

CORPORATE AND SOCIAL RESPONSIBILITY ISSUES

PRESENTATION BY PETER DAMUAH
HUMAN RESOURCE MANAGER

Content

- Company Details
- Location & operational areas
- Company History
- Samreboi between 1993 & 1995
- Organizational Structure
- Departments
- Staff Strength
- Our Social Responsibility Policies
- When & why social responsibility
- Social Service Cost 1999 - 2008
- Socially Responsible Actions undertaken
- Monitoring the effectiveness of our Social Responsibility Policies
- Ongoing Projects
- Challenges

COMPANY DETAILS

P. O. BOX 1,
SAMREBOI.
WESTERN REGION

Ph: +233 0394 22015
Website: www.samartex.com.gh

Mission

To deliver operational excellence in all facets of our business by conducting it in a more sustainable manner to promote the well being of our shareholders, employees and other stakeholders.

Vision

To become the leading sustainable and socially responsible wood processing firm in Africa through the optimum use of our natural resources

Our Operations

Wood Processing, Agro Forestry, Eco-craft & (Eco-tourism – 2009)

COMPANY HISTORY

Commenced in 1947 as African Timber & Plywood Company Limited under the UAC Group of Companies.

Nationalized in 1970

In 1991, AT & P was placed on divestiture.

Negotiations for take over was successfully concluded in 1995 to become Samartex Timber & Plywood Company Limited a 100% privately owned company

Between 1993 and 1995 the Samreboi community was saddled with a myriad of problems including the following :

- No potable water supply
- No motorable roads
- No electricity
- High rural-urban migration
- Low standard of living

Samreboi between 1993 & 1995



Lack of well maintained roads leading to lack of vehicles and the few ones were compelled to overload.

Lack of potable water



Water situation in Samreboi between 1993 & 1995

SAMARTEX 1995 - DATE

ORGANIZATIONAL STRUCTURE

BOARD DIRECTORS

MANAGING DIRECTOR

GENERAL MANAGER

HEADS OF DEPARTMENT

MANAGERS

SENIOR STAFF

JUNIOR STAFF

DEPARTMENTS

Production

Forestry, Sawmill, Plymill, Thuamatin, Slicermill, Moulding Mill & Eco-craft.

Engineering

Mechanical, Electrical, Transport & Civil

Administration/Corporate Affairs

Human Resource, Accounts, Stores & 2 Branch Offices in Takoradi and Accra serving as liaison offices with government agencies and other stakeholders

STAFF STRENGTH

Management Staff - **58**

Expatriate Staff **25**

Management Trainees **14**

Senior Staff - **65**

Junior Staff – **988**

Others - **554**

TOTAL 1704

CORPORATE SOCIAL RESPONSIBILITIES

Our Social Responsibility Policies

- To promote activities that bring simultaneous economic and social benefits
- Ensure a decent minimum level of performance in areas such as health, the environment and equal opportunities for all
- Work in partnership with community bodies and other stakeholders to alleviate poverty through agro-forestry and other alternative livelihood schemes
- Employment policy that ensures compliance with all legislation designed to ensure equal treatment and the elimination of discrimination
- To develop the human resource base of our area of

When & why social responsibility?

When

- Social responsibility formed an integral part of our initial business plan (1995)

Why

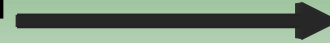
- To objectively satisfy a requirement in the Timber Resource Management Act (Act 547, 1997)
- Location & lack of skilled manpower
- Concern for the proper management of our forest and the continued depletion of our off reserves
- Capacity building to alleviate poverty
- Quest for inculcating ecologically sound and economically viable farming practices in our rural farmers
- Quest for providing recreational facilities as a way of unearthing hidden talents especially in football and golf

SOCIAL SERVICE COST

<i>Activity</i>	<i>1999</i>	<i>2000</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	TOTAL
	GHC	GHC	GHC	GHC	GHC	GHC	GHC	GHC	GHC	GHC	GHC
<i>Electricity</i>	32,977	19,494	50,256	57,084	65,362	65,562	73,575	77,253	150,643	775,063	1,367,289
<i>Water</i>	29,651	13,275	24,999	46,408	48,728	49,703	51,691	54,792	87,667	90,863	497,777
<i>Community Donation</i>	15,741	32,851	25,878	17,811	29,889	30,786	32,325	34,588	69,175	84,673	373,717
<i>Apprenticesh p- Program</i>	1,350	2,500	3,800	5,010	8,500	10,457	16,186	21,365	25,638	15,884	110,690
<i>School</i>	4,321	6,408	9,353	6,476	9,586	9,500	9,530	11,150	12,265	24,092	102,681
<i>Scholarship</i>	700	950	1,200	1,910	2,101	10,134	10,548	11,003	11,502	10,421	60,469
<i>Roads</i>	136,035	104,060	200,000	240,000	218,000	228,900	242,634	257,192	270,051	831,419	2,728,291
<i>Hospital</i>	39,000	48,500	58,839	83,636	98,363	116,036	147,847	202,985	231,283	345,006	1,371,495
Total in GHC	259,775	228,038	374,325	458,335	480,529	521,078	584,337	670,328	858,224	2,177,421	6,612,389
Exch.rate Ghc to Usd	0.342	0.665	0.697	0.8	0.889	0.906	0.834	0.927	0.964	1.400	
Total in USD	759,576	342,914	537,052	572,919	540,528	575,141	700,643	723,115	890,273	1,555,301	7,197,462 14,547,255

SOCIALLY RESPONSIBLE ACTIONS UNDERTAKEN

❖ Direct & Indirect job creation for over 7000 people with a majority of them from the Amenfi West & Aowin Suaman Districts



❖ Regeneration of our natural resources through Agro-Forestry - Oda Kotoamso Agro Forestry Project (OCAP) and poverty alleviation through alternative livelihood schemes - beekeeping, gari processing, snail rearing etc



❖ Population of over 300,000 people benefit from road network annually maintained by Samartex



- ❖ A 63-bed hospital facility.
- ❖ 69,291 Ghana Cedis (152,440 Euro) paid from 2007 to date being cost of registration & premium for employees and dependants to access NHIS.
- ❖ Ambulance and Maternity Ward at a cost of 110,648 Euros
- ❖ Average of 2,400 private patients attend our hospital monthly
- ❖ Provision of fee free education for wards of employees and non-employees with total enrolment of 1250.
- ❖ 6,000 Ghana Cedis (13,200 Euro) paid annually to Wasa Amenfi & Aowin Suaman Educational Endowment Funds



❖ Scholarships for pupils who excel in
 ❖ **Computer Laboratory – Samartex**
School Complex



Generation of electricity for the Samreboi community from our powerhouse - Samartex not connected to the national grid



Provision of potable water to the Samreboi, Mempeasem and Tigarikrom communities



Teachers Quarters built at a cost of 45,000 Ghana Cedis (99,00 Euro) to accommodate teachers of the Samartex School Complex



SOCIALLY RESPONSIBLE ACTIONS CONTINUED

3 year fee free apprenticeship training programme..



A 2yr MANAGEMENT TRAINING PROGRAMME. 28 graduates trained since 2004



Placements for industrial attachment. Wood Science students from KNUST on a visit at our Agro Forestry Plantation



Summary of 5% Stumpage fee paid. 2004 to date in Ghana Cedis

Year	Wassa Amenfi	Aowin Suaman	Tarkwa
2004	8,758.87	15,428.43	2,200.00
2005	27,576.80	44,212.97	-
2006	15,941.67	-	2,868.37
2007	18,419.55	36,347.40	-
2008	41,710.10	35,945.96	10,559.28
2009	2,069.10		5,477.53
Total	114,476.09	131,934.77	21,105.19

Grand Total : 267,316.06 (588,095 Euro)

Projects financed from 5% stumpage fees since 2004 in Ghana Cedis

Community	Project	Total Cost GHC	Amount Spent GHC	Remarks
Yaakese	Electrification	10,686 (23,509 E)	10,686 (23,509 E)	Completed
Yaakese	Community Center	88,617 (194,957 E)	48,351 (106,372 E)	Ongoing
Nyankoman	Library/Computer Laboratory	23,785 (52,327 E)	23,785 (52,327 E)	Completed
Abochia	Borehole Mechanization	17,658 (38,847 E)	17,658 (38,847 E)	Completed
Omanpe	School Furniture	7,540 (3,858 E)	7,540 (3,858 E)	Completed
Aserewedi	School	45,900 (10,098 E)	45,900 (10,098 E)	Completed
Others	Various	45,000 (99,000 E)	45,000 (99000 E)	On-going



Yakase Community Center under construction



Abochia Borehole Mechanization



Aserewedi Primary School



Nyankamam Library/Computer Laboratory

Monitoring the effectiveness of our SR Policies

- Interaction with the communities to ensure that all communities properly understand the company's social responsibility policies
- Carry our periodic research or survey about the changing community perception of the company to assist in the direction of the company's social responsibility policies
- Carry out comparative study of the company's social responsibility policies and that of other companies in the industry to ensure that our practice in this area is not below general industrial practice

On going Projects

- The *Green Gold* Initiative
- Involvement of NGOs (Child Link Foundation etc) and other stakeholders on specific social problems such potable water and HIV AIDs
- Collaboration with GTZ on land tenure system in Ghana
- Upgrading our hospital and school complex by providing the necessary infrastructure and equipment
- Upgrading our Apprenticeship Training Programme to a full fledged Technical Institute to enhance manpower development
- Setting up of an FM Station to serve as a conduit for the dissemination of information to our employees and the public
- Setting up a Micro Financing Project to assist farmers, market women and other small scale entrepreneurs
- Collaboration with the Faculty of Forest Resources Technology, Sunyani to train students of the faculty through industrial attachment
- Collaboration with FORIG of CSIR to strengthen the research & development agenda of both institutions ([www.ghanaweb](http://www.ghanaweb.com) 11/08/08)
- Eco - tourism

Challenges

- Increasing cost of extraction of forest products
- Rise in plantation forest in Brazil and other countries
- Competition on the world market with plastic products from China
- Continued agitation by some communities for assistance outside the SRA
- Non immediate response to demands outside SRA leading to road blocks and seizure of logger trucks
- Chieftaincy disputes in certain areas
- Continued encroachment of our concession by chain saw operators who incidentally live in the communities
- Theft of our logs and other machinery under the naked eyes of certain communities
- Lack of culture of maintenance by the receiving communities

CARVINGS FROM OUR ECO-CRAFT DIVISION





Swimming Pool



18 hole Golf Course



Samartex Football Club Academy

The End

Thank you