

From: Chairman, Malen Youth Development Union –
MAYODU, Sahn, Malen Chiefdom, Pujehun, District

To: The Country Director, Gerben Haringsma Socfin
Agricultural Company.

Date: 14TH... JUNE, 2016....

SUBJECT: AN IMMEDIATE TRANSFER OF THE GENERAL MANAGER, MR. PHILIP THONGS, SOCFIN AGRICULTURAL COMPANY (S.A.C.) SAHN MALEN FOR NOT CONDUCTIVELY WORKING IN THE INTEREST AND BENEFITS OF THE LAND OWNERS, CITIZENS AND THE EMPLOYEES OF THE COMPANY

In view of the above subject, MAYODU received a response letter from the country director of Socfin Agricultural Company on the 7th of May, 2016 with contents well understand. However, the terms and conditions specified in the land agreement with the company, with regards its cooperate social responsibilities to the land owners, the answers to MAYODU letter from the country director were not adequately and sufficiently answered to the expectations of the union.

MAYODU, a reputable and responsible union which ^{is} charged to play a advocacy and mediatory role between and among the land owners, citizens, company employees and the company in particular, conveyed a close door meeting with the management to deliberation on issues that grossly affects the beneficiaries. This meeting were held on the 26th of May at the office of the Company. Some of the issues that were discussed includes the following below:

First on the agenda referred to the cooperate social responsibilities of the company such as the construction of toilets, Barries and the provision of safe drinking waters, ^{to} name but a few. The hamlets villages or towns offered their oil palms plantations ~~and~~ farming sacred bushes to the Company. These were in the bid to complement the effort of our Honorable member of parliament, P.C. B.V.S. Kebbie III Malen Chiefdom. These villages are equally important in terms of development socially, economically, physically, medically etc 20% of these village have either received toilets, barrys or the provision of safe drinking waters or all of the facilities mentioned 80% out of sixty villages have received neither of the above amenities. The general manager ~~did~~ did not adequately addressed the cooperate social responsibilities of the company.

Another burning issues discussed include the rampant and frequent dismissal of the unskilled labourers majority of whom are women, without considering their vulnerabilities and their role as bread ^{villagers} ~~winners~~ in their respective families their further dismissals in the company is to be implemented in due course.

In addition, the implementation of the hage and unbearable took ~~is~~ implemented by the General Manage, Plantation Managers, Divisional head and line managers are squarely responsible for the ~~reason~~ Strikes and Confusion in the company. To Zone C, Section III, strikes took place on the 16th to 22nd of May, 2016, and 26th of May 2016, among the harvesters in zone B Section III for Non-payment of monies due the over times.

Further more, the issue of farm guards become a serious Concern to MAYODU. The parameters though which farm guards were distributed is a concerns to the union as it were unevenly distributed. Some communities required more farm guards than the present

allocation. Additional farm guards are needed. The current coverage for each farm guard is much more larger. To Patrol against thieves and fire accidents. Maximum benefits will only be derived from the oil palm plantation if additional farm guards are allocated to the existing farm guards. Also, town and section chiefs including their speakers played a dominant and significant role in the establishment ^{ment} and sustainability of the company in Malen Chiefdom- the speakers were exempted from the stripends, one hundred thousand leones stripends and three hundred thousand leones for farm guards. MAYODU requests the Company ^{to increase} town chiefs and section chiefs to a maximum of five hundred thousand leones.

Also, lack of transportations for unskilled labourers from their places of residence to their work places passes major concern to MAYODU. Majority have to cover six to seven miles including labourers ~~who~~ ^{who} are engaged in the application of fertilizers and other related maintenances from one section to another within the same zone.


Furthermore, the employment of citizens to fill responsible positions in the company by the management were discussed in the meeting. A prominent citizens, Mr. Abu Fofana Applied for the position as liason officer but were not accepted even though he was recommended by stake holders in the Chiefdom. The establishment of the Malen Chiefdom Social and Grievance Committee become a welcoming idea for the overall development and sustainability of the Company. The members are not working in the interests and benefits of the land owners, citizens, company employees and the company in particular. The members of the said meeting are only working in their own interest - The beneficiaries for which the committee ~~has~~ ^{was} established includes ^{solving} problems affecting the land owners, Citizens, Workers and the Company. The outcome of the Grievance Committee have never been experienced by the people in the Chiefdom. MAYODU requests for the re-structuring of the Grievance Committee if positive results need to be achieved.

^{disease} ~~in~~ - EBOLA, Payment of salaries to company workers were located in villages such as Kpamgba Junction, Gboyama, Jau Junction etc. At the height of the deadly ~~in~~ - EBOLA, the company relocated the salary payments to the containers within the Zones. Supervisors are now collecting market dues from such paying Centres without considering the town and section chiefs. MAYODU requests the relocation of the payment centres to their original places for the sake of peace and development between the company and the chiefdom authorities.


MAYODU further requested to the management to personally assign tractors and other related farming amenities to the Boli land or Bata cultivators for abundant rice production. This will enable the farmers to work within the farming calendar. Tractors are sometimes withdrawn from farmers leaving land not harrowed.

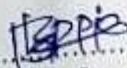
In conclusion, MAYODU, town and section chiefs including their speakers, youth and women's leaders, some employees of the company and other stakeholders in the chiefdom requests from the country director the immediate transfer of the General Manager, Philip Thongs with any manager that will work in the interests and betterment of the land owners, Citizens, employees of the company including the Socfin Agricultural Company (S.A.C.) and the chiefdom as a whole.

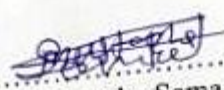
Signed:


James J.S. Sesay
(General Secretary)

Signed:



Mustapha Fofana
(Chairman)


Brima Lappia
(Imam- MAYODU)


Mustapha Sama
(Treasurer - MAYODU)


Copies

1. General Manager - Socfin Agricultural Company - Sahn
2. Plantation Manager - Socfin Agricultural Company - Sahn
3. Human Resource Manager - Socfin Agricultural Company - Sahn
4. Divisional Head - A
5. Divisional Head - B
6. Divisional Head - C
7. Divisional Head - D
8. Line Managers - Zone A
9. Line Managers - Zone B
10. Line Managers - Zone C
11. Liason Officer - Socfin Agricultural Company - Sahn
12. Admin Officer - Socfin Agricultural Company - Sahn
13. P.R.O. - Socfin Agricultural Company - Sahn
14. Zonal Manager - Zone - A
15. Divisional Supervisor - A
16. Divisional Supervisor - B
17. Divisional Supervisor - D
18. The Mill Manager - S.A.C.
19. Construction Manager - S.A.C.
20. Finance Manager - S.A.C.
21. Madam Mabel Sawyer - S.A.C.
22. H.S.C. Department - S.A.C.
23. Hon. Member of Parliament P.C. B.V.S. Kebbie III, Malen Chiefdom
24. Chief Speaker - Chief Robert S. Moiguah - Malen Chiefdom
25. Native Administration (N.A.) Sahn Malen
26. Court Chairman - Lower Malen
27. Court Chairman - Upper Malen
28. Chiefdom Elder - Chief Francis J. Sengeh - Sahn
29. Police Partnership Board - Sahn
30. O.C. Malen Police Station - Sahn
31. Crime Officer - Malen Police Station - Sahn
32. O.S. Division - Malen Police Station - Sahn
33. LUC Pujehun Police Station - Pujehun
34. O.N.S. Pujehun Police Station - Pujehun
35. Crime Officer - Pujehun Police Station - Pujehun
36. O.S.D. Pujehun Police Station - Pujehun
37. Battalion Commander Pujehun Army Barracks
38. District Officer - Pujehun
39. District Chairman - APC - Pujehun
40. District Deputy Chairman - APC - Pujehun
41. Council of Paramount Chiefs - Pujehun District
42. Secretary Council of Paramount Chief - Pujehun District
43. Resident Minister - South - Bo
44. State Council (Mr. Alie) Bo


Ansu J. Musa
(Assistant Secretary)

Enсах Momoh
(Vice Chairman)

Abu Mansaray
(P.R.O.II)


Chief Bobor Ensah
(Section Chief - Nionyahun)

Chief Decker Amara
(Deputy Section Speaker - Toukunor)

Chief Momoh Lebbie - Massau
(Imam)

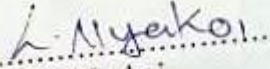
Chief Mustapha Banyandey
(Section Chief Sei - Jeila)

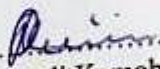
Chief Dauda Tucker
(Town Chief - Kpombu)

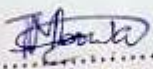
Madam Jeneh Oniel
(Deputy Chair Lady)

Chief Momoh Nallo
(Town Chiefdom - Kassay)


Samuka Joe
(P.R.O. I)

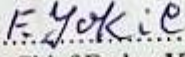

Lamin Nyakoi
(Member - Sengema)


Vandi Kemoh
(Section Chief - Sengema)


Ibrahim Mbowa
(Youth Leader)

Chief Momoh Kemoh
(Town Speaker - Hongai)



Chief Joseph Bockarie
(Town Chief - Hinai)


Chief Foday Yokie
(Section Speaker Bahoi)

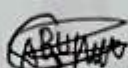
Madam Amie Sowa
(Chairlady - MAYODU)

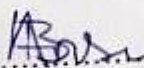
Madam Adama Sengh
(Women's Leader)

Chief Mohamed Mbayo
(Town Chief - Gbongbema)


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Chief Afiju Amara
(Town Chief - Malay)

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Chief Thomas Sama
(Town Chief - Kortumahun)


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Chief Abu Ngombu
(Town Speaker - Sahn)

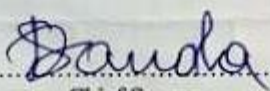

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Chief Ansu Bellay
(Town Chief - Senehun)

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Chief Abu Murana
(Town Chief - Sahn)

.....
Chief Mohamed Maju
(Town Chief - Basaleh)

.....
Chief Fodie Sami
(Town Chief Macca Junction)

.....
Chief Jinnah Abdulai
(Town Chief - Kanka)


.....
Chief Swaray
(Town Chief - Gardohun)

.....
Chief Sallia Samai
(Town Chief - Potani)

.....
Chief Momodu Maaju
(Town Speaker - Fakaba)

.....
Madam Bintu Suleman
(Member - Sahn)

.....
Chief Braima Amara
(Town Chief - Kpangba)

.....
Madam Lucia Sesay
(Member - Kpangba)

.....
Madam Iyesatta Koroma
(Member - Kpambu)

.....
Madam Hawa Amara
(Member - MAYODU)

.....
Madam Amie Joe
(Member - MAYODU)

.....
Morie Bah
(Youth Leader Kpangba)