



Corporate social responsibility

Preserving our future

SNH implements a corporate social and sustainable development policy, which is structured around five main areas :

- environmental protection;
- contribution to youth training;
- promotion of Cameroonian culture;
- support to national sporting activities;
- upkeep of the company's human capital.

Environmental protection

Promotion of the use of natural gas, which is less polluting and less expensive, as a replacement for liquid fuels such as diesel, heating oil and fuel oil.

Several projects are carried out within this framework, namely, the Supply of Gas to Douala-based Industries as well as the use of NGV and CNG. Regarding NGV/CNG, a pilot project was launched on 5th February.

As regards the project to supply gas to Douala industries, in 2016, it proved to be a project contributing towards the protection of the environment, thanks to the increased volume of natural gas used by industrial customers to replace fuel oil, diesel or other liquid fossil fuels.



Participation in oil pollution response initiatives.

Within this framework, the company took part in the International Oil Pollution Compensation Funds (IOPC) meetings held from 25th to 27th April and from 17th to 20th October in London. The company also fulfilled its obligations to the International Petroleum Industry Environmental Conservation Association (IPIECA), the International Gas Union (IGU) and Global Gas Flaring Reduction Partnership (GGFR).

Meanwhile, within the framework of the National Oil Spill Contingency Plan (NOSCP), inspections of the waste management sites at the Kome-Kribi 1 Terminal, the Belabo

and Dompta pumping stations and the Kribi pressure reduction station were carried out. In addition, the pollution control and information technology equipment of the Limbe, Douala and Kribi centers were inspected, as well as the Bipaga-Mpolongwe pipeline, which was subject to monthly environmental inspections.

Samuel Roger Minkeng, Permanent Secretary of the Pipeline Steering and Monitoring Committee (PSMC), was re-elected 2nd Vice-President of the 1992 Fund Assembly, during the statutory meetings of the IOPC. This is a recognition of Cameroon's expertise in the field of oil pollution control.

Contribution to youth training

10 public institutions ranked first in their respective regions by the *Office du Baccalauréat du Cameroun* and the GCE Board, at the end of the 2015/2016 school year, received donations from SNH, which enriched their libraries with school books. Students and teachers from six other schools located near onshore operations sites (Mvia, Bakassi and Kribi) received textbooks and teaching materials.

Moreover, SNH took part, from 26th to 28th October, in the 5th edition of the Student Forum, under the theme « Professionalization of higher education: a vehicle for self-employment and a harmonious socio-professional integration of graduates ».

SNH also provided academic internships to 40 students from higher institutes of learning and universities, as well as holiday jobs to 80 students.



Support to the promotion of culture

SNH contributed to the promotion of the national cultural heritage through the sponsoring of cultural events such as the Ngondo, the Sawa coastal peoples' festival and the «*Semaine de la femme en diamant*» (SEFEDI) organized by singer Lady Ponce.

Support to sporting activities

SNH supported major sporting events such as:

- the 12th Cameroon International Cycling Tour, held from 12th to 20th March, and
- the 16th edition of the Grand Prix Chantal Biya International Cycling Tour, organised from 12th to 16th October.

Actions for the well-being of staff



Staff are a major concern for SNH. The company notably ensures that they have adequate working conditions at the professional, health, safety and infrastructural level, such as:

- company doctors and health insurance for all workers;
- organisation of annual medical check-ups, which were extended to cardiovascular examinations in 2016;
- organisation of educational talks on various topics, including overweight management and inheritance/heritage.

Various celebrations were also organised in the course of the year: New Year wishes ceremony, Labour Day, International Women's Day, Mother's Day, Christmas tree ceremony for workers' children.

On another level, the company contributes to the well-being of its staff through the Solidarity Fund for Personnel of the SNH Group and the Hydrocarbons Sports and Cultural Association (ASCH), which serve as a recreational and mutual assistance framework for workers and their families. In 2016, the Fund's membership grew by 3% to 717 members, as against 696 members in 2015, and that of ASCH increased by 4.6% to 528 full members, as against 519 in 2015.

The Solidarity Fund provides diverse forms of assistance to its members during happy and sad events.

ASCH, on the other hand, organizes sports and cultural events, as well as leisure activities throughout the year, such as the tourism excursion in West Cameroon, held from 19th to 21st August.

