

# Feronia Inc

Palm oil  
assessment

Total score:

30%

Latest update: October 2019

Next scheduled: November 2020

Landbank (oil palm) 103,612 hectares

Palm cultivation revenue: 100%

Market cap: 14,775,608 USD

Thomson Reuters ticker: FRN.V

Bloomberg ticker: FRN CN

ISIN: CA31527R8856


RSPO member? Yes

Activities: Oil palm cultivation, milling

Locations: Democratic Republic of the Congo (Equateur, Orientale)

Headquarters: Democratic Republic of the Congo

Website: [http://www.feronia.com/Sustainability report \(2017\)](http://www.feronia.com/Sustainability-report-(2017))

<b>Total:</b>	<b>51.25 / 171</b>	<b>30%</b>
		



## > Sustainability policy and leadership

7 / 11 63.6%



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

✓ 1 / 1 [Source](#)

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

P 0.5 / 1 [Source](#)

The company states in its Environmental and Social Policy that it "require its customers, partners and suppliers within the supply chain to adopt the same level of environmental and social practice" and the company's Land Policy states it applies to "the Corporation and its employees, officers, directors and contractors" but it is unclear if the policy applies to all suppliers.

3. High-level position of responsibility for sustainability?

✓ 1 / 1 [Source](#)

ESG Director leads the ESG Board Committee which reports directly to the Board of Directors.

4. One or more members within the board of the company have responsibility for sustainability?

✓ 1 / 1 [Source](#)

The ESG Board Committee consists of an independent Chairman and four board directors.

5. Percentage or number of women in senior management team?

✓ 1 / 1 [Source](#)

16%

	P	0.5 / 1	<a href="#">Source</a>
<b>6. Percentage or number of women board members?</b> 1 (14.29%) - There is one woman on the board of seven according to photos provided on the company website.			
	P	0.5 / 1	<a href="#">Source</a>
<b>7. Member of multiple industry schemes or other external initiatives to reduce negative environmental or social outcomes associated with palm oil production?</b> TFA 2020.			
	P	0.5 / 1	<a href="#">Source</a>
<b>8. Collaboration with stakeholders to reduce negative environmental or social outcomes associated with palm oil production?</b> The company states it is working with NGOs including CARITAS, CRAFTOP, IGED (Initiation, Gestion d'Environnement Durable et Gestion Défense des Droits Human) and CADAAP but limited details are given.			
	✓	1 / 1	<a href="#">Source</a>
<b>9. Sustainability report published within last two years?</b> 2017 - 2017.			
	✗	0 / 1	
<b>10. Reports through standardised reporting systems?</b>			
<b>11. Verification report on compliance with POIG Charter, if a POIG member?</b> This indicator is disabled as the company is not a POIG member.			
	✗	0 / 1	
<b>12. Climate risks assessment available?</b>			



### > Landbank, maps and traceability

7 / 14 50%

	✓	1 / 1	<a href="#">Source</a>
<b>13. Total land area managed/controlled for oil palm (ha)?</b> 103,612			
	✓	1 / 1	<a href="#">Source</a>
<b>14. Total oil palm planted area (ha)?</b> 30,671			
<b>15. Plasma/scheme smallholders planted area (ha)?</b> This indicator is disabled as the company does not source from plasma/scheme smallholders.			
	✓	1 / 1	<a href="#">Source</a>
<b>16. Unplanted (areas designated for future planting) (ha)?</b> 47,713			
	✓	1 / 1	<a href="#">Source</a>
<b>17. Conservation set-aside area, including HCV area (ha)?</b> 25,228			

<p><b>18. Area for infrastructure (ha)?</b> The company only reports a combined figure of 72,804 ha for infrastructure, villages, high conservation value land, forest, roads and land unsuitable for planting.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>19. Maps of estates/management units?</b> Concession boundaries have been made available to the RSPO and the company declares these represent 100% of its concession sites. Maps will become available on GeoRSPO.</p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>20. Maps of scheme/plasma smallholders?</b> This indicator is disabled as the company does not source from plasma/scheme smallholders.</p>	
<p><b>21. Names and locations of all third-party supplying plantations?</b></p>	<p>✗ 0 / 1</p>
<p><b>22. Number of company-owned mills?</b> 3 - The company is building a new mill: Lokumete mill.</p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>23. Names and coordinates of company-owned mills?</b> The names of mills are given however coordinates of the mills could not be found.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>24. Number (or percentage) of company-owned mills that source from company-owned plantations and/or third-party plantations?</b></p>	<p>✗ 0 / 1</p>
<p><b>25. Total volumes (or percentages) sourced by company-owned mills that come from company-owned plantations and/or third-party plantations?</b></p>	<p>✗ 0 / 1</p>
<p><b>26. Number of supplier mills?</b> This indicator is disabled as the company does not source from supplier mills.</p>	
<p><b>27. Names and coordinates of all third-party supplying mills?</b> This indicator is disabled as the company does not source from supplier mills.</p>	
<p><b>28. Number (or percentage) of third-party supplier mills that source from their own plantations and/or third-party plantations?</b> This indicator is disabled as the company does not source from supplier mills.</p>	
<p><b>29. Total volumes (or percentages) sourced from third-party supplier mills that come from their own plantations and/or third-party plantations?</b> This indicator is disabled as the company does not source from supplier mills.</p>	
<p><b>30. Total volume (or percentage) sourced for refineries that comes from intermediary traders and/or refiners rather than directly from mills?</b> This indicator is disabled as the company does not source from supplier mills.</p>	
<p><b>31. Time-bound commitment to achieve 100% traceability to mill level?</b></p>	

This indicator is disabled as the company does not source from supplier mills.

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

This indicator is disabled as the company does not source from supplier mills.

■ **33. Time-bound commitment to achieve 100% traceability to plantation level?** X 0 / 1

■ **34. Percentage of fresh fruit bunches (FFB) from own mills traceable to plantation level?** X 0 / 2 [Source](#)

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

This indicator is disabled as the company does not source from supplier mills.

■ **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?**

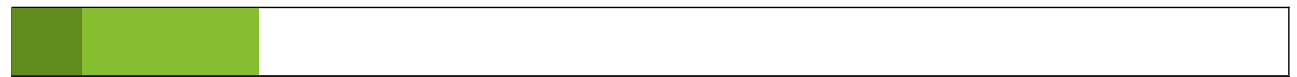
This indicator is disabled as the company does not own crushing facilities.



> **Deforestation and biodiversity**

45 / 18 25%

⚠ 2 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?** X 0 / 1

■ **40. Criteria for defining deforestation?** P 0.5 / 1 [Source](#)

The company commits to protect HCV areas and to only develop on land that has previously been developed for oil palm. No cut-off date for deforestation is given.

■ **41. Evidence of monitoring deforestation?** X 0 / 2

■ **42. Amount of illegal/non-compliant deforestation recorded in own operations?** ✓ 1 / 1 [Source](#)  
0 - The company states that it has not expanded its plantations beyond previously planted areas.

■ **43. Amount of illegal/non-compliant deforestation recorded in supplier operations?** X 0 / 1

■ **44. Commitment to restoration of non-compliant deforestation/conversion?** X 0 / 1

	✘	0 / 1
■ 45. Commitment to restoration of non-compliant deforestation/conversion applies to all suppliers?	✘	0 / 2
■ 46. Implementing a landscape or jurisdictional level approach?	✓	1 / 1 <a href="#">Source</a>
■ 47. Commitment to biodiversity conservation?	✘	0 / 1
■ 48. Commitment to biodiversity conservation applies to all suppliers?	✓	1 / 2 <a href="#">Source</a>
■ 49. Identified species of conservation concern, referencing international or national system of species classification?	✘	0 / 1
■ 50. Examples of species and/or habitat conservation management?	✘	0 / 1
■ 51. Commitment to no hunting or only sustainable hunting of species?	✘	0 / 1
■ 52. Commitment to no hunting or only sustainable hunting of species applies to all suppliers?	✘	0 / 1



### > HCV, HCS and impact assessments

45 / 14 32.1%

	✓	1 / 1 <a href="#">Source</a>
■ 53. Commitment to conduct High Conservation Value (HCV) assessments?	✘	0 / 1
■ 54. Commitment to conduct High Conservation Value (HCV) assessments applies to all suppliers?	✘	0 / 1
■ 55. High Conservation Value (HCV) assessments for planting undertaken prior to January 2015, and associated management and monitoring plans?	✓	1 / 1 <a href="#">Source</a>
■ 56. High Conservation Value (HCV) assessments for all estates planted since January 2015?	✓	1 / 1 <a href="#">Source</a>
■ 57. High Conservation Value (HCV) management and monitoring plans for all estates planted since January 2015?	✘	0 / 1
■ 58. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV Resource Network's Assessor Licensing Scheme (ALS)?	✘	0 / 1
■ 59. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV	✘	0 / 1

Resource Network's Assessor Licensing Scheme (ALS) applies to all suppliers?		
	✘	0 / 1
<p>■ 60. Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel?</p>		
	✘	0 / 1
<p>■ 61. Commitment to the High Carbon Stock (HCS) Approach?</p>		
	✘	0 / 1
<p>■ 62. Commitment to the High Carbon Stock (HCS) Approach applies to all suppliers?</p>		
	✘	0 / 1
<p>■ 63. High Carbon Stock (HCS) assessments?</p>		
	P	0.5 / 1 <a href="#">Source</a>
<p>■ 64. Commitment to conduct social and environmental impact assessments (SEIAs)? The company states a commitment to "assess the environmental and social impacts of all its business activities using robust and internationally recognised standards" but does not have a clear commitment to conduct SEIAs before all new development.</p>		
	✘	0 / 1
<p>■ 65. Commitment to conduct social and environmental impact assessments (SEIAs) applies to all suppliers?</p>		
	✓	1 / 1 <a href="#">Source</a>
<p>■ 66. Social and environmental impact assessments (SEIAs) undertaken, and associated management and monitoring plans?</p>		



### > Peat, fire and GHG emissions

15 / 20 | 75%

⚠ 3 media reports



	✘	0 / 1
<p>■ 67. Commitment to no planting on peat of any depth?</p>		
	✘	0 / 1
<p>■ 68. Commitment to no planting on peat of any depth applies to all suppliers?</p>		
	✘	0 / 1
<p>■ 69. Implementation of commitment to no planting on peat of any depth?</p>		
	✘	0 / 1
<p>■ 70. Landbank or planted area on peat?</p>		
	P	0.5 / 1 <a href="#">Source</a>
<p>■ 71. Commitment to best management practices for soils and peat? The company commits to best practices on soil but not for peat.</p>		
	✘	0 / 1
<p>■ 72. Commitment to best management practices for soils and peat applies to all suppliers?</p>		

<input type="checkbox"/> 73. Evidence of best management practices for soils and peat?	✗	0 / 2
<input type="checkbox"/> 74. Commitment to zero burning?	✓	1 / 1 <a href="#">Source</a>
<input type="checkbox"/> 75. Commitment to zero burning applies to all suppliers?	✗	0 / 1
<input type="checkbox"/> 76. Evidence of fire monitoring and management?	✗	0 / 2
<input type="checkbox"/> 77. Details/number of hotspots/fires in company estates?	✗	0 / 1
<input type="checkbox"/> 78. Details/number of hotspots/fires within surrounding landscape/smallholders?	✗	0 / 1
<input type="checkbox"/> 79. Time-bound commitment to reduce greenhouse gas (GHG) emissions intensity? The company states a general commitment to reduce greenhouse gas emissions.	✗	0 / 1 <a href="#">Source</a>
<input type="checkbox"/> 80. Methodology used to calculate GHG emissions?	✗	0 / 1
<input type="checkbox"/> 81. Progress towards commitment to reduce GHG emissions intensity?	✗	0 / 1
<input type="checkbox"/> 82. Percentage of mills with methane capture (100%)? The company states it plans to build methane capture facilities but does not currently have any in place.	✗	0 / 1 <a href="#">Source</a>
<input type="checkbox"/> 83. GHG emissions intensity?	✗	0 / 1
<input type="checkbox"/> 84. GHG emissions from land use change?	✗	0 / 1



### > Water, chemical and pest management

275 / 22 12,5%

2 media reports



<input type="checkbox"/> 85. Time-bound commitment to improve water use intensity?	✗	0 / 1
<input type="checkbox"/> 86. Progress towards commitment on water use intensity?	✗	0 / 1
<input type="checkbox"/> 87. Water use intensity? 700 - L/tonne FFB processed.	✓	1 / 1 <a href="#">Source</a>

■ 88. Time-bound commitment to improve water quality (BOD and COD)?	✗	0 / 1
■ 89. Progress towards commitment on water quality (BOD and COD)? BOD and COD figures are available for the three mills from 2015 only, and there is no evidence that it is improving.	✗	0 / 1 <a href="#">Source</a>
■ 90. Treatment of palm oil mill effluent (POME) and/or palm oil refinery effluent (PORE)? The company states it is developing a plan for the treatment and disposal of palm oil mill effluent as part of the process to achieve RSPO certification.	✗	0 / 1 <a href="#">Source</a>
■ 91. Commitment to protect natural waterways through buffer zones?	✗	0 / 1
■ 92. Implementation of commitment to protect natural waterways through buffer zones?	✓	1 / 2 <a href="#">Source</a>
■ 93. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers?	✗	0 / 1
■ 94. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers?	✗	0 / 1
■ 95. Implementation of commitment to reduce chemical usage?	✗	0 / 2
■ 96. Chemical usage per ha or list of chemicals used?	✗	0 / 1
■ 97. Commitment to no use of paraquat?	✗	0 / 1
■ 98. Commitment to no use of paraquat applies to all suppliers?	✗	0 / 1
■ 99. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides?	✗	0 / 1
■ 100. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides applies to all suppliers?	✗	0 / 1
■ 101. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention?	✗	0 / 1
■ 102. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention applies to all suppliers?	✗	0 / 1
■ 103. Integrated Pest Management (IPM) approach?	P	0.75 / 2 <a href="#">Source</a>





## > Community, land and labour rights

17.25 / 46 37.5%

18 media reports



	P	0.5 / 1	<a href="#">Source</a>
<b>104. Commitment to human rights?</b> The company only mentions human rights in relation to security, it does not have an overarching commitment.			
	X	0 / 1	
<b>105. Commitment to human rights applies to all suppliers?</b>			
	X	0 / 2	
<b>106. Progress on human rights commitment?</b>			
	✓	1 / 1	<a href="#">Source</a>
<b>107. Commitment to respect legal and customary land tenure rights?</b>			
	X	0 / 1	
<b>108. Commitment to legal and customary land rights applies to all suppliers?</b>			
	X	0 / 1	
<b>109. Details of process for addressing land conflicts available?</b>			
	P	0.5 / 1	<a href="#">Source</a>
<b>110. Commitment to respect indigenous and local communities' rights?</b> The company respects community rights but does not mention the UN Declaration on the Rights of Indigenous Peoples.			
	X	0 / 1	
<b>111. Commitment to indigenous and local communities' rights applies to all suppliers?</b>			
	P	0.75 / 2	<a href="#">Source</a>
<b>112. Examples of local stakeholder engagement to prevent conflicts?</b>			
	✓	1 / 1	<a href="#">Source</a>
<b>113. Commitment to free, prior and informed consent (FPIC)?</b>			
	X	0 / 1	
<b>114. Commitment to free, prior and informed consent (FPIC) applies to all suppliers?</b>			
	X	0 / 1	
<b>115. Details of free, prior and informed consent (FPIC) process available?</b>			
	X	0 / 1	
<b>116. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced?</b>			
	X	0 / 1	
<b>117. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced, applies to all suppliers?</b>			

<p>■ 118. Commitment to mitigate impacts on food security?</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 119. Commitment to mitigate impacts on food security applies to all suppliers?</p>	✗	0 / 1	
<p>■ 120. Progress on commitment to mitigate impacts on food security?</p>	P	0.75 / 2	<a href="#">Source</a>
<p>■ 121. Commitment to provide essential community services and facilities?</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 122. Progress on commitment to provide essential community services and facilities?</p>	P	0.75 / 2	<a href="#">Source</a>
<p>■ 123. Commitment to respect all workers' rights?</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 124. Commitment to respect all workers' rights applies to all suppliers?</p>	✗	0 / 1	
<p>■ 125. Progress on commitment to respect all workers' rights?</p>	✗	0 / 2	
<p>■ 126. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles? The company does not refer to equal remuneration or freedom of association.</p>	P	0.5 / 1	<a href="#">Source</a>
<p>■ 127. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles applies to all suppliers?</p>	✗	0 / 1	
<p>■ 128. Commitment to eliminate gender-related discrimination with regards to employment and occupation?</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 129. Commitment to eliminate gender-related discrimination with regards to employment and occupation applies to all suppliers?</p>	✗	0 / 1	
<p>■ 130. Percentage or number of temporary employees? 4,341 (51.7%)</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 131. Percentage or number of women employees? 191 - The company states "of the permanent staff 191 are women, representing 4.7% of the full time labour force. The proportion of management positions held by women is 16% at Feronia".</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 132. Commitment to pay at least minimum wage?</p>	✓	1 / 1	<a href="#">Source</a>
<p>■ 133. Commitment to pay at least minimum wage applies to all suppliers?</p>	✗	0 / 1	
<p>■ 134. Progress on commitment to pay minimum wage?</p>			

	P	0.75 / 2	<a href="#">Source</a>
<input type="checkbox"/> 135. Reporting of salary by gender?	✗	0 / 1	
<input type="checkbox"/> 136. Commitment to address occupational health and safety?	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> 137. Commitment to address occupational health and safety applies to all suppliers?	✗	0 / 1	
<input type="checkbox"/> 138. Reduction of time lost due to work-based injuries? The company reported 48 accidents per million hours worked in 2016, and 50 accidents per million hours worked in 2017.	✗	0 / 1	<a href="#">Source</a>
<input type="checkbox"/> 139. Time lost due to work-based injuries? 50 - Accidents per million hours worked in 2017.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> 140. Zero fatalities as a result of work-based accidents? 0 - Data last reported in 2016.	P	0.5 / 1	<a href="#">Source</a>
<input type="checkbox"/> 141. Number of fatalities as a result of work-based accidents? 0 - Data last reported in 2016.	P	0.5 / 1	<a href="#">Source</a>
<input type="checkbox"/> 142. Provision of personal protective equipment and related training?	P	0.75 / 2	<a href="#">Source</a>



### > Certification standards

3 / 10 30%



<input type="checkbox"/> 143. Member of the Roundtable on Sustainable Palm Oil (RSPO)? 2,017	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> 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? This indicator is disabled as the company only became an RSPO member in 2017. It plans to achieve its first certification in 2020.			
<input type="checkbox"/> 145. Submitted most recent RSPO Annual Communication of Progress (ACOP)?	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> 146. Listed all countries and regions in which operates in most recent RSPO Annual Communication of Progress (ACOP)? Democratic Republic of the Congo.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> 147. Time-bound plan for achieving 100% RSPO certification of estates and mills within five years or	✗	0 / 1	<a href="#">Source</a>

**achieved 100% RSPO-certification of estates?**

2025 - Target over five years away.

✘ 0 / 1 [Source](#)

■ **148. Percentage of area (ha) RSPO-certified?**

0

■ **149. Percentage of scheme/plasma smallholders (ha) RSPO-certified?**

This indicator is disabled as the company does not source from plasma/scheme smallholders.

✘ 0 / 1 [Source](#)

■ **150. Percentage of mills RSPO-certified?**

0

✘ 0 / 1 [Source](#)

■ **151. Time-bound plan for achieving 100% RSPO certification of scheme/plasma/ associated smallholders and outgrowers within five years or target already achieved?**

2025 - Target over five years away.

✘ 0 / 1 [Source](#)

■ **152. Percentage of FFB supply (tonnes) from independent smallholders/ outgrowers/third-party FFB suppliers that is RSPO-certified?**

■ **153. Year expected to achieve 100% RSPO certification of all palm product processing facilities?**

This indicator is disabled as the company does not own processing facilities.

■ **154. Percentage of all palm oil and oil palm products handled/traded/ processed (tonnes) that is RSPO-certified?**

This indicator is disabled as the company does not own processing facilities.

✘ 0 / 1 [Source](#)

■ **155. Sells or processes/trades RSPO-certified palm oil through Segregated or Identity Preserved supply chains?**

■ **156. Indonesia Sustainable Palm Oil (ISPO) certified (100%)?**

This indicator is disabled as the company does not operate in Indonesia.

■ **157. Malaysia Sustainable Palm Oil (MSPO) certified?**

This indicator is disabled as the company does not operate in Malaysia.

✘ 0 / 1

■ **158. Certified under voluntary sustainability certification scheme (e.g. ISCC, SAS, RSB, etc.)?**



> **Smallholders and suppliers**

0 / 8 0%

✘ 0 / 1

■ **159. Commitment to support smallholders?**

<p><b>160. Programme to support scheme/plasma smallholders?</b> This indicator is disabled as the company does not source from plasma/scheme smallholders.</p>		
<p><b>161. Percentage of scheme/plasma smallholders involved in programme?</b> This indicator is disabled as the company does not source from plasma/scheme smallholders.</p>		
<p><b>162. Programme to support independent smallholders/outgrowers?</b></p>	✘	0 / 1
<p><b>163. Percentage of independent smallholders/outgrowers involved in programme?</b></p>	✘	0 / 1
<p><b>164. Process used to prioritise, assess and/or engage suppliers on compliance with company's policy and/or legal requirements?</b></p>	✘	0 / 1
<p><b>165. Percentage of suppliers assessed and/or engaged on compliance with company requirements?</b></p>	✘	0 / 1
<p><b>166. Time-bound plan to engage with all high-risk mills within three years?</b> This indicator is disabled as the company does not source from mills.</p>		
<p><b>167. Programme to support high-risk mills to become compliant with sourcing policies?</b> This indicator is disabled as the company does not source from mills.</p>		
<p><b>168. Regularly engages with a subset of high-risk mills?</b> This indicator is disabled as the company does not source from mills.</p>		
<p><b>169. Procedures in place to assess all own and third-party supplying palm oil mills for risk level?</b> This indicator is disabled as the company does not source from mills.</p>		
<p><b>170. Regularly assesses and categorises the risk level of all own and third-party supplying mills?</b> This indicator is disabled as the company does not source from mills.</p>		
<p><b>171. Regularly reports the risk level of all own and third-party supplying mills identified in its supply chain?</b> This indicator is disabled as the company does not source from mills.</p>		
<p><b>172. Suspension or exclusion criteria for suppliers?</b></p>	✘	0 / 1
<p><b>173. Time-bound action plans (including Key Performance Indicators) for suppliers to be in compliance with palm oil sourcing commitments?</b></p>	✘	0 / 1
<p><b>174. Proportion of direct and indirect supply that comes from palm oil plantations which are compliant with palm oil sourcing policies?</b></p>	✘	0 / 1



## > Governance and grievances

375 / 8 46.9%

 7 media reports



175. Commitment to ethical conduct and prohibition of corruption?

✓

1 / 1 [Source](#)

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

P

0.5 / 1 [Source](#)

The company's policy applies to employees or "business partners working on behalf of the Corporation including advisors, agents or contractors", however it is unclear if this applies to all suppliers.

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

P

0.75 / 2 [Source](#)

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

✗

0 / 1

179. Whistleblowing procedure?

P

0.5 / 1 [Source](#)

The company has a Whistleblowing Policy. However, the extent to which it will offer protection to whistleblowers is not clear.

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

✓

1 / 1 [Source](#)

181. Details of complaints and grievances disclosed?

✗

0 / 1 [Source](#)

The company only gives the number of engagements relating to grievance management.