

BEHIND THE FSC™* LABEL OF WIJMA CAMEROUN S.A.

Quarterly newsletter N° 3 : December 2011

What FSC™ did change in the way of working: case of Wijma Cameroon S.A.

Who are we ?

Editorial

"Testimonies in this letter illustrate how important has been the evolution of our work. More competencies, more motivation and more respect in the work, these are what we call management under FSC™ label. I myself had to integrate a modern approach of participatory management in order to share the strategic vision of the management. As Wijma's collaborators, we have improved our way of doing and will continue in this way to be able to maintain the level required by FSC™ certification."

Jacky Rivière,
**General Director Wijma
Cameroun S.A.**

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Created in 1968 and daughter company of the Wijma group in the Netherlands, Wijma Cameroun S.A. is the first FSC™ certified forest company in the Congo Basin. With more than 350 workers, 4 FMUs and 2 sawmills, Wijma Cameroun primarily provides FSC™ certified hydraulic wood (Azobé, okan, tali), from second and third processing mainly for the Dutch market.

Pioneer in the emergence of this new trade of FSC™ certified foresters in the Congo Basin, Wijma Cameroun indeed was re-questioned by certain stakeholders during this period of training and learning new practices. Today Wijma Cameroun succeeded in certifying 100% of its forest management and transformation activities, as well as those of its partners and aims to maintain this level of performance.

The challenges for the implementation and follow-up of this responsible forest management policy are palpable on the ground every day. Therefore, we would like to share with you through this newsletter, the challenges, realities and progress of our profession seen by Wijma Cameroun.

Thematic: What FSC™ did change in the way of working: case of Wijma Cameroon S.A.

Forest exploitation in Central Africa largely evolved since the last century. Thanks to the coming of forest certification, its more holistic approach makes possible to take into account environmental considerations that are necessary for the continuation of this activity but also enables a more evenly redistribution of the benefices of the exploitation while integrating broader social concerns.

Entering its 6th year of FSC™ certification, Wijma Cameroun gradually could see the repercussions of FSC™ certification particularly regarding working and well being conditions of employees but also regarding the rigor in the application of the forest operations at all levels of activities in the offices, in the forest and in the sawmills. These results represent a real change of mentality from the management to the operator in the field and it is from now on a new way of working assumed naturally by the entire group.

Testimonies hereafter of Wijma Cameroun's collaborators employed by the company since the period former to the first FSC™ certificate, illustrate our sayings:

Testimony

"I am working at Wijma Cameroun since 1997. In the beginning of our certification process, I was Director of human resources and could observe the change in the managerial methods of decision making due to our engagements in certification in general and to FSC™ certification in particular. The employees themselves also rapidly acquired the concepts and challenges of certification. The team spirit was reinforced and many of us have developed transversal competences in comparison to our basic profiles, which favored the evolution of our career."

**Louis Martin Ndenbe,
Ex- Director of Human
Wijma Cameroun S.A.**

And in the rest of the world?

In the northern hemisphere, where the forest and environmental legislations already reach a high level, the changes in the work methods that appeared after the arrival of forest certification are not as manifest as in the developing countries. The improvements in terms of workers health and safety and in environmental requirements exist but remain relatively negligible. However, certain evolutions are clearly notable such as for example the improvement of the dialogue between the various stakeholders in particular between the economic and environmental chambers. Also, regarding the social component, and more precisely in the Northern countries, forest certification made it possible to preserve traditions of indigenous people and thus, all forest operators that are FSC™ certified take into account these interests when planning their activities.

Jean-Marie Peeh, driver of Caterpillar 980 in the forest: "Before certification, I worked under difficult conditions, without safety materials, safety shoes, helmet, uniforms and ear-phones. I was not comfortable. Now after certification, this way of working with safety materials and in forest parks managed according to FSC™ requirements, facilitates my work in the field."



Simon Tzagadig, technician of heavy machines in the forest: "The major changes in our garage with certification, is that before we did oil changes without black oil collecting tray, filters were not recycled, we worked without safety materials and without suitable vehicles to do the mechanic work. Today everything is well organized both in the forest bases and in the field".



Antoine Ndnadji, in charge of sawn products: "With the FSC™, there is a clear improvement of safety procedures during the work through the distribution of safety equipments adapted to each working activity, through trainings and sensitizing sessions on risks of accidents at work. There is also a clear dialogue with the management through meetings with union delegates. At the logging houses, there is also an improvement of hygiene and health conditions for the employees with the construction of new latrines, disinfection of houses, organization of free HIV campaigns etc.."

Emmanuel Mba Eyene, responsible for sawmill production: "The employees are protected by means of safety gears. Moreover work is better organized thanks to the implementation of FSC™ procedures".

Although there still remain challenges ahead of us, we can say that operational procedures implemented in accordance with FSC™ requirements, were definitively integrated in the working practices and reflexes of Wijma Cameroun's employees and partners. Today we can easily confirm that the success of obtaining and keeping FSC™ certificates largely depends on the work and the conscientiousness of the employees of Wijma Cameroun. We take the opportunity of this letter to congratulate and encourage them!



News Wijma Cameroun

▪ **September 2011** : Participation of Wijma Cameroon to the International meeting Racewood in Pointe Noire.

Presentation of the wooden house manufactured by Wijma Cameroon proposed under the form of mountable and dismountable practical kit.



- **October 2011** : *School caravan 2011 for schools nearby FMUs of Wijma Cameroon and partners.*
Support for schooling of children from villages nearby FMUs of Wijma Cameroon and partners: distribution of school books and materials.



- **November 2011** : *Social projects for villages nearby CAFECO's FMU.*
Electrification of the village Okurigang.



- **December 2011** : *During this year 2011, Wijma Cameroon and partners have employed around 180 new persons.*
The company participates at its scale to the local economical development.

International events

- Year 2011 decreed to be International Year of Forests by the United Nation Forum
- **10th to 11th of November 2011, Douala, Cameroon**
Regional Workshop for finalization and validation of the COMIFAC action plan on «Law enforcement on traffic of wild fauna”.
- **17th of 19th of November 2011, Madrid, Spain**
International meeting of « Forest management as a cooperation and rural development tool in Central Africa ».
- **21st to 22nd of November 2011, Yaounde, Cameroon**
Forum on Central Africa governance.
- **21st to 25th of November 2011, Sintra, Portugal**
11^{ème} World Congress for the organization of the world patrimony CITES.
- **25th to 26th of November 2011, Yaounde, Cameroon**
CIRAD Workshop « Land tenure, commercial pressure on land and REDD+ ».
- **27th of November to 09th of December 2011, Durban, South Africa.**
Convention of United Nations on Climate Change.
- **27th of November to 09th of December 2011, Libreville, Gabon.**
ECO-FORAF workshop on «Improving forest management in terms of social and environmental aspects ».
- **03th to 11th of December 2011, Yaounde, Cameroon**
Promote 2011.
- **13th to 17th of December 2011, Douala, Cameroon**
14th meeting of the working group on Central Africa 's biodiversity.



The mark of responsible forestry

 **Wijma Cameroun S.A.**

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