The Castel Brewing Empire: Here's to your health, Africa!

An investigation into the social and environmental impact in Africa of one of the Global leaders in the brewing industry.
THE CASTEL BREWING EMPIRE:
HERE’S TO YOUR HEALTH, AFRICA!

AN INVESTIGATION INTO THE SOCIAL AND ENVIRONMENTAL IMPACT IN AFRICA
OF ONE OF THE GLOBAL LEADERS IN THE BREWING INDUSTRY

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Report coordinated by the association ReAct Transnational, for the collective Rethinking Value Chains
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ReAct Transnational is a French NGO created in 2010 to structure large international networks capable of leading struggles for social and environmental justice. Convinced that it is necessary to coordinate action at the global scale at which power is organized today, ReAct Transnational aims to strengthen local unions of workers/residents directly affected by the abuses of multinationals and to constitute transnational alliances able to hold them accountable. ReAct Transnational collaborates with other NGOs to lead coalitions that enforce greater corporate accountability, strengthen regulation and work to rethink the production system to ensure sustainably.

Rethinking Value Chains is a network composed of some thirty NGOs, trade unions, small producer networks, academics and independent research institutes. Its objective is to identify and denounce the root causes of economic exploitation, human rights violations and environmental degradation that characterize most production chains, and to design viable production chains that respect human and environmental rights.

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The Castel Group is the leading wine merchant in Europe and the second largest beer producer in Africa. The French public is not very familiar with the Castel Group, however French consumers drink many of its major wine brands. These include Baron de Lestac, Patriarche, Roche Mazet, La Villageoise, Vieux Pape as well as the nationwide Nicolas chain of wine shops.

The history of the group is above all that of its founder, Pierre Castel, who was born in 1926 into a family of farm workers in the Bordeaux region, and who began trading in wine at the end of the Second World War, accompanied by his brothers and sisters. The family business “Castel frères” was founded in 1949 and quickly conquered an emerging market, by buying wine in bulk from wine growers for mass distribution. The company was one of the first to ship cheap wine to French-speaking Africa, to the former colonial trading posts. In a few decades, the “Castel frères” company became a group with many brands, several of which had been bought from its competitors along the way. Vieux Papes, Roche Mazet and la Villageoise were all acquired from the Pernot Ricard group in 1992. This success in mass distribution of table wines allowed the Castel group to turn to production of high-end wines. Since the early 2000s the group has acquired several renowned châteaux, including Beychevelle and Malbec. Today, the group owns 20 famous vintages.

A GIANT OF WINE IN EUROPE, MASTER OF BEER AND SOFT DRINKS IN AFRICA

Behind these many well-known wine brands, however, lies a much more lucrative business. Beginning in the 1960s Castel group quickly diversified its activities, turning to the beer and soft drink sector. This strategic reorientation has guided the group in Africa, where all of its brewing subsidiaries are located today. In nearly 30 years, Castel has become the second largest player in the African beverage market, by volume of beverages produced on the continent. Today, it owns the largest brewery companies in 21 African countries, making it one of the leading employers in the countries where it operates.

Each year, the Castel Group generates revenues of around €5.6 billion, the vast majority of which (80% in 2018) comes from its business in Africa. The Castel group is therefore a pillar of French investment on the continent, so much so that its creator and chairman, Pierre Castel, admitted in 2014 that "[Africa] is my whole life ". Indeed, he maintains long-standing and privileged relationships with many heads of state on the continent. Castel developed a "solid friendship" with Omar Bongo even before he became president of Gabon. He knows Paul Biya, the current president of Cameroon, who received him at the presidential Unity Palace in December 2019. He is close to José Emmanuel Dos Santos, President of Angola for 38 years (from 1979 to 2017), and even served as honorary Consul of Angola in Geneva. Castel is said to have played a role in the accession to power of François Bozizé, current president of the Central African Republic in 2003; and that of Alassane Ouattara, President of the Ivory Coast, where he was one of the guests at his inauguration ceremony in 2011. In fact, when asked about his relations with the African heads of state in which his group is involved, Pierre Castel declared: "I know them all, that helps".

2. Comment Pierre Castel a fait fortune en Afrique, Challenges, 11 July 2014
4. French investor Pierre Castel at the Unity Palace, Republic of Cameroon, December 2019, https://www.prc.cm/fr/actualites/audiences/4023-
5. Blamangin, Olivier, October 2018, op. cit.
7. Thierry Fabre, Comment Pierre Castel a fait fortune en Afrique, cité dans Castel, l’empire qui fait trinquer l’Afrique, Le MondeDiplomatique, octobre 2018
PURPOSE OF THE REPORT

The considerable profits generated by the sugar and beverage industrial empire in Africa fail to hide the group's controversial impacts on local workers and communities. Illegal mass layoffs, indecent working conditions, increased pollution of rivers, land grabbing, serious health problems: many abuses have been denounced by the local media, union organizations and even waterfront residents' associations.

ReAct Transnational conducted an investigation in 2021 to verify this information and to bring to light the questionable practices of the group, which have already been highlighted in recent reports published in 2021 (see bibliography). This work sheds light on a little-known production sector, the brewing industry. Field surveys were conducted in two countries, Côte d'Ivoire and Cameroon, among workers and local communities.

This report focuses on these case studies, supplemented by documentary research demonstrating the systemic nature of certain harmful practices in terms of social and environmental impacts. The names of those testifying have been changed to ensure their anonymity and safety, and those wishing to be quoted have been quoted with their real names.
THE CASTEL EMPIRE IN AFRICA
AN OLIGOPOLY OF EUROPEAN BREWERS IN AFRICA

The brewing industry is an important sector of the global and African agri-food industry. The brewing process is extremely well managed by industrial brewers, allowing them to ensure consistent product quality, despite its complex chemical composition. Most of the large manufacturers optimize their investments by also positioning themselves in the soft drinks market: sodas, fruit juices, bottled water. While less profitable than beer, soft drinks allow them to optimize their plants and distribution networks. They also increasingly invest in the development of local industrialized production of raw materials (barley, sugar, corn, etc.) in order to secure their supplies and reduce their production costs by eliminating intermediaries. Thus, the brewery sector involves all stages of the beer and beverage production chain, from the production of raw materials to the marketing of beverages.

It was in 19th century Europe that the industrial production of beer appeared, and the first exports to Africa began in 1827, when Guinness sent its beers to Sierra Leone.8 But after the Second World War, as the European brewing market became more and more saturated, European companies decided to sell their goods on the continent, thus feeding a still underdeveloped brewing market; a market that is expected to account for 37% of global beer volume by 2025.9 In Africa, the largest beer producers in 2018 were South Africa (31.35 million hectoliters produced annually), Nigeria, Ethiopia10 and Angola, followed closely by Cameroon and Kenya.

The African market offers higher growth prospects than any other continent; the volume of beer sold in Africa is growing at an average of 5% per year, compared to 3% for Asia and 1% for Europe and North America.11 While the number of people aged 80 and over in the European population is expected to triple between 2010 and 2060,12 Africa, with more than 200 million people 15 to 24, has the largest youth population in the world, and current trends suggest that it will double by 2045.13 In addition, the annual consumption of beer in Africa is expected to increase by more than 20% between now and 2050. The average annual beer consumption in Africa is lower than in the rest of the world: 9 liters per person, five times lower than the global trend (44 liters) and six times lower than in Europe (55 liters).14

The beer market on the African continent was estimated at $13 billion dollars in 2018

This market is also characterized by the domination of an oligopoly of four European brewers who share about 90% of the African brewing market: the first is the world leader AB InBev, which alone holds 40% of the market on the continent, the Castel group occupies second place, while Heineken, the world’s second largest brewer, is in third position in Africa with 18% of the market. The fourth and final player is the British group Diageo.15

Globally, 40 beer producers control about 90% of global production,16 with the Ab InBev group alone accounting for nearly 30% of global production. In fact, in the global beer market, most companies face strong national or regional competitors. On the other hand, the beer market is dominated by four large groups on the African continent, which means that in many countries there is either an outright monopoly or a duopoly.

8 Et Guinness conquit l’Afrique, Jeune Afrique, 16 February 2004
10 Ibid. Marché de la bière en Afrique : que la guerre commence, Agence Ecofin, February 2, 2018
11 La Guerre des bières en Afrique ne fait que commencer, Centre de ressources et d’information sur l’intelligence économique et stratégique, November 27, 2018
12 Population structure and aging, Eurostat, June 22, 2012
13 Youth as the engine of Africa’s development, African Development Bank Group, Development Bank Group, August 14, 2018
The market is all the less competitive as agreements are made between certain groups to share the market, and cross-shareholdings are found between groups in certain subsidiaries. 17 This is illustrated by the strategic alliance signed in April 2001 between SAB Miller and Castel. The companies were not really competitors, each having its own market: the French-speaking countries of West and Central Africa for Castel, and the countries of Southern and East Africa for SAB Miller. 18 Their alliance, based on a partnership between the two groups, is a good example. Their financial arrangement allows for an exchange of shares between the two companies, and promises a long-term association aimed at consolidating the presence of the two companies on the continent. AB Inbev, by acquiring the Anglo-South African and world number two SAB Miller in 2015, 19 at the same time recovered 20% of Castel in Africa, which reciprocally owned 38% of AB Inbev’s new assets on the continent. 20

"Africa is being touted as the new paradise for the brewing industry. Many Africans love it, even if they still drink far less than elsewhere in the world. With rapidly increasing purchasing power for many consumers and bright prospects, the math is simple: brewers are expecting explosive growth.”

Heineken in Africa: A Multinational Unleashed, Olivier van Beemen, 2018

This situation of oligopoly allows these multinationals to impose higher prices on beers: a bottle of beer in many African countries is rarely cheaper, and often is even more expensive than in Europe. Yet production costs in Africa are much lower, thus beer earns producers nearly 50% more in Africa than elsewhere, and some markets, such as Nigeria, are among the most lucrative in the world. 21

Profits are so high that it is estimated that 42% of the profit growth of global brewing companies will be in Africa by 2025. 22

In the soft drink market in Africa, The Coca-Cola Company (TCCC), the world’s leading soft drink company, remains the dominant player with a market share (by value) of 22.7% across the Middle East and Africa, with peaks of 39% in South Africa and Morocco, and 45% in Kenya. 23 This is also a fast-growing market. The market for non-alcoholic refreshment beverages (by volume) grew by 19% in Cameroon, 11.3% in Nigeria, 10% in Morocco and almost 9% in Tunisia. 24

Because they are low value-added products, it is economically necessary to produce them on sites relatively close to where they are consumed. A licensing system allows a group like Castel, recognized for its knowledge of the market and its mastery of distribution networks and historically rooted in the territory (and the second largest bottler on the continent behind Coca-Cola Beverages Africa [CCBA]), to produce the famous brands of the world leader in soft drinks. Since 1995, from Algeria to Angola via Madagascar and Senegal, Castel has been producing the Coca-Cola group’s brands in most of its factories, making the French company one of America’s main partners on the continent, with an annual business volume (estimated in 2017) at 20 million hectoliters of soft drinks. 25

20 million hectoliters of soft drinks

Strongly independent, the Castel Group is also the only bottler that has refused to open its capital to Coca-Cola, which gives it a certain freedom of action: For example: the group refused to market Coca-Cola’s Monster Energy drinks in order to sell its own XXL brand; in early 2016, it decided to unilaterally break a clause in an agreement that obliged it to align the price of its own products with those of the American company, thereby increasing its sales; in August 2016, it set up shop in Malawi by buying the five beer and soft drink factories of Denmark’s Carlsberg without having notified Coca-Cola. This decision was not well received by the American firm, which then decided to terminate the contract that allowed the newly acquired factories of

18 SABMiller-Castel: une alliance stratégique, Jeune Afrique, 16 February 2004
19 Comment la fusion à 107 Md$ entre AB InBev et SABMiller a changé l’industrie de la bière, Les Echos, 12 mars 2018, https://capitalfinance.lesechos.fr/analyses/dossiers/comment-%20la-fusion-a-107-md-entre-ab-inbev-et-sabmiller-a-change-%20l%20industrie-de-la-biere-125870
21 According to 2014 figures from “Heineken en Afrique, une multinationale décomplexée”, Olivier van Beemen, Rue de l’Echiquier, 2018
Castel to produce Coca-Cola brands in Malawi as of January 1, 2017. In addition, the French Group has been steadily expanding in the same sector, to the point that the production volumes of Castel’s own brands are similar to those it produces for Coca-Cola. It bought the Portuguese juice Group Sumol + Compal in 2014, gaining a strong presence in Angola. The brands Top, Youki (in West Africa), Caprice (Madagascar) and even Boga (Tunisia), all owned by the Castel group, represent growing competition for Coca-Cola brands and even outstrip them in some countries such as Cameroon.
Beer production process

Upstream of the beer production process is the production of the cereals that constitute the raw material for the product (mainly barley). To make the barley fermentable, it must first undergo the start of germination to create enzymes. This step is called malting. In the second step is the brewing: the rise in temperature awakens the enzymes so that they extract the starch from the cereals to transform them into sugar. The result is a sweet wort to which hops are added. During the fermentation process, the wort is cooled to encourage the development of yeast. Corn grits (in which Castel has invested heavily in recent years) are widely used in addition to malt to increase fermentation yields. After this succession of steps, the beer rests to clarify for several days: a phase called maturation. This is the last step before the final filtration of the beer, which consists of separating the beer from the residual yeast to obtain the finished product. Then comes the packaging. Most Castel beers are now packaged in glass bottles.
The Construction of an Industrial Beverage Empire

While relatively unknown to the French public, Pierre Castel represents France's ninth largest fortune and is well-known to all in Africa. Along with businessmen Martin Bouygues and Vincent Bolloré, he is one of the pillars of French investment on the continent. His investment in the brewing industry now generates a turnover four times higher than the group's wine activities. Of the Castel group's nearly €5.6 billion in sales, nearly €4 billion comes from its brewing business in Africa. This figure is closer to €5.5 billion euros if non-alcoholic beverages are included. This success has earned Pierre Castel the nickname of "the African from Bordeaux", and stems from a line of corporate conduct that he has long set for himself: "If you don't grow, you die. If you don't develop a company, little by little it will fall apart and then collapse." 28

At the end of the 1960s, Pierre Castel decided to invest in the beer market in Gabon. He was supported by the Minister Delegate to the Presidency, a certain Omar Bongo, who a few months later would become President of Gabon and remain in that role for almost 40 years. At the time, Omar Bongo was looking for industrialists ready to invest in the key sectors of the Gabonese economy. Pierre Castel seized the opportunity and in 1967, the first Castel brewery was opened in Libreville.

At the time, beer production provided much higher margins than wine. While the African beverage market was being neglected by investors, Castel, alone and confronting no competition, laid the foundations of what was to become an industrial empire. Very quickly, new breweries were built in Gabon in the early 1970s, while the Société des Brasseries du Gabon (SOBRAGA) was created, the first of many subsidiaries that Castel now has in Africa.

The group, which at the time was mainly involved in the wine industry, eventually turned its attention to the brewing industry and the lucrative African beverage market. Following its success in Gabon, the Castel group bought breweries in the Democratic Republic of Congo, the Central African Republic and Mali.

Everything accelerated in the early 90s, when the group bought Brasseries et Glacières Internationales (BGI). BGI is a French company, formerly established in its Indochina colonies. It has since become a leader in the production of beer and soft drinks in the largest of the French-speaking African countries. BGI subsidiaries are among the largest on the continent, and all have a virtual monopoly on their respective national beer and soft drink markets. These prestigious brewing companies include. 29

28 Castel Afrique - History https://castel-afrique.com/fr-group/history/
29 Société des Brasseries et Glacières Internationales, Statutory Auditor’s Report on the annual financial statements (year ending December 31, 2020)

Société Anonyme des Brasseries du Cameroun (SABC), €485 million in sales in 2020,
Société des Limonaderies et Brasseries d'Afrique (SOLIBRA) in Côte d'Ivoire, with sales of €242 million in 2020
Les Brasseries du Burkina Faso (BRAKINA), €206 million in sales in 2020,
By acquiring BGI, the Castel Group became the leader in beverages in Africa, a position that it has continued to consolidate over time. Castel benefited from a favorable economic climate; a "spectacular" wave of privatization affected the continent under pressure from the Bretton Woods institutions. The expansion of the Castel group was thus seen as a major step forward. Thus, the Castel group's expansion in Africa continued during the 1990's and 2000's, and the purchase of breweries allowed it to establish itself in Benin, Algeria, Morocco, Guinea, Madagascar, the Democratic Republic of Congo, etc.

The Group went beyond French-speaking Africa when it set up in Angola in 1994 by buying its well-known beer company Cuca. Angola would later become its most lucrative market, accounting for nearly a third of the group's revenues. In 1997, Castel also set up a subsidiary in Ethiopia, a country where beer consumption is growing rapidly, and which is set to become one of the most important markets in Africa.

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Percentage share by country of Castel group's total African beer production (2015)

Source: Deutsche Bank Markets Research, Beer, the rising star of Africa, FITT Research, 4 février 2015

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30 Privatization in Sub-Saharan Africa - A Status Report, Organization for Economic Co-operation and Development (OECD) Development Centre, 2004

31 Castel, L’empire qui fait trinquer l’Afrique, Le Monde Diplomatique, Olivier Blamangin, October 2018 https://www.monde-diplomatique.fr/2018/10/BLAMANGIN/59159
Today, the Castel Group owns the largest brewery companies in 23 African countries, making it the second largest beverage producer on the continent, covering almost 25% of the demand.

La présence du groupe Castel en Afrique
Implantées dans 23 pays d’Afrique, les brasseries du groupe Castel génèrent chaque année un chiffre d’affaire de près de 4 milliards d’euros.

25% du marché des boissons en Afrique

* Usine Braniger fermée en 2019
THE CHOICE OF THE LUCRATIVE BREWING INDUSTRY

The Castel group is now the third largest wine merchant in the world, and the largest in Europe, with a production of around 500 million bottles of wine per year.32 At the same time, the breweries owned by the group in Africa have enabled it to become the ninth largest brewery producer in the world (beers, non-alcoholic beverages (NABs) and bottled water).33 The Castel family fortune reached 14 billion Euros in 2019, making it the ninth wealthiest family in France.34

"Wine? Today, it's a curse. I don't want to put money into this sector anymore. The margins are too low [...] From now on to grow internationally, we are concentrating our investments in beer, soft drinks and water.”

Pierre Castel, August 1997

33 World ranking of the 10 largest beer producers 2017 by volume, Statista Research Department, 2017
Like other large brewery groups Castel seeks to control all the links in the value chain: brewing, transportation and distribution as well as production of key raw materials. Thus, Castel acquired SOMDIAA in 2011 via its subsidiary Copagef, SA, in order to ensure local control of the entire production chain of raw materials used in beer and soda production, including cereals and sugar.

SOMDIAA was created in 1970 and is still headed by Alexandre Villegrain, son of the company’s founder, whom Pierre Castel decided to leave in charge at the time of the buyout. Sugar is not a very competitive market in Central Africa; and with eight sugar production plants, SOMDIAA is able to control the entire sugar production chain, from sugar cane production and processing to marketing. In 2019, SOMDIAA produced 358,838 tons of sugar through six sugarcane plantations, making it the leading sugar producer in Africa. SOMDIAA farms 50,000 hectares of sugar cane per year through its six subsidiaries:

- Compagnie Sucrière du Tchad (C.S.T), for 3,500 hectares of sugar cane
- Société Sucrière du Cameroun (SOSUCAM), for 18,700 ha of sugar cane.
- Société Agricole de Raffinage Industriel du Sucre du Congo (SARIS), for 12,000 ha of sugar cane.
- Sucrerie Africaine de Côte d’Ivoire (SUCAF-CI), for 14,600 ha of sugar cane.
- Sucrerie Africaine du Gabon (SUCAF Gabon), for 4,400 ha of sugar cane.
- Sucrerie Africaine de Centrafrique (SUCAF-RCA), for 5,137 ha of sugar cane.

SOMDIAA’s two main sugar companies are Société Sucrière du Cameroun (SOSUCAM) and SUCAF Côte d'Ivoire (SUCAF-CI). A significant portion of the stocks produced by these two companies is used to supply sugar to the beverages produced by the Castel Group's
brewing companies: in Cameroon, SOSUCAM supplies sugar to the Société Anonyme des Brasseries du Cameroun (SABC), while in Côte d’Ivoire, SUCAF-CI supplies the Société de Limonaderie et Brasseries d’Afrique (SOLIBRA). It is therefore easy to understand why the activities of SOMDIAA’s fifteen subsidiaries are mainly located in six French-speaking African countries where the Castel Group produces and sells beverages: Cameroon, Congo, Ivory Coast, Gabon, Central African Republic and Chad.

Through SOMDIAA and its flour mills, the Castel Group also produces cereal flour, notably wheat, and the precious corn grits used in its beer production. As we will see later, the Group indicated in 2019 that it wanted to develop its corn business. On November 5, 2021, for example SABC opened a new corn mill in Cameroon, through the Compagnie Fermière Camerounaise (CFC), which was inaugurated by the Prime Minister himself (see Annex 1). The Managing Director of SABC, Emmanuel de Tailly, indicated that this corn mill would allow the company to “satisfy all of its needs for corn grits locally” whereas until now SABC had been buying an average of 10,000 tons of corn grits per year from Maïscam.

36 L’œil du Sahel, No. 1583, Wednesday, November 10, 2021
The Castel Group is structured around its parent company, Cassiopeia Limited, based in Singapore and its 221 subsidiary companies specializing in wine, soft drinks, beer, bottled water, oils, but also sugar and cereals.

To visualize the vast scope and complex interrelationships of the Group’s subsidiaries, in 2016 Olivier Blamangin produced a complete organizational chart of the Castel Group (update 2018) in partnership with the French monthly Le Monde Diplomatique. This shows how the Group has elaborated skillful tax optimization strategies though restructuring its holdings into a multitude of holdings, trusts and investment funds domiciled in various tax havens, including Luxembourg, Singapore, Malta, Gibraltar, Switzerland and Mauritius. This complex system transfers ownership of the Group’s brands to countries where income is tax-exempt. Castel’s operations in particular pay royalties to these brand-owning entities, thus siphoning profits earned in African countries off to tax havens and avoiding taxes.

In addition, the group’s purchasing centers are domiciled in tax-friendly territories. Thus, more than 80% of the Castel group’s assets, the overwhelming majority of which come from revenues generated in the African continent, appear to be housed in countries with advantageous taxation. Pierre Castel himself has been a “tax exile” in Switzerland since the 1980s.

With a net profit of 581 million euros in 2019, approximately 441 million euros in dividends appear to have been paid to the shareholders of the Group companies in the same year. The Group’s main sources of revenue are the African breweries, divided into three holding companies:

1) **Brasseries et Glacières Internationales** (BGI): this French-domiciled company, acquired by the Castel group in 1991, is today the parent company of ten brewery groups located in mainly French-speaking African countries: Burkina Faso, Benin, Central African Republic, Cameroon, Ivory Coast, Gabon, Equatorial Guinea, Mali, Senegal and Tunisia.

2) **Brasseries Internationales Holding** (BIH): domiciled in Gibraltar, it consolidates all of the group’s breweries in Algeria, Chad, Congo, Ethiopia, Gambia, Guinea, Madagascar, Mali, Malawi, Morocco and Togo.

3) **Brasseries International Holding Angola** (BIH Angola): also domiciled in Gibraltar, this holding company groups together all seven brewing companies of the Castel Group in Angola, divided between bottle production, beverage production and distribution. The business in Angola holds a special place in the group: the Angolan beverage market is very lucrative, accounting for nearly one-third of the group's revenues in Africa in 2015.
L'organigramme simplifié du groupe Castel

**Nom de la société**

**Pays où sont implantées ses filiales**

**société mère**

**Cassiopée Limited**

**Investrat SA**
Détient des parts d'entreprises du groupe AB InBev (1er brasseur au monde)

**BIH – Brasseries Internationales Holding**
Détient des entreprises de boissons dans 10 pays d'Afrique:
- Algérie
- Congo
- Ethiopie
- Guinée
- Mali
- Malawi
- RDC
- Tchad
- Togo
- Madagascar
- Maroc

**ACP Holding**

**BHI Angola Ltd**

**Zaida Company**
Entreprises de vin:
- Côte d'Ivoire, Gabon, Madagascar, Russie, Maroc

**Copagel SA**

**DF Holding**

**SOMDIAA**
Industrie sucrière:
Côte d'Ivoire, Gabon, Cameroun, Rép Centrafricaine, Tchad, Congo

**BGi – Brasseries et Glacières Internationales**
Détient des entreprises de boissons dans 10 pays d’Afrique:
- Burkina Faso
- Dénin
- Cameroun
- Côte d'Ivoire
- Gabon
- Sénégal
- Centrafricaine
- Mali
- Guinée Equatoriale
- Tunisie

Source : « De l’Afrique aux places offshore, l’empire Castel brasse de l’or », par Olivier Blamangin, coordonné par l’ONG Survie, juin 2021
WORKING FOR CASTEL

Low wages, hazardous workplaces and violations of workers’ rights
In 2020, Castel’s BGI Société des Brasseries et Glacières Internationales S.A posted a net profit of 128.97 million euros, of which 88 million were distributed as dividends. Profits for its main subsidiaries include: SABC (Cameroon) a net profit of 43 million euros from sales of 485 million euros, BRAKINA (Burkina Faso) a net profit of 71 million euros, SOLIBRA (Ivory Coast) a profit of 26 million euros, and SOBRAGA (Gabon), a profit of 36 million euros. The COPAGEF group, BGI’s majority shareholder, distributed 10 million euros in dividends on a net profit of 67.6 million euros in 2020. For fiscal year 2019, therefore, BGI’s profitability rate (net income/sales) was over 93%.

Profits that do little to benefit the group’s 40,000 employees. Indeed, various subsidiaries report that temporary workers make up 35% of their workforce (in 2020: 14,000 day-laborers, seasonal workers and temporary workers compared to 26,000 permanent employees). A growing reliance on subcontracting and temporary work means fewer permanent jobs (1), and leads deteriorating working conditions and shrinking pay in the breweries and sugar cane plantations (2). Our investigation in Cameroon and Ivory Coast attests to this, and highlights first-hand reports from employees and recent labor disputes in several of the group’s subsidiaries (3).

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43 Auditor’s annual report, fiscal year ending December 31, 2020
44 Minutes of the Annual Shareholders’ Report of June 29, 2020 and financial report, COPAGEF, August 12, 2020
45 Ibid.
47 Ibid.
In its production of beer, soft drinks and bottled water, BGI employed a temporary workforce of 6,812 people compared to 12,209 permanent workers in 2019. In Cameroon, SABC in Douala consists of two breweries in Ndokoti and Koumassi as well as the SOCAVER facility in Ndogbong, and the former Cavinex plant that is now the headquarters of the group’s regional management. According to official figures, SABC has 3,000 direct employees and generates 100,000 indirect jobs. These figures cover all of the company’s activities throughout Cameroon: production, distribution (transport and sales), administration, maintenance and upkeep. The group does not specify the nature of these indirect jobs, but it can be assumed that they are in part collateral activities related to brewery production (suppliers, transport, cleaning, etc.), and in part workers directly involved in brewery production but hired by subcontractors or temporary employment agencies. Indeed, the survey of permanent workers, subcontractors, union representatives and human resources managers at SABC in Douala clearly reveals a growing reliance on subcontracting in several subsidiaries.

It is estimated that nearly 70% of workers in the Castel group’s own breweries in Douala are subcontractors.

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48 Non-Financial Performance Statement) COPAGEF, 2019
49 Rapport RSE (CSR Report) SABC, 2019
The Castel Group’s subsidiary SABC, Société Anonyme des Brasseries du Cameroun, is the leading beverage producer in Cameroon, with nearly three-quarters of the market thanks to its nine factories spread throughout the country, far ahead the other main breweries in Cameroon, Guinness (Diageo Group) and Union Camerounaise des Brasseries UCB. SABC produces more than twenty different brands and products. As one of the most powerful brewing companies in Africa, SABC also has exclusive licenses to produce Coca-Cola, Fanta, and Schweppes, as well as Heineken and Amstel beers. SABC is one of the largest private employers in Cameroon, smaller only than the Agro-Industrial corporation, the Cameroon Development Corporation.
According to our interviews and questionnaires:

The permanent employees we met at SABC told us that all of them had had to work for subcontractors for at least two years before obtaining a permanent position. Workers reported being hired by subcontractors for more than six, eight, or eleven years, without ever being directly employed by SABC and without permanent contracts. This results in a sequence of short contracts and intervening periods of unemployment. All this occurs despite the fact that Cameroonian law limits the use of temporary workers to two fixed-term contracts per year for a maximum of two years.

The SABC Group’s job postings -- forklift operators, mechanics, electricians, nurses, instrumentation engineers, etc. -- consistently require that applicants have experience at SABC as temporary workers or subcontractor employees (see Appendix 2).

We can thus distinguish, within SABC breweries, three different categories of employment:

**Permanent employees employed by SABC.** These are mainly qualified technicians, engineers (master brewers), managers, or administrative staff.

**Subcontract workers employed by a third-party company whose sole client is SABC.** These are mainly workers in charge of transporting brewery products and packaging (SCTS/ZALI), sorting (the Avéro company), and labeling bottles (Avéro), as well as forklift drivers (Avéro) and assistants.

**Service providers employed by a third-party company which has clients other than SABC.** They work side by side with SABC employees and include security guards (notably G4S), painters (Arts et Métiers in Douala), and rope technicians (Cométal), and employees working in filter maintenance (GTS), cleaning (Kady Lessivage), general maintenance (Agence de Maintenance Industrielle et Fourniture S.A.), and the transport of raw materials from the port to production centers (Bolloré Africa Logistic).

In addition to these indirect workers, there are raw material suppliers such as Novaplast for plastic bottles, Maïscam for corn grits, Namé Recycling and Redplast for recycled plastic bottles, and Air Liquide for food-industry gases.

**THE HIDDEN FACE OF “INDIRECT LABOR”**

The practice of subcontracting with small companies to provide specific services, as opposed to direct hiring by SABC, is harmful to workers on several levels: unstable employment of course, but also low wages, which can be between a third to a tenth of direct employees, and insufficient to meet basic needs. In addition, without medical insurance, subcontracted employees must cover all medical expenses themselves, in a country where there is little compensation for workers on medical leave. In Cameroon, the government’s National Social Insurance Fund CNPS (Caisse Nationale de Prévoyance Sociale) provides family benefits, old-age, disability and death pensions, and coverage for occupational risks, but there is no health insurance or unemployment benefits.

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50 Before the opening of the new SABC Group corn mill in November 2021

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**Cameroon Labor Code, Law n°92-007 of August 14, 1992 - Article 25:**

1) An employment contract may be concluded for a fixed or indefinite period.

2) A fixed-term employment contract is one whose term is fixed in advance by the will of both parties. It may not be concluded for a period exceeding two years and may be renewed for the same period.

3) Fixed-term contracts for workers of Cameroonian nationality may not be renewed more than once with renewed more than once with the same company.
“I was hired six years ago by SOPRESCAM and work as a maintenance worker at SABC. My monthly salary is 50,000 CFA francs [€76], which does not cover my living expenses. I am exposed to skin diseases and lung infections because I handle products such as chlorine, citric acid and silicene. But we rarely have access to protective equipment.”  
Pauline, maintenance worker

Patrick is a driver for a transport company subcontracted by SABC. He recounts:

“I don't have safety shoes like the others, because my employer asks me to buy them, which is impossible for me with my salary. It should be up to my employer to provide this equipment. On the other hand, once, during my work, in the middle of a traffic jam, an accident occurred and the rear window of the vehicle in front broke. I have to pay every month to reimburse the damage, they take 20,000 FCFA from my salary, which is already very low”

Georges, employee at the SABC factory in Ndokoti

Inequalities between permanent employees and subcontractors also affect bonuses and supplemental compensation: for its permanent employees working in the chemical treatment unit. For example, SABC pays permanent employees 15,000 FCFA (23 euros) per

In addition to lower wages and provision of equipment, there is a strong disparity between benefits granted to the minority of regular employees, but denied to subcontracted employees who sometimes work the same shifts and perform the same tasks. In the event of an accident at work, regular employees benefit from a series of protections, admittedly basic by French standards, but not negligible: if they are injured at work, they can go directly to an on-site infirmary. In addition, they are covered for up to 40% of the costs incurred. On the other hand, subcontracted employees have no health coverage from the company and cannot be treated at the infirmary if they are injured. In the event of an accident at work, subcontracted workers must cover their own health costs and receive no pay during the period they are unable to work.

“I was finally hired full-time by SABC in 2018 after ten years as a subcontractor. I was on the production line, and my salary had never exceeded 90,000 FCFA (137€) despite my seniority. Since becoming a permanent employee my base salary is 170,000 FCFA (259€). Before tenure my work was really precarious, I was not properly supplied with PPE and had no real health coverage in case of an accident at work.”

Georges, employee at the SABC factory in Ndokoti
month hazard pay to compensate for increased health risks. But these bonuses are not given to subcontractor employees who may work in the same departments and perform the same tasks.

This disparity in working conditions and wages is partly explained by the near-total absence of trade unions in subcontracting companies. There are three unions at SABC Douala, but they represent only workers directly employed by the company.

A representative of the Brewery and Associated Industry Workers’s Union STIBAW (Syndicat des Travailleurs des Industries Brassicoles et Assimilés du Wouri) explains:

“Subcontractors and other indirect workers cannot join our union”

Of the subcontracted workers interviewed, none are union members, and those who express a desire to join one explain that they cannot do so because they are not directly employed by SABC and there is no union in their sub-contracting company. The absence of trade unions further increases the risk of rights violations for these workers who are in extremely vulnerable circumstances.

“I have been working as a driver for SABC for a year, through BOGO Services, a subcontractor. I have not signed any contract since I started, but I need this job so I accept that. I have no protective equipment; I work at my own risk”

Ghislain, driver at BOGO Services

The role of subcontracting is also increasingly important in other subsidiaries of the Castel group, as shown by the survey work at SOLIBRA in Abidjan, Ivory Coast. The workers interviewed report that subcontracted employees work in almost all SOLIBRA’s departments and services.

Similarly, in Lubumbashi, in the Democratic Republic of Congo, BRASIMBA workers report:

“Right behind every direct employee there is a subcontract worker, which means that we do not dare make demands for fear of losing our jobs”
Along with other demands (see Appendix 3), SOLIBRA trade unions in the Ivory Coast call for greater company responsibility for work accidents and better compensation for workplace deaths. Although the workers interviewed indicated that they were satisfied with the company’s policy regarding personal protective equipment, particularly during the Covid-19 period, and other specialized equipment, several pointed out serious shortcomings in accident management. A worker recently had the tendon of his foot cut on the job at the Treichville site, with no subsequent assistance from the company. A worker burned by sulfuric acid also had to pay for his medical treatment himself. The employees interviewed explained that injured workers were forced to find their own medical care with no assistance from management.

Workplace hazards have been reported to management, with no response in too many cases. A worker died following a burn accident at the Bouaflé site, and his colleagues say that management’s response was “very weak, compared to the loss of a human life”. Workers are critical of pressure from supervisors to work overtime despite already being exhausted, since fatigue and stress increase the risk of accidents.

Similarly, workers and union representatives criticize the lack of moral and financial support for workers injured on the job, and also call for increased support for work-related accidents, which can be very serious in breweries. For example, in Lubumbashi, in the Democratic Republic of the Congo, four day-laborers died and several were injured on July 30, 2020 following the collapse of a BRASIMBA warehouse.51

On May 5, 2021, young Meka Bami, a student at the technical high school at Ebolowa in Cameroon, died as a result of an accident at SABC facilities: one of the walls of the distribution center collapsed on him while he was on his way to school.52

On November 19, 2021, the SABC announced in a press release53 that two of its employees (one permanent and one a contract worker) had died in an accident at the Koumassi plant in Douala, Cameroon.

Road accidents also occur regularly.54 To reduce their number, Castel subsidiaries such as the SABC are implementing awareness and training measures, “in order to see the number of deaths from accidents go from 800 per year on our roads to zero”.55

51 Lubumbashi, 4 dead and several injured in the collapse of a Brasimba warehouse, Daniel Kambowa Bukasa, L’Interview, July 31, 2020
52 SABC Group announces the death of a student in Ebolowa (South) following an incident involving one of its facilities, Cameroon-info.net, May 5, 2021
53 The SABC factory in Koumassi: two employees die in a work accident), Actu Cameroun November 19, 2021
54 BRAMALI SA truck ends up in a ravine and crushes the feet of four adolescents), news.abamaco.com April 25, 2017; ODC/Uele Three Men Dead in a Traffic Accident), Grandjournalcd.net, November 25, 2020
55 Highway Safety : SABC says « Zero accidents on our roadways » Les Brasseries du Cameroun, November 22 and 23, 2018
LOSING YOUR HEALTH ON SUGAR CANE PLANTATIONS IN CAMEROON

To better control the production value chain in the brewing sector, as of 2021 the Castel group had acquired six sugar cane plantations and eight sugar factories in Africa. But as Muñoz, Suchman, Bautzarrica and Lehtola explain, growing and processing sugar cane presents numerous risks: these include cuts, infections or severed limbs, especially for the least qualified workers who harvest with hand tools such as the machete; snake bites, eye injuries, heat and sun-related health problems (skin cancers and dehydration), musculoskeletal disorders and accidents related to the use of machinery, chemical poisoning or toxic fumes from factory operation and ailments due to noise, etc. While health risks vary according to living and working conditions, seasonal workers are particularly vulnerable.

Recent studies also suggest links between working conditions on sugar cane plantations and kidney diseases. Chronic Kidney Disease of unknown etiology (CKDu) is considered an epidemic in equatorial countries, and is estimated to have caused the deaths of 20,000 agricultural workers in Central America alone.

With advances in mechanization, occupational accidents in the cultivation and processing of sugar cane are rarer, but often more serious. Across all SOMDIAA subsidiaries, 758 work-related accidents requiring sick leave were observed in 2018, and 649 in 2019. Thus, if appropriate risk prevention tools are not put in place, work in the agriculture industry can have a serious impact on plantation workers.

“I am a cutter in the cane fields. SOSUCAM does not provide us with helmets, hats are not enough to protect us from machete cuts. We are constantly being cut.”

“Sugar cane is a perennial plant cultivated in tropical and subtropical regions for extraction of sucrose and by-products such as molasses and bagasse. Bagassose is an occupational lung disease, characterized by extrinsic allergic alveolitis, which is contracted by breathing in dust particles containing spores of thermophilic actinomycetes that grow in moldy bagasse deposits. This type of exposure can also cause hypersensitivity pneumonitis.”


58 European Trade Union Institute, Kidney disease on sugarcane plantations in Central America: the role of working conditions confirmed, étui.com January 26, 2018
60 Rapport développement Durable SOMDIAA (Sustainable Development Report), 2019
THE SUGAR PRODUCTION PROCESS

Sugar cane grows in clusters of cylindrical stalks from 1.25 to 7.25 centimeters in diameter that can reach 3 or 4 meters in height.

On the SOUCAM plantation, agricultural workers and engineers explain that to start with, sugar cane species are selected in the laboratory to match soil conditions and market demands. In Cameroon, the main species identified are: FR, B12 (called Soussongo), B13, B14, B15 and B16. The “planting” phase then begins: the farm workers plant the sugar cane cuttings in rows of two, in furrows 100 meters long. Three days later, workers treat the young shoots with pesticides and insecticides. About a month later, farm workers enrich the soil with fertilizer. The shoots are by this time resistant to the heat produced by the fertilizers, a technician explains. Then comes the first phase of weeding the furrows, followed by a second round of pesticides and fungicides.

Canes are mature when they flower. At this time, chemicals sprayed from airplanes cause the leaves on the whole plantation to dry. This phase can last 3 to 4 days, after which the workers can burn off the leaves in each plot. Once the leaves are burned everything is blackened by ash, and the cutters intervene to cut the cane.

"The ash dust flies up with each blow of the machete and covers us from head to toe. We breathe this dust for several days after the fields have been burned"

Then, agricultural machinery collects the cane from piles made by the cutters and loads them into trucks to transport the raw material to the factory. In order not to lose sugar content, the cane must be processed as quickly as possible, so refineries are usually located near the plantations.

In the factory, the cane is first washed and then is crushed to separate the juice from the waste. Due to the presence of certain substances (albumin, pectin), the juice cannot be filtered cold. After a sieving process, the sugar cane juice is cooked with several chemical additives to remove impurities and extract the sucrose. The juice is then clarified with lime-based products, distilled and dried. When the drying is finished, the sugar is pressed in a machine to form small crystals. This produces brown sugar, or, after refining with products such as sulfur trioxide or phosphoric acid, white sugar. It is then packaged in various forms and distributed.

"The sugar produced by Sosucam is not available in Nkoteng, even though we live a few meters from the factory. We are surrounded by sugar cane plantations, but we have to go to Yaoundé to get our sugar supplies"
**TEMPORARY WORKERS MAKE UP 90% OF SOSUCAM’S WORKFORCE**

In Cameroon, the SOMDIAA Group's subsidiary, Société Sucrière du Cameroun SOSUCAM is the country's leading sugar producer. Since 2011, the company has belonged to the Castel Group and fully supplies the soft drink production needs of SABC Société des Brasseries du Cameroun.

SOSUCAM's sugarcane plantations cover about 25,000 hectares (60,000 acres),61 located around three villages: Mbandjock, Lembe-Yezoum and Nkoteng, in the department of Upper Sanaga, about 100 kilometers north of the capital, Yaoundé. **SOSUCAM leases 35,480 hectares (87,670 acres) of land, and the company produces between 100,000 and 120,000 metric tons of sugar per year.**

In 2019, the SOMDIAA Group had a total permanent workforce of 3,917 workers, compared to a temporary workforce of 6,920 workers,62 making 64% of the SOMDIAA workforce temporary. But this percentage is an average across all SOMDIAA subsidiaries, and the percentage of temporary workers is higher in sugar agribusiness facilities.

> "Since sugarcane is a seasonal industry, companies hire large workforces only during sugar campaigns. These last between four and eight months."  
> Sustainable Development Report, Africa 2017, SOMDIAA

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61 61,022 acres in cane according to the Sustainable Development Report, SOMDIAA, 2019

62 Non-Financial Performance Statement, COPAGEF, 2019
Sugar production is divided into three departments:
1. The Phyto Department: cane maintenance including fertilization
2. The Cultivation Department: planting, weeding, cutting
3. The Agro Department: cuttings, experimentation of new species

At the beginning of 2021, SOSUCAM thus employed just over 1,000 permanent employees and nearly 7,000 seasonal and day laborers (direct jobs or indirect jobs via subcontracting) in the plantations and factories. Following the dismissal of nearly 250 permanent workers in June: 80% of workers work on the plantations, and about 20% in the factories.

Some positions are held exclusively by men, such as cutters, while women also work both in the factories and on the plantations. Gleaning and weeding are carried out overwhelmingly by women. Half of SOSUCAM’s workers come from local communities, the other half from different regions of the country, including a large majority from the northern and far-northern regions of Adamaoua. Approximately 70% of the seasonal workers and 80% of the day laborers come from Cameroon’s far north, driven south by the humanitarian crises caused by armed conflict and climate change. Approximately 70% of permanent workers are local.

While permanent workers are able to press a number of demands through trade unions (see Appendix 4), the most difficult working conditions affect the rest of the workers, who represent nearly 90% of the staff.
ILLEGAL EMPLOYMENT CONTRACTS

The great majority of temporary workers are seasonal, meaning that they are hired on individual contracts for the duration of the high production season. Their contracts do not indicate a precise end date, but rather end when the work is over (see image). This uncertainty is a first element of insecurity for the workers.

Seasonal workers are hired at several periods during the year: the "little planting," which ranges from 45 days to two months; the "big planting," which lasts about three months; and what is called the sugar "campaign," consisting of cane cutting and sugar production, which varies from six to nine months. The campaign generally lasts about eight months, but a seasonal worker does not know in advance how long his or her employment will last. Many are called on to work several work periods, and thus serve as seasonal workers for more than six months during a single year.

Kaoba has been working for the company since 1997 (called CAMSUCO before it was taken over by SOSUCAM in 1998). He has been a seasonal worker for more than 20 years and works between 7 and 10 months a year (see Appendix 5).

In addition to job insecurity for seasonal workers due to the temporary nature of these contracts, their working conditions are poorer than those of permanent workers: lower salary scales, no health coverage (compared to coverage for up to 75% of medical costs for permanent workers), and lower benefits (such as housing) for seasonal workers, etc.

"In 2020, I worked more than 8 months in the year: I participated in the campaign that began on November 6, 2019 and ended on July 3, 2020. And I started working for the campaign again on October 17, 2020, until May 28, 2021. In 2019, I worked more than 9 months in the year, in 2018 too"
Day laborers are in an even more precarious position than seasonal workers. **They work without contract throughout the year on a day-to-day basis** either for SOSUCAM or for its subcontractors. They generally perform minor tasks done only by day laborers or subcontractors, such as general cleaning in the factories and logistical support, but sometimes do tasks usually done by seasonal workers, such as weeding or gleaning, or at the mill or warehouse (packing and loading of sugar bags into trucks). They are paid every two weeks,
Some workers testify that they work several months of the year, with no work contracts. In fact, apart from permanent positions, fixed-term contracts, seasonal contracts and apprenticeship contracts, there are only two types of contracts for workers:

1. Temporary employment;
2. Casual employment

According to article 25-4 of the Cameroonian labor code, temporary employment has "as its object, either the replacement of an absent worker or a worker whose contract is suspended, or the completion of a job within a specified period of time that requires the employment of additional manpower." And according to Decree No. 93/577/PM of July 15, 1993, setting the conditions of employment of temporary, casual or seasonal workers, a temporary job cannot last more than three months, and can only be renewed once.

A casual job is a job "whose purpose is to deal with a short-term, unforeseen increase in the company’s activities or to carry out urgent work to prevent likely accidents, organize rescue measures, or carry out repairs to equipment, installations, or buildings of the company that present a danger to workers," Casual work may not last more than 15 days, and may be renewed only once.

Thus, the working conditions of SOSUCAM’s day laborers do not fall under any work category provided by law.

THE CAMEROON AGRO-BUSINESS MODEL APPLIED IN IVORY COAST

In its latest Sustainable Development Report, the SOMDIAA Group states that "since the industrial sugar cane business is seasonal, companies rely on a large workforce during the sugar crop campaigns, which last between four and eight months." The use of temporary labor is therefore greater on sugar cane plantations than it is for the group as a whole.

SOMDIAA supplies the Castel Group’s Cameroon breweries with sugar and corn grits but all Castel subsidiaries implement its model using a large majority

63 Sustainable Development Report, SOMDIAA, 2019
of temporary agricultural workers. Thus the situation at Castel plantations in Cameroon is very similar to that of SUCAF-CI workers in the Ivory Coast, which confirms the system-wide use of temporary, insecure agricultural employment at all SOMDIAA subsidiaries.

SUCAF-CI, located in the north of Ivory Coast, is divided into two plantations around the town of Ferkessédougou, and farms nearly 17,000 hectares (42,000 acres) of sugar cane, producing approximately 100,000 metric tons of sugar per year.64

Approximately 3,000 seasonal workers are hired by SUCAF-CI to work during the harvest season. Some of these workers perform a variety of tasks, and are assigned to different jobs in the fields as needed. Others are assigned to handle herbicides, while still others are assigned to cut sugar cane. Seasonal workers are employed for periods ranging from three to nine months each year.

The company employs 856 workers permanently. They are recruited on the basis of specific skills (based on their training), or after having worked between ten and twenty years for the company as seasonal workers. Unlike seasonal workers, permanent workers benefit from health coverage, retirement benefits, and various benefits (housing, campaign bonus, cleaning costs), a “thirteenth month” end-of-year bonus, family allowances, and other bonuses or supplemental pay related to the specific job.

"Seniority is not taken into account in my salary, as I am seasonal. However, I have been working for SUCAF for four years. We are not paid what we deserve for our work”

Romeo, seasonal worker at SUCAF-CI, day laborer working at the mill

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64 104,856 tons of sugar in 2019, Op. Cit
A MULTITUDE OF SUBCONTRACTORS IN SOSUCAM PLANTATIONS

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<tr>
<th>NOM DE L’ENTREPRISE</th>
<th>SECTEUR D’ACTIVITE</th>
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<td>Global Service</td>
<td>Transport du personnel</td>
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<tr>
<td>Cible RH</td>
<td>Manutention du sucre au magasin</td>
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<td>Mozal</td>
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<td>Tradex</td>
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<td>Camille J.C.B</td>
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<td>Groupe PAMEL</td>
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<td>Total Sarl</td>
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<td>Tractafirc</td>
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<td>GTR Sarl</td>
<td>Jardinage et entretien des espace vert</td>
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<td>Seca</td>
<td>Collecte des ordures dans les usines et dépôt d’eau potable aux points de rassemblement</td>
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Like in the SOMDIAA Group plantation in Cameroon, many SUCAF-CI plantation workers in Côte d’Ivoire are hired by subcontracting firms, particularly for security, maintenance and transport.

“*We are crammed into trucks to get to the plantations: there are nearly 150 of us in trucks that are designed for 70 people.*”

Souloukna, seasonal worker at SOSUCAM
Trade unions have made numerous demands to improve difficult working conditions in the sugar cane plantations and in the breweries. But their work is not often easy. There have been many labor disputes in recent years, and many trade unionists have come under pressure.

THE SUCCESSFUL STRIKE OF SOSUCAM SEASONAL WORKERS - NOVEMBER 2021

The 2021/2022 harvest began on November 1, 2021 on the Mbandjock plantation, and on November 2 on the Nkoteng. Upon their arrival on the plantations, agricultural workers realized that supervisors were now asking them to work twice as much — cutting cane over a distance of 600 meters, instead of 300 — for the same salary — about 2,170 FCFA, or 3.30€. This “task” of three 100-meter lines per day had been the norm for the lowest category of cutters. Most workers can do one “task”, while only a few can achieve two or three. When dialogue with supervisors led to no change, the workers decided on an immediate work stoppage. On November 3, two days later, the administration issued a memo indicating a return to the original standard “task” of 300 meters.

Union representatives consider the dismissals illegal. The dismissed workers and their union representatives explain the problems related to this wave of dismissals:

- The dismissals were unjustified. Dismissed workers and the unions do not understand how they can be accused of poor work performance, when their regular evaluations were positive, and when they had never received any warnings about their work.

"For the last three years, the boss gave me ratings of 15, 15.5, 16. He never complained. Some workers had ratings of 18 out of 20, but find themselves fired for poor work performance, with no further explanation"  
Mr. Olinga, permanent employee fired by SOSUCAM in June, 2021

Of the 250 people dismissed, only four workers had evaluation ratings below 10/20, the limit that defines poor work performance.

"When that’s the case, you must be given a termination letter, which I never received”

- The unions explain that sending employees into early retirement requires the endorsement of the National Social Insurance Fund (Caisse Nationale de Prévoyance Sociale). According to

65 SOUSUCAM : 250 contrats résiliés (SOSUCAM: 250 contracts terminated),

Cameroon-tribune.com June 21, 2021
the unions, the employer failed to provide documentation of this endorsement to the Governor when he requested it.

- Workers were fired without notice:

"I finished work about noon. While I was getting ready to go home, my boss gave me a letter and said that effective immediately I no longer worked for the company"

Martin, permanent employee fired by SOSUCAM in June, 2021

- Employer calculation of severance pay and retirement benefits lacks transparency. Compensation from the employer is considered very low by most workers. Amounts allocated for early retirement have been miscalculated, according to the unions.

"What kills us is that we don’t know how they calculated our payments. We don’t know the basis of their calculations. If the amounts were good, you wouldn’t be hearing from us"

Mr. Meka, early retiree

- Delays in payment have been abnormally long:

"We stopped work the 8th (June), it’s now the 5th (July), they don’t even give you five dollars. Among us are employees with 20, 30, sometimes 40 years of service."

Mr. Onana, ex-employee

In addition, some workers explain that they were forced to accept an amicable termination of their contract that they did not want. This is for example the case for Mr. Bella Remy, who testifies:

"That day, the prefect was there, with the Labor Department inspector for the Upper Sanaga. They forced me to sign this document that day. It was in Nanga Eboko, in the prefecture itself. The prefect demanded that I sign, specifying that if I refused to do so, it would be at my own risk, because after this phase, he would never again return to the cases of workers who refused the amounts proposed by SOSUCAM”

He criticized the low amounts he received and said he did not understand the calculations made, especially in the calculation of his base salary (see Annex 6).

"I was in the fifth category, step F1, as you can see on my work certificate. My monthly salary here is said to be 117,274 FCFA (179 €), but on the minutes of the negotiations that they forced me to sign, my base salary is said to be 56,292 FCFA (85 €). This base salary is used to calculate my pay slip as well. I don't understand their calculations”

Employees forced into early retirement testify that the announcement came as a shock.

"It leaves us in extreme misery"

Three workers forced into early retirement died within weeks, though they were barely 50 years old.66

In December 2011, a strike of permanent workers had already taken place at SOSUCAM at the time of the distribution of Christmas baskets, a tradition renewed every year. On December 30, still having received nothing, the workers went on strike until January 3. The baskets were finally distributed and the strike ended, but several union leaders were subsequently fired. Two union representatives who were able to keep their jobs, and who still work at SOSUCAM, report that they kept their jobs only due to the intervention of the International Trade Union Confederation (Confédération Syndicale Internationale), which was able to put an end to the threats they had been receiving. Others, they say, were not so lucky.

66 Avo’o Meka (51 ans), Bessala Ayé (49 ans), et un autre travailleur dont la famille préfère garder l’anonymat
BRAMALI is the subsidiary of the Castel group in Mali and the country’s leading brewery. It produces nearly 300,000 hectoliters (almost eight million gallons) of beverages each year. It distributes its own brands such as Castel Beer, Beaufort beer and Djino sodas, but also produces Coca Cola and Guinness beer under license in Mali.

Faced with an impasse in discussions with management, workers at BRAMALI, represented by a Trade Union Committee, called for a strike between 5 and 7 May 2021. The reason for the strike, according to the union committee, was the poor performance of the Director of Human Resources. According to the union organizing within the Castel Group in Mali, he had implemented many employee dismissals in just four years in office. The Union also demanded the release of two union officials detained in the main prison in Bamako following a complaint fabricated against them to put pressure on the local Union. The May strike demands also included dropping punitive proceedings against workers by the Labor Department.

The union explains that new tensions have arisen because workers had made new demands following a general meeting held on 14 April 2021. They called for the explicit inclusion in the labor agreement of concessions already negotiated management. These had were being implemented but without written guarantee. The union also says that management threatened to dismiss some workers in an attempt to force them to abandon these demands.

“84 temporary workers who supported the strike have

finally been fired, as well as three members of the union committee.”

Three other trade unionists were subsequently targeted for an eight-day suspension. On June 19, the Secretary General of the Local Union committee, Kaly Sidibé, and the Treasurer, Bandiougou Soumounou, were dismissed on the grounds of “illegal work stoppage”.

In a letter to the outgoing director, Mr. Bronne, the National Workers’ Union of Mali (Union Nationale des Travailleurs du Mali), denounced BRAMALI's "interference with the freedom to organize."

UNION REPRESSION IN CASTEL BREWERIES IN THE IVORY COAST

Union representatives working in 2021 at SOLIBRA in Abidjan tell the difficult story of past union organizing at the Castel group brewery. They explain how, before the 2000’s, as soon as the first trade union was created within the company, local Union leaders were constantly threatened or intimidated by management when they tried to make demands. A Union representative said that many unfair dismissals had taken place in the past, and that although the situation has improved, pressure on Union representatives still exists.

According to an official of the National Workers’ Union SOLIBRA (Syndicat National des Travailleurs de la SOLIBRA), the departure of the local Union’s former Secretary General in 2021 was the result of this pressure. Management had allegedly pressured him to accept substantial compensation to take early retirement.

67 Persistent labor unrest at BRAMALI : the Secretary general and the Treasurer of the Local Union fired, Kassoum Thera, via the news site ABamako.com, June 2021
In 2019, a dozen or so sales staff were also dismissed, which led to a strike on 2 December 2020. Unions say they have referred the matter to Labor Inspectors to reinstate seven of these workers who were wrongfully dismissed.

DISMISSALS OF BREWERY UNION REPRESENTATIVES IN CAMEROON - 2019

In August 2019, the Trade Unions determined that the Management of the country's leading brewing company the Castel subsidiary Société Anonyme des Brasseries du Cameroun SABC, was refusing to implement an agreement that provided for payment of hours worked on Sundays. In addition, the management refused to implement profit-sharing bonuses for employees, despite the recommendation of the National Collective Bargaining Agreement for Processing Industries.

A national strike notice was then filed by the SABC workers, whereupon the Labor Department convened a three-party meeting on the day of the strike to negotiate some of the workers' demands. A preliminary agreement was finally reached, and the strike was called off.

However, union organizations report that management ultimately refused to continue negotiations with the representative unions, and that the employment contracts of the three main union officials were terminated. Union officials obtained confirmation of their dismissal from the authorities on August 5, 2019.68

The terminated representatives are:

- Mr. Papano Bondoa, President of the Mfoundi Departmental Union of Food Industry Workers (Yaoundé) and Head Union Representative, SABC Group.
- Mr. Kouotchop, President of the Departmental Union of Food Industry Workers of MIFI ( ), and SABC Union Representative, Bafoussam ;
- Mr. Mbarga, SABC Union Representative, Douala

General Manager Emmanuel de Tailly alleged that these dismissals were motivated by defamatory language used in the correspondence by these 3 Union delegates in violation of the company's Code of ethics.

However, at the time of the events, SABC internal regulations made no mention of any Code of ethics.69 A few months after the dismissals, Management unilaterally amended these regulations to include one. This set of internal regulations is the only binding document to serve as a basis for disciplinary sanctions. No article contained in the internal regulations can justify the dismissal of the three Union representatives.

It became clear in the months following the three dismissals at SABC that Management had approved new measures highly pertinent to permanent employees, including the end of inflation-indexing of salaries, and the end of payroll deductions of union dues (deductions subsequently paid over directly to the unions), in disregard of workers authorizing these deductions on their individual enrollment forms.

All these measures were announced unilaterally by Management. According to witnesses, Management used the three dismissals to intimidate dissenters, and so approve the measures without opposition.

68 Serious violations of union rights and of collective bargaining in Breweries of Cameroon, International Trade Union Confederation, Report of violations of union rights, August 8, 2019

69 Alert on violations of union and workers' rights within your Companies, Confédérations syndicales des travailleurs du Cameroun – CSTC December 4, 2020 communiqué addressed to P.E.De Tailly General, SABC.
42 STRIKERS FIRED IN THE DEMOCRATIC REPUBLIC OF THE CONGO (2016)

In April 2016, 42 BRASIMBA workers in Lubumbashi were fired following a several-week strike against reduced employee benefits. The union denounced these dismissals as illegal, while the company, through its director, acknowledged that it had dismissed strike leaders:

"All means of proof were used to identify the real leaders of this wildcat strike"
Christian Balemba, BRASIMBA Director of Human Resources

Several hundred brewery workers had participated in this work stoppage.

HISTORIC STRIKE AND WAGE INCREASE IN BURKINA FASO (2015)

In March 2015, the National Union of Brewery Workers of Burkina Faso went on strike for an important wage increase. At the time, Burkina Faso’s minimum wage hovered around 33,000 FCFA monthly (nearly 50€), and many workers felt shortchanged. The Union thus demanded an 100% increase in wages for all workers, as well as an improvement in working conditions. This historic strike paralyzed all trades, from the factories in Ouagadougou and Bobo Dioulasso to the distribution centers. Within a week, the company’s losses were estimated at nearly three billion FCFA (4.5 million euros). Pierre Castel intervened in person, traveling to Ouagadougou to negotiate with Michel Kafando, the transitional President from 2014 to 2015, who had threatened to close the factory and lay off the entire staff if no agreement were reached. Although far from the amount of the initial demands, the final agreement conceded a general wage increase of 15%.

A STRIKE IN TOGO TO MAKE TEMPORARY WORKERS PERMANENT (2015)

On June 11, 2015, a few days after the strike for a wage increase at the Castel brewery in Burkina Faso, workers in Togo at the Brasserie de Benin (BB) brewery in Lomé went on strike. A simple walkout the first few days, it spread over time and totally paralyzed the production chain. About sixty workers including factory workers, transport employees, canteen workers, etc., who had been on fixed-term contracts for several years (up to 4 years for some), mobilized following management’s announcement that their contracts would be terminated and their jobs outsourced to an outside contractor, the RMO Group. The workers demanded that their contracts, and those of other employees, instead be made permanent. On the third day of the strike, the employees, dressed in red, demanded the resignation of the Deputy General Manager, in office for 10 months, in view of the stalled negotiations.
3 | LIVING NEAR CASTEL ACTIVITIES

Land conflicts, pollution, and resource depletion
Between 2000 and 2010, 202 million hectares of land — four times the size of metropolitan France — were acquired in large transactions worldwide, including 134.5 million ha (67% of the world’s land area) in Africa, an area larger than South Africa. According to the Coalition for Sustainable Agriculture, the number of hectares of land acquired by industrial plantations has increased by more than 50% in the past decade. African countries have recorded 422 agricultural land transactions since the 2000s, according to the International Land Coalition (ILC) and Land Matrix; these account for 42% of the total agricultural transactions recorded worldwide, for a total area of 10 million hectares.

The phenomenon of large-scale land acquisitions by agribusinesses is often a source of conflict with local communities, particularly because of the threat that these practices can cause to their food security. African countries are the most affected by this phenomenon: in 2020, nearly 98 million people affected by acute food insecurity were located on the African continent. A few figures help to convey the scale of the phenomenon. In 2017, in Burkina Faso, 2,227,000 ha of farmland were in the hands of international industrial agriculture companies; this figure was 1,737,000 ha in Liberia, 819,567 ha in Mali, 730,400 ha in Côte d’Ivoire, 660,000 ha in Congo, and 194,513 ha in Zambia. In Cameroon, 276,000 ha were occupied and exploited by foreign investors in 2013.

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78 Global Food Crisis Report 2021, Global Network Against Food Crises. GNAFC is an international alliance that brings together United Nations Agencies, the European Union, and governmental and non-governmental organizations engaged in the fight against food crises
"During negotiations for the purchase of land, the investors tell local authorities that these will create jobs, but this is often untrue. Some of the farmers who lose their land are employed on these large plantations – but only a small number of them and only sometimes. And this in conditions close to slavery and for miserable wages. Not to mention the danger to health posed by the spraying of chemicals. According to the information we receive from the field, there is hardly any gain for local populations, but rather it is for the local and national "caciques", who receive a sometimes very derisory commission on the transactions.”

Catherine Morand, Head of development policy at Swissaid, AMNESTY magazine #71, December 2012

AREAS UNDER CONTRACT AND IN PRODUCTION:
CUMULATIVE TOTALS OVER TWENTY YEARS


Results from ten years of data collection by researchers show that up to 70% of the land bought for agricultural purposes has not yet been brought into production, 87 percent of the transactions are in "high biodiversity" areas, and 39% are in even richer "biodiversity hotspots". In 93% of the cases, the transactions did not result in any infrastructure investment for the neighboring local communities, and almost half of the transactions did not involve any consultation with the affected local communities. Moreover, these deals generate little or no tax revenue, with much of the receipts repatriated to tax havens.81

"As governments or markets make land available to interested investors, large-scale land acquisitions can result in local people losing access to the resources they depend on for a secure source of food... (This) amounts to a new form of neo-colonialism"
Robertson and Pinstrup-Andersen, Global Land Acquisition: Neo-Colonialism or Development Opportunity? Food Security, September 2010

GLOBAL FARM LANDGRABBING IN 2016

The International Criminal Court announced in 2016 its willingness to give priority attention to crimes involving "environmental destruction, illegal exploitation of natural resources and illegal dispossession of land." In doing so, it explicitly states that illegal dispossession of land is a crime against humanity, and that international law as it currently exists already provides the means to pursue these crimes.82

FOOD AGRICULTURE IN PERIL

In 1965, SOSUCAM signed a 99-year emphyteutic lease (a long-term lease with an obligation to make improvements) with the Cameroonian government to develop its activities on 10,058 hectares. On March 11, 2006, a second 99-year emphyteutic lease was signed, in accordance with Presidential Decree No. 2006/087/PM (Annex 7), adding 11,980 hectares to the area that the company had been operating for 45 years for the production and processing of sugarcane. These successive expansions bring to 22,038 hectares the total land area exploitable by SOSUCAM in the department of Haute-Sanaga, in central Cameroon. In 2012, SOSUCAM began to occupy the additional land made available by the second lease. Of these 11,980 ha granted, 7,600 concerned cultivable areas in the districts of Mbandjock, Nkoteng and Lembé Yezoum. These were:

- The Mbandjock area, for a total area of 2,600 ha:
  - 1,600 ha of area in Ndo ;
  - 1,000 ha in Biboto

82 The International Criminal Court expands its mandate to environmental crimes and land grabbing, Multinationals Observatory, September 19, 2016

https://multinationales.org/La-Cour-penale-internationale-elargit-son-mandat-aux-crimes-environnementaux-et
- The Lembe-Yezoum zone, for a total area of 4,100 ha:
  - 3,200 ha of land in the village of Simbane;
  - 900 ha of land in Messassa

- The Nkoteng area, for a total surface area of 5,280 ha:
  - 550 ha of surface area in the village Nvan;
  - 2,475 ha of land in the village of Ouassa;
  - 495 ha of land in the village of Elap;
  - 1,760 ha in the village of Ebometende

In total, 15 villages border the new land covered by the second lease: Ndo, Meboe, Ouassa chefferie, Elap, Mvan, Ebometende, Messassa, Simbane, Bissa, Bananga, Afanfoum, Okala, Mendjui and Bisso. Finally, note the installation in 2017 of a dam for the irrigation of sugar cane fields with an area of 1,000 ha in the district of Mbandjock.

In 1996, the Cameroon Government published a framework law on environmental management. In 2005, two texts implementing this law followed: Decree No. 2005/0577, which sets out the procedures for carrying out Environmental Impact Assessments (EIA), and Order No. 0070/MINEP, article four of which makes agricultural projects with a surface area of more than 100 hectares in the category of operations subject to an EIA. In fact, two Environmental and Social Impact Assessments (ESIA) were conducted by the consulting firm Cabinet JMN Consultant, approved by the Ministry of the Environment, Nature Protection and Sustainable Development (MINEPDED), the first in 2007 and the second in 2012. A third study was expected in 2017, but the Cameroonian law that provided for a review of these studies every five years was amended by Decree No. 2013/071 of February 14, 2013.

As part of the 2012 ESIA, four public meetings were held from October 17 to 21, 2011, with residents of the villages of Okala, Ebometende, Nvan, Elap, Ouassa, Mendjui and Meboue (Nkoteng), Ndo and Biboto (Mbandjock), Simbane, Afanfoum, Bissa, Bananga, Messassa and Bisso (Lembe Yezoum).

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83 Law No. 96/12 of August 5, 1996 on the management of the environment
Among the concerns of the local residents were the following:

- Risk of their fields burning when cane is burned
- Spreading fertilizers, herbicides and pesticides that pollute the air, water and crops
- The contamination and destruction of food crops and harvested products by mechanical, mechanical and aerial spraying chemicals
- Compensation not commensurate with damage caused
- The depletion and/or disappearance of animals, fish and NTFPs (ekali, caterpillars, etc.)
- The bad employment conditions imposed on local residents
- A decrease in fish resources
- The risk of traffic accidents
- Reduced distance from residents’ farmlands and cane fields
- .....
Although this list gives us an idea of the concerns of the villagers, we can nevertheless question the legitimacy of the dialogue frameworks instituted.

"The Environmental and Social Impact Analysis (ESIA), often includes only a simulacrum of participation by local people. The villages are often represented at meetings by people not from the concerned communities, but when local people do attend they rarely have information on the nature of the activities that will be carried out and the impacts that will result. Meeting reports are never made available to them. In 2018, the Centre d’Action pour la Vie et la Terre (CAVT) brought together the chiefs of neighboring villages to understand how the Environmental and Social Impact Management Plan (based on the ESIA analysis) would be carried out, as they had all initialed the plan. The village leaders complained that they had been tricked: they explained that sometimes they had been called to other meetings and that their signatures on these attendance sheets had been included in the Impact management reports."  

CAVT member

According to the Comité de Développement de la Région de Ndo (CODEN), a Cameroonian association that mobilizes local residents to defend their rights, the two SOSUCAM lease contracts were validated without any real input from local communities, yet affected the living conditions of approximately 6,000 people in 2010. The most fertile land, formerly used for food crops, had become inaccessible to them. The people concerned denounce the air, soil and water pollution generated by the treatment and processing of sugar cane, which degrades the crops grown on the land and drastically reduces supplies of food in local markets. In addition, the company's management limits traditional livestock farming throughout the area it operates.

The inhabitants of the Cameroonian villages where SOSUCAM operates are mostly small farmers; their primary activity is food and family farming. The main traditional food crops in this region are cucumbers, plantains, cassava, and peanuts, along with secondary crops (corn, vegetables, and plants used as condiments).

Most other local economic activities, such as hunting, fishing, and gathering, rely primarily on savannah and gallery forests, ecosystems that are severely threatened by agro-industrial activities. For example, waterways are affected by the phytosanitary products used by SOSUCAM in the cultivation of sugar cane.

84 Cameroon: SOMDIAA sucks up the rights, Farmlandgrab.org, October 11, 2010

"First they took our land without asking us. The plots we have left are not enough to feed our families, and our crops are damaged by the plantation overuse of herbicides. Even livestock farming is now prohibited by SOSUCAM. We are often left to work in the fields as agricultural laborers, to earn miserable wages."

Michel Essindi, farmer and member of the Development Committee of the Ndo region (CODEN)

In addition, it is common for local residents to consume and sell the caterpillars that feed on the leaves of a shrub, the ekali, that is disappearing due to the expansion of sugar cane plantations. The caterpillars on

85 Ibid

https://www.farmlandgrab.org/16221
this tree are the main source of animal protein for local residents, and the bark of the ekali is used in the fermentation of palm wine, while its leaves and roots are used in traditional pharmacopoeia.\textsuperscript{86}

"In order to compensate for this loss of income, we were supporting the development of cash crops such as coffee and cocoa, but the current expansion of SOSUCAM is again threatening to destroy everything."  
Yves Zoa, Secretary General of the Ndo Region Development Committee (CODEN)

SOSUCAM’s activities therefore have a strong impact on the food resources of local residents. Many villagers recount their difficulties in providing for their families, and not all of them find alternative economic activities to compensate for the loss of food crops, hunting, fishing or gathering. In 2010, only 4% of SOSUCAM’s employees were former peasants who had lost their land.\textsuperscript{87}

Many workers also denounce the lack of transparency in the company’s recruitment system, while the jobs granted to local residents are essentially seasonal and for agricultural laborers.

Local residents also criticize the compensation paid by SOSUCAM following its establishment on their land. According to CODEN, for the first lease, the planned compensation was never paid. As for the second lease, some residents confirmed in 2010 that an annual indemnity had been paid, but that they considered it insufficient in relation to the losses incurred: SOSUCAM paid them 2,062,985 CFA francs (€3,145) per year, or five euros per family.\textsuperscript{88}

"SOSUCAM refuses to take on young local people with a managerial profile. Those in charge place their relatives instead and reserve cane cutting for local residents."
Meyobemo, resident of Ebomentende, Hamlet of Okala

"No son of Ndo works at the better categories at SOSUCAM (fourth or fifth levels). Moreover, the minutes that sanctioned the meeting between the General Management of SOSUCAM and the people of Ndo mentioned a recruitment of 75 people perhaps 125, possibly including one or two permanent employees. To date [October 2011] only 62 laborers have been recruited in 2010 since the beginning of the extensions, and this number is gradually being reduced."
Environmental and social impact study of the SOSUCAM cane plantation extension project, JMN Consultants, November 2012

The Office of the United Nations High Commissioner for Human Rights even questioned the State of Cameroon in August 2010\textsuperscript{89} for the non-payment by SOSUCAM of the compensation allocated by the 1965 and 2006 leases to the indigenous communities (see Appendix 8). This money was supposed to allow the people affected by the establishment of SOSUCAM to improve the quality of their homes. However, testimonies indicate that even when this money was actually paid out, SOSUCAM did not put in place any follow-up mechanism to ensure that it would actually benefit the inhabitants impacted by the company’s activity.

\textsuperscript{86} Environmental and social impact study of the SOSUCAM sugarcane plantation extension project, JMN Consultant, November 2012
\textsuperscript{87} Cameroon: SOMDIAA sugars the rights, Farmlandgrab.org, 11 October 2010
https://www.farmlandgrab.org/16221
\textsuperscript{88} Cameroon: SOMDIAA sucks up the rights, Farmlandgrab.org, 11 October 2010
https://www.farmlandgrab.org/16222
\textsuperscript{89} August 27, 2010 letter from the Office of the High Commissioner for Human Rights to the President of the Republic of Cameroon, reference GH/st
https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=4ef198b12
"The money paid is wasted on lavish expenses local municipality officials. In 90% of the villages concerned, it is difficult to see the achievements to which this money has contributed.”
Jacques, resident of one of the villages bordering SOSUCAM

FROM HEIGHTENED TENSIONS TO SOCIAL CONFLICTS

However, the company knew that such actions would contribute to tensions with local residents.

"Risks identified to the human environment:
Risks of accidents in the villages bordering the extension zones; risks of social conflicts according to the quality of jobs allocated to residents; promises not kept by SOSUCAM; (insufficient) individual compensation for property destruction (small farm fields, homes), ignorance and disregard of boundaries set for zones of (plantation) extension; disregard for the terms and specifications of use the plantation extension zones; the destruction of trees useful in many ways to the population, threats to the safety and health of employees and neighboring populations.”

Environmental and social impact study of the SOSUCAM cane plantation extension project, JMN Consultants, November 2012

Several social conflicts materialized in March 2012: villagers mobilized in Nkoteng to block SOSUCAM workers’ access to the plantations to denounce the company’s non-compliance with provisions of the Environmental and Social Management Plan (ESMP) that resulted from studies conducted in 2007 and 2012.

For example, the villagers’ leaflets read: "SOSUCAM, send your executives to wash in our waterways and they will see what will happen to their skin [...] Build us boreholes to mitigate the effects of the chemicals sprayed on the plantations [...] Who will feed us without our land?”
This was not the first conflict between the company and local residents. On May 22–24, 2005, approximately 300 people from the villages of Vouté, Bamwélé, Yézum and Bakendja, in the locality of Mbandjock, blocked the three main entrances to the Sosucam factory. In fact, during a first demonstration by local residents in 2004 in Nkoteng, it was agreed that 25% of seasonal workers would be recruited locally, but Sosucam did not respect the quota. Additionally, the company had asked workers to work on May 20, 2005, Cameroon’s national holiday, which fueled the anger of the company’s employees.

Jules Ada, one of the leaders of the movement, described the situation in this way:

"We will only leave here when they tell us what the Sosucam does for the local populations that we are. You will see that most of us are permanently unemployed, whereas when this company set up here, the agreement signed between the French of the Vilgrain family specified that locals be hired in priority. But since the current CEO Louis Yinda arrived, he has favored his tribal brothers only [...]"

Another leader of the movement, Titsé Bob, agreed: "We told the Assistant prefect that the Sosucam managers despise the indigenous populations of Mbandjock and their traditional authorities. For example, in a local newspaper, Sosucam CEO Louis Yinda insulted His Majesty René Amati De Gaulle, calling him the leader of a small people with no history and no ambitions. This shocked all the Voutés of Mbandjock who value their dignity, even if they are poor. In reality, this attitude of the CEO was the last straw. Since the time of the French, there has never been tribal conflict between Bassas and Voutés at Sosucam. Curiously, when Mr. Yinda arrived as CEO, he introduced tribal discrimination that exasperated everyone in Mbandjock. For example, all the director positions at Sosucam are held by Bassa or their friends. The native and local residents who are recruited are, regardless of their level of education, 97% temporary and cane field workers. You can check, there are no local people in a serious position of responsibility at Sosucam."

In response to the March demonstrations, the Deputy General Manager at the time, Nicolas Tedga, declared that it was "a malicious reaction by a few villagers manipulated by the mayor of Mbandjock."

A little less than ten years later, the conflicts are still continuing. On January 23, 2021, Sosucam employees and local residents demonstrated in front of the general management office in Nkoteng, demanding the departure of several management officials, and forbidding CEO Alexandre Vilgrain and all company executives to leave until their demands were met. They denounced the violation of agreements with the local residents and harsh working conditions in the sugarcane fields.

One demonstrator said:

"Employees accuse managers of dictatorship, of paying little attention to their grievances, punishing the leaders of the slightest collective demand."

This is why on November 23, 2020, the local vigilance committees (Comités Riverains de Veille CRV) of 14 villages referred the matter to the French National Contact Point for the implementation of the OECD Guidelines for Multinational Enterprises (PCN). The majority of the 14 CRVs have been constituted as associations since 2015, and have "the aim of contributing to the promotion of the economic, social and cultural development of the villages, and the promotion of the defense of the rights and interests of its members."
The CRV referral concerns social, societal and environmental impacts of SOSUCAM’s agro-industrial activities, such as "noise and odor nuisance; social impacts such as destruction of crops and deterioration of roofing and other material and health impacts; disturbance and reduction of wildlife, air and water pollution" as well as "allegations of conflicts between local residents and the company on several subjects (local employment, management of land, etc.)".97


"(Analysis) of the circumstances concludes in charges of violation of several chapters of the OECD Guidelines (general principles, publication of data, human rights, employment, environment) and of several Cameroonian laws, and that there are "violations of the rights recognized to the riparian communities" which concern "the rights to a healthy environment, health, education, food, water, decent work, fair and equitable compensation, decent housing, participation, culture and leisure"."

Communiqué from the French National Contact Point for the implementation of the OECD Guidelines for Multinational Enterprises
Multinational Enterprises (NCP), March 17, 2021

97 Ibid.
98 Ibid.
Land conflicts also exist around the sugar cane plantations of the SOMDIAA group in Côte d'Ivoire, the company SUCAF-CI. In Côte d'Ivoire, the first sugar program was carried out in the north of the country with the creation of the Société d'Etat pour le développement des plantations de canne à sucre (SODESUCRE) in 1971. The company was established in the rural area of Tagbana, and occupied 5,720 hectares of industrial sugarcane plantations following the acquisition of land. In 1997, and following the Structural Adjustment Programs (SAP), the company was privatized and bought by the Castel subsidiary Sucreerie Africaine de Côte d'Ivoire (SUCAF-CI). From 5,720 hectares in 1978, the area increased to 17,524 hectares in 2015 after several phases of expansion.

In April 2013, village chiefs from the sub-prefectures of Tafiré and Badikaha, accompanied by villagers, blocked certain strategic points of the sugar complex for several hours: the entrance to the factory, the main entrances and exits of the complex, the home of the head of SUCAF-CI’s legal department, and the sites of the cell phone towers, forcing SUCAF-CI’s management to open negotiations with the local residents.\(^99\) On October 5, 2013, a delegation led by the Ivorian government went to the prefecture of Ferkéssédoougou to create a “Reconciliation Committee” and ease tensions between the Castel Group subsidiary and villagers.\(^100\)

Conflicts resumed following an investment of 84 billion CFA francs (128 million euros) between 2017 and 2022 to increase sugar production. SUCAF-CI then acquired 1,650 hectares of additional land near the villages of Koutiènedougou and Pissankaha, bringing the total area exploited to just under 20,000 hectares.\(^101\)

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The project was rejected by the villagers, who believed that the area coveted by SUCAF-CI should be used primarily for food and cash crops, such as mango and cashew nuts. In the village of Koutiénédougou alone, **80% of the land acquired by SUCAF-CI is said to be cultivable land**. This land also included an area reserved as sacred forest notably for initiation to Tchologo, a characteristic regional dance. In addition, the company reportedly did not provide any compensation for this land, acquired against the wishes of the villagers. On November 24, 2017, local residents thus blocked the company’s machines with their bodies, in order to prevent them from starting its work. Following this event, four meetings were held from November 27, 2017 with the prefect of the Tchologo region and the prefect of the Ferkessédougou department, without no agreement reached.

A study conducted in the village of Pangalakaha and its neighboring villages (Amaravgo, Nayolvogo, Tiégbo), located in the department of Niakaramadougou (Hambol region), details how SUCAF-CI’s expansion in the area has affected villagers. The study shows, notably, that land is not simply an economic issue: the occupation of land disrupts the social and political order of the areas concerned and undermines the socio-cultural norms and values that had previously prevailed.

"It was this year that I found a (new) boundary marker of their lease in my field. And when we went to meet them to present our claim, they answered that they wouldn’t speak with us : Their contract was with the State of Côte d’Ivoire, and that is where they discuss matters.”

S.B., from the Nayolvogo chiefdom, quoted in Proceedings of the colloquium "Régions, régionalisme et régionalisation face au défi de la construction des Nations en Afrique, Revue d’études et de recherches interdisciplinaires en sciences sociales, May 2020

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102 Facebook page "Les Nouvelles de la Cité du Tchologo"
104 Proceedings of the colloquium "Régions, régionalisme et régionalisation face au défi de la construction des Nations en Afrique", Revue of Interdisciplinary Studies and Research in the Social Sciences, May 2020
For example, before SUCAF-CI implemented its sugar program in the region, the custom of Tagbana society was that the land belonged to a single family, the Ouattara lineage of Pangalakaha, which then decided on its management. The use of the land was then done according to traditional law, i.e., either by kinship, by gift and/or loan. The occupation of the land by a foreign company, without due consultation, has weakened the customary and traditional authority of leading families in the villages of Pangalakaha, Amaravogo, Nayolvogo and Tiégbo. The undermining of authority is thus perceived as the imposition of new laws, in symbolic conflict with the traditional socio-political order of the communities.

"It is for us, for the local population, that the village cane project was initiated, with the aim of supporting us and helping us to live better. But we have seen that it is just the opposite, because a few important men have taken over these plantations. Worse, for those of us who have stayed, SUCAF-CI does not pay us a good price [...] We were better off with our traditional crops [...] We deplore SUCAF-CI’s operating policies."

S.B., from the Nayolvogo chiefdom, quoted in Proceedings of the colloquium Régions, régionalisme et régionalisation face au défi de la construction des Nations en Afrique, Revue d’études et de recherches interdisciplinaires en sciences sociales, May 2020

105 Ibid.
THE EFFECT OF CHEMICALS ON HEALTH AND THE ENVIRONMENT

4.1 million tons of pesticides are currently applied each year in the world to control weeds, fungal diseases or insects, compared to 2.3 million in 1990.\textsuperscript{106} This two-fold increase in pesticide use in only three decades has gone hand in hand with the ever-increasing concentration of the seed market: with the takeover of Monsanto by Bayer in 2018, three multinational agrochemical companies now share half of the global pesticide market, estimated in 2018 at $57.6 billion.\textsuperscript{107}

The intensification of pesticide use has been responsible for the disappearance of 80\% of Europe’s insects in just thirty years.\textsuperscript{108} This resulted in a dramatic decrease in population of pollinators such as bees, flies, moths, bats and birds that contribute heavily to the pollination of crops and, paradoxically, their protection against pests.

The issue of pesticide use is not only about the preservation of biodiversity: it is also a public health concern. In June 2021, the French National Institute of Health and Medical Research (INSERM), a public organization, updated its 2013 data on the health effects of pesticides. A multidisciplinary group of experts reviewed the international scientific literature in the field of pesticides and health through a critical analysis of more than 5,300 papers published since 2013.\textsuperscript{109} For the populations that handle pesticides regularly and are most likely the most exposed, the expertise confirms the "strong presumption" of a link between pesticide exposure and six pathologies: non-Hodgkin’s lymphoma (NHL), multiple myeloma, prostate cancer, Parkinson’s disease, cognitive disorders, chronic obstructive pulmonary disease and chronic bronchitis.

Recent studies reveal a notable increase in serious poisonings caused by pesticides: there are currently approximately 385 million cases each year compared to 25 million cases in 1990, according to estimates by the World Health Organization (WHO). This is an increase of 1,440\% in only thirty years.

\textsuperscript{106} Highly Hazardous Pesticides (HHPS) - A global challenge, Webinar, Pesticide Action Network, 15 December 2020
\textsuperscript{107} Agrochemical giants make billions from pesticides that cause cancer or harm bees, Public Eye, 20 February 2020
\textsuperscript{109} Pesticides and health effects: New data, INSERM, Editions EDP Sciences, 2021
The sharp increase in cases of poisoning is intrinsically linked to the use of "extremely hazardous pesticides." In 2006, the FAO and WHO established precise criteria to identify pesticides "known to present particularly high levels of acute or chronic risks to health or the environment." They called for these pesticides to be classified as "severely hazardous pesticides" and removed from the global market. In 2009, the international Pesticide Action Network (PAN), which includes more than 600 non-governmental organizations (NGOs), reviewed the approximately 1,000 active substances available on the pesticide market. They assessed their pesticide hazards by looking into the criteria defined by UN agencies, as well as other critical hazards that had been previously ignored, such as their toxicity to bees or whether they can act as endocrine disruptors. Updated in March 2019, the list of active substances includes 310 "extremely hazardous pesticides" and shows that of the $13.4 billion in sales made by the top five multinational agrochemical companies in 2017, more than a third ($4.8 billion) were for pesticides classified as "extremely hazardous." Of these 310 pesticides, 12 were among the top 20 best-selling pesticides in the world: thus 60% of the pesticides applied worldwide, or 1.8 million tons, belong to the "highly hazardous pesticides" family, half of which are used on soybeans and corn crops.

111 PAN International List of Highly Hazardous Pesticides, March 2019
112 Public Eye / Unearthed analysis of Phillips McDougall data (2018) and Pesticide Action Network’s list of extremely hazardous pesticides (2019). Data obtained from the market analysis firm Phillips McDougall, which detail some $23 billion in agricultural pesticide sales 2018. This data covers almost 40% of the global market and documents sales of the most widely used products in major markets.
113 Highly hazardous profits - How Syngenta makes billions by selling toxic pesticides, Public Eye, April 2019
CASTEL BEERS’ CORN: A MONOCULTURE THAT USES "EXTREMELY HAZARDOUS PESTICIDES" IN LARGE QUANTITIES

According to the Pesticide Action Network, half (49.7%) of the pesticides sold on the global pesticide market that were intended for use on corn crops were classified as "extremely hazardous." Glyphosate, atrazine and acetochlor accounted for 12%, 10% and 6% of sales respectively in 2017.114

To make matters worse, corn is a crop that consumes large amounts of herbicides: while most cereals only need protection as they germinate, corn needs to be weeded shortly after planting and throughout the 90 days of its development.

In an effort to dominate the brewing industry, the Castel group is multiplying investments in corn production, as it needs its precious corn grits for the fermentation of its beers. On May 15, 2017, the group signed a 25-year partnership agreement with the Autonomous Port of Pointe-Noire, Congo, to create the Société Les Grands Moulins du Phare (SGMP). The investment, worth 20 billion CFA (30 million euros), was intended to increase corn grits production capacity by 9,000 tons per year.115 In 2019, the group invested 18 billion CFA francs (27 million euros) in the creation of the Compagnie Fermière Camerounaise in the locality of Mbankomo, 15 km from Yaoundé, in order to increase grit production from 10,000 tons to 30,000 tons per year.116


115 The SOMDIAA Group signs an occupation, construction and operation agreement for an industrial unit with the Autonomous Port of Pointe-Noire, SOMDIAA website, May 15, 2017.

116 The brewer SABC invests 18 billion CFA francs in a corn mill to meet its entire demand for grits, Investir au Cameroun, 15 July 2021.
In Côte d’Ivoire, Compagnie Fermière Ivoirienne, another recently-created Castel subsidiary, invested in a corn mill in Ferkessédougou with a crushing capacity of 100 tons per day, at a cost of 16 million euros. In Angola, Fazenda Socamia, a subsidiary of the Castel group, bought a 5,000 hectare concession in the province of Malanje in Capanda, in the north of the country, and is aiming to produce 24,000 tons of corn per year.

"African soils are very old, very fragile and very deteriorated by monoculture: few cereal crops with loss of varietal diversity. Hence the importance today, especially in view of climate change, of adding organic matter to soils by diversifying crops and choosing plants that are less water-hungry than maize and rice."

Emile Frison, PhD in agronomy and member of the international panel of experts on sustainable food systems Ipes-Food

The group planned to spend an additional 20 million on an irrigation system and storage silos with a storage capacity of 20,000 tons, as well as a corn mill with a crushing capacity of 300 tons per day.117 Finally, SOMDIAA just entered the Ethiopian market and invested 17 million euros in a corn mill with a crushing capacity of 200 tons per day.118 In just a few years, the Castel Group has acquired a production capacity of more than 300,000 tons of corn per year on the African continent.

117 Agribusiness : avec le maïs, Somdiaa fait coup double, Jeune Afrique, 14 November 2019 / Mining Angola’s golden harvest in Malanje province, Euronews, September 4 2019

118 Agribusiness: with maize, Somdiaa does double duty, Jeune Afrique, 14 November 2019
SUGAR CANE PLANTATIONS, POISON FOR LOCAL RESIDENTS

While the Castel group’s breweries rely on corn supply, its soft drinks need sugar. With an estimated production of more than 200,000 tons of sugar in 2020, Côte d’Ivoire has become the largest producer of sugar in the West African Economic and Monetary Union (WAEMU).

SUCAF-CI aims to increase its annual production of sugar to 130,000 tons by 2022, an increase of 25,000 tons compared to 2017, as a result of its investment of 84 billion FCFA (128 million euros) in production capacity between 2017 and 2022.\(^\text{119}\)

On May 1, 2021, SUCAF-CI also signed a contract worth 71 billion FCFA (108 million euros) with the Ivorian government for the period 2021-2025, committing itself alongside the Ivorian company Sucrivoire - with whom it shares the sector - to produce the 255,000 tons of sugar needed to enable the country to be self-sufficient in sugar production by 2025.\(^\text{120}\)

Compared to corn, the sugarcane crop is subjected to fewer chemical treatments: herbicides are mainly applied shortly after the annual cutting of the cane or at planting (pre-emergence herbicides) and two to four months after the cane is cut (post-emergence herbicides). However, like corn, sugarcane cultivation requires the handling of pesticides classified as carcinogenic, mutagenic and toxic to reproduction (CMR) or endocrine disruptors (ED).

In May 2015, a mission report was carried out on weed control strategies by the Centre de Coopération Internationale en Recherche Agronomique pour le Développement (CIRAD) at SUCAF-CI in Ferkéssédogou, Côte d’Ivoire. The report analysed the strategies at the five sugar complexes of the SOMDIAA Group: Compagnie Sucrière du Tchad (CST), Société Agricole de Raffinage Industriel du Sucre du Congo (SARIS Congo), Société Sucrière du Cameroun (SOSUCAM), Sucrerie Africaine de Centrafricaine (SUCAF CA), and Sucrerie Africaine de Côte d’Ivoire (SUCAF CI) (see Appendix 9).

SUCAF-CI INVESTMENT BUDGET AND PRODUCTION PROJECTIONS: 2017 TO 2022

Source: Investment Plan 2017-2022 (SUCAF-CI), Study of the competitiveness of Ivorian sugar carried out by the CIRES economic policy analysis unit of the Economic Policy Analysis Unit of CIRES, January 2019

\(^\text{120}\) Sucre en Côte d’Ivoire : l’Etat s’engage au côté de Sucaf-Ci et Sucrivoire, COMMODAFRICA, 4 May 2021
This report allows us to see which herbicides are most used by the different subsidiaries of the group in the cultivation of sugarcane, for a total area that amounted to 57,300 hectares at the time.

### SUMMARY OF THE MOST COMMONLY USED SEEDLING HERBICIDES ON CASTEL GROUP SUGAR OPERATIONS: 2015

<table>
<thead>
<tr>
<th>Société</th>
<th>Traitements</th>
<th>Matières actives</th>
<th>Dose en p.c. (l ou kg/ha)</th>
<th>Dose en m.a. (g/ha)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CST</td>
<td>Velpar + Diuron</td>
<td>hexitoxazine + diuron</td>
<td>0.64 + 2.0</td>
<td>480 + 1600</td>
</tr>
<tr>
<td></td>
<td>Pendiméthaline + Atrazine</td>
<td>pendiméthaline + atrazine</td>
<td>3.5 + 3.0</td>
<td>1400 + 1500</td>
</tr>
<tr>
<td></td>
<td>Camix + Pendiméthaline</td>
<td>méthylchlorophène (+) mésotrine + pendiméthaline</td>
<td>3.75 + 3.5</td>
<td>1500 (+) 150 + 1400</td>
</tr>
<tr>
<td></td>
<td>Amétryne + Atrazine + 2,4-D</td>
<td>amétryne + atrazine + 2,4-D</td>
<td>3.5 + 3.5</td>
<td>1750 + 1750 + 2160</td>
</tr>
<tr>
<td></td>
<td>Stomp + Trifolix</td>
<td>pendiméthaline + trifolix + amétryne</td>
<td>3.5 + 2.5</td>
<td>1400 + 46 (+) 1829</td>
</tr>
<tr>
<td>SARIS</td>
<td>Velpar + Diuron</td>
<td>hexitoxazine + diuron</td>
<td>0.64 + 2.0</td>
<td>480 + 1600</td>
</tr>
<tr>
<td></td>
<td>Stomp + Trifolix</td>
<td>pendiméthaline + trifolix + amétryne</td>
<td>3.75 + 2.5</td>
<td>1500 + 46 (+) 1829</td>
</tr>
<tr>
<td></td>
<td>Stomp + Atrazine</td>
<td>pendiméthaline + atrazine</td>
<td>3.75 + 1.7</td>
<td>1530</td>
</tr>
<tr>
<td></td>
<td>Velpar + Diuron</td>
<td>hexitoxazine + diuron</td>
<td>0.64 + 2.0</td>
<td>480 + 1600</td>
</tr>
<tr>
<td>SOSUCAM</td>
<td>Velpar + Dinamic</td>
<td>hexitoxazine + amicarbazone</td>
<td>0.64 + 1.5</td>
<td>480 + 1050</td>
</tr>
<tr>
<td></td>
<td>Velpar + Diuron</td>
<td>hexitoxazine + diuron</td>
<td>0.64 + 2.0</td>
<td>480 + 1600</td>
</tr>
<tr>
<td>SUCAF-CI</td>
<td>Paragon + Extême Plus</td>
<td>pendiméthaline + métribuzine (+) chlorimuron + trifolix</td>
<td>3.5 + 2.5</td>
<td>1750 + 1750 + 46 (+) 1829</td>
</tr>
<tr>
<td></td>
<td>Velpar + Dinamic</td>
<td>hexitoxazine + amicarbazone</td>
<td>0.64 + 1.5</td>
<td>480 + 1050</td>
</tr>
<tr>
<td></td>
<td>Velpar + Diuron</td>
<td>hexitoxazine + diuron</td>
<td>0.64 + 2.0</td>
<td>480 + 1600</td>
</tr>
<tr>
<td>SUCAF-CA</td>
<td>Stomp + Krismat</td>
<td>pendiméthaline + trifolix + amétryne</td>
<td>3.5 + 2.5</td>
<td>1750 + 1750 + 46 (+) 1829</td>
</tr>
<tr>
<td></td>
<td>Stomp + Atrazine</td>
<td>pendiméthaline + atrazine</td>
<td>3.5 + 3.5</td>
<td>1750 + 1750 + 46 (+) 1829</td>
</tr>
</tbody>
</table>

Source: Report of a weed science mission to SUCAF-CI in Ferkessédougou (Ivory Coast) held from May 10 to 18, 2015, CIRAD

Those circled in red correspond to substances classified as carcinogenic, mutagenic and reprotoxic (CMR) or endocrine disruptors (ED)
### SUMMARY OF THE MOST COMMONLY USED SEEDLING HERBICIDES ON CASTEL GROUP SUGAR OPERATIONS: 2015

<table>
<thead>
<tr>
<th>Société</th>
<th>Traitements</th>
<th>Matières actives</th>
<th>Dose en p.c. (l ou kg/ha)</th>
<th>Dose en m.a. (g/ha)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CST</td>
<td>2,4-D</td>
<td>2,4-D</td>
<td>3,0</td>
<td>2160</td>
</tr>
<tr>
<td></td>
<td>Caméléon + 2,4-D</td>
<td>halosulfuron + 2,4-D</td>
<td>0,05 + 2,0</td>
<td>38 + 1440</td>
</tr>
<tr>
<td>SARIS</td>
<td>Caméléon</td>
<td>halosulfuron</td>
<td>0,06</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>MSMA + atrazine</td>
<td>MSMA + atrazine</td>
<td>3,0 + 3,0</td>
<td>2160 + 1500</td>
</tr>
<tr>
<td></td>
<td>MSMA + Diuron + 2,4-D</td>
<td>MSMA + diuron + 2,4-D</td>
<td>1,5 + 1,5 + 1,5</td>
<td>1080 + 1200 + 1080</td>
</tr>
<tr>
<td>SOSUCAM</td>
<td>MSMA + Diuron + Actril DS</td>
<td>MSMA + diuron + ioxynil (+) 2,4-D</td>
<td>1,5 + 1,5 + 1,5</td>
<td>600 + 1200 + 150 (+) 600</td>
</tr>
<tr>
<td></td>
<td>2,4-D</td>
<td>2,4-D</td>
<td>3,0</td>
<td>2160</td>
</tr>
<tr>
<td></td>
<td>Corta</td>
<td>triclopyr</td>
<td>0,6 à 0,8</td>
<td>288 à 384</td>
</tr>
<tr>
<td></td>
<td>Atrazine + Actril DS</td>
<td>atrazine + ioxynil (+) 2,4-D</td>
<td>3,0 + 1,5</td>
<td>1500 + 150 (+) 600</td>
</tr>
<tr>
<td>SUCAF-CI</td>
<td>2,4-D</td>
<td>2,4-D</td>
<td>3,0</td>
<td>2160</td>
</tr>
<tr>
<td></td>
<td>MSMA + Diuron</td>
<td>MSMA + diuron</td>
<td>2,0 + 3,0</td>
<td>1440 + 2400</td>
</tr>
<tr>
<td></td>
<td>Agrax Combi + 2,4-D</td>
<td>amétryne + atrazine + 2,4-D</td>
<td>7,0 + 3,0</td>
<td>3500 + 3500 + 2160</td>
</tr>
<tr>
<td></td>
<td>Corta</td>
<td>triclopyr</td>
<td>1,2</td>
<td>576</td>
</tr>
<tr>
<td>SUCAF-CA</td>
<td>MSMA + Diuron + Actril DS</td>
<td>MSMA + diuron + ioxynil (+) 2,4-D</td>
<td>1,5 + 1,5 + 1,5</td>
<td>600 + 1200 + 150 (+) 600</td>
</tr>
</tbody>
</table>

Source : Report of a weed science mission to SUCAF-CI in Ferkessédougou (Ivory Coast) held from May 10 to 18, 2015, CIRAD

Although it does not appear in the table, the report does indicate that "glyphosate is widely used on the various complexes: either at low doses of around 2.0 L/ha as a directed treatment on common flora, as a complement to plot maintenance or at high doses of about 8.0 L/ha against species such as Imperata cylindrica, Cynodon dactylon, Cyperus rotundus or Cyperus esculentus; or in application with a chemical broom or sponge".
To best interpret these data, it is interesting to compare them with another study conducted by Santé Publique France, which sought to measure the exposure rate of agricultural workers on the island of la Réunion to pesticides used in sugar cane cultivation. Of the thirteen chemicals studied by the public health organization, subsidiaries of the Castel Group used five of them that are classified as carcinogenic, mutagenic and toxic to reproduction (CMR), or endocrine disruptors (EP): 2,4-D and glyphosate, whose three potential toxic effects are endocrine disruption, carcinogenicity and toxic to reproduction; pendimethalin, which can induce both potential endocrine disruption effects and cancers; and triclopyr and mesotrione, which are known to be toxic to reproduction.

Atrazine is used frequently in herbicide treatments by various sugar-producing Castel subsidiaries. However not mentioned in the Santé Publique France study, and for good reason: it was banned by the European Union in 2004 because of the widespread contamination of drinking water sources and the systematic exceeding of the authorized limit. Atrazine is a member of the family of "endocrine disruptors", defined by the WHO as "chemical substances of natural or artificial origin that are foreign to the organism and can interfere with the functioning of the endocrine system and thus induce deleterious effects on the organism or its descendants."

The main problem with atrazine is its persistence, as the molecule can remain active for two to six months. The acute toxicity of atrazine, i.e., that which can lead to death, appears at low doses of exposure (invertebrates: 0.2 to 7 mg/liter of water for two days of exposure; fish: 5 to 15 mg/liter of water for fourteen days of exposure).

### LIST OF THE 13 ACTIVE SUBSTANCES USED ON SUGARCANE AND KNOWN EFFECTS ON HEALTH

<table>
<thead>
<tr>
<th>Substance active</th>
<th>Groupe</th>
<th>Perturbation endocrinienne</th>
<th>Cancérogénicité</th>
<th>Repprotoxicité</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,4-D</td>
<td>Herbicide</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Glyphosate</td>
<td>Herbicide</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Asulame</td>
<td>Herbicide</td>
<td></td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Pendiméthaline</td>
<td>Herbicide</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Triclopyr</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Glufosinate d’ammonium</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Mésotrione</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beauveria tenella 96</td>
<td>Insecticides</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benoxacor</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fluroxypyr</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Métrubuzine</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-méthioachlore</td>
<td>Herbicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bromadiolone</td>
<td>Rodonticide</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Evaluation of occupational exposure to pesticides used in sugarcane cultivation on the island of la Réunion and their health effects, Santé Publique France, February 2019
Similarly, glyphosate was classified as "probably carcinogenic" by the International Agency for Research on Cancer (IARC) in 2015, due to data showing a statistically significant association between the development of non-Hodgkin's lymphoma in humans and exposure to glyphosate.\textsuperscript{124}

A new INSERM report published in June 2021 confirmed the IARC findings, stating that there is indeed a causal link between glyphosate exposure and the development of non-Hodgkin's lymphoma\textsuperscript{125}. In addition, an independent meta-analysis, which aggregates data from all existing epidemiological studies, shows a 41\% increase in the risk of non-Hodgkin's lymphoma for people who were exposed to glyphosate-based products.\textsuperscript{126} One can only imagine the high level of exposure of workers and residents of the SOMDIAA plantations.

"It is quite clear that glyphosate can cause cancer in laboratory animals. And there is human evidence of an association between glyphosate and cancer, primarily for non-Hodgkin's lymphoma."

Christopher Portier, toxicologist and associate biostatistician at the United Nations' International Agency for Research on Cancer (IARC), United Nations

At the Nkoteng District Medical Center (CMA) in Cameroon’s Haute-Sanaga department, the following diseases are highly prevalent: typhoid fever (salmonellosis), intestinal parasites/amoebae, diarrheal diseases, helicobacter pilori, and lipomas. With respect to lipomas, the prevalence rate among villagers is steadily increasing, and staff at the Nkoteng District Medical Center established a direct causal link with the presence of SOSUCAM and the dumping of numerous chemicals in the area.\textsuperscript{127}

"The first time, it happened in the villages of Afan Fom and Olembe. The plane had passed through a field and spilled its chemicals. A whole family consumed the produce from the field and all became ill. Their case was reported to SOSUCAM: not only did SOSUCAM keep the notebooks of these people, but they sent them out without any follow-up. The other case was in Ebometende. A couple ate the products of a SOSUCAM field, and got sick. But they did not go to the hospital, they were treated with products from the village".

Abdou Aloo, President of the River Watch Committees (CRV)

Surface water (rivers, swamps, springs, etc.) and groundwater (boreholes, wells, etc.) are also contaminated by the use of pesticides, either directly during aerial spraying or indirectly by rainwater carrying spraying products. Over the years, pollution reaches the water table through infiltration, and progressively degrades groundwater and soil quality. In 2012, JMN Consultant warned SOSUCAM that "in view of the surface area of the plantations, the quantities of phytosanitary products used per plot, and the 99 year duration of the project, the quality of river water, groundwater and soil will be permanently degraded by pollution. The regular drainage and high concentrations of pesticides in the rivers and wetlands will also

\begin{thebibliography}{99}
\bibitem{124} Carcinogenicity of tetrachlorvinphos, parathion, malathion, diazinon, and glyphosate, Kathryn Z Guyton, Dana Loomis, Yann Grosse, Fatiha El Ghissassi, Lamia Benbrahim-Tallaa, Neela Guha, et al. March 20, 2015
\bibitem{125} Pesticides and Health Effects: New Data, National Institute of Health and Medical Research, June 30, 2021
\bibitem{126} Jemaan Rana Rachel M.Shaffer Emanuela Taolli Lianne Sheppard, Exposure to glyphosate-based herbicides and risk for non-Hodgkin lymphoma: A meta-analysis and supporting evidence, 2019
\bibitem{127} Medical staff at Nkoteng District Medical Center, interview by ReAct, June 2021.
\end{thebibliography}
accelerate their aging processes. This phenomenon will considerably reduce the availability of animal proteins to the populations living in the extension areas. The aerial application of phytosanitary products can also lead to the destruction of village plantations, the contamination of harvested products, and intoxication by inhalation, which can lead to epidemics and various illnesses among the local populations.\textsuperscript{128}

"We haven't done an assessment of the situation, but I know that in the long term, we will die slowly. Certainly, the life expectancy in our communities has decreased significantly. My uncle passed away in the 2010s at the age of 115. If you go around the fourteen villages I’m talking about, I’m not sure you’ll find anyone over 90.

Abdou Aloo, President of the River Watch Committees (CRV)

SOIL AND BIODIVERSITY DEPLETION ON PLANTATIONS

In addition to the use of pesticides, the use of the technique of burning before harvesting, which destroys weeds, also contributes to the degradation of the environment and harms the health of local residents: "The burning of the cane tops before harvesting causes the emission of large quantities of smoke into the air due to the vast plots of land set on fire. Several gases including CO, CO2, SO2, NOx, are likely to be found in the fumes emitted in the burns, which alter the quality of the air as well as leading to the heating of the microclimate of the surrounding villages. Burning will also lead to the following risks: burning of village plantations and houses, death of animals and neighboring populations.\textsuperscript{129}

Indeed, burning the cane-straw immediately transforms the plant carbon into carbon dioxide (CO2), methane and nitrous oxide N\textsubscript{2}O. \textit{Yet methane and nitrous oxide have a very high global warming potential, 20 and 300 times that of carbon dioxide, respectively, which greatly degrades the ozone layer.}\textsuperscript{130}

Burning undoubtedly results in the destruction of vegetation other than cane that covers the soil within the plots. This practice leaves the soil bare, thus diminishing its ability to cope with rainfall erosion. Indeed, by destroying part of the sugar cane residues, this technique exposes the soil to water erosion. The organic matter to be mineralized is reduced, the arable surface is eroded and the degree of fertility of cultivable species is progressively reduced.

A study conducted in 2007 on the soils exploited by SOSUCAM in Mbandjock (southern Cameroon) shows that seed plots leave an average of 15 tons of dry matter per hectare at harvest, while plots harvested after burning leave only about 8 tons per hectare, which has a lasting effect on the soil cover rate (see Appendix 10).

Sugarcane harvest residues, consisting of straw, white tips, pieces and whole cane stalks, keep the soil open, improve its permeability and thus slow down erosion. Scientists working in production systems based on the concentration and recycling of organic matter such as straw have indeed demonstrated their advantage in controlling runoff and erosion. In the case of sugarcane cultivation, the presence of residues maintains a high level of biological activity by termites, ants and white rot, which favors good soil porosity and water seepage into the soils.

"The ash fallout from the burning of the cane is causing respiratory and ophthalmological diseases in our children"
Josephine Ndžié, worker at SOSUCAM and member of CODEN

\textsuperscript{128} Environmental and social impact study of the SOSUCAM cane plantation extension project, Cabinet JMN Consultant, November 2012
\textsuperscript{129} Environmental and social impact study of the project to of the SOSUCAM cane plantations extension project, Cabinet JMN Consultant, November 2012
agents. By reducing the mass of residues and leaving smaller amounts of biomass on the burned plots for soil protection, burning exposes these soils to water erosion and contributes greatly to their degradation.\textsuperscript{131}

### VARIATION OVER TIME IN THE PERCENTAGE OF SOIL COVERED BY SUGARCANE RESIDUES AT SOSUCAM IN MBANDJOCK (2007)

<table>
<thead>
<tr>
<th>Traitement</th>
<th>avril</th>
<th>mai</th>
<th>juillet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Piste pillée de la campagne précédente (PP1)</td>
<td>46,17</td>
<td>35,21</td>
<td>32,00</td>
</tr>
<tr>
<td>Parcelle de première récolte sans brûlage PSB1</td>
<td>84,25</td>
<td>47,50</td>
<td>30,50</td>
</tr>
<tr>
<td>Parcelle de deuxième récolte sans brûlage (PSB2)</td>
<td>92,25</td>
<td>55,00</td>
<td>50,50</td>
</tr>
<tr>
<td>Parcelle de récolte après brûlage (PB)</td>
<td>55,75</td>
<td>19,50</td>
<td>23,25</td>
</tr>
<tr>
<td>Parcelle de replantation (PR)</td>
<td>39,75</td>
<td>15,00</td>
<td>18,00</td>
</tr>
</tbody>
</table>

Source: E. Tolale, R. Yongue-Fouateu, Z. Boli Baboule et P. Bilong, Potentiel et effets des résidus de culture de canne à sucre pour la conservation des sols ferrallitiques d’une exploitation agricole de la région de Mbandjock (Sud Cameroun), 2007

As is often the case in a given ecosystem, the risks associated with the establishment of an agro-industrial enterprise are multiple: human, health, environmental, etc. \textbf{In the case of sugarcane and corn production, the environmental risk is particularly high, as all biological diversity is replaced by a monoculture.} In concrete terms, this means the total elimination of the original vegetation cover in favor of vegetation consisting solely of sugarcane or corn, as a result of mechanical clearing that is accomplished by means of a bulldozer and/or a heavy steel cable. "This impact will be strongly felt throughout the extension areas, and will undoubtedly cause a slight warming of the microclimate of the extension areas due to the systematic exposure of large areas of land (...) The biological diversity (animals such as sitatunga and cephalopods, detritivores and soil microorganisms, multiple-use trees such as the Ekali) of the savannah areas will be significantly reduced by the replacement of the original diverse cover by a monoculture".\textsuperscript{132}

Land use also requires the opening of roads and access routes to vast tracts of savannah and gallery forests, increasing access to these previously unspoiled areas. This traffic puts pressure on wildlife, already faced with the loss of natural habitat: "The clearing of cultivable areas causes, through the noise of the operation of machinery, \textbf{the flight and mass death of savannah animals, the destruction of wildlife habitats and the modification of the nutritional habits of animals} (...) The animals thus relocated will seek, at the risk of being massively murdered by workers, to find shelter either in the surrounding savannahs if they exist, or in forest galleries and regrowth of dense semi-deciduous forests. The biological diversity of the savannah fauna will thus be considerably threatened and reduced."\textsuperscript{133}

\textsuperscript{131} E. Tolale, R. Yongue-Fouateu, Z. Boli Baboule and P. Bilong, Potential and effects of sugarcane crop residues for the conservation of ferrallitic soils on a farm in the Mbandjock region (southern Cameroon), 2007

\textsuperscript{132} Environmental and Social Impact Assessment of the sugarcane plantation extension project, Cabinet JMN Consultant, November 2012

\textsuperscript{133} Ibid.
EXCESS WATER CONSUMPTION AND POLLUTION

WHEN THE BREWING INDUSTRY LEAVES THE EARTH PARCHED

Fresh water is a resource that is becoming increasingly scarce over time. More than two billion people already live in water-stressed areas, while nearly four billion live in areas with severe water scarcity for at least one month a year. Scientists estimate that humanity will lack 40% of the water it needs by 2030.\(^{134}\)

Approximately 3,928 km\(^3\) of water is withdrawn each year worldwide, of which 44% (1,716 km\(^3\) per year) is consumed and 56% (2,212 km\(^3\) per year) is discharged as wastewater.\(^{135}\) The overconsumption of fresh water and its discharge as wastewater are therefore the two main issues in water preservation.

Beer is 80-95% water and water is used at every stage of its production. It is used to irrigate crop fields. It is central to the malting process, which involves moistening grains. It is needed for the brewing process, and to make and recycle containers.

In total, it is estimated that 75 liters of water are needed to make a 250ml bottle of beer, all steps included. Similarly, it would take an average of 250 liters of water to produce a liter of soda, if you include the water needed to grow sugarcane.\(^{136}\)

ANNUAL REFERENCE LEVELS OF WATER SOURCE STRESS


\(^{135}\) AQUASTAT, la base de données de l’Organisation des Nations Unies pour l’alimentation et l’agriculture (FAO)

\(^{136}\) Quand les multinationales de la boisson s’intéressent aux enjeux de l’eau, Partage de eaux - Ressources et informations pour une gestion juste et durable de l’eau, 6 juillet 2015, https://www.partagedeseaux.info/Quand-les-multinationales-de-la-boisson-s-interessent-aux-enjeux-de-l-eau
Because water is so essential to Castel’s operations, its subsidiaries are generally located near water sources. For example, when Fazenda Socamia bought a 5,000 hectare concession in Malanje province in Capanda to increase its corn production, it was a strategic decision to locate near the Kwanza River to benefit from favorable irrigation conditions. Today, 70% of the world’s fresh water use is for irrigation, reaching more than 90% in some arid countries.137

"We are right along the Kwanza River, which borders our concession for about 5 kilometers (...) And since we are going to irrigate, it is ideal to have a big river right next to us".  
Sébastien Ducroquet, director of Fazenda Socamia, subsidiary of the Castel Group in Angola138

Along with rice and cotton, sugarcane is one of the most water-intensive crops, requiring an estimated 1,500-2,000 mm/ha/year.139 It is a deep-rooted crop, capable of extracting water from the soil at depths well in excess of one meter, thus depleting groundwater resources.

"In the Indian state of Maharashtra, sugarcane covers only 3% of the land, but absorbs about 60% of the state’s irrigation supply and is the source of significant groundwater withdrawals; in some places, the water table has dropped from 15 meters to about 65 meters over the past 20 years".140

Other studies estimate that it would take about 15,000 tons of water per hectare to produce 100 tons of harvestable sugarcane.141 However, as previously mentioned, SOMDIAA farms 50,000 hectares producing 350,000 tons of sugarcane per year through its six subsidiaries. In relation to these figures, which are only approximate, this would mean that SOMDIAA withdraws 5.25 million tons of water each year to produce 350,000 tons of sugar cane.

The Castel Africa Group’s CSR report states that in 2019, it took an average of 5.7L of water to produce 1L of beer, compared to 1.9L of water for 1L of soft drink.142

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140 Ibid.
141 La canne à sucre, Maisonneuve et Larose, (Collection Le Technicien d’Agriculture Tropicale, vol. 17), 1991
We can understand the extent of the group’s consumption when we compare these figures to the millions of hectolitres produced each year. Indeed, the Castel Group indicated that it produced 66.5 million hectoliters of beverages in Africa in 2020, half of which was beer, 30% carbonated drinks and mixers, and 20% was water.143

Further on, the company states that it consumes an average of "5.2 L/L of water across the board, all products combined (beer, soft drinks and water),"144 a figure that does not include the volume of water needed for the production of raw materials such as corn or sugar. However, if we relate this figure to the 65.5 million hectoliters of beverages produced each year, we get a rough estimate of water consumption of about 338 million hectoliters of water each year, or just over 33 million cubic meters of water, which is equivalent to about 8,500 Olympic swimming pools.145

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144 Ibid.
In its 2019 CSR report, meanwhile, BGI reported that its total water consumption was 17.3 million cubic meters of water in 2018, using an average of 6.3 liters of water to produce 1 liter of beverage\(^{146}\). Thus, in water volume, BGI consumed just under 5,000 Olympic-sized swimming pools in 2018.

Further on, the company mentions that brewing, which corresponds to "40% of the total production (…) consumes a large amount of water in its manufacturing process"\(^{147}\). Indeed, brewing is a step in the production process where a large amount of water is consumed, but also wasted. During the brewing stage, about three-quarters of the water used is lost to evaporation\(^{148}\). If we refer to Castel Group’s data, and although these figures are only approximate, this would mean that BGI’s brewing activity consumed 6.92 million hectoliters in 2018. This would amount to 5.19 million hectoliters, the equivalent of 1,470 Olympic swimming pools, being wasted through evaporation in the brewing process.

This waste is also reflected in the production of bottled water as its environmental impact is also problematic. According to independent studies, it takes on average, three liters of water to produce one liter of mineral water\(^{149}\). However, still using the Group’s data, we note that in 2020, the production of mineral water represented 20% of the 65.5 million hectolitres produced each year\(^{150}\). The calculations can only be approximate, but if three liters of water are required to produce one liter of mineral water, then this means that 39.3 million hectoliters of water would be needed to produce 13.1 million hectoliters of mineral water. This is the equivalent of 1,113 Olympic swimming pools wasted in the production of mineral water.

Estimates of the lifespan of plastic range from 450 years to infinity.

It is very difficult to quantify the Castel Group’s total production of plastic wastes, as the company does not disclose this data. However, we can see that in 2019, 57% of soft drinks produced by the Group in Africa used a plastic container. However, the company also reported that 28% of its total production in 2019 was soft drinks; thus, the group’s soft drink production was approximately 18.62 million hectoliters in 2019, which means that 9,682,400 hectoliters of soft drinks used a plastic container in 2019.
In the same report, the group indicates that the ratio of non-recycled waste "...went from 2.8 to 2.7kg of waste produced per 100 liters of beverages sold..." and that plastic waste, "...estimated from the number of plastic bottles filled and the design of their packaging (preform, cap, plastic film), represents nearly 60% of total non-recycled waste in 2019". PET, or polyethylene terephthalate, is the most widely used material for the production of soft drink bottles, and it is estimated that 30g of plastic is needed to produce 1.5L of PET bottle, which is roughly in line with the figures reported by the group. Thus, by crossing these data, we can estimate that:

In 2019 alone Castel Group soft drinks may have generated about 30,000 tons of plastic waste.

This is an estimate, which gives an order of magnitude from the available data.

It is estimated that 90% of marine birds have already ingested plastic.

A plastic bottle takes more than 1,000 years to degrade.

To fight against this ecological disaster, the Castel Group is multiplying its partnerships with recycling companies, such as Dream Plastic Product, Namé Recycling, Tunisie Recyclage, and Recyclage & Collecte. Thus, "the SABC aims to recycle 80% of the plastic from post-consumer packaging, or nearly 9,000 tons, through its partner company Namé Recycling ".

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152 Rapport RSE 2020 sur l’exercice 2019, Groupe Castel - Pôle Bières, Boissons gazeuses et Eaux

However, the recycling of plastic bottles cannot be a permanent solution, because it is impossible to recycle plastic forever. The complex composition of materials including numerous additives and disruptive elements constitute physical and technical obstacles that cannot be overcome. In Europe, for example, only 20% of plastic bottles are recycled into new bottles. Most of them are "decycled" into lower quality plastic, which can no longer be recycled.\textsuperscript{154}

"Recycling has become a selling point for single-use or short-lived objects, in complete contradiction with waste reduction targets. Considerable human and financial resources are deployed in an attempt to develop recycling processes that will remain imperfect for packaging or got objects that should not even exist".\textsuperscript{155}

Recycling, the big smoke and mirrors: how the circular economy has become an alibi for the disposable, Flore Berlingen, Rue de l’Echiquier, 2020

It should also be noted that most plastic waste is not recycled.

Since 2015, only about 9% of the 6.9 billion tons of plastic waste produced has been recycled.\textsuperscript{155}

In addition, the amount of energy needed to produce plastic, transport it, distribute it and recover the bottles would represent 17 million barrels of oil annually (not including transportation). On average, it takes 2,000 times more energy to produce 1 liter of bottled water than to deliver 1 liter of water to taps connected to the public grid.\textsuperscript{156}

In 2020, the carbon footprint of Castel’s activities in Africa amounted to 708,731 tons of CO2. One ton of CO2 is equivalent to a round trip Paris-New York by plane,

We can therefore say that in 2020, the Castel Group’s industrial activity in Africa represented more than 708,000 round trips from Paris to New York by plane.


\textsuperscript{155} Plastics in 10 Numbers, National Geographic, Op Cit.

\textsuperscript{156} L’eau en bouteille, aberration sociale et écologique, Partage de eaux - Ressources et informations pour une gestion juste et durable de l’eau, 3 septembre 2009 Op Cit.
HEAVY METAL POLLUTION AND HEALTH EFFECTS AMONG PEOPLE LIVING NEAR CASTEL BREWERIES IN ETHIOPIA

It is estimated that more than 80% of wastewater is discharged into the environment untreated worldwide (and more than 95% in some developing countries) and that about one-seventh of all rivers in Africa, Asia and Latin America are already affected by severe organic pollution, measured in terms of biochemical oxygen demand (BOD).

As a result of this pollution, in 2012, more than 800,000 deaths worldwide were caused by contaminated water. Deoxygenated dead zones caused by the discharge of untreated sewage now affect 245,000 km² of marine ecosystems, with a significant impact on fishing, livelihoods and the entire food chain¹⁵⁷.

“By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally”

Target 6.3 of the United Nations 2030 Agenda for Sustainable Development

The Water Framework Directive (WFD) adopted in 2000 by the European Parliament sets out a framework for assessing the quality of surface and groundwater. It considers the ecosystem as a whole, based on biological parameters (abundance of fish species in a river), and physico-chemical parameters (dissolved oxygen in the water, temperature, etc.), while chemical status is assessed based on the presence and concentration in the water of a list of polluting substances.

The Castel Group, through its company BGI, produces 37.5 million hectoliters of beverages each year, and indicates that in 2018 it discharged a total volume of wastewater representing 14.6 million cubic meters. The COPAGEF group states that only "... some of the production sites of the BGI division is equipped with a wastewater treatment plant".

Only 39% of the BGI Group’s wastewater was treated in 2020.

<table>
<thead>
<tr>
<th>Part des eaux usées traitées (%)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Variation 2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>BGI – Périème réduit</td>
<td>33</td>
<td>29</td>
<td>37</td>
<td>+28%</td>
</tr>
<tr>
<td>Périème total</td>
<td>-</td>
<td>31</td>
<td>39</td>
<td>+26%</td>
</tr>
</tbody>
</table>

Source: Non-financial performance statement 2021 - for the year 2020. Copagef

Part of this production is in Ethiopia, where the Group has long held a monopoly. At the head of five breweries in the country -- in Addis Ababa, Hawassa, Kombolcha, Maichew and Zebidar -- the Group is the leading French investor there (ahead of even Total). With a population of 115 million inhabitants, whose purchasing power is steadily rising, the Ethiopian brewery market offers prospects for annual growth of 15%, making the country "every brewer’s dream".

Due to the discharge of untreated and/or partially treated effluents from various industries, urban waste and the use of agrochemicals, the level of pollution has become alarming in Ethiopia, particularly due to increasing levels of metals and the declining quality of agricultural soils.

Heavy Metals Contamination of Soil in the Vicinity of Hawassa Industrial Zone, Ethiopia, Hawassa University, August 2020
The town of Hawassa, located on the shores of Lake Awasa in the Great Rift Valley, saw the BGI company set up shop in June 2011. BGI discharges its untreated or partially treated wastewater into the neighboring streams, called Boga and Boicha, which feed the Tikur Wuha, the only perennial river that flows into Lake Awassa. A study entitled *Heavy Metals Contamination of Soil in the Vicinity of Hawassa Industrial Zone, Ethiopia*, published in August 2020, measured soil contamination in the Boicha River. The following data are extracted from this study.

### HEAVY METAL CONCENTRATIONS (MG KG-L) IN SOIL TEST AREAS

<table>
<thead>
<tr>
<th>Site</th>
<th>Cr</th>
<th>Ni</th>
<th>Cu</th>
<th>Zn</th>
<th>As</th>
<th>Cd</th>
<th>Pb</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biological Lagoon area</td>
<td>26.10a</td>
<td>13.90a</td>
<td>73.30a</td>
<td>133.0</td>
<td>8.36a</td>
<td>0.22a</td>
<td>12.90a</td>
</tr>
<tr>
<td>Boicha stream area</td>
<td>19.70b</td>
<td>21.90b</td>
<td>28.72b</td>
<td>140.0b</td>
<td>6.72b</td>
<td>0.25b</td>
<td>10.93b</td>
</tr>
<tr>
<td>Reference site</td>
<td>19.40b</td>
<td>12.70b</td>
<td>8.91b</td>
<td>129.0b</td>
<td>1.51b</td>
<td>0.16b</td>
<td>9.22b</td>
</tr>
<tr>
<td>MPL</td>
<td>75.0</td>
<td>50.0</td>
<td>300.0</td>
<td>1000.0</td>
<td>20.0</td>
<td>3.0</td>
<td>50.0</td>
</tr>
</tbody>
</table>

*Mean values with different superscript letters in a column are significantly different (P < 0.05) from each other at α = 0.05. MPL = Maximum Permissible Limit for agricultural soils according to FAO/WHO, 2001.*

In order to better interpret these results, let’s compare them with the European standards currently in force for the maximum concentration of heavy metals allowed in soils (Directive of June 12, 1986).

<table>
<thead>
<tr>
<th>Paramètres</th>
<th>Valeurs limites (mg/kg)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cadmium (Cd)</td>
<td>1 à 3</td>
</tr>
<tr>
<td>Cuivre (Cu)</td>
<td>50 à 140</td>
</tr>
<tr>
<td>Nickel (Ni)</td>
<td>30 à 75</td>
</tr>
<tr>
<td>Plomb (Pb)</td>
<td>50 à 300</td>
</tr>
<tr>
<td>Zinc (Zn)</td>
<td>150 à 300</td>
</tr>
</tbody>
</table>

Although the heavy metals concentration levels in the measured soils are lower than the maximum admissible levels, we can see that the levels of zinc and copper are rather high (140 mg/kg and 28.72 mg/kg respective) and close to the limits authorized by European regulations (150-300 mg/kg for zinc and 50-140 mg/kg for copper). However, other indicators establish more clearly the link between industrial activity and soil pollution by heavy metals. In order to better interpret them, we have laid out in Annex 11 the way scientists use them.

As can be seen in the table below, the contamination factor (CF) for nickel is 7.30 for the Boicha River soils. As previously stated, any metal with a contamination factor greater than 6 suggests a contamination rate that is "very high", which means that the soils of the Boicha River have been very heavily contaminated with nickel. The degree of contamination (Cd), which is obtained by summing all the contamination factors identified, has a value of 22.98. A degree of contamination between 12 and 24 is qualified as "considerable". When it is higher than 24 it is a "very high degree of contamination". It can therefore be concluded that the soils of the Boicha River are "significantly contaminated" with metals, and that they are very close to a "very high" level of contamination. Finally, with a Pollution Index (PI) of 2.95, it can be inferred that the Boicha River soils are "polluted", and that their pollution level is three times higher than that of soils characterized as "unpolluted".

### CONTAMINATION FACTOR (CF), DEGREE OF CONTAMINATION (CD), MODIFIED DEGREE OF CONTAMINATION (MCD) AND POLLUTION INDEX (PLI) FOR HEAVY METALS IN THE SOILS ON THE BOICHA RIVER

<table>
<thead>
<tr>
<th>Site</th>
<th>Cr</th>
<th>Ni</th>
<th>Cu</th>
<th>Zn</th>
<th>As</th>
<th>Cd</th>
<th>Pb</th>
<th>C_f</th>
<th>Statut</th>
<th>mC_f</th>
<th>Statut</th>
<th>PLI</th>
<th>Niveau de pollution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Zone rivière Boicha</td>
<td>3.28</td>
<td>7.30</td>
<td>2.39</td>
<td>2.80</td>
<td>3.36</td>
<td>2.28</td>
<td>1.56</td>
<td>22.98</td>
<td>Considerable</td>
<td>3.28</td>
<td>Modéré</td>
<td>2.95</td>
<td>Pollué</td>
</tr>
<tr>
<td>Site de référence</td>
<td>2.03</td>
<td>2.13</td>
<td>0.44</td>
<td>1.22</td>
<td>0.40</td>
<td>1.20</td>
<td>1.08</td>
<td>8.50</td>
<td>Modéré</td>
<td>1.21</td>
<td>Faible</td>
<td>0.98</td>
<td>Non pollué</td>
</tr>
</tbody>
</table>
While the ecological risk factors for each metal are moderate overall -- less than 80 -- the ecological risk is nonetheless "considerable", as evidenced by the Ecological Risk Index (ERI) for heavy metals in Boicha River soils, with a value of 167.69. This last result confirms those cited above, and alone shows that the soils of the Boicha River are highly contaminated with heavy metals.

The International Agency for Research on Cancer (IARC) has classified many of these compounds as probable or possible human carcinogens. Exposure can occur directly -- through ingestion, inhalation, or dermal absorption -- or indirectly, after contaminants in soils have been transferred to water and food, with the food pathway being one of the primary sources of contamination.

Lead poses risks to human health, even at low doses. The most common symptoms are abdominal pain, vomiting, diarrhea and convulsions, which may lead to coma or death if exposure is high and prolonged. However, other less noticeable but no less damaging health effects have also been identified: anemia, impaired mental function and neurological problems in young children. Prolonged exposure of the body to cadmium leads to kidney disorders, obstructive respiratory disease and bone disease. Arsenic, a metal also recognized as carcinogenic, has effects on the skin, mucous membranes, nervous system, liver and vascular system. In humans, excessive exposure to nickel leads to respiratory tract damage in the form of rhinitis, nasal septum ulcerations, anosmia, sinusitis or chronic bronchitis. Epidemiological studies have shown that nickel exposure can lead to the development of chronic bronchitis. Epidemiological studies have shown a correlation between nickel exposure and an increase in bronchopulmonary, nasal cavity and sinus cancers, leading the IARC to classify all nickel compounds as "carcinogenic to humans" (IARC Group 1).

**Classification of the cancerogenicity of heavy metals by the International Center for Research on Cancer (CIRC)**

<table>
<thead>
<tr>
<th>Group</th>
<th>Carcinogenicity level in humans</th>
<th>Evidence</th>
<th>Heavy metal classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>Carcinogenic</td>
<td>Sufficient evidence in humans</td>
<td>• Aluminum production&lt;br&gt;• Arsenic and inorganic compounds&lt;br&gt;• Cadmium and cadmium compounds&lt;br&gt;• Chromium VI compounds&lt;br&gt;• Nickel compounds&lt;br&gt;• Nickel refining</td>
</tr>
<tr>
<td>Group 2A</td>
<td>Probably carcinogenic</td>
<td>Limited evidence in humans, enough evidence in animals</td>
<td>• Lead compounds inorganic</td>
</tr>
<tr>
<td>Group 2B</td>
<td>Possibly carcinogenic</td>
<td>Limited evidence in humans, not enough evidence in animals</td>
<td>• Vanadium pentoxide&lt;br&gt;• Molybdenum trioxide&lt;br&gt;• Methylmercury&lt;br&gt;• Nickel metallic and alloys&lt;br&gt;• Lead&lt;br&gt;• Cobalt</td>
</tr>
<tr>
<td>Group 3</td>
<td>Carcinogenic/carcinogenic</td>
<td>Insufficient evidence in humans, insufficient enough evidence in animals</td>
<td>• Chromium III compounds&lt;br&gt;• Chromium metallic compounds&lt;br&gt;• Copper&lt;br&gt;• Mercury and inorganic mercury compounds&lt;br&gt;• Selenium and selenium compounds&lt;br&gt;• Arsenic organic arsenic compounds not metabolised by humans</td>
</tr>
<tr>
<td>Group 4</td>
<td>Probably not carcinogenic</td>
<td>Evidence suggests no carcinogenic properties in humans or animals</td>
<td>• Manganese&lt;br&gt;• Silver&lt;br&gt;• Zinc</td>
</tr>
</tbody>
</table>


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162 Cf classification ci-dessous
163 Sites et sols pollués ou potentiellement pollués, Fiche technique, Ministère de la Transition écologique (France), 11 Juillet 2019
164 Toxicté des métaux et de leurs différentes formes, Ministère des Solidarités et de la Santé (France), 10 octobre 2002
Anemia, impaired mental function and neurological problems in young children

Pollution from heavy metals is of particular concern environmentally, because they are non-degradable. Indeed, they cannot undergo any microbial or chemical degradation, and can therefore remain in soils for a very long time. Moreover, they reduce the biodegradability of organic pollutants. Finally, soil properties such as acidity, color, porosity, natural chemistry, and fertility are permanently altered.

As these metals can be transferred from above, i.e., through the roots of plants (what scientists call "phytoextraction"), the contaminants can spread through the entire food chain and affect the health of several organisms at the same time.

The ecosystem is transformed by the entry of heavy metals into the food chain.

They can also be transferred from below, and their toxicity can be felt well beyond the limits of an affected soil. Through a phenomenon known as "percolation", heavy metals can contaminate the watershed of a whole region. Water containing heavy metal particles from precipitation only needs to penetrate contaminated soil and find its way to a sufficient depth to reach groundwater and contaminate other waterways.

This is already the case in the town of Kombolcha, where BGI was established in 1998. It is one of the largest industrial areas in the Amhara region in the north of the country. The company discharges its wastewater into the Borekena River, which runs through the town from east to west. Riverwater is used for cleaning, building construction, irrigation of vegetables, and animal watering. Analyses were conducted at various locations both upstream and downstream of the river, as well as at the site where BGI discharges its wastewater. In the following graphs, sample 6 represents the headwaters of the Borekena River, which is of a natural stream quality, while sample 4 is from the Workie creek where the BGI brewery industry discharges its wastewater and which joins the Borekena River.

The samples were taken on March 24 and April 7, 2018, and were analyzed at the Water Treatment Laboratory of the Baher Dar Institute of Technology, located in north-western Ethiopia, before being published in March 2020 in the study Assessment of Industrial Effluent Pollution on Borkena River, Kombolcha, Ethiopia. [https://doi.org/10.1155/2021/5586213](https://doi.org/10.1155/2021/5586213)

The ± sign represents the standard deviation that measures the dispersion of a set of values around their mean. The further the values are from the mean, the higher the standard deviation, and vice versa, knowing that here the number of samples taken is equal to 6.

We can see first of all that the water temperature at sample 4 (where the BGI discharges its effluent) is 19.20°C, i.e. five degrees higher than at sample 6, upstream from the river.

Suspended solids content (TDS) represents the amount of dissolved organic matter. At sample 4, the TDS is 1,770 mg/L, compared to 450 mg/L at sample 6. The rate of change is therefore 293%, a value 19.5 times higher than the limits authorized by the Ethiopian Environmental Protection Authority (EEPA)

for which the evolution of the rate of suspended matter compared to the upstream of a river should not exceed 15%.

167 Les métaux lourds : une pollution de long terme, Actu-environnement, 5 juillet 2010
The BOD5 -- Biological Oxygen Demand -- measures the quantity of oxygen consumed by micro-organisms. It is an essential parameter for measuring water quality, and expresses in milligrams the quantity of oxygen needed during five days to degrade the organic matter contained in one liter of water. Here we see that the highest Biological Oxygen Demand was recorded where BGI operates, with sample 4 showing a value of 190 mg/L. Again, the result is alarming, in that this value is 4.75 times higher than the standards set by the Ethiopian Environmental Protection Authority, for which the BOD5 of a tested stream should not exceed 40 mg/L. The Biological Oxygen Demand recorded at the BGI wastewater discharge site is even 19 times higher than that recorded at the headwaters of the river, where the amount of oxygen required for five days to degrade organic matter does not exceed 10 mg/L.

"The maximum average BOD5 value was recorded at 190 ± 01 mg/L at sample 4. This extreme value is mainly caused by the large amount of organic matter present in the partially treated wastewater from BGI (...) The high presence of organic matter maximizes the availability of decomposers, which use a large amount of oxygen for their growth and therefore deplete the concentration of dissolved oxygen"

The Chemical Oxygen Demand (COD) represents the amount of oxygen needed to oxidize all the organic matter in the water. Measurements recorded by the BGI industrial site are 4.5 times higher than those recorded upstream (155 mg/L versus 34 mg/L), and 1.25 times higher than the limits allowed by the Ethiopian Environmental Protection Authority (EEPA).

The phosphate ion PO4-3 is the most common chemical form of phosphate in the environment. Although phosphorus is essential for plants, its presence in excessive quantities helps alter the biological balance of aquatic environments by causing eutrophication (excessive growth of plants and algae due to the high availability of nutrients). The concentration of phosphate at the BGI industrial site is 3.7 times higher than the measurements recorded upstream of the river (47.9 mg/L versus 12.9 mg/L) and 1.9 times higher than the standards authorized by the Ethiopian Environmental Protection Authority (EEPA) (47.9 mg/L versus 25 mg/L).

"This pollution has a significant impact on inland fisheries, food security and the livelihoods of local populations."
The discharge of untreated or partially treated wastewater into the environment results in the pollution of surface water, soil and groundwater. The release of nutrients such as nitrogen, phosphorus and potassium accelerates the eutrophication of water, a phenomenon that leads to potentially toxic algal blooms that threaten biodiversity. Similarly, the chemicals can cause biological disturbances that result in disorders in the reproduction, growth or immune system of aquatic organisms. These waters, which are diluted and transported upstream and downstream and seep into aquifers, also threaten human health. They can cause diseases such as cholera, dengue fever, dracunculiasis, lymphatic filariasis, schistosomiasis and helminthiasis.

These diseases are widespread in countries where informal use of untreated wastewater for food production is high, and where reliance on contaminated surface water for daily consumption is common. Between 2010 and 2020, the Castel Group reported having "built or improved" 14 wastewater treatment plants, while the company manages 81 production sites in 21 African countries.

Source: Corcoran et al (2010, fig. 5 p.21)
AGGRESSIVE MARKETING OF HEALTH-RISK PRODUCTS

BEER CONSUMPTION EXPANDING IN AFRICA

In 2017, global beer consumption was 196.2 billion liters. The emerging countries are a rapidly-growing market, accounting for 65% of global beer consumption in 2020. Growth in Africa has been particularly strong: between 2012 and 2014, beer production grew by 5.9%, while it decreased by 4.8% in Europe; moreover, lower production costs in Africa allow brewing industries to earn profits approximately 50% higher than on the European continent.\textsuperscript{172}

In a 2017 report, the World Health Organization estimated that alcohol consumption per person per year in Africa averaged six liters, two-thirds more than in 2010, making it the continent with the largest increase in alcohol consumption in the world.\textsuperscript{173}

THE DANGERS OF ALCOHOL FOR HEALTH

According to the French National Institute of Health and Medical Research (INSERM), alcohol is responsible for more than 200 different diseases and disorders. Some of these diseases are exclusively attributable to alcohol, such as alcoholic cirrhosis or certain neurological disorders such as Gayet-Wernicke encephalopathy and Korsakoff’s syndrome.

\textsuperscript{172} Les géants de la bière à l’assaut de l’Afrique cité dans Euromonitor January 1, 2019
\textsuperscript{173} Présence des grands brasseurs européens en Afrique subsaharienne, Sos Faim Belgique, February 2020

PER CAPITA CONSUMPTION OF PURE ALCOHOL IN AFRICA IN 2016

Source: The giants of Beer penetration of Africa, data from World Health Organization

For other pathologies, alcohol is a risk factor: this is the case for cancers (mouth, pharynx, larynx, esophagus, liver, breast, and colorectal cancers) and cardiovascular diseases (hypertension, ischemic heart disease), while cognitive disorders are also observed in more than 50% of alcohol-dependent people.174

Worldwide, according to the WHO, alcohol kills 3.3 million people each year, representing one in twenty deaths (5.3%), a rate that reaches 13.5% among 20-29 year olds, and nearly 25% for the 20-39 year-old age group.175 In fact, mortality linked to alcohol consumption is higher than that linked to diseases such as tuberculosis, HIV/AIDS and diabetes. Alcohol is responsible for 254,000 deaths from tuberculosis, 33,000 deaths from HIV/AIDS, and 99,000 deaths from lower respiratory infections, accounting for 19.6%, 3.3%, and 3.3% of all deaths from these conditions, respectively. As can be seen in the image above, Africa is the continent with the highest mortality rates for these diseases.

"The African continent faces a growing risk of harmful alcohol consumption and its disastrous effects. There is no other widely available consumer product that causes so many premature deaths and health problems (...) Heart attacks, strokes, and high blood pressure - major health problems on the continent - can result from harmful alcohol use. Alcoholic hepatitis and liver scarring are also devastating consequences of alcohol use. There is no other widely available consumer product that causes so many premature deaths and health problems (...) Heart attacks, strokes, and high blood pressure - major health problems on the continent - can result from harmful alcohol use. Alcoholic hepatitis and liver scarring are also devastating consequences of alcohol use."

World Health Organization, Monitoring Alcohol Marketing in Africa, July 2011
In Côte d’Ivoire alone, in 2016, 4,866 men and women (68.4%) died from liver failure directly attributable to alcohol, compared with 1,737 deaths from road accidents (32.9%) and 482 from cancers (6.6%).

### STANDARD DEATH RATES (ASDR) AND ALCOHOL ATTRIBUTABLE FRACTIONS (AAF) FOR PEOPLE AGED 15 AND OVER IN COTE D’IVOIRE, 2016

<table>
<thead>
<tr>
<th>Condition</th>
<th>ASDR*</th>
<th>AAF (%)</th>
<th>AAD** (Number)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liver cirrhosis, males / females</td>
<td>94.5</td>
<td>70.7</td>
<td>4,866</td>
</tr>
<tr>
<td>Road traffic injuries, males / females</td>
<td>53.9</td>
<td>22.4</td>
<td>1,737</td>
</tr>
<tr>
<td>Cancer, males / females</td>
<td>146.7</td>
<td>129.7</td>
<td>482</td>
</tr>
</tbody>
</table>

*Per 100,000 population (15+); **alcohol-attributable deaths, both sexes.

**Source:** Global Status report on alcohol and health, World Health Organization, 2018

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### THE IMPACT OF MARKETING ON ALCOHOL CONSUMPTION

In December 2019, the French Office of Drugs and Drug Addiction (OFDT) published a survey of 10,591 17-year-old girls and boys to better assess the link between exposure to alcohol advertising and teenage drinking behavior. The study found that almost a quarter of teens (22.9%) said they had felt the urge to consume an alcoholic beverage promoted by an advertisement. Similarly, those who felt this desire were also twice as likely to remember the brand as those who did not (44.9% vs. 22.9%): thus, memorization of a brand increases with the frequency of alcohol use. But the frequency of consumption has a strong impact on the desire to drink: while 26% of occasional drinkers felt the desire to drink the alcoholic beverage when they saw the advert, the figure rises to 46.5% for regular drinkers. Other surveys conducted in Europe and the USA confirm that advertising is a major contributor to increased alcohol consumption, especially among young people.

### SHARE OF ADOLESCENTS AWARE OF BRAND NAMES WHO DRINK OR WANT TO DRINK ALCOHOLIC BEVERAGES BY GENDER AND BY FREQUENCY PER MONTH (%)

<table>
<thead>
<tr>
<th>Fréquence de consommation dans le mois</th>
<th>Ont retenu la marque d'alcool</th>
<th>Ont eu envie de consommer la boisson alcoolisée de la publicité</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 fois</td>
<td>Ensemble: 17.5, Garçons: 23.9, Filles: 12.1</td>
<td>Ensemble: 7.2, Garçons: 7.6, Filles: 6.9</td>
</tr>
<tr>
<td>6-9 fois</td>
<td>Ensemble: 34.4, Garçons: 41.7, Filles: 22.0</td>
<td>Ensemble: 40.7, Garçons: 44.5, Filles: 34</td>
</tr>
<tr>
<td>10 fois ou plus</td>
<td>Ensemble: 36.3, Garçons: 41.3, Filles: 22.7</td>
<td>Ensemble: 46.5, Garçons: 48.9, Filles: 40</td>
</tr>
</tbody>
</table>

**Source:** ESCAPAD 2017 (France métropolitaine), OFDT

Note de lecture: 17,5 % des adolescents qui se souviennent d’une publicité et qui n’ont pas bu dans le mois ont cité une marque, ils sont 36,3 % lorsqu’ils ont bu au moins 10 fois.

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176 L’exposition au marketing en faveur de l’alcool chez les jeunes de 17 ans, Carine Mutatayi, Stanislas Spilka, December 2019
In 1991, in order to tackle this public health issue, France passed the Evin law, with the aim of protecting young people from the dangers of alcohol. This law prohibits alcohol advertising in media targeting young people, as well as advertising that uses positive images and/or texts associating alcohol with pleasure, glamor, success, sport, sex or opinion leaders.\(^\text{178}\)

Recognizing the dangers, the majority of WHO member states (87 countries) reported in 2016 that they had introduced some kind of restriction on alcohol-related product placement on public television. Of these, 47% (41 countries) implemented a total ban on beer product placement on television, and 33% (29 countries) a partial ban. In addition, one-third of the countries surveyed by WHO (34%, 53 countries) had enacted legislation for a total or partial ban on the sponsorship of sporting events by brewing companies.\(^\text{179}\) In contrast, 23 countries in Africa, almost half the continent, had the "least restrictive" alcohol and marketing legislation.

"In economically depressed contexts where a good part of local youth is unemployed, the temptation is all the greater to sink into alcoholism, yet this is rarely targeted by prevention campaigns. On the contrary, drinking with friends is promoted by advertising as a convivial act, a way to have a good time. Or to be successful with the opposite sex. The health authorities are struggling to make their voice heard in the face of soaring illnesses linked to excessive alcohol consumption, repeated alcoholic comas, in a context where health challenges are numerous"  

Catherine Morand, head of development policy at Swissaid (quoted in: Les multinationales de l'alcool à l'assaut du continent africain, Le Courrier, 21 November 2018)

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**COMPARATIVE REGULATORY LIMITATION ON ALCOHOL MARKETING WORLDWIDE IN 2016**

![Chart showing comparative regulatory limitation on alcohol marketing worldwide in 2016](chart.png)

Source: Global Status report on alcohol and health, World Health Organization, 2018

\(^\text{178}\) Loi no 91-32 du 10 janvier 1991 relative à la lutte contre le tabagisme et l'alcoolisme.  
\(^\text{179}\) Source: Global Status report on alcohol and health, World Health Organization, 2018.
**THE BREWING INDUSTRY MAKES ITS PRESENCE FELT**

With a more flexible regulatory framework than in Europe, brewing companies are more inclined to use aggressive marketing campaigns in Africa than in other parts of the world. This marketing is all the more visible as the beer market in Africa is increasingly open to competition, which fuels "brand marketing", i.e., the multiplication of strategies and techniques aimed at imposing the image of one brand in the minds of consumers rather than other competing brands. In fact, the more monopolistic the market, the weaker the brand marketing; conversely, the more competitive the market, the stronger it will be.

The case of Solibra, a subsidiary of the Castel group, which held a monopoly for more than sixty years in Côte d'Ivoire, where it had a 90% share of the brewing market, illustrates how marketing campaigns and strategies can explode when a new competitor arrives on the market. The sudden entry of the Dutch company Heineken at the end of 2016 gave rise to a veritable "advertising war" between the two belligerents, who now share the three million hectoliters produced each year in the country.180

A proliferation of huge advertising billboards has disfigured the urban landscape, leading the Federation of Associations of Active Consumers of Côte d'Ivoire to support a bill in 2017 to ban the advertising of alcohol in public places.181

"Advertising is multiplying in the streets and there is no indication that alcohol is forbidden to minors (...) We are aware that we are up against the financial power of multinationals. In Côte d'Ivoire, the advertisements extol the health benefits of alcohol. There is even a "best consumer of the month" celebrated in the ads. It is completely aberrant. If we can prove to the elected representatives of the National Assembly that these advertisements are misleading, we hope to pass this bill".

Alain Tahi, president of the Côte d'Ivoire Federation of Active Consumer Associations

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180 *En Côte d’Ivoire, la « guerre » de la bière est déclarée, Jeune Afrique, 13 August 2017*

181 *The ravages of the beer industry in Africa, Slate, September 2018*
ambassador of Solibra’s iconic beer renamed “Drogba” for the occasion.182

The company is also the official partner of the Ivorian Football Federation, and produces numerous commercials associating the brand’s image with the national team “the Elephants”, as well as taking advantage of major sports competitions such as the 2022 World Cup qualifiers, or the African Cup of Nations, to increase the reach of its marketing campaigns.

A study published in the British Medical Journal entitled “World Cup 2014: festival of soccer or alcohol?” documented how the brewing industry had invested in soccer. The benefits were such that the journalist went so far as to state that:

“Whichever country hoists aloft the World Cup trophy on July 13, the real winner will be the alcohol industry.”183

According to him, the 2014 soccer World Cup provided a magnifying glass of this phenomenon, and he lamented the strong impact of these advertising campaigns on millions of young soccer fans. He noted, for example, that during the 2010 World Cup, a 37.5% increase in alcohol-related assaults were recorded in British A&E departments on days when England was playing.184

"In the cities, it is impossible to escape this “violent” advertising, and the situation is also becoming increasingly painful in the countryside, as I have seen in my travels. There too one comes up against giant billboards or large plastic advertising bottles. Everywhere, you find bars with the colors of the beer brands. The big brewers and the telephone companies are the most fanatical advertisers.

Olivier van Beemen, Heineken en Afrique, une multinationale décomplexée, 2018, Editions rue de l’Echiquier

The company does not stop at the world of sports, and has multiplied its commercial contracts with Ivorian celebrities appreciated by young people, some even going so far as to speak of a veritable “brewery transfer market”.185 Since August 2021, Solibra has been able to count on two new heavyweight spokesmodels from the music world: the group “La Voix Des Anges” (VDA) and DJ Kérozen. These partnerships also allow the company to sponsor the artists' concerts, and to make entry free of charge with the mandatory consumption of drinks.

182 Partnership: Didier Drogba signs with Solibra to promote Bock, Solibra.net, 13 January 2018
183 “World Cup 2014: festival of soccer or alcohol?”, British Medical Journal, Jonathan Gornall
184 “Football: and the winner of the World Cup is alcohol”, SOS Addictions, June 16, 2014
185 “Mercato brassicole': le groupe VDA et DJ Kérozen s’engagent avec la bière Bock!”, In Prouv Afrique, 12 August 2021
In France, the practice of sponsorship by alcoholic beverage manufacturers is prohibited. The objective of this kind of sponsorship is to give the brand a strong identity, by associating it with a popular image which enables it to stand out from competing brands. This technique allows the company to capitalize on high-profile celebrations and reinforces the association between the brand and popular practices. During these events, brand logos are displayed in strategic locations, such as festival entrances or consumer and relaxation spaces, making the advertising inescapable.

To build consumer loyalty, Solibra has been organizing a "Beer Festival" for the past twelve years as part of the Bock Festival, a huge popular festival where more than fifteen thousand people gather. First created in Abidjan, the concept was then exported to other cities in the country, including Bouaké and San-Pedro.

"The goal is to get closer to our consumers. We go to meet them in their homes, in their region and not in Abidjan, in order to thank them for their loyalty.”

Landry Diambra, head of Solibra’s marketing division

Each Bock Festival has its own "Bock Village," in which up to 20 bars are set up exclusively for the sale of Solibra products. Beer is sold there at a low price: 250 CFA francs per bottle, or about 40 cents, i.e., half the normal price.

"They are on every street corner and openly praise the benefits of alcohol. Recently, I saw a commercial that said: “He who does not drink beer is not a man”. This is a catastrophic message. Customers are pushed to drink without moderation. As a result, everywhere in the country, we are witnessing very serious alcohol abuse, especially among the youngest - the most susceptible to influence.”

Jean-Baptiste Koffi, President of the Confederation of Consumer Organizations of Côte d’Ivoire

These "Bock Villages" are also found during the Abissa, the most famous traditional festival in Côte d’Ivoire, which also attracts tens of thousands of festival-goers. Solibra has succeeded in making its Bock beer the official sponsor of this event, which takes place from November 1 to 8 in Grand-Bassam, the former capital of Côte d’Ivoire and a UNESCO heritage site since 2012. This week marks the beginning of the New Year for the N’Zima community, an Akan people of Côte d’Ivoire and Ghana. Celebrated for more than three centuries already, this traditional event has a sacred and spiritual character: it is meant to be a moment of forgiveness, reconciliation and purification, as the N’Zima people are called to pray to the gods for protection in the coming year. In 2019, Solibra reaffirmed on its website its "commitment to participate in the valorization of the traditions of the peoples of Côte d’Ivoire through the national beer, the BOCK."

"While youth in many countries are surviving HIV, military conflicts and rampant corruption, well-structured and pervasive marketing strategies promote alcohol - and especially beer - as an emblem of success, a symbol of virility and the personification of courage and heroism."

David Jernigan and Isidore Obot, researchers at the World Health Organization (WHO)

In 2022, Solibra plans to publish its own comic book that will tell the life story of a 27-year-old Ivorian boy living in Yopougon, Tito Bock, named after the group’s beer. This technique, called "storytelling", has a relational and identifying function: the brand is linked to a certain lifestyle, a daily life, which has the effect of encouraging the customers’ attachment and loyalty. This notion of commitment is also found in “gamification”, a technique that uses game mechanisms to strengthen the participants’ links with the brand.

These games are designed to encourage customer attachment and loyalty to the brand, by bringing them into the company’s world in a fun way. The "Play and win with Drogba" game, for example, organizes a draw in which large sums of money, cars or even a villa can...
be won. All you have to do is buy a bottle of Bock beer with a "Promo capsule" that gives you access to these rewards. On 11 July 2018, twelve people received a check for 200,000 FCFA (306 euros), and two others 1,000,000 FCFA (1350 euros) from Solibra.192

192 « Joue et gagne avec Drogba », Solibra website, 11 July 2018

"On social networks, the challenge for the alcohol industry - and it succeeds very well - is to make advertising messages that are completely related to the interests of young people. So, there are many messages that play on humor, camaraderie, the friendly side, puns, gifts to be won, inviting users to have cocktails, to give ideas for cocktails... The advertising content is very targeted to young people, but even more to encourage them to identify (with the Brewing giants).”

Karine Gallopel-Morvan, Ecole des hautes études en santé publique (EHESP)
THE CASTEL GROUP AND THE FRENCH LAW ON “DUTY OF VIGILANCE”
The recent French law “Duty of Vigilance” requires French companies and Groups that employ at least 5,000 employees in France or 10,000 employees worldwide to behave “prudently and diligently” in regard to human rights and to health and safety. They must establish, publish and actively implement "reasonable due diligence measures to identify risks and prevent serious violations of human rights and fundamental freedoms, and also to the health and safety of individuals and the environment" (Article 1). These measures also apply to all subsidiaries, subcontractors and suppliers with whom an established business relationship is maintained, and they must be formalized in a Vigilance Plan made public annually, including a report on implementation. The Duty of Vigilance Act also specifies that the parent company must clarify whether such entities must carry out their own Plan or whether the parent company allows them to benefit from the exemption mechanism provided for by the Act. The companies benefiting from this exemption are to indicate so annually, and provide a link to the Plan established by the parent company.

Although the financial structure of the Castel group is relatively complex, it is possible to identify three key companies, which under French law are a priori subject to the Duty of Vigilance: both COPAGEF, with 30,560 employees in 2020, and its two subsidiaries: *Brasseries et Glacières Internationales* (BGI), with 13,732 employees as of December 31, 2018 and SOMDIAA, with 10,837 employees in 2019.

A formalized, accessible, transparent, exhaustive and sincere plan is highly visible on the Group’s various websites, circulating throughout the group and to its business partners. It is updated regularly, particularly in the event of a major event. It is accompanied by an implementation report, which is a summary narrative with indicators that demonstrate the effectiveness and efficiency of the plan’s measures. This report is updated once a year. Both documents are included in the management report and reflect, in a comparable manner, the status of the vigilance measures at the end of the year.

Standards Guide for “Duty of Care” planning, Sherpa; first edition 2018

These three companies do not clearly indicate whether they choose this exemption: SOMDIAA posts its own compliance plans on its official website. As of January 18, 2022, the 2019 and 2020 Vigilance plans are available. BGI does not have its own website, but the "https://castel-afric.com" website lists the breweries of the BGI group, as well as those of *Brasseries Internationales* Holding Limited (BIH) and BHI Angola Limited, based in Gibraltar. Castel Afrique’s Corporate Social Responsibility CSR reports thus include information on the breweries of these different companies, not just those of the BGI group.

For the COPAGEF group, the most recent published document available as of January 12, 2022 is the 2021 Extra-Financial Performance Statement for the 2020 fiscal year, and it is therefore this document that will be analyzed in relation to the obligations defined by the law of March 27, 2017 on the duty of care of parent companies and their subsidiary companies. In this document, the defined perimeter of the COPAGEF group covers four subsidiaries:

- Castel Frères and Nicolas, for the wine industry
- BGI (*Brasseries et Glacières Internationales*) for beer, soft drinks and water
- SOMDIAA, for agro-industrial production (Sugar, flour and eggs).

The Duty of Vigilance Act does not apply to the entire Castel group

According to the Sherpa Reference guide for vigilance plans, a Vigilance plan must include several key elements in detail:

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193 LAW n° 2017-399 of March 27, 2017 on the duty of care of parent companies and ordering companies - JORF n°0074 of March 28, 2017 - Text n° 1
194 The ramifications of the Castel empire, October 2018, Olivier Blamangin (https://www.monde-diplomatique.fr/cartes/castel)
197 Sustainable Development Report, 2019, SOMDIAA, p. 11
198 https://www.somdiaa.com/engagement-rse/plan-de-vigilance/
199 Available at https://castel-afric.com/
200 Reference guide for vigilance plans, first edition, Sherpa, 2018
After analyzing these different dimensions in the COPAGEF Group’s reference document, several elements can be noted. First, it is important to remember the financial arrangements and the location of many companies in countries other than France, which are tax-advantaged. Olivier Blamangin identifies Cassiopee Limited based in Gibraltar as the parent company of all of the Castel group’s subsidiaries. This shows once again how crucial are the ongoing negotiations for a UN treaty obliging multinationals to respect human rights and the environment.

Furthermore, no information is available in the reference document concerning suppliers and subcontractors (list, nature of the relationship, identified risks).

The products and services provided are not detailed either, nor is there any information on the number of workers. The COPAGEF group states in its vigilance plan that a regular evaluation of suppliers of goods and services is to be carried out, and Group companies must

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201 BLAMANGIN Olivier De l’Afrique aux places offshore, L’Empire Castel brasse de l’or, June 2021 Op Cit.

respect a code of conduct, but no details of these evaluations are given. Reference is made to a "Responsible Purchasing Charter", a "Charter of Good Conduct", as well as a "Due Diligence Questionnaire", but no details are provided on their application or control, nor on the list of suppliers who have made such commitments.

The COPGEF vigilance plan states that it carried out 203 assessments of subcontractors in 2020, but no information is provided on the outcome of these assessments. The plan states that "The first results of the due diligence will be communicated in 2021", but no information on these elements is available on their website in January 2022.

Furthermore, the COPAGEF Group's due diligence implementation plan and the 2021 extra-financial performance statement list several risks, mapped in the due diligence survey:

- a deterioration in the social climate due to the lack of equal treatment between salaried employees and temporary or contract employees working on the same sites
- work-related accidents, in particular commuting accidents, plant equipment and hazardous products
- weak local roots in local communities
- production of waste, particularly plastics
- pollution of the ambient environment (water, soil, subsoil, cities);
- risks related to the consumption of alcohol and sugar, particularly among young people

However, this risk map appears incomplete in light of the results of our own survey. Three major phenomena are not included:

- The increasing precariousness of workers linked to subcontracting and the temporary status of a large proportion of workers (seasonal workers, day laborers)
- The spread of anti-union practices

- The impacts on the health of workers and local communities of the use of chemicals (apart from the notion of "work-related accidents").

Furthermore, as shown in this report, the policies and procedures implemented to respond to the risks identified are not specified in the COPAGEF Vigilance Plan, which could explain in part the persistence of significant negative impacts. For a large number of mapped objectives and assessments the Vigilance plan notes methods for improvement, but notes no results. For example, the “risks” report indicates reception of 23 complaints reported in 2020 and lists the methods used to respond (most often local ethics committee meetings and training). However, no details are given on the results in management handling of these alerts, nor what measures were implemented to respond to them nor whether any follow-up was given to complaints. The (obligatory) Independent Third-Party auditor, in its report on the consolidated statement of non-financial performance included in the management report, also notes, with reference to the results of the policies relating to non-financial risks presented by COPAGEF, that "the data published is not expressed in the form of key performance indicators for the following risk areas":

- Animal welfare - Agri-food sector;
- Biodiversity - Wine and agri-food industries;
- Dialogue with stakeholders - Agri-food, wine and brewery sectors;
- Relationships with local communities - Food, wine and brewing industries;
- Product quality - Group;
- Responsible consumption - Brewing and wine industry;
- Vigilance Plan - Group."

The audit also points out that despite the fact that the BGI, Wine and SOMDIAA divisions have CSR (Corporate Social Responsibility) policies dealing with climate change, these policies do not include quantified objectives for reducing greenhouse gas emissions.

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203 It only states that "the right of workers to form and join organizations of their own choosing must thus be ensured".

204 Mazars SAS www.mazars.fr
RECOMMENDATIONS
➢ Provide workers with secure employment and reduce subcontracting

- **Full respect of legal norms in each country** in which the Group and its subsidiaries operate. Apply common standards for entity and consolidated reporting of the application of national labor codes.

- **Limit the use of temporary workers**: hire as permanent employees, those workers who have worked regularly more than half the year for the company for 3 years or more.

- **Limit the use of subcontract and interim workers**: Promote to regular employee status all interim workers who have performed the same tasks as regular employees for 3 years or more.

➢ Improve working conditions

- **Guarantee the same work conditions**, benefits and compensation for all workers with equivalent work and experience.

- **Guarantee full freedom of association and organization**, put an end to anti-union policies.

- **Guarantee better health protection** for all workers, including indirect employees, in the event of work-related injury or work-related illness. Protect all workers who come into contact with chemicals and provide adequate protective gear workers who face increased risks. Provide regular medical checkups for workers to prevent and identify work-related illnesses.

➢ Ensure a healthy environment and protect the health of local residents

- **Publicly and systematically inform** residents about chemicals used and frequency of use.

- **Stop aerial spraying**

- **Ensure the resolution of land conflicts** with local residents by respecting the living space of local communities; by guaranteeing the continuation of food crops and family farming; by establishing regular, planned dialogue with local communities to register complaints and report on solutions.

- **Stop plantation expansion projects in the case of conflicts on land use** with local communities. Make plantation expansion conditional on obtaining the free, informed and prior consent of the users of targeted lands.

CORPORATE SOCIAL RESPONSIBILITY
➢ Protect biodiversity

- Stop the use of pesticides classified as "extremely hazardous" by the Pesticide Action Network or the World Health Organization

- Carry out annual soil analyses in the vicinity of agro-industrial plantations and breweries, with citizen oversight. Compare results with current European norms on soil concentrations of heavy metals and make these results public. (E.U. Directive of June 12, 1986)

- Publish an annual plan to reduce soil water erosion and put an end to the burning of waste in sugar cane plantations by replacing it with recycling of organic matter

- Reduce the production and use of plastic bottles and recycle 100% of bottles

➢ Preserve and protect water resources

- Establish wastewater treatment plants (WWTPs) in all beverage and brewery factories, conduct regular monitoring samples, publish results.

- Carry out annual analyses of the water collection points of Group plantations and breweries. Base the evaluation of the water on recognized biological and physico-chemical parameters (oxygenation, temperature, et al.) as well as on the list of polluting substances found. Ensure citizen participation in analysis and publish results.
RECOMMENDATIONS TO LOCAL, REGIONAL AND NATIONAL AUTHORITIES

➢ Ensure full compliance with labor law

- Increase the number of labor inspections in breweries and sugarcane and corn plantations to ensure compliance with labor codes and freedom of association and organization.

- Investigate the dismissal of trade unionists and demand their reinstatement in the event of unfair dismissal

➢ Protection of the environment and biodiversity

- Take inspiration from the land code implemented in Benin, which institutes the "right to live" and adopt a strong law prohibiting arbitrary evictions of local populations. Create a National Land Agency in charge of monitoring the application of this new code

- Ban the import and use of pesticides classified as "extremely hazardous" by the Pesticide Action Network or by the World Health Organization. Establish strong regulations in this area.

- Sign the 2004 Rotterdam Convention on chemicals of the United Nations Environment Program

- Require multinational beverage companies and subsidiaries to perform annual environmental impact studies with citizen input and oversight, and to make results public

- Require multinational beverage companies to produce and publish an annual plan for reduction of their environmental impact.

- Implement binding measures to ensure compliance with environmental protection laws

- Establish a legal framework to require agribusinesses to fully inform local residents and workers about chemical use.

➢ Preservation of water resources

- Create independent water agencies with citizen input to prevent overuse and pollution of water. Mandate these agencies to constrain the activities of any multinational beverage company shown to pose a threat to water availability and quality

- Create legislation applying the reference values of the European Parliament’s 2000 Water Framework Directive and creating a framework for sanctions on multinational beverage companies shown to degrade the chemical and ecological parameters of water quality.

- Tax the production of bottled mineral water brewery companies; reinvest this money in the construction of networks allowing the circulation and distribution of drinking water and recycling plastics.

- Ban the production and use of individual plastic bottles for water and soft drinks

➢ Health and Safety

- Make drinking alcohol a public health issue and assess its impact on other health problems such as trauma, HIV, violence, as well as diseases including stroke and high blood pressure.

- Enact strong legislation prohibiting marketing
Techniques used by multinational beverage companies (sponsorship strategies, product placement, distortion of the urban landscape, et al.) prohibit advertising associating alcohol with pleasure, glamour, success, sports, sex, or opinion leaders.

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ANNEX 1 : THE DEVELOPMENT OF SOMDIAA’S SUBSIDIARIES IN FAVOR OF BREWERIES

La Sabc ouvre une maïsérie de 18 milliards à Mbankomo

Par Régis Bellenge

Le premier ministre, Joseph Dion Ngute a procédé, le 05 novembre dernier, à la coupure du ruban symbolique d’inauguration de la Compagnie Fermière Camerounaise (CFC), nou- veau bras de la filière brassicole Société Anonyme des Brasseries du Cameroun (Sabc). La cérémonie a eu lieu à Mbankomo dans le département de la Mefou et Alen, région du Centre.

La nouvelle structure dont le capi- tal l’élève à 2,5 milliards de Francs CFA, ambitionne de produire de la farine à base de maïs pour la consom- mation humaine, la transformation des sous-produits issus de la transforma- tion du maïs pour l’élevage, la pro- duction et la commercialisation des pâtes entre autres.

Dans son discours de cérémonie, le chef du gouvernement a salué ce projet qui répond de manière concrète aux attentes du gouverne- ment camerounais dans le cadre de la poursuite des objectifs de dévelop- pement du pays qui a été dévo- loppé par le groupe Sabc par le biais de la Compagnie Fermière Camerounaise répond de manière concrète aux attentes des autorités dans le cadre de la poursuite des objectifs de développement SMDT 3%, a déclaré Joseph Dion Ngute.

Par ailleurs, ce projet entretient offrir des possibilités d’emplois directs et indirects pour le secteur rural, le ren- fort du système des capacités des éduca- tions environnementales et surtout réhaus- ser le niveau de développement ce serait 29 000 personnes qui produisent 40 000 tonnes de maïs brute générant 200000 tonnes de froment de maïs. À la faveur de la réussite de cette nou- velle entreprise, le groupe Sabc dispè- re des besoins de son usine industrielle, les brasseries de Cameroun, avec son tour de commerce, les brasseries de la CFC, a été pignon sur le horizon et ainsi offrir son aptitude qu’est la« CFC effumée» a déclaré Emmanuel ofuilly, le directeur général de la Sabc.

Au-delà de participer au dévelop- pement de la chaîne de valeur du maïs au Cameroun, en régulant et octroyant d’importants revenus aux agriculteurs, la maïsérie de la CFC permettra à la Sabc de couvrir localement l’intégralité de ses besoins en grist de maïs. Surtout qu’au moins 11 000 tonnes sont achetées annuairement auprès de Makosan, pour la fabrication de la bière. - Avant mon arrivée, la Sabc achetait à 90/95% de valeur appréciée localement dans ses producteurs. Aujourd’hui, nous en sommes arrivés à 60% et ambitieux d’atteindre 75% à terme, a poursuivi Emmanuel ofuilly.

D’après sa vision, la Sabc veut produire 36 000 tonnes de grist de maïs chaque année, au moyen de la transformation de 64 600 tonnes de maïs brut achetées auprès des produc- teurs locaux. Cela implique le déve- loppement de 12 000 hectares de champs de maïs par 30 à 40 000 pay- sans, qui seront dotés de capacités opportu- nes pour un meilleur accompagne- ment par la CFC. Pour parvenir à ce résultat, ce projet intègre un accompagnement sur le projet d’investissement et de dévelop- pement des marchés agricoles. La CFC, représentée par M. Delphine Lutfi, a été créée le 4 juillet 2017 avec un capital social de 2,5 milliards de Francs CFA, apporté entre la Société anonyme des Brasseries du Cameroun (SBC) et Somdiaa (25%). Le travail de construction des installations industrielles de la CFC a mis en service un investissement de 20 milliards de francs CFA. Elle sera donc acteur majeur dans les secteurs de l’agriculture et de l’élevage. Avec pour mission : la transformation du maïs en grist à destination des brasseries et la pro- duction de farine à base de maïs pour la consommation humaine et animale. En outre, la dernière-née du groupe somdiaa, mise en avant, destinée à l’élevage de poulets de chair pour des élevages camerooniens, apprendra dans la fiche de présentation de l’entreprise.

ANNEX 2: CALLS FOR APPLICATIONS: BEING A SERVICE PROVIDER BEFORE BEING EMPLOYED
Objet : Apel à candidatures externes pour le poste d'Electricien classé en 6ème catégorie.

Conditions à remplir:
- Justifier d'un niveau minimum de SAC/J3 en électricité, électrotechnique ;
- Justifier d'une expérience minimum d'un (01) an en tant qu'Electricien industriel ;
- Avoir été postulant ou temporaire sur l'un des sites du Groupe SAC/J3.

Activités principales:
- Effectuer les check-lists ;
- Assurer la propreté des locaux électriques ;
- Faire fonctionner les registres de suivi des dossiers ;
- Faire les report de suivi des dossiers ;
- Contrôler les mouvements moteur au cas où un moteur est défectueux ;
- Faire des interventions techniques en cas de panne (synchrone et alternatif) ;
- Faire le contrôle systématique des équipements par le bon marché pendant la production ;
- Informer sur les nouveaux équipements installés à travers les fiches de mise en service ;
- Organiser les réunions de programmation des tâches fin de semaine en liaison avec les exploitants et les techniciens ;
- Accompagner les techniciens de maintenance dans l'identification et la codification des PR ;
- Renseigner les paramètres et signaler les anomalies constatées immédiatement au supérieur hiérarchique ;
- Contrôler les appareils de mesure et d'instrumentation.

Saisons reçus:

1. Saisons
- Bases techniques des systèmes d'électricité ;
- Outils et procédures en maintenance ;
- Notions en électronique et en micro-informatique ;
- Réglementation en matière de sécurité au travail.

Les Brasseries du Cameroun
Objet : Appel à candidatures externes pour des postes d’Electricien/instrumentiste juniors classés en 5e catégorie

1° Tâches principales
- assurer la paramétrage des appareils de mesure, de sécurité, des données, ainsi que les automates programmables industriels ;
- assurer le bon fonctionnement des appareils d’instrumentation et leur entretien ;
- assurer les interventions électriques des équipements des ateliers ;
- contrôler le fonctionnement et faire les relevés des paramètres des machines ;
- assurer le démarrage des groupes électrogènes en cas de coupure de réseau électrique et veiller à leur bon fonctionnement ;
- exécuter les actions de maintenance des équipements suivant les dispositions mises en place ;
- dresser les rapports de quant et d’intervention respectivement sur le cahier et les registres d’intervention de chaque machine.

2° Conditions à remplir
- être titulaire d’un BAC 2/3 ou équivalent ;
- être au sein de l’exploitation temporaire d’instrumentiste junior au groupe SABC.

Les candidatures constituées d’un CV, d’une lettre de motivation et d’une copie du diplôme sollicité sont reçues à la Division des Ressources Humaines des Usines de Douala jusqu’au 09 août 2018.

LE DIRECTEUR D’EXPLOITATION DES USINES

Objet : Appel à candidatures externes pour des postes de Mécanicien classés en 5e catégorie

1° Tâches principales
- identifier et traiter les anomalies mécaniques des ateliers dans les délais en vue de réduire les temps d’arrêt non planifiés ;
- réaliser les travaux effectués par les ateliers extérieurs ou sous-traitants sur les équipements des ateliers ;
- exécuter la maintenance préventive et curative en optimisant la consommation des pièces de rechange ;
- mettre en application les plans d’actions correctifs validés par sa hiérarchie ;

2° Conditions à remplir
- être titulaire d’un BAC mécanique ou maintenance industrielle ou équivalent ;
- être au sein de l’exploitation temporaire mécanicien au groupe SABC.

Les candidatures constituées d’un CV, d’une lettre de motivation et d’une copie du diplôme sollicité sont reçues à la Division des Ressources Humaines des Usines de Douala jusqu’au 09 août 2018.

LE DIRECTEUR D’EXPLOITATION DES USINES
Des représentants des syndicats SYLIBTRACI, UNATRACI, SYNATSO et SYANATRACI de la SOLIBRA à Abidjan ont été rencontrés entre Mars et Juin 2021. Les doléances portées par ces différentes organisations sont reprises dans le tableau ci-dessous :

<table>
<thead>
<tr>
<th>Cadre de travail</th>
<th>Rémunération</th>
<th>Avantages sociaux et dialogue social</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mettre en place un profil de carrière / une l’évolution catégorielle</td>
<td>Augmenter l’indemnité de transport</td>
<td>Planifier les négociations annuelles en début d’année</td>
</tr>
<tr>
<td>Renforcer les capacités des travailleurs par des formations auprès du Fonds de Développement et de Formation Professionnelle (FDFP)</td>
<td>Augmenter l’indemnité de logement</td>
<td>Subventionner les projets immobiliers et fournir des garanties aux banques pour faciliter l’obtention de prêts</td>
</tr>
<tr>
<td>Adapter le contenu des fiches de postes aux emplois en collaboration avec les représentants de travailleurs</td>
<td>Augmenter la prime de performance</td>
<td>Recruter des assistances sociales et des psychologues, et des médecins et des ambulanciers permanents (en plus des infirmiers présents)</td>
</tr>
<tr>
<td>Agrandir les vestiaires des travailleurs devenus exigus</td>
<td>Augmenter la prime de la marque BOCK</td>
<td>Offrir des rations alimentaires de qualité aux travailleurs</td>
</tr>
<tr>
<td>Recruter aux postes vacants pour décharger les travailleurs en sous-effectif</td>
<td>Déterminer la prime de jouet au prorata des enfants</td>
<td>Uniformiser l’assurance maladie entre le personnel de la direction et les travailleurs : bénéficier de 100% et d’un même réseau de soins</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Appui à la formation des syndicalistes et délégués du personnel</td>
</tr>
</tbody>
</table>
Au Cameroun, les 5 syndicats (CSTC, CSAC, CSIC, STUC, USLC) présents au sein de la SOSUCAM dénoncent plusieurs dysfonctionnements et portent des revendications correspondantes auprès de la direction. Les principales revendications syndicales en juin 2021 sont reprises ici :

✓ Augmenter les salaires  
✓ Prendre en compte la performance (sur la base des évaluations effectuées) dans les salaires  
✓ Augmenter les primes de non-logement pour les permanents non-cadres  
✓ Maintenir au moins 2000 salariés permanents sur l'ensemble de l'effectif de l'entreprise  
✓ Respecter les profils de carrière  
✓ Arrêter les licenciements abusifs et verser aux employés licenciés l'intégralité de leurs indemnités sans délais  
✓ Respecter le cadre prévu par la convention collective pour le changement d'échelon : soit une période de 3 ans  
✓ Respecter les fiches de postes pour l'attribution des tâches

En Côte d'Ivoire, les organisations syndicales rencontrées entre mars et juin 2021 indiquent que les revendications principales des employés permanents de la SUCAF-CI sont les suivantes :

✓ Améliorer la prise en charge médicale pour les non-cadres, améliorer la qualité des médicaments fournis aux non-cadres  
✓ Mettre en place de réelles possibilités d'évolution de carrière  
✓ Prendre en compte totalement les heures supplémentaires et les rémunérer comme fixé selon la convention collective  
✓ Revaloriser les salaires suite aux changements de catégories et à la dévaluation des postes en 2016  
✓ Mettre en place des critères transparents et objectifs pour le passage d'un échelon à l'autre
ANNEX 5: A SEASONAL WORKER WORKING MORE THAN 6 MONTHS PER YEAR

CERTIFICAT DE TRAVAIL

Nous soussignés, Emmanuel CASTELLS, Directeur Général Adjoint de la Société Société du Cameroun (SOSUCAM S.A.) B.P. 657 Yaoundé, certifions que :

Monsieur/Madame : [redacted]
Demeurant à : NKOTENG
En qualité de : MANŒUVRE AGRICOLE
Depuis le : 17 Octobre 2020
Jusqu'au : 2 Mai 2021
Il/Elle a travaillé dans la catégorie : 4ème
Echelon : [redacted]

INÉRIE : nous quitte ce jour libre de tout engagement.
En fait de quoi le présent Certificat lui est délivré pour servir et valoir ce que de droit.

[Signature]

Fais à NKOTENG, le 2 Mai 2021

Président Directeur Général Adjoint
P.O. Le Directeur des Ressources Humaines

ESSORI : Olivier

CERTIFICAT DE TRAVAIL

Nous soussignés, Gilles DEJOUN, Directeur Général Adjoint de la Société Société du Cameroun (SOSUCAM S.A.) B.P. 657 Yaoundé, certifions que :

Monsieur/Madame : [redacted]
Demeurant à : NKOTENG
En qualité de : MANŒUVRE AGRICOLE
Depuis le : 06 Novembre 2019
Jusqu'au : 06 Novembre 2020
Il a travaillé dans la catégorie : 4ème
Echelon : [redacted]

INÉRIE : nous quitte ce jour libre de tout engagement.
En fait de quoi le présent Certificat lui est délivré pour servir et valoir ce que de droit.

[Signature]

Fais à NKOTENG, le 06 Novembre 2020

Président Directeur Général Adjoint
P.O. Le Directeur des Ressources Humaines

ESSORI : [redacted]
CERTIFICAT DE TRAVAIL

Nous soussignés, Gilles DROUIN, Directeur Général Adjoint de la société sucrière du Cameroun (SOSUCAM S.A.), B.P. 607 Yaoundé, certifions que :

Monsieur/Nazaire

Denaissant à : NKOTENG a travaillé dans notre Société

En qualité de MANOEUVR E AGRICOLE

Depuis le : 01 Novembre 2010 Jusqu'au : 05 Août 2019

Est titulaire, dans la Catégorie : 4ème Echelon : A

Né mêle nous cette couche de tout engagement.

En foi duquel le présent Certificat est délivré pourpre et relevé ce que de droit.

Fait à Yaoundé le 5 AOÛT 2016

[Signature]

[Signature]

[Signature]

SOSUCAM

[Logo]

SOMDIAA

[Logo]

CERTIFICAT DE TRAVAIL

Nous soussignés, Guillaume FANSUN, Directeur Général Adjoint de la Société Sucrière du Cameroun (SOSUCAM S.A.), B.P. 607 Yaoundé, certifions que :

Monsieur/Madame

Destinataire : NKOTENG a travaillé dans notre Société

En qualité de MANOEUVR E AGRICOLE

Depuis le : 30 Octobre 2017 Jusqu'au : 11 Juillet 2018

Et titulaire, dans la Catégorie : 4ème Echelon : A

Né mêle nous cette couche de tout engagement.

En foi duquel le présent Certificat est délivré pourpre et relevé ce que de droit.

Fait à Yaoundé le 11 Juillet 2018

[Signature]

[Signature]

[Signature]

SOSUCAM

[Logo]

SOMDIAA
ANNEX 6 : AN EMPLOYEE PRESSURED TO AGREE A BREACH OF CONTRACT
PROTOCOLE D’ACCORD TRANSACTIONNEL

ENTRE LES SOUSIGNÉES :

La Société Serrurerie du Cameroun en abri SOUSCAM, Société Anonyme avec Conseil d’Administration au capital de 27,331,100 F CFA, dont le siège social est à Yaoundé, BP, 857 Yaoundé, représentée par son Directeur Général, Monsieur Sévère Second LIRIYIKI, et ayant pour conseil GabinetエルM – N&R & Co. notaire spécialement aux fins des présentes au cabinet dans lequel elle est domiciliée,

Ci-après dénommée l’Employeur :

D’UNE PART.

ET

Monsieur BELLA REMY, émigré à Kinshasa, né le 17/05/1967, au 25, avenue de France, à Bruxelles.

Ci-après dénommé l’Employé :

D’AUTRE PART.

L’Employeur et l’Employé ci-à-dessus désignés collectivement, les parties et individuellement la partie :

IL AST REPRÉSENTÉ DE CE SUIT :

Monsieur BELLA REMY est employé au sein de SOUSCAM depuis le 20 Novembre 2005.

Que de commun accord les parties se conviennent d’entamer un terme à leur relation contractuelle

Que c’est ainsi que les parties se conviennent d’un terme à leur relation contractuelle par le biais d’un règlement à l’amiable selon les termes et conditions ci-dessous :

IL AST CONVENU ET ARRETE CE QUI SUIT :

ARTICLE 1ER : PROJET

Les parties conviennent de mettre un terme au contrat de travail qui les lie à compter du 01 Juin 2021

Les faits relatifs au cas qui provoquent le présent protocole transactionnel.

ARTICLE 2 : ENGAGEMENT DE L’EMPLOYEUR

L’Employeur s’engage à payer à l’Employé les sommes ci-dessous détaillées :

Total brut : FCFA 2 362 687
Impôts, taxes et autres retenues : FCFA 548 147
Total net à payer : FCFA 1 814 540

Le montant ci-dessus construit englobe toutes les sommes dues à l’Employé au titre du présent protocole.

Pour l’Employé

BELLA REMY

DATE : 1er JUIN 2021
En 2 exemplaires originels.
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<th>Période</th>
<th>Matricule</th>
<th>Prénom</th>
<th>Section equipe</th>
<th>Département</th>
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<th>Dâns</th>
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<td>94128</td>
<td>Bella</td>
<td>CQP - manutention - surint. hom.</td>
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<td>510,50</td>
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Total net à payer : 185,847 euros
ANNEX 7 : EMPHYSTEUTIC LEASE SOSUCAM 2006

BAIL EMPHYSTEOTIQUE

ENTRE LES SOUSSIGNES:

La REPUBLIQUE du CAMEROUN représentée par le Ministre des Domaines et des Affaires Foncières, et
La Société SUCHEJIEU du CAMEROUN (SOSUCAM) BP 857 YAOUNDE, représentée par son
Président Directeur Général, chèques dédié Le Président d’autre parti
Vi et le décret n°76/664 du 21 avril 1976 fixant les modalités de gestion du domaine national;
Vi le décret n°76/663 du 21 avril 1976 fixant les modalités de gestion du domaine privé de l’Etat à
l’issue (08) dépendances du domaine national avec la Société Société du Cameroun (SOSUCAM);
Il est convenu et arrêté ce qu’il suit:

Article 1er: La République du Cameroun donne à bail pour une durée de quatre vingt-dix ans (40)
ans renouvelables, à compter du 1er janvier 2006, à la Société du Cameroun (SOSUCAM),
représentée par son Président Directeur Général, le(s) terrain(s) dédié(s) à la nature du domaine
à savoir :

- 15 980 ha situés dans les communes de MIANDOCK, NEOTENG et LEBIE-TEZOUK, et dont
  les coordonnées sont déterminées dans le plan cadastré d’agriculture et d’urbanisme

Article 2: Les terrains sont destinés à l’exécution de l’aménagement d’un lotissement à

Article 3: 1) Le présent bail est constitué par l’acte de naissance de deux actes de soustraiture dix
mois après l’entier de son exécution, à savoir le bail, et
2) La présente convention est assujettie à l’imposition des taxes légales.

Fait à YAOUNDE le 23 AVRIL 2006

LE FRÉREUR,

LE BAILLEUR

Attorney-Maître ARNO DETBI
24. À sa soixante-seizième session, le Comité a continué d’examiner la situation des peuples autochtones Sans/Basarwas, qui auraient été expulsés de force de leurs terres traditionnelles de la réserve animale du centre du Kalahari, au Botswana. Le Comité, dans une lettre adressée à l’État partie, s’est dit préoccupé par la non-exécution d’une décision de la Haute Cour du Botswana qui avait estimé que l’expulsion était illégale et inconstitutionnelle. Le Comité a demandé à l’État partie de lui communiquer des informations très complètes sur la situation des peuples autochtones Sans/Basarwas et sur l’exécution de la décision de la Haute Cour.

25. À la lumière des informations reçues, le Comité a examiné la situation des peuples autochtones vivant dans les districts de Mbandjock et Nkoteng, au Cameroun. Le Comité a reçu des informations selon lesquelles l’accord d’établissement conclu entre l’État partie et la Cameroon Sugar Company (Sosucam), aux termes duquel cette entreprise devait verser aux peuples autochtones des dédommagements en contrepartie de l’utilisation de leurs terres, n’aurait pas été respecté. Le Comité, à sa soixante-dix-septième session, a décidé de demander à l’État partie de lui adresser des informations le 31 janvier 2011 au plus tard.


27. À la lumière des informations reçues sur les effets possibles d’un projet de barrage hydroélectrique sur la situation des peuples autochtones de Terraba, au Costa Rica, le Comité s’est dit inquiet de ce que les Terrabas n’aient pas été consultés. Étant donné que le projet menacerait probablement leur vie culturelle et physique, le Comité a demandé à l’État partie de garantir les droits des peuples autochtones et de lui adresser des
**ANNEX 9 : REPORT OF A WEED SCIENCE MISSION TO SUCAF-CI IN FERKÉSSÉDOUGOU (IVORY COAST) HELD FROM MAY 10 TO 18, 2015, CIRAD**

Mission à la SUCAF-CI (Côte d’Ivoire) :

**atiques de désherbage**

**Iisons en pré-levée (en l ou kg/ha de p.c.)**

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# Le mode d’action des herbicides

## Herbicides actuellement utilisés

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40 HRAC : Herbicide Resistance Action Committee
Figure 7 - Correlation diagrams for the elementary ground surfaces

Dans le paillage des pistes de cairn a plutôt que d'être déchargé dans les poubelles.

Lors du brûlage, les résidus les plus vulnérables sont les feuilles (paille), les résidus restants couvrent moins bien le sol, le taux initial de couverture est relativement bas (58,75 %). L'augmentation constante du taux de couverture de la parcelle de récolte après brûlage est pour 12,48 % et de 16,36 % pour les autres. Cela est due à la levée de la canopée et des plantes adventices. En juillet, sauvage et rôdeur mais ramène en surface les résidus entoilus, tandis que la canopée continue à se développer, si bien que le taux de couverture augmente.

Le taux initial de couverture très bas de la parcelle de replante (39,75 %) est dû à l'entassissement des résidus de récolte de canne à sucre sur le terrain de replante. Il est
Tableau 5 - Variation (en %) dans le temps du taux de couverture du sol par les résidus de canne à sucre

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<td>1er semis de récolte après brûlage (PB)</td>
<td>55,75</td>
<td>19,50</td>
<td>23,25</td>
</tr>
<tr>
<td>1er semis de replantation (PR)</td>
<td>39,75</td>
<td>15,00</td>
<td>18,00</td>
</tr>
</tbody>
</table>

Graphique 8 - Evolution des résidus de canne à sucre

Graphique 8 - The harvest residues evolution

Le taux de couverture dans le premier mois (15 %) s'expliquait par la décomposition d'une partie des résidus ayant échappé à la quête et à l’augmentation qui s’en suit (29,25 %) serait à la levée de la canopée et des plantes adventices mais aussi à la décomposition de la matière organique déposée sur le sol. Le caractère annuel des racines de la canne à sucre fait de celles-ci une plante de jachère par excellence (Fauconnier, 1991). La décomposition annuelle des racines apporte au sol de la matière organique et enrichit par ailleurs la macro-porosité du sol.

ANNEX 11 : METHODS FOR CALCULATING THE VARIOUS INDICATORS OF SOIL POLLUTION BY HEAVY METALS

Le facteur de contamination (FC) est un indice qui permet de surveiller la contamination d’un milieu donné par des métaux lourds. Il se définit comme le rapport entre la concentration mesurée d’un métal dans un milieu donné et celle de ce même métal dans un milieu naturel (qui correspond aux niveaux supposés tolérables dans le sol) et se calcule de la manière suivante :

\[
\text{FC} = \frac{\text{Concentration de l’élément trace dans le sédiment}}{\text{Concentration de références}}
\]

<table>
<thead>
<tr>
<th>FC</th>
<th>Gradient de contamination</th>
</tr>
</thead>
<tbody>
<tr>
<td>FC &lt; 1</td>
<td>Nul</td>
</tr>
<tr>
<td>1 ≤ FC &lt; 3</td>
<td>Modéré</td>
</tr>
<tr>
<td>3 ≤ FC &lt; 6</td>
<td>Considérable</td>
</tr>
<tr>
<td>6 ≤ FC</td>
<td>Très fort</td>
</tr>
</tbody>
</table>

Le Degré de contamination (Cd) est un indicateur global de contamination basé sur le calcul du Facteur de contamination (FC) de chaque métal. Il est défini par la somme de tous les facteurs de contamination dans l’équation suivante, où \( n \) représente le nombre d’éléments analysés, et \( i \) le métal :

\[
Cd = \sum_{i=1}^{n} CF
\]

- \( C_{d} < 1 \) : Faible degré de contamination
- \( 6 < C_{d} < 12 \) : Degré modéré de contamination
- \( 12 < C_{d} < 24 \) : Degré considérable de contamination
- \( C_{d} > 24 \) : Très haut degré de contamination

Le Degré modifié de contamination (mCd) a été introduit pour estimer l’ensemble du degré de contamination à un site donné. Il est calculé selon l’équation suivante, où \( n \) représente le nombre d’éléments analysés, \( i \) le métal, et \( CF \) le Facteur de contamination :

\[
mCd = \frac{\sum_{i=1}^{n} CF}{n}
\]

- \( mCd < 1,5 \) : Très faible degré de contamination
- \( 1,5 < mCd < 2 \) : Faible degré de contamination
- \( 2 < mCd < 4 \) : Degré modéré de contamination
- \( 4 < mCd < 8 \) : Degré de contamination élevé
Enfin, l'indice de pollution (PLI) est un critère permettant d'évaluer la toxicité globale d'un sol contaminé. Il est calculé à partir des facteurs de contamination pour chaque métal et le nombre de métaux étudiés :

\[
PLI = (CF_1 \times CF_2 \times CF_3 \times \ldots \times CF_n)^{\frac{1}{n}}
\]

<table>
<thead>
<tr>
<th>PLI</th>
<th>Signification</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1</td>
<td>Pas de pollution</td>
</tr>
<tr>
<td>≥ 1</td>
<td>Pollution</td>
</tr>
</tbody>
</table>

Deux autres indicateurs viennent confirmer cette tendance :

Le premier est le Risque écologique (Er), basé sur le facteur de contamination d'un métal ainsi que son facteur de réaction toxique. Il est utilisé pour exprimer quantitativement le potentiel de risque écologique d'un métal donné et se calcule ainsi :

\[
Er = TrCF
\]

Les facteurs de réaction toxique (Tr) des éléments étudiés sont les suivants : \( As = 20 \), \( Cd = 30 \), \( Cr = 2 \), \( Co = 3 \), \( Pb = 5 \), \( Ni = 3 \) (Håkanson, 1980).

Le second est le Risque écologique potentiel (ERI), qui s'agit des indicateurs les plus couramment utilisés par les scientifiques pour évaluer la pollution d'un sol en métaux lourds. Il incorpore la concentration de métaux lourds, les effets environnementaux, le toxicologie, et se calcule en additionnant tous les risques écologiques potentiels liés à chaque métal :

\[
ERI = \sum_{i=1}^{n} Er
\]

Caractérisation du risque écologique potentiel (Er) et de l'Indice de risque écologique.