

Bumitama Agri Ltd

Palm oil
assessment

Total score:

63.3%

Latest update: October 2019

Next scheduled: October 2020

About this company:

Established in 1996, Bumitama Agri is an investment holding company whose core business activities include oil palm cultivation and harvesting and processing of fresh fruit bunches into crude palm oil and palm kernel. The company also owns a biodiesel plant. Bumitama's oil palm plantation estates are located in Indonesia.

Landbank (oil palm) 234,380 hectares

Palm cultivation revenue: 100%

Market cap: 714,232,047 USD

Thomson Reuters ticker: BUMI.SI

Bloomberg ticker: BAL SP

ISIN: SG2E67980267

RSPO member? Yes

Other initiatives: Indonesian Sustainable Palm Oil (ISPO), International Sustainability and Carbon Certification (ISCC)

Activities: Oil palm cultivation, Milling

Locations: Indonesia (Central Kalimantan, West Kalimantan and Riau)

Headquarters: Singapore

Related companies: IOI Corporation has a 32% stake in Bumitama Agri.

Website: <http://www.bumitama-agri.com/>
[Latest annual report \(2018\)](#) | [Sustainability report \(2018\)](#)

Total:	112.74 / 178	63.3%
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> Sustainability policy and leadership

7.5 / 11 68.2%

13 media reports



1. Sustainable palm oil policy or commitment for all its operations?

The company has a 2015 Sustainability Policy

✓ 1 / 1 [Source](#)

2. Sustainable palm oil policy or commitment applies to all suppliers?

The policy applies to "associates", however, it is not clear if it applies to all suppliers

P 0.5 / 1 [Source](#)

3. High-level position of responsibility for sustainability?

Director of Human Capital, Sustainability & Compliance

✓ 1 / 1 [Source](#)

	✘ 0 / 1 Source
<p>■ 4. One or more members within the board of the company have responsibility for sustainability?</p>	
	P 0.5 / 1 Source
<p>■ 5. Percentage or number of women in senior management team? The company has no women as part of its "key" senior management but it is unclear if this covers the whole senior management team</p>	
	✓ 1 / 1 Source
<p>■ 6. Percentage or number of women board members? 1 (16.67%)</p>	
	P 0.5 / 1 Source
<p>■ 7. Member of multiple industry schemes or other external initiatives to reduce negative environmental or social outcomes associated with palm oil production? PONGO Alliance</p>	
	✓ 1 / 1 Source
<p>■ 8. Collaboration with stakeholders to reduce negative environmental or social outcomes associated with palm oil production? The company states that it operates several schools to promote green and sustainable education, collaborated with government to improve children's rights living in oil palm plantations and has partnered with an NGO to restore peatlands as a part of its Biodiversity and Community Project</p>	
	✓ 1 / 1 Source
<p>■ 9. Sustainability report published within last two years? The most recent sustainability report was published in 2018</p>	
	✓ 1 / 1 Source
<p>■ 10. Reports through standardised reporting systems? CDP</p>	
	✓ 1 / 1 Source
<p>■ 11. Verification report on compliance with POIG Charter, if a POIG member? This indicator is disabled as the company is not a POIG member</p>	
	✘ 0 / 1 Source
<p>■ 12. Climate risks assessment available?</p>	



> Landbank, maps and traceability

11 91 / 16 71.4%

⚠ 4 media reports



	✓ 1 / 1 Source
<p>■ 13. Total land area managed/controlled for oil palm (ha)? 234,380</p>	
	✓ 1 / 1 Source
<p>■ 14. Total oil palm planted area (ha)? 185,194 - Figure includes plasma areas</p>	
	✓ 1 / 1 Source
<p>■ 15. Plasma/scheme smallholders planted area (ha)?</p>	
	✓ 1 / 1 Source

54,924			
<input type="checkbox"/> 16. Unplanted (areas designated for future planting) (ha)? 10,403	✓	1 / 1	Source
<input type="checkbox"/> 17. Conservation set-aside area, including HCV area (ha)? 38,812 - Sum of HCV and other conservation areas	✓	1 / 1	Source
<input type="checkbox"/> 18. Area for infrastructure (ha)? 9,434	✓	1 / 1	Source
<input type="checkbox"/> 19. Maps of estates/management units? Concession boundaries have been made available to the RSPO in 2018 and the company declares these represent 100% of its concession sites	✓	1 / 1	Source
<input type="checkbox"/> 20. Maps of scheme/plasma smallholders?	✗	0 / 1	Source
<input type="checkbox"/> 21. Names and locations of all third-party supplying plantations?	✗	0 / 1	Source
<input type="checkbox"/> 22. Number of company-owned mills? 14 - The company states it has 14 mills	✓	1 / 1	Source
<input type="checkbox"/> 23. Names and coordinates of company-owned mills? The company only provides the names of all 14 mills. Names and coordinates of only 12 mills could be found on GFW	P	0.5 / 1	Source
<input type="checkbox"/> 24. Number (or percentage) of company-owned mills that source from company-owned plantations and/or third-party plantations?	✗	0 / 1	Source
<input type="checkbox"/> 25. Total volumes (or percentages) sourced by company-owned mills that come from company-owned plantations and/or third-party plantations?	✓	1 / 1	Source
<input type="checkbox"/> 26. Number of supplier mills? This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this			
<input type="checkbox"/> 27. Names and coordinates of all third-party supplying mills? This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this			
<input type="checkbox"/> 28. Number (or percentage) of third-party supplier mills that source from their own plantations and/or third-party plantations? This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this			

■ **29. Total volumes (or percentages) sourced from third-party supplier mills that come from their own plantations and/or third-party plantations?**

This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this

■ **30. Total volume (or percentage) sourced for refineries that comes from intermediary traders and/or refiners rather than directly from mills?**

This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this

■ **31. Time-bound commitment to achieve 100% traceability to mill level?**

This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this

■ **32. Percentage of supply traceable to mill level?**

This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this

■ **33. Time-bound commitment to achieve 100% traceability to plantation level?**

95% - The company commits to achieve 95% traceability to plantation level by end of 2019

P 0.5 / 1 [Source](#)

■ **34. Percentage of fresh fruit bunches (FFB) from own mills traceable to plantation level?**

91.4% - The company reports that 91.4 % of all FFB processed at its mills is traceable to plantation level

P + 0.91 / 1 [Source](#)
1 / 1

■ **35. Percentage of fresh fruit bunches (FFB) from supplier mills traceable to plantation level?**

This indicator is disabled as the company's reporting broadly suggests that it does not source from supplier mills. Please note that ZSL has been unable to confirm this

■ **36. Publishes traceability data at refinery level?**

This indicator is disabled as the company is not a refiner

■ **37. Publishes traceability data at crusher level?**

This indicator is disabled as the company does not own crushing facilities



> **Deforestation and biodiversity**

0.69 / 18 53.8%

⚠ 33 media reports



■ **38. Commitment to zero deforestation or zero conversion of natural ecosystems?**

✓ 1 / 1 [Source](#)

■ **39. Commitment to zero deforestation or zero conversion of natural ecosystems applies to all suppliers?**

The policy applies to "associates", however, it is not clear if it applies to all suppliers

P 0.5 / 1 [Source](#)

<p>40. Criteria for defining deforestation? HCV, HCS, peatlands. Effective immediately (13 Aug 2015)</p>	<p>✓ 1 / 1 Source</p>
<p>41. Evidence of monitoring deforestation? The company states that it conducts GIS data monitoring and patrolling activities to monitor deforestation</p>	<p>P 0.75 / 2 Source</p>
<p>42. Amount of illegal/non-compliant deforestation recorded in own operations? The company records 18 ha of non-compliant deforestation in February 2019, but it is not clear if this is the total amount recorded over the entire company estate</p>	<p>P 0.5 / 1 Source</p>
<p>43. Amount of illegal/non-compliant deforestation recorded in supplier operations?</p>	<p>✗ 0 / 1 Source</p>
<p>44. Commitment to restoration of non-compliant deforestation/conversion? The company commits to "the protection, restoration and/or co-management of forests and other areas identified as having HCV"</p>	<p>P 0.5 / 1 Source</p>
<p>45. Commitment to restoration of non-compliant deforestation/conversion applies to all suppliers?</p>	<p>✗ 0 / 1 Source</p>
<p>46. Implementing a landscape or jurisdictional level approach? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	<p>✓ + 1 / 1 Source 0.22 / 1</p>
<p>47. Commitment to biodiversity conservation?</p>	<p>✓ 1 / 1 Source</p>
<p>48. Commitment to biodiversity conservation applies to all suppliers?</p>	<p>✗ 0 / 1 Source</p>
<p>49. Identified species of conservation concern, referencing international or national system of species classification? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	<p>✓ + 1 / 1 Source 0.22 / 1</p>
<p>50. Examples of species and/or habitat conservation management? The company states that it has launched Bumitama Biodiversity and Community Project (BBCP) in partnership with Yayasan International Animal Rescue Indonesia (YIARI), to develop technical expertise in conserving biodiversity. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	<p>✓ 1 / 1 Source</p>
<p>51. Commitment to no hunting or only sustainable hunting of species? The company states that it bans hunting in all of its concessions and engages with communities to refrain from hunting of threatened species in the surrounding areas</p>	<p>✓ 1 / 1 Source</p>
<p>52. Commitment to no hunting or only sustainable hunting of species applies to all suppliers?</p>	<p>✗ 0 / 1 Source</p>



 10 media reports



<p>53. Commitment to conduct High Conservation Value (HCV) assessments?</p>	<p>✓ 1 / 1 Source</p>
<p>54. Commitment to conduct High Conservation Value (HCV) assessments applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>	<p>P 0.5 / 1 Source</p>
<p>55. High Conservation Value (HCV) assessments for planting undertaken prior to January 2015, and associated management and monitoring plans?</p>	<p>✓ 1 / 1 Source</p>
<p>56. High Conservation Value (HCV) assessments for all estates planted since January 2015? There is public availability of the following HCV assessments: PT Hungarindo Persada, PT Raya Sawit Manunggal, PT Gemilang Makmur Subur, PT Investa Karya Bhakti and PT Karya Bakti Agro Sejahtera 3</p>	<p>✓ 1 / 1 Source</p>
<p>57. High Conservation Value (HCV) management and monitoring plans for all estates planted since January 2015? Summary reports of the following estates are available publicly: PT Hungarindo Persada, PT Investa Karya Bhakti , PT Karya Bakti Agro Sejahtera 3, PT Gemilang Makmur Subur and PT Raya Sawit Manunggal</p>	<p>✓ 1 / 1 Source</p>
<p>58. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV Resource Network's Assessor Licensing Scheme (ALS)? The company states that its HCV assessments are undertaken in compliance with the HCV Resource Network Assessor Licensing Scheme</p>	<p>✓ 1 / 1 Source</p>
<p>59. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV Resource Network's Assessor Licensing Scheme (ALS) applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>	<p>P 0.5 / 1 Source</p>
<p>60. Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel? Satisfactory review of assessments: PT Hungarindo Persada, PT Raya Sawit Manunggal, PT Gemilang Makmur Subur, PT Investa Karya Bhakti and PT Karya Bakti Agro Sejahtera 3</p>	<p>✓ 1 / 1 Source</p>
<p>61. Commitment to the High Carbon Stock (HCS) Approach?</p>	<p>✓ 1 / 1 Source</p>
<p>62. Commitment to the High Carbon Stock (HCS) Approach applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>	<p>P 0.5 / 1 Source</p>
<p>63. High Carbon Stock (HCS) assessments? A completed HCS assessment report for PT. Hungarindo Persada, PT. Gemilang Makmur Subur is available on the HCS</p>	<p>✓ 1 / 1 Source</p>

Approach website			
64. Commitment to conduct social and environmental impact assessments (SEIAs)?	✓	1 / 1	Source
65. Commitment to conduct social and environmental impact assessments (SEIAs) applies to all suppliers?	✗	0 / 1	Source
66. Social and environmental impact assessments (SEIAs) undertaken, and associated management and monitoring plans?	✓	1 / 1	Source



Peat, fire and GHG emissions			
12.68 / 20	63.4%		
6 media reports			
67. Commitment to no planting on peat of any depth?	✓	1 / 1	Source
68. Commitment to no planting on peat of any depth applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers	P	0.5 / 1	Source
69. Implementation of commitment to no planting on peat of any depth?	✗	0 / 1	Source
70. Landbank or planted area on peat? 6,115	✓	1 / 1	Source
71. Commitment to best management practices for soils and peat?	✓	1 / 1	Source
72. Commitment to best management practices for soils and peat applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers, and the commitment only covers BMPs on peat and not soils	P	0.5 / 1	Source
73. Evidence of best management practices for soils and peat? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume	✓ +	1 / 1 0.18 / 1	Source
74. Commitment to zero burning?	✓	1 / 1	Source
75. Commitment to zero burning applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers	P	0.5 / 1	Source

	P	0.75 / 2	Source
76. Evidence of fire monitoring and management?			
	✓	1 / 1	Source
77. Details/number of hotspots/fires in company estates? 35 - The company reports total number of fires as 35 in 2018 in which 315 ha planted area and 35 ha unplanted area were burnt			
	✓	1 / 1	Source
78. Details/number of hotspots/fires within surrounding landscape/smallholders? 12 - The company reports 12 small fires outside its concession area			
	✗	0 / 1	Source
79. Time-bound commitment to reduce greenhouse gas (GHG) emissions intensity? The company only states its commits to progressively reduce GHG emission and has no time-bound target to reduce GHG intensity			
	✓	1 / 1	Source
80. Methodology used to calculate GHG emissions? RSPO PalmGHG Calculator			
	P	0.75 / 1	Source
81. Progress towards commitment to reduce GHG emissions intensity? The company reports reduction in emission intensity over the last two years			
	✗	0 / 1	Source
82. Percentage of mills with methane capture (100%)? 0 - The company is planning to complete construction of two methane-capture biogas plants by 2021			
	✓	1 / 1	Source
83. GHG emissions intensity? 14.89 - tCO ₂ e/ha			
	P	0.5 / 1	Source
84. GHG emissions from land use change? 214,331 - This land conversion emission data is in MT CO ₂ e/yr, for the year 2018, however it only covers the company's certified units			



> Water, chemical and pest management

13.11 / 22 61%

⚠ 9 media reports



	✗	0 / 1	Source
85. Time-bound commitment to improve water use intensity? The company only states that it will ensure its operations don't have long term impact on surface and ground water quality and availability			
	P	0.5 / 1	Source
86. Progress towards commitment on water use intensity? The company reports a 22% reduction in water use over five years in its 2016 sustainability report, and reports yearly figures for water usage in cubic metres per MT of FFB processed. These generally have been improving each year, but the figure increased slightly in 2017 and 2018			

<p>✓ 1 / 1 Source</p> <p>■ 87. Water use intensity? 1.28 - 1.28 M3/MT FFB in 2018</p>
<p>✗ 0 / 1 Source</p> <p>■ 88. Time-bound commitment to improve water quality (BOD and COD)?</p>
<p>✗ 0 / 1 Source</p> <p>■ 89. Progress towards commitment on water quality (BOD and COD)? The company reports yearly data of BOD levels. Due to experimental trials in two of its mills, there was increase in high BOD level however, it decreased in 2017 and further increased in 2018</p>
<p>P 0.75 / 1 Source</p> <p>■ 90. Treatment of palm oil mill effluent (POME) and/or palm oil refinery effluent (PORE)? The company reports that it treats POME and do not discharge it to water sources</p>
<p>✓ 1 / 1 Source</p> <p>■ 91. Commitment to protect natural waterways through buffer zones?</p>
<p>✓ 1 / 1 Source + 0.22 / 1</p> <p>■ 92. Implementation of commitment to protect natural waterways through buffer zones? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>
<p>✓ 1 / 1 Source</p> <p>■ 93. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers?</p>
<p>P 0.5 / 1 Source</p> <p>■ 94. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>
<p>✓ 1 / 1 Source + 0.22 / 1</p> <p>■ 95. Implementation of commitment to reduce chemical usage? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>
<p>✓ 1 / 1 Source</p> <p>■ 96. Chemical usage per ha or list of chemicals used? The company reports its toxicity units per planted hectare in 2018 as 218 LD50/ha</p>
<p>✓ 1 / 1 Source</p> <p>■ 97. Commitment to no use of paraquat?</p>
<p>✗ 0 / 1 Source</p> <p>■ 98. Commitment to no use of paraquat applies to all suppliers?</p>
<p>✓ 1 / 1 Source</p> <p>■ 99. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides? The company states that WHO Class 1A & 1B pesticides are not used except for in "specific and urgent situations"</p>
<p>P 0.5 / 1 Source</p> <p>■ 100. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>

✓ 1 / 1 Source	<p>101. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention?</p> <p>The company states that pesticides listed by the Stockholm or Rotterdam Conventions are not used, except in "specific and urgent situations"</p>
P 0.5 / 1 Source	<p>102. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention applies to all suppliers?</p> <p>The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>
✓ 1 / 1 Source + 0.22 / 1	<p>103. Integrated Pest Management (IPM) approach?</p> <p>Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>



> Community, land and labour rights

29.03 / 46 63.1%

7 media reports



✓ 1 / 1 Source	<p>104. Commitment to human rights?</p> <p>The company commits to respect human rights of workers specifically</p>
P 0.5 / 1 Source	<p>105. Commitment to human rights applies to all suppliers?</p> <p>The company states in its sustainability report that the commitment in its policy applies to its suppliers and contractors, however the policy itself only states it applies to "associates"</p>
✓ 1 / 1 Source + 0.18 / 1	<p>106. Progress on human rights commitment?</p> <p>Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>
P 0.5 / 1 Source	<p>107. Commitment to respect legal and customary land tenure rights?</p> <p>The company only commits to "respect the rights of indigenous people and other local communities" in relation to FPIC, but does not commit explicitly to respecting their legal and customary land tenure rights</p>
P 0.5 / 1 Source	<p>108. Commitment to legal and customary land rights applies to all suppliers?</p> <p>The company only commits to respect legal and customary rights of indigenous people under FPIC and it is not clear if this applies to all suppliers</p>
✗ 0 / 1 Source	<p>109. Details of process for addressing land conflicts available?</p>
P 0.5 / 1 Source	<p>110. Commitment to respect indigenous and local communities' rights?</p> <p>The company only states that it "respect the rights of indigenous people and other local communities" in relation to FPIC, but does not reference the UN Declaration on Indigenous Peoples or ILO 169 and does not extend rights beyond land rights</p>
	<p>111. Commitment to indigenous and local communities' rights applies to all suppliers?</p>

	P	0.5 / 1	Source
The company only states that it "respect the rights of indigenous people and other local communities" in relation to FPIC which is also applicable to "associates", however, it is not clear if it applies to all other suppliers as well			
	✓ +	1 / 1 0.22 / 1	Source
112. Examples of local stakeholder engagement to prevent conflicts? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume			
	✓	1 / 1	Source
113. Commitment to free, prior and informed consent (FPIC)?			
	P	0.5 / 1	Source
114. Commitment to free, prior and informed consent (FPIC) applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers			
	P	0.5 / 1	Source
115. Details of free, prior and informed consent (FPIC) process available? The RSPO Principles and Criteria 2018 contain guidance and requirements on the process to conduct free, prior and informed consent (FPIC). Partial points have therefore been awarded on the basis of the company's commitments under the RSPO New Planting Procedures (NPP) as an RSPO member			
	✓	1 / 1	Source
116. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced?			
	✗	0 / 1	Source
117. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced, applies to all suppliers?			
	✓	1 / 1	Source
118. Commitment to mitigate impacts on food security?			
	P	0.5 / 1	Source
119. Commitment to mitigate impacts on food security applies to all suppliers? The policy applies to "associates", however, it is not clear if it applies to all suppliers			
	P	0.75 / 2	Source
120. Progress on commitment to mitigate impacts on food security?			
	✓	1 / 1	Source
121. Commitment to provide essential community services and facilities?			
	✓ +	1 / 1 0.22 / 1	Source
122. Progress on commitment to provide essential community services and facilities? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume			
	✓	1 / 1	Source
123. Commitment to respect all workers' rights?			
	P	0.5 / 1	Source
124. Commitment to respect all workers' rights applies to all suppliers? The company states in its sustainability report that the commitment in its policy applies to its suppliers and contractors, however the policy itself only states that it applies to "associates"			

	✓	1 / 1	Source
	+	0.22 / 1	
<p>125. Progress on commitment to respect all workers' rights?</p> <p>Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>			
	✓	1 / 1	Source
<p>126. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles?</p> <p>The company states that it recognises the International Labour Organization (ILO) core conventions and the United Nations (UN) Universal Declaration on Human Rights, including a ban on forced and child labour, elimination of discrimination, provision of fair wages and working hours, and respect for freedom of association; the provision of a healthy and safe working environment; and ethical conduct, including efforts to eliminate corruption</p>			
	P	0.5 / 1	Source
<p>127. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles applies to all suppliers?</p> <p>The company states in its sustainability report that the commitment in its policy applies to its suppliers and contractors, however the policy itself only states that it applies to "associates"</p>			
	✓	1 / 1	Source
<p>128. Commitment to eliminate gender-related discrimination with regards to employment and occupation?</p>			
	✗	0 / 1	Source
<p>129. Commitment to eliminate gender-related discrimination with regards to employment and occupation applies to all suppliers?</p>			
	✓	1 / 1	Source
<p>130. Percentage or number of temporary employees?</p> <p>1,651 (5.06%)</p>			
	✓	1 / 1	Source
<p>131. Percentage or number of women employees?</p> <p>27.4% - According to the 2018 figures, 27.4% of workers are women. The company also states that 10.5% of staff and 5% of management staff are women</p>			
	✓	1 / 1	Source
<p>132. Commitment to pay at least minimum wage?</p>			
	✓	1 / 1	Source
<p>133. Commitment to pay at least minimum wage applies to all suppliers?</p>			
	✓	1 / 1	Source
	+	0.22 / 1	
<p>134. Progress on commitment to pay minimum wage?</p> <p>The company reports data of minimum wages paid by the company in comparison with legal minimum wage by government. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>			
	✗	0 / 1	Source
<p>135. Reporting of salary by gender?</p>			
	✓	1 / 1	Source
<p>136. Commitment to address occupational health and safety?</p>			
	P	0.5 / 1	Source
<p>137. Commitment to address occupational health and safety applies to all suppliers?</p> <p>The policy applies to "associates", however, it is not clear if it applies to all suppliers</p>			

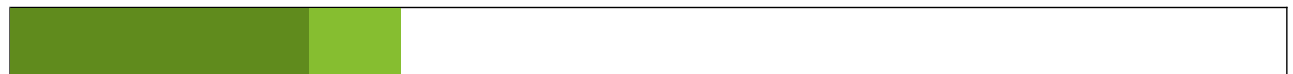
<p>138. Reduction of time lost due to work-based injuries? Lost time incident rate increased from 2016 to 2017 and again in 2018</p>	✗	0 / 1	Source
<p>139. Time lost due to work-based injuries? 25.2 - Lost time incident rate (incidents per 1,000,000 working hours) = 25.2, and Severity rate (average number of days lost per accident) = 45</p>	✓	1 / 1	Source
<p>140. Zero fatalities as a result of work-based accidents? Number of fatalities has decreased since last year but is not zero</p>	P	0.5 / 1	Source
<p>141. Number of fatalities as a result of work-based accidents? 1 - The company reports one fatality in 2018</p>	✓	1 / 1	Source
<p>142. Provision of personal protective equipment and related training? The company reports that it provides its employees with personal protective equipment and related training. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	✓ +	1 / 1 0.22 / 1	Source



> Certification standards

7.05 / 13 54.2%

⚠ 4 media reports



<p>143. Member of the Roundtable on Sustainable Palm Oil (RSPO)?</p>	✓	1 / 1	Source
<p>144. RSPO-certified within three years of joining the RSPO or by November 2010 for companies joining prior to finalisation of the RSPO certification systems in November 2007? 2014 - Certification against the RSPO Principles & Criteria was completed for first two mills in 2014 which is more than three years since the company became an RSPO member</p>	✗	0 / 1	Source
<p>145. Submitted most recent RSPO Annual Communication of Progress (ACOP)? 2018</p>	✓	1 / 1	Source
<p>146. Listed all countries and regions in which operates in most recent RSPO Annual Communication of Progress (ACOP)? The company states all the countries and regions in which the company operates: Indonesia (West Kalimantan, Central Kalimantan, Riau)</p>	✓	1 / 1	Source
<p>147. Time-bound plan for achieving 100% RSPO certification of estates and mills within five years or achieved 100% RSPO-certification of estates? 2021</p>	✓	1 / 1	Source
<p>148. Percentage of area (ha) RSPO-certified?</p>	P	0.22 / 1	Source

50,792 (21.7%)	
<p>149. Percentage of scheme/plasma smallholders (ha) RSPO-certified?</p> <p>0 (0%)</p>	<p>✗ 0 / 1 Source</p>
<p>150. Percentage of mills RSPO-certified?</p> <p>6 (0.42%) - A change in the RSPO Supply Chain Certification System caused one of the mills to lose eligibility for certification as an independent mill</p>	<p>P 0.42 / 1 Source</p>
<p>151. Time-bound plan for achieving 100% RSPO certification of scheme/plasma/ associated smallholders and outgrowers within five years or target already achieved?</p> <p>2024 - Time-bound target within five years</p>	<p>✓ 1 / 1 Source</p>
<p>152. Percentage of FFB supply (tonnes) from independent smallholders/ outgrowers/third-party FFB suppliers that is RSPO-certified?</p> <p>2,243 (0.16%)</p>	<p>P 0.16 / 1 Source</p>
<p>153. Year expected to achieve 100% RSPO certification of all palm product processing facilities?</p> <p>This indicator is disabled as the company does not own processing facilities</p>	
<p>154. Percentage of all palm oil and oil palm products handled/traded/ processed (tonnes) that is RSPO-certified?</p> <p>This indicator is disabled as the company does not own processing facilities</p>	
<p>155. Sells or processes/trades RSPO-certified palm oil through Segregated or Identity Preserved supply chains?</p> <p>Book & Claim, Mass Balance</p>	<p>✗ 0 / 1 Source</p>
<p>156. Indonesia Sustainable Palm Oil (ISPO) certified (100%)?</p> <p>[Externally verified] 3 - As per ISPO website, three of the company's mills are certified</p>	<p>P 0.75 / 1 Source</p>
<p>157. Malaysia Sustainable Palm Oil (MSPO) certified?</p> <p>This indicator is disabled as the company does not operate in Malaysia</p>	
<p>158. Certified under voluntary sustainability certification scheme (e.g. ISCC, SAS, RSB, etc.)?</p> <p>The company reports that one mill is successfully certified under ISO 14001, while two are in progress</p>	<p>P 0.5 / 1 Source</p>



> **Smallholders and suppliers**

5.75 / 10 57.5%

⚠ 7 media reports



159. Commitment to support smallholders?

✓ 1 / 1 [Source](#)

<p>160. Programme to support scheme/plasma smallholders? The company reports programmes to support smallholders.Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	<p>✓ 1 / 1 Source</p>
<p>161. Percentage of scheme/plasma smallholders involved in programme? 28,000 - The company reports that it has over 28,000 associated plasma scheme smallholders in its scheme</p>	<p>P 0.75 / 1 Source</p>
<p>162. Programme to support independent smallholders/outgrowers? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	<p>✓ 1 / 1 Source</p>
<p>163. Percentage of independent smallholders/outgrowers involved in programme? The company has reported details of only 35 Tenera farmers who were awarded RSPO smallholder certificates</p>	<p>P 0.5 / 1 Source</p>
<p>164. Process used to prioritise, assess and/or engage suppliers on compliance with company's policy and/or legal requirements?</p>	<p>✓ 1 / 1 Source</p>
<p>165. Percentage of suppliers assessed and/or engaged on compliance with company requirements? 44% - The company reports in its Sustainability Report 2016 that it engaged with 44% of its suppliers on compliance with company requirements</p>	<p>P 0.5 / 1 Source</p>
<p>166. Time-bound plan to engage with all high-risk mills within three years? This indicator is disabled as the company does not source from mills</p>	
<p>167. Programme to support high-risk mills to become compliant with sourcing policies? This indicator is disabled as the company does not source from mills</p>	
<p>168. Regularly engages with a subset of high-risk mills? This indicator is disabled as the company does not source from mills</p>	
<p>169. Procedures in place to assess all own and third-party supplying palm oil mills for risk level? This indicator is disabled as the company does not source from mills</p>	
<p>170. Regularly assesses and categorises the risk level of all own and third-party supplying mills? This indicator is disabled as the company does not source from mills</p>	
<p>171. Regularly reports the risk level of all own and third-party supplying mills identified in its supply chain? This indicator is disabled as the company does not source from mills</p>	
<p>172. Suspension or exclusion criteria for suppliers?</p>	<p>✗ 0 / 1 Source</p>
<p>173. Time-bound action plans (including Key Performance Indicators) for suppliers to be in compliance with palm oil sourcing commitments?</p>	<p>✗ 0 / 1 Source</p>

✘ 0 / 1 [Source](#)

■ 174. Proportion of direct and indirect supply that comes from palm oil plantations which are compliant with palm oil sourcing policies?



> Governance and grievances

422 / 8 52.7%

⚠ 10 media reports



✓ 1 / 1 [Source](#)

■ 175. Commitment to ethical conduct and prohibition of corruption?

✘ 0 / 1 [Source](#)

■ 176. Commitment to ethical conduct and prohibition of corruption applies to all suppliers?

✓ 1 / 1 [Source](#)
+ 0.22 / 1

■ 177. Progress on commitment to ethical conduct and prohibition of corruption?

Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume

✘ 0 / 1 [Source](#)

■ 178. Disclosure of the company's management approach to tax and payments to governments?

✓ 1 / 1 [Source](#)

■ 179. Whistleblowing procedure?

✓ 1 / 1 [Source](#)

■ 180. Own grievance or complaints system open to all stakeholders?

✘ 0 / 1 [Source](#)

■ 181. Details of complaints and grievances disclosed?

The company provides details of some RSPO complaints, but does not provide details of the issues or actions taken, it just links to the cases on the RSPO website