the company reacted by setting up an erosion management program on this camp with three axes, namely: rehabilitation of gullies, the management of source area of the challenge and the monitoring of effectiveness. This program has a monitoring time frame. The orders of material have been launched.</p> <p>Whatever sheds light on the situation is well-monitored by the company.</p> <p>Having regards to Dated and annotated photos of Yeno camps, Mongolila and Docking area;</p>	
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								Schedule of stance collection ; Erosion management programme on Mongolila camp. The NC SRI/08 is rectified.	
SRI/09	9.1.1	MINOR	25/03/2019	The HCVF document for Type 2 has not been updated to specify the corporate strategy for responding to IFLs pursuant to the results of the 05th Congo Basin Regional Task force on HVC, HCV-RWG Meeting 05 in Brazzaville, 05-07 April 2018	Given that CBG already has 18% of the area in IFLs in conservation series, it was clearly established that the missing 2% shall be easily conserved. In addition, all RIL+ measures are already implemented by CBG. So, the NC is minor.	Following covid-19, deadline extension to 31/12/2020	Rectified	In the absence of a final document that prescribes the thresholds to IFLs to be protected, while publication of FSC referential adapted to Gabon is awaited, the company has opted to: monitoring parts of IFLs being logged (17% by the end of 2020) to ensure that the threshold provided for (of 50%) by the draft standard adapted to Gabon is not exceeded; Participation in or monitoring of all discussions at the international, regional and national levels to monitor the progress of debates and finetune its strategy; the search for solutions to enhance the value of IFLs within Mandji FCSM.	10/11/2020

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								<p>At present, the company has data whose the official IFL Map as of 31/12/2016, available on WRI camps having a surface of 120,180 ha within Mandji FCSM. Of this surface, 14,343 ha are currently integrated within the conservation series defined in management plans, that is, 12%.</p> <p>In addition, various scenarios were analyzed in light of the progress of meetings of task force on IFLs in the Congo Basin defining various thresholds of IFLs to be conserved.</p> <p>All this shows that the company is ready to implement the requirements that will result from the work underway and that it applies to the precautionary principle.</p> <p>Having regard to an IFL technical memo of January 2020 of Mandji FCSM ;</p>	
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								This NC is rectified	
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6.3 - Results of complaint resolution

Stakeholder reference (name / type)	date	Complaints received	FSC criteria-indicator	Checked on site (YES or NO)	Reply (+Date)		
					Customer	Lead Auditor,	BUREAU VERITAS CERTIFICATION
		No complaints were recorded in this surveillance audit.					

6.4 - Results of previous comments

n°	Date recorded	Text of COMMENT	Objective opening proof	Status (Rectified, not rectified, upgraded to minor NC)	Rectification proofs
A	25/03/2019	The monitoring of ongoing administrative procedures must be documented.	<ul style="list-style-type: none"> - Accreditations were issued with an error on the wording of activity. The company requested corrections, but the corrected versions were not yet available during the audit. - The law provides for the issuance of an allocation order for forest concessions. However, no company has received this order yet. The company has done what is expected of it to obtain the order, but the administration has been slow to issue it. - Likewise, the company should follow the procedure for compensating taxes in progress until it obtains the receipts. - New impact assessments were conducted when Mandji and Rabi management plans were 	Not rectified.	Procedures in progress, Observation A renewed because the facts observed are not the responsibility of CBG, but rather of the administration and it was evaluated the actions undertaken by CBG to finalize the measures.

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			updated. The Rabi plan was validated by the administration. Mandji study is pending.		
B	25/03/2019	Workers aren't sufficiently sensitized on FSC or other issues.	A greater structuring and diversification of awareness-raising themes (Tool box meeting) and communication supports, including awareness-raising on the basic FSC principles would enable to reinforce workers' awareness. Tool box meetings are used more in reaction to observations than in anticipation.	Not rectified.	Reports on the awareness-raising activities consulted related to health, safety and environmental issues. Basic principles are hardly the subject of such awareness-raising. Observation B renewed because the audit team did not find any non-conformity in the understanding of FSC requirements, as the staff has a long experience of certification.
C	25/03/2019	The last version of FSC policy dates from 2012.	The company should consider updating its policy.	Rectified	All policies have been revised and posted at Rabi and branch camps. Observation C rectified.
D	25/03/2019	The planning of the construction of new housing must be as consistent as possible with the growth of employees and thus enable to accelerate the construction of new huts to better meet the needs	On Rabi camp, a few huts have remained below the standard of the huts in CBG camps; they have been maintained because they enable to absorb housing needs related to the flow of personnel on Rabi camp.	Not rectified.	Huts are under construction on the camp. Observation D renewed because work is underway to renew the huts on Rabi camp. The camp visit enabled to observe this.
E	25/03/2019	A more structured and supported supply approach is needed for greater equity	The supply of foodstuffs to workers is organized in a practical way by the company at Rabi and Peny camps, to the satisfaction of workers: No complaint was recorded for this purpose. In Rabi, the company has concluded agreements with third parties for the supply of basic necessities, staple food and animal protein sources (fish and meat). Suitable premises shall be made available to company store operators and shall be kept in very good condition.	Not rectified.	Construction work on Peny Company store is underway. Observation E renewed because the construction works are underway on the camp and the company provided workers with means to obtain supplies in the city near Manji. No concerns were identified related to the challenges of workers in having of foodstuffs.

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			In Peny, the practice, on the other hand, is to organize the trips of workers to Manji twice a month for food supplies, as well as regular deliveries of few foodstuffs targeted by traders on the camp. There is really no structure and dedicated premises as company store.		
F	25/03/2019	Update the employee records on Rabi camp and harmonize the contents of employee records on various corporate camps.	Although the employee records are generally well kept at Rabi camp, several cases of need for updating these records kept by the personnel department were noted. Also, there were sometimes differences in content between the employee records kept at the Corporate Affairs Department, and those kept on Rabi camp	Rectified	Overall, the records of a sample of workers consulted at Rabi camp and at the Corporate Affairs Department are up to date and contain the required items. Observation F rectified.
G	25/03/2019	Ensure the renewal of the College of SRs and ensure the operation of the new college.	There is a college of SRs, but their terms of office are no longer valid. The process of organizing the new SR elections has been launched. Elections are scheduled for April 5th.	Rectified	The Minutes of the RS elections on Rabi, Peny camps and the Corporate Affairs Department were consulted (Refer to SR Election Reports of 05/04/2019 on the Rabi, Peny and Douengui camps and of 07/11/2019 at the Corporate Affairs Department). Observation G rectified.
H	25/03/2019	The company has not updated its procedures as a result of the observed changes.	The felling trainer had stopped the cutting of sapwood and this was not changed in the procedures presented during the audit.	Not rectified.	There are still some aspects not taken into account, such as the possibility of reducing the size of fitting shoulder and making hinges with two non-parallel sides to direct trees during felling. Observation H renewed because the felling practices observed in the field and discussions are in tune with the instructions from the felling training.
I	25/03/2019	Exceptional facility projects must be subject to an environmental and	CBG is considering to re-construct two large bridges of 70 and 35 meters in southern Mandji FMU. Although the construction method is not yet defined, these structures shall require work from	Not rectified.	The first bridge was built with final material. Interviews with the company show that the work was well-thought out beforehand and that the main issues were well

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		social impact assessment. CBG must ensure that it is not required from a regulatory standpoint.	the riverbed and shall have impacts on riverbanks. In addition, these bridges shall facilitate entry into the FMU, particularly from the village on the other riverbank, and may also facilitate access to the National Park.		understood. This bridge was requested by the NANP, which, met in the audit, affirmed that it was committed to setting up a control system before finalizing the embankments and the commissioning of the bridge. However, no document formalizing all these considerations and commitments was presented in the audit. An NC is formulated to this effect.
J	25/03/2019	Further knowledge on biodiversity to have a more detailed knowledge of ecosystems, their functioning and their sensitivity.	The definition of a protocol enabling a better understanding of the value of biodiversity according to the species present as well as the distribution of some endemic or rare species of the shrubby or non-timber flora would enable to have a finer knowledge of ecosystems, their functioning and their sensitivity.	Not rectified.	The work of [REDACTED] is at its outset and concerns the monitoring of natural regeneration and phenology of <i>Lophira alata</i> ; the monitoring of the growth of the following 4 timber species: <i>Lophira alata</i> , Andoung Touwé, Bilinga and Gaboon in FCSM of CBG: Other reflections are underway within the company, but have not been formalized yet. An NC is formulated to this effect.
K	25/03/2019	Intermediate and periodic assessments can easily be made to have a better vision of the progress of practices	The data summary is only done annually. This frequency does not enable a vision of the trends of various operations over the year to make the necessary corrections.	Rectified	Having regard to the monthly summary table of quality notes by activity and the graph showing the trends in the period from January to May 2020. Having regard to the distribution mail of 13/03/2020 and 30/03/2020. Observation K rectified.
L	25/03/2019	Include in the annual summary of monitoring data, tree-felling monitoring along the river.	The data of "blue blaze" trees (riverbank) whose felling was successful (R+) or failed (E) and having required the intervention of a chainsaw (A), a bull (B) or both (AB) are not compiled in the annual summary even though data exist. As	Rectified	Data summary on the success rate of riverbank tree-felling has been included in the monitoring report (2.1.1 and 2.2.3). Observation L rectified.

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			these data concern sensitive camps, it is relevant to include them in the annual summary, especially as they are provided.		
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7 - Result of surveillance assessments

MAIN ASSEMENT DATE: OF 18/03 AUU 25/03/2019	
Number of NC rectified	14
Pending NC	0
New NC noticed	09
Certification Recommendation	Recertification
SURVEILLANCE 1 DATE: FROM 01 TO 10/11/2020	
Number of NC rectified	09
Pending NC	0
New NC noticed	07
Certification Recommendation	Maintenance of certification
SURVEILLANCE 2 DATE	
Number of NC rectified	
Pending NC	
New NC noticed	
Certification Recommendation	
SURVEILLANCE 3 DATE	
Number of NC rectified	
Pending NC	
New NC noticed	
Certification Recommendation	
SURVEILLANCE 4 DATE	
Number of NC rectified	
Pending NC	
New NC noticed	
Certification Recommendation	

7.1 - Summary of audit and closing meeting

The surveillance audit #1 of the corporate FSC FM certificate occurred against the backdrop of the covid-19 health crisis. The audit was performed on-site and the selected goals were achieved.. The audit team was able to visit all identified camps. The findings of this audit were presented during debriefing meetings at Rabi camp in the presence of camp managers and to the corporate Affairs Department in Port Gentil during the closing meeting. The conclusions of the audit were explicitly presented and accepted by the company

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8 - Records of Non-Conformities and observations and new ones noticed in the audit

8.1 - Records of Non-Conformities

New Non-Conformities noticed in the audit, or pending Non-Conformities:

n°	Indicator	Status	Date recorded	NC text	Objective opening proofs and justification of their classification as major or minor	Closing deadline required	POTENTIAL NEW STATUTE	Rectification proofs or pending non- conformities	Closing date
KYM/10	7.3.2	MINOR	10/11/2020	The company no longer has a social manager to implement and monitor social activities.	No social manager in the company since the demise of the last one in February 2020 In addition, the organization chart of the Corporate Affairs Departments is not updated. In fact, the position of Certification Manager still bears the name of the former one; On the other hand, the Human Resources Department does not feature in this organization chart. This NC is minor, because camp managers are working to maintain the activities and the company is looking for the right profile for this position.	09/11/2021	Rectified		
KYM/11	4.3.1.a.	MINOR	10/11/2020	The company did not provide proof of the completion of conventional visits and the taking of	From the review of a sample of employee records at Rabi camp and at the corporate Affairs Department level, it has been noted that: Proof of completion of pre-employment (Nominal roll	09/11/2021	Rectified		

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				leave of some workers.	3675; 3680) and annual (Nominal roll 3476) medical check-ups ; Proofs of paid-off (Nominal roll 3476) since 2018. This NC is minor, involving 3 cases out of 11 files reviewed.				
KYM/12	4.2.6	MINOR	10/11/2020	All occupational accident data at Rabi and Peny camps are not forwarded to the HSE Manager to establish real statistics.	In fact, on each camp, the accidents are clearly mentioned in the register of consultations available in employee's health centers. The review of a sample of occupational accidents work in Rabi register and the comparison with the statistics produced by the corporate HSE revealed that only one case out of the 07 selected features in the statistics table received. This case concerns an occupational accident that led to a medical evacuation. On the other hand, §7.3 of the health management plan rev01 of 23/09/2017 prescribes the recording of any accident, the investigation initiative by the HSE Coordinator and the recording in an event notice form. This form is then forwarded to the various Managers including the HSE Manager in Port Gentil who consolidates information. On the camp, this form was only	09/11/2021	Rectified		

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					<p>available for the accidents that were evacuated.</p> <p>The following occupational accidents were examined in the records kept at Rabi Employee's health center:</p> <p>Nominal roll: 3459 of 04/01/2020</p> <p>Nominal roll: 3660 of 05/02/2020</p> <p>Nominal roll: 3640 of 19/03/2020</p> <p>Nominal roll: 3709 of 20/03/2020</p> <p>Nominal roll: 1481 dated 08/05/2020</p> <p>Nominal roll: 3613 of 17/06/2020</p> <p>Having regards to event record accessed for this case that was evacuated.</p> <p>This NC is minor, as the company caters for all types of OAs and is waiting for reimbursements from the NSSF.</p>				
KYM/13	6.1.3	MINOR	10/11/2020	<p>The company did not formalize an environmental assessment for the construction of a bridge at Doussala in Mandji FMU.</p>	<p>CBG has rebuilt a large bridge on Mandji FMU in Doussala with final material.</p> <p>Interviews with Interviews with the company show that the work was well-thought out beforehand and that the main issues were well-understood.</p>	09/11/2021	Rectified		

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					<p>This bridge was requested by the NANP, which, met in the audit, affirmed that it was committed to setting up a control system before finalizing the embankments and the commissioning of the bridge. However, no document formalizing all these considerations and commitments was presented in the audit.</p> <p>The NC is minor because the company was able to show that it had control over impacts and issues and only formalization that has not been done.</p>				
KYM/14	6.1.4	MINOR	10/11/2020	The company has not updated some EIA provisions of KIVORO FMU.	<p>The EIAs in RABI and MANDJI are accompanied by ESMPs. The one for KIVORO is included in the EIA. In addition, some measures provided for in KIVORO EIA, such as the production of seedlings in the nursery, decompacting and revegetation of roads and trails during closure, are no longer part of the Corporate practices. No update shows the mastery of changes.</p> <p>The NC is minor because, in practice, the company has control over its impacts; the other FMUs have SEMP in</p>	09/11/2021	Rectified		

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					which the measures have been updated.				
KYM/15	6.7.3	MINOR	10/11/2020	The company does not record the waste produced on its Rabi camp	<p>A secure refuse treatment center is present on each camp. It receives all waste from logging camp and other mechanical bases.</p> <p>There are slips for transporting waste from the camp to Rabi and then from Rabi to POG.</p> <p>The drums containing the waste are stored on disposal skips.</p> <p>However, there is no system for recording the waste produced by Rabi and taken directly to the refuse treatment center. This does not enable good traceability of all waste.</p> <p>This NC is minor because the waste is still collected and disposed of.</p> <p>Having regards to Counterfoil of waste disposal documentation from Rabi 151-200 (2018), 451-500 (2019) and 651-700 (2020); Counterfoil of waste disposal documentation from Peny to Rabi (744 of 3/02/2020) Douengui waste disposal documentation (inventory) to Rabi (361 dated 09/07/2020) ;</p>	09/11/2021	Rectified		

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KYM/16	8.2.3	MINOR	10/11/2020	<p>The company did not submit data on periodic monitoring and assessment of regeneration and growth monitoring devices within the FCSM since the first compartments were planted in 2018.</p>	<p>Permanent sampling devices representing all types of forest stands in the concession are set up. These include :</p> <ul style="list-style-type: none"> -SIGEO compartment, monitored by the Smithsonian Institution, which covers several ecological parameters but does not include any harvesting parameters. Scientific articles related to the monitoring of this compartment were consulted; - Compartments for monitoring regeneration, growth and phenology that were installed as of 2018. There is no procedure that describes how monitoring data is collected (frequency, intensity). These are described in various reports consulted in terms of frequency for the growth and regeneration monitoring device, but are not available for SIGEO compartment. <p>The modalities of data collection on growth and regeneration plan a recording every 2 years and monthly for phenology data.</p> <p>In the audit, data for growth, regeneration and phenology monitoring devices were not available.</p> <p>Documents consulted :</p>	09/11/2021	Rectified		
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					<p>Report of 18/12/2018, Implementation of regeneration monitoring devices in park of canopy gaps and growth monitoring and phenology of Lophira alata.</p> <p>Report of July 2019, Implementation of monitoring devices for natural regeneration, growth and phenology of Azobé and monitoring growth of Touwé in CBG forest concession</p> <p>This NC is minor because the devices are implemented, only the data is not available.</p>				
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8.2 - Records of observations

New or pending comments made in the audit

n°	Date recorded	Text of COMMENT	Objective opening proof
M	10/11/2020	To further the reflections and establish contacts to recycle / dispose of plastic bottles, canned food, cans, etc.	<p>The company has developed a waste management procedure that takes into account the management of different types of waste (batteries, tires, irons, domestic waste, hydrocarbon filters, used hydrocarbons and chemicals). The staff is informed and trained for waste collection. To date, the assessment is done with a waste monitoring sheet either to the tanker (used hydrocarbons) or to Port Gentil.</p> <p>Reflections and contacts are underway to recycle plastic bottles, cans and tins. This is an observation because CBG has an in-depth knowledge of management (storage) of this waste on its site.</p>

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N	10/11/2020	The company could put the information on the positioning of parks by the outbound teams on pocket maps provided to operations teams.	For each Cutting area, the company would produce a pocket distribution map, an available resource map and for each compartment a sorting map. These maps show the roads, the boundaries and when they exist conservation areas. The log yards are positioned by the team that walked out just before tree-felling. This is an observation because, in practice, these log yards are materialized in the field by a milestone that is perceptible by the teams that intervene after the walk out. No challenges were noted by the teams on site. It would be advisable to communicate explicitly on field information.
O	10/11/2020	Working papers were not provided to Rabi SRs for their operation.	The RSs of various camps were elected in compliance with legal provisions. Training was provided by the trade union (SR of the corporate Affairs Department) or by the labor inspector for Rabi and Peny camps. Albeit they have not identified any impediment to access to the working documents available from the personnel department at the camp, the SRs elected at Rabi camp do not have working documents provided to them. On Peny and corporate Affairs Department camp, these documents are provided to SRs. This is an observation because from discussion with staff representatives, it transpires that the latter have been trained under the corporate impetus by trade unions and the labor administration. The provision of work permits is the responsibility of trade unions.

9 - Proposals for certification decision

Proposal of conclusion on whether the entity applying achieved or not the required conformance level

At the end of this n°1 on-site surveillance audit performed against the backdrop of covid-19 health crisis, it should be noted that adequate measures have been taken to facilitate the conduct of this audit while respecting the government measures of the Republic of Gabon and the translation of these measures into some operational corporate documents. This audit enabled to review measures taken in response to non-conformities and observations of the last audit. It was also a question of inspecting activities of the company as implemented and assessing the conformity of those with the requirements of FSC standard through sampling. CBG exhibits a good command of forest management and logging, occupational safety provisions are taken into account in activities, several procedures are developed and cover all the requirements of the standard, key personnel in the system are familiar with the procedures in place, collaboration with various stakeholders is appreciated. However, a few minor non-conformity (07) and 03 new observations were made in this audit. These discrepancies do not completely call into question the system set up by the company, which has a 12 month-period in which to present the closing measures initiated. On this basis, I recommend the maintenance of corporate FSC FM certificate.

10 - Certification decision

The certificate is maintained valid.

Issued on 20/11/2020, reviewed on 12.2.2021

FM certification decision-maker,

Lead Auditor,

Julia Lenkkeri

KOKAM Yves

11 - Appendices

- A. CVs of the members of the audit team if required
- B. Checklist(s)
- C. Copy of the non-conformity forms
- D. Check list of tax documents consulted
- E. List of people met during audit