

Golden Agri Resources Ltd

Palm oil
assessment

Total score:

77.7%

Latest update: October 2019

Next scheduled: October 2020

About this company:

Founded in 1996, Golden Agri Resources (GAR) is engaged in oil palm cultivation and harvesting, processing of fresh fruit bunches into crude palm oil and palm kernel and refining into industrial and consumer products. GAR has several subsidiaries operating across the palm oil industry, as well as in oilseed crushing, deep sea port and storage facilities and research. Golden Agri Resources' oil palm plantation estates are located in Indonesia.

Parent company: Flambo International Ltd (50.35%)

Landbank (oil palm): 606,168 hectares

Palm cultivation revenue: 99%

Market cap: 1,963,076,208 USD

Thomson Reuters ticker: GAGR.SI

Bloomberg ticker: GGR SP

ISIN: MU0117U00026

RSPO member? Yes

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

Activities: Oil palm cultivation; milling; palm kernel crushing; palm oil refining; trading and distribution


Locations: Indonesia (Bangka Belitung, Central Kalimantan, East Kalimantan, Jambi, Lampung, North Sumatra, Papua, Riau, South Kalimantan, South Sumatra, West Kalimantan)

Headquarters: Singapore


Notes: This assessment does not include Golden Veroleum (Liberia) Inc. (GVL). GVL is owned by The Verdant Fund LP, an investment fund, of which Golden Agri Resources (GAR) is a major investor. However, GVL is not a subsidiary of GAR nor are they affiliated to GAR. Both GAR and GVL operate as separate Roundtable on Sustainable Palm Oil (RSPO) members in their own right. PT SMART Tbk is marketed under the Sinar Mas Brand. However, neither GAR or SMART are subsidiaries of Sinar Mas.


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


Total:	153.03 / 197	77.7%
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 > Sustainability policy and leadership

10.75 / 11 97.7%

 25 media reports



 1. Sustainable palm oil policy or commitment for all its operations? ✓ 1 / 1 [Source](#)

The company has a Social and Environmental Policy

<p>2. Sustainable palm oil policy or commitment applies to all suppliers?</p>	✓	1 / 1	Source
<p>3. High-level position of responsibility for sustainability? Sustainability Committee which is chaired by the Corporate Strategy and Business Development Director and comprises the senior leadership team as well as the head of the Sustainability Directorate</p>	✓	1 / 1	Source
<p>4. One or more members within the board of the company have responsibility for sustainability? The Sustainability Committee reports directly to Chairman and Chief Executive Officer of the Board of Directors</p>	✓	1 / 1	Source
<p>5. Percentage or number of women in senior management team? 16.5%</p>	✓	1 / 1	Source
<p>6. Percentage or number of women board members? 0%</p>	✓	1 / 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? UNGC, TFA202, HCS Approach Steering Group, HCVRN and GAA among others</p>	✓	1 / 1	Source
<p>8. Collaboration with stakeholders to reduce negative environmental or social outcomes associated with palm oil production? The company has worked with stakeholders like Greenpeace to develop new guidelines and standards such as the High Carbon Stock approach (HCSA) and has worked with several stakeholders including NGOs to develop their sustainability policy</p>	✓	1 / 1	Source
<p>9. Sustainability report published within last two years?</p>	✓	1 / 1	Source
<p>10. Reports through standardised reporting systems? GRI, 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>			
<p>12. Climate risks assessment available?</p>	P	0.75 / 1	Source



> Landbank, maps and traceability

20.5 / 27 75.9%

17 media reports



13. Total land area managed/controlled for oil palm (ha)?
606,168

✓ 1 / 1 [Source](#)

<p><input type="checkbox"/> 14. Total oil palm planted area (ha)? 498,395 - This figure includes both nucleus and plasma areas</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 15. Plasma/scheme smallholders planted area (ha)? 103,479</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 16. Unplanted (areas designated for future planting) (ha)? 0 - The company reported 27,894 ha unplanted for palm oil cultivation in its 2015 ACOP, but reports 0 ha in its 2016 and 2017 ACOP. The company reports it has put on hold all new planting</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 17. Conservation set-aside area, including HCV area (ha)? 72,000</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 18. Area for infrastructure (ha)? 31,000</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 19. Maps of estates/management units? Concession boundaries have been made available to the RSPO and the company declares these represent 100% of their concession sites, but not all may be publicly available due to ongoing legal issues. Maps will become available on GeoRSPO</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 20. Maps of scheme/plasma smallholders? Scheme smallholder boundaries have been made available to the RSPO as part of their estate maps according to the company, but not all may be publicly available due to ongoing legal issues. Maps will become available on GeoRSPO</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 21. Names and locations of all third-party supplying plantations?</p>	✗	0 / 1	Source
<p><input type="checkbox"/> 22. Number of company-owned mills? 46</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 23. Names and coordinates of company-owned mills? Mills are mapped on the Sustainability Dashboard</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 24. Number (or percentage) of company-owned mills that source from company-owned plantations and/or third-party plantations? Suppliers are detailed on the Sustainability Dashboard</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 25. Total volumes (or percentages) sourced by company-owned mills that come from company-owned plantations and/or third-party plantations?</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 26. Number of supplier mills? 403 - The names and parent companies of all company-owned and supplier mills are provided on the company's Sustainability Dashboard by clicking on the links in the map</p>	✓	1 / 1	Source

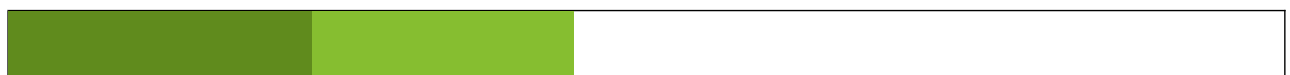
✓	1 / 1	Source
<p>27. Names and coordinates of all third-party supplying mills? The names and coordinates of all supplier mills are provided on the company's Sustainability Dashboard by clicking on the links in the map</p>		
✗	0 / 1	Source
<p>28. Number (or percentage) of third-party supplier mills that source from their own plantations and/or third-party plantations?</p>		
✗	0 / 1	Source
<p>29. Total volumes (or percentages) sourced from third-party supplier mills that come from their own plantations and/or third-party plantations?</p>		
<p>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 only sources directly from mills</p>		
✓	1 / 1	Source
<p>31. Time-bound commitment to achieve 100% traceability to mill level? 2015 - The company achieved 100% traceability to mill level in 2015</p>		
✓	1 / 2	Source
<p>32. Percentage of supply traceable to mill level? 100% - The company achieved 100% traceability to mill level in 2015</p>		
✓	1 / 1	Source
<p>33. Time-bound commitment to achieve 100% traceability to plantation level? 2020 - The company plans to achieve 100% traceability for 3rd-party mills by 2020. The company has achieved 100% traceability to plantation for all GAR-owned mills</p>		
✓ +	1 / 1 1 / 1	Source
<p>34. Percentage of fresh fruit bunches (FFB) from own mills traceable to plantation level? 100% - The company achieved 100% traceability to plantation for company-owned mills</p>		
✗	0 / 2	Source
<p>35. Percentage of fresh fruit bunches (FFB) from supplier mills traceable to plantation level? 0% - The company reports that 54 of 403 suppliers mills have full traceability to plantation but the % of FFB for suppliers cannot be calculated</p>		
P	0.75 / 1	Source
<p>36. Publishes traceability data at refinery level? The company publishes traceability data at the facility level on its Sustainability Dashboard</p>		
P	0.75 / 1	Source
<p>37. Publishes traceability data at crusher level? The company publishes traceability data at the facility level on its Sustainability Dashboard</p>		



> Deforestation and biodiversity

12 29 / 18 68 3%

36 media reports



	✓	1 / 1	Source
<p>38. Commitment to zero deforestation or zero conversion of natural ecosystems? The company has a commitment to not develop on HCV, HCS or peatland and makes reference to no deforestation. This commitment is effective from the date of adoption of the policy</p>			
	✓	1 / 1	Source
<p>39. Commitment to zero deforestation or zero conversion of natural ecosystems applies to all suppliers?</p>			
	✓	1 / 1	Source
<p>40. Criteria for defining deforestation? HCS, HCV, peat, cut-off date from date of policy adoption</p>			
	P	0.75 / 2	Source
<p>41. Evidence of monitoring deforestation? The company states it has piloted monitoring deforestation since 2016 in the Semitau region using satellites, drones and ground verification. It plans to roll out monitoring to all estates in 2017</p>			
	✓	1 / 1	Source
<p>42. Amount of illegal/non-compliant deforestation recorded in own operations? 0%</p>			
	✗	0 / 1	Source
<p>43. Amount of illegal/non-compliant deforestation recorded in supplier operations?</p>			
	✗	0 / 1	Source
<p>44. Commitment to restoration of non-compliant deforestation/conversion?</p>			
	✗	0 / 1	Source
<p>45. Commitment to restoration of non-compliant deforestation/conversion applies to all suppliers?</p>			
	✓ +	1 / 1 0.37 / 1	Source
<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>			
	✓	1 / 1	Source
<p>47. Commitment to biodiversity conservation?</p>			
	✓	1 / 1	Source
<p>48. Commitment to biodiversity conservation applies to all suppliers?</p>			
	✓ +	1 / 1 0.42 / 1	Source
<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	0.75 / 1	Source
<p>50. Examples of species and/or habitat conservation management? The company reports restoring peat areas and riparian zones, supporting the re-release of orangutans in partnership with Orangutan Foundation International, and engaging with local communities to discuss the importance of conservation efforts</p>			
	✓	1 / 1	Source
<p>51. Commitment to no hunting or only sustainable hunting of species?</p>			

✓ 1 / 1 [Source](#)

■ **52. Commitment to no hunting or only sustainable hunting of species applies to all suppliers?**



> **HCV, HCS and impact assessments**

12 / 14 85.7%

⚠ 14 media reports



✓ 1 / 1 [Source](#)

■ **53. Commitment to conduct High Conservation Value (HCV) assessments?**

✓ 1 / 1 [Source](#)

■ **54. Commitment to conduct High Conservation Value (HCV) assessments applies to all suppliers?**

✓ 1 / 1 [Source](#)

■ **55. High Conservation Value (HCV) assessments for planting undertaken prior to January 2015, and associated management and monitoring plans?**

There is public availability of the following HCV assessments:

Central Kalimantan: PT Buana Artha Sejahtera, PT Aditunggal Mahajaya, PT Agrokarya Primalestari, PT Mitrakarya Agroindo, PT Agrolestari Sentosa, PT Buana Adhitama, PT Binasawit Abadi Pratama

West Kalimantan: PT Cahaya Nusa Gemilang, PT Agrolestari Mandiri, PT Bangun Nusa Mandiri, PT Persada Graha Mandiri, PT Paramitra Internusa Pratama, PT Paramitra Internusa Pratama scheme smallholders, PT Kartika Prima Cipta, and PT Kencana Graha Permai

East Kalimantan: PT Tapian Nadenggan, PT Kresna Duta Agroindo

South Sumatra: PT Bumi Sawit Permai

Central Sumatra: PT Satya Kisma Usaha

✓ 1 / 1 [Source](#)

■ **56. High Conservation Value (HCV) assessments for all estates planted since January 2015?**

There is public availability of the following HCV assessments:

Scheme Smallholders of PT. Paramitra Internusa Pratama (PIP);
PT Cahaya Nusa Gemilang (PT CNG);
PT Kencana Graha Permai (PT KGP)

✓ 1 / 1 [Source](#)

■ **57. High Conservation Value (HCV) management and monitoring plans for all estates planted since January 2015?**

There are HCV management and monitoring plans available for:

Scheme Smallholders of PT. Paramitra Internusa Pratama (PIP);
PT Cahaya Nusa Gemilang (PT CNG);
PT Kencana Graha Permai (PT KGP)

P 0.5 / 1 [Source](#)

■ **58. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV Resource Network's Assessor Licensing Scheme (ALS)?**

The company does not have an explicit commitment itself, but commits under the RSPO New Planting Procedures (NPP) as an RSPO member

P 0.5 / 1 [Source](#)

■ **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 company commits to use credited assessors and mentions HCVRN but does not explicitly mention ALS		
<p>✓ 1 / 1 Source</p> <p>■ 60. Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel? There are satisfactory reviews of PT CNG and PT KGP</p>	✓	1 / 1 Source
<p>■ 61. Commitment to the High Carbon Stock (HCS) Approach?</p>	✓	1 / 1 Source
<p>■ 62. Commitment to the High Carbon Stock (HCS) Approach applies to all suppliers?</p>	P	0.5 / 1 Source
<p>■ 63. High Carbon Stock (HCS) assessments? The company has made its pilot HCS study available and has 17 completed assessments awaiting peer review listed on the HCS Approach website</p>	✓	1 / 1 Source
<p>■ 64. Commitment to conduct social and environmental impact assessments (SEIAs)?</p>	✓	1 / 1 Source
<p>■ 65. Commitment to conduct social and environmental impact assessments (SEIAs) applies to all suppliers? The company only mentions SIA in relation to its suppliers</p>	P	0.5 / 1 Source
<p>■ 66. Social and environmental impact assessments (SEIAs) undertaken, and associated management and monitoring plans? There is public availability of the following SEIAs: Central Kalimantan: PT Buana Artha Sejahtera, PT Aditunggal Mahajaya, PT Agrokarya Primalestari, PT Mitrakarya Agroindo, PT Agrolestari Sentosa, PT Buana Adhitama, PT Binasawit Abadi Pratama West Kalimantan: PT Cahaya Nusa Gemilang, PT Agrolestari Mandiri, PT Bangun Nusa Mandiri, PT Persada Graha Mandiri, PT Paramitra Internusa Pratama, PT Kartika Prima Cipta, PT Kencana Graha Permai and for smallholders of PT PIP East Kalimantan: PT Tapian Nadenggan, PT Kresna Duta Agroindo South Sumatra: PT Bumi Sawit Permai, Central Sumatra: PT Satya Kisma Usaha</p>	✓	1 / 1 Source



> Peat, fire and GHG emissions

13 / 20 65.8%

⚠ 5 media reports



<p>■ 67. Commitment to no planting on peat of any depth?</p>	✓	1 / 1 Source
<p>■ 68. Commitment to no planting on peat of any depth applies to all suppliers?</p>	✓	1 / 1 Source
<p>■ 69. Implementation of commitment to no planting on peat of any depth?</p>	✗	0 / 1 Source
<p>■ 70. Landbank or planted area on peat?</p>	✗	0 / 1 Source

The company is rehabilitating 2,600 ha of peatland at their PT Agro Lestari Mandiri (AMNL) concession in West Kalimantan, but no further information could be found

<p>71. Commitment to best management practices for soils and peat?</p>	✓	1 / 1 Source
<p>72. Commitment to best management practices for soils and peat applies to all suppliers?</p>	✓	1 / 1 Source
<p>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</p>	✓ +	1 / 1 Source 0.42 / 1
<p>74. Commitment to zero burning?</p>	✓	1 / 1 Source
<p>75. Commitment to zero burning applies to all suppliers?</p>	✓	1 / 1 Source
<p>76. Evidence of fire monitoring and management?</p>	P	0.75 / 2 Source
<p>77. Details/number of hotspots/fires in company estates? The company provides Fire Incident Reports for each month in 2016-2019</p>	✓	1 / 1 Source
<p>78. Details/number of hotspots/fires within surrounding landscape/smallholders?</p>	✓	1 / 1 Source
<p>79. Time-bound commitment to reduce greenhouse gas (GHG) emissions intensity? The company is committed to reducing GHG emissions, but states it is currently designing an emission reduction strategy</p>	✗	0 / 1 Source
<p>80. Methodology used to calculate GHG emissions? RSPO PalmGHG Calculator</p>	✓	1 / 1 Source
<p>81. Progress towards commitment to reduce GHG emissions intensity? The company reports its emission intensity by product, and states that methane capture facilities have reduced GHG emissions by 40-55%, but does not report on progress to reduce its emissions intensity. It states it is in the process of designing an emission reduction strategy</p>	P	0.5 / 1 Source
<p>82. Percentage of mills with methane capture (100%)? 7 (15%) - The company reports seven mills with methane capture</p>	P	0.5 / 1 Source
<p>83. GHG emissions intensity?</p>	✓	1 / 1 Source
<p>84. GHG emissions from land use change?</p>	✗	0 / 1 Source



 18 media reports


<input checked="" type="checkbox"/> 85. Time-bound commitment to improve water use intensity?	✗	0 / 1 Source
<input checked="" type="checkbox"/> 86. Progress towards commitment on water use intensity? The company reports that their water consumption is not decreasing	✗	0 / 1 Source
<input type="checkbox"/> 87. Water use intensity?	✓	1 / 1 Source
<input checked="" type="checkbox"/> 88. Time-bound commitment to improve water quality (BOD and COD)?	✗	0 / 1 Source
<input checked="" type="checkbox"/> 89. Progress towards commitment on water quality (BOD and COD)?	✗	0 / 1 Source
<input checked="" type="checkbox"/> 90. Treatment of palm oil mill effluent (POME) and/or palm oil refinery effluent (PORE)?	P	0.75 / 1 Source
<input checked="" type="checkbox"/> 91. Commitment to protect natural waterways through buffer zones?	✓	1 / 1 Source
<input checked="" type="checkbox"/> 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	✓ +	1 / 1 Source 0.42 / 1
<input checked="" type="checkbox"/> 93. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers?	✓	1 / 1 Source
<input checked="" type="checkbox"/> 94. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers?	✓	1 / 1 Source
<input checked="" type="checkbox"/> 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	✓ +	1 / 1 Source 0.42 / 1
<input type="checkbox"/> 96. Chemical usage per ha or list of chemicals used? Pesticide and herbicide usage	✓	1 / 1 Source
<input checked="" type="checkbox"/> 97. Commitment to no use of paraquat? The company stopped using paraquat in its estates in 2016, replacing it with glufosinate ammonium	✓	1 / 1 Source
<input checked="" type="checkbox"/> 98. Commitment to no use of paraquat applies to all suppliers?	✓	1 / 1 Source

	✓ 1 / 1 Source
<p>99. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides?</p> <p>The company states "Pesticides that are categorised as World Health Organization Class 1A or 1B listed by the Stockholm or Rotterdam Conventions, are not used, except in specific situations identified in national best practice guidelines, such as during an extreme pest infestation."</p>	
	✓ 1 / 1 Source
<p>100. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides 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 "Pesticides that are categorised as World Health Organization Class 1A or 1B listed by the Stockholm or Rotterdam Conventions, are not used, except in specific situations identified in national best practice guidelines, such as during an extreme pest infestation."</p>	
	✓ 1 / 1 Source
<p>102. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention applies to all suppliers?</p>	
	✓ 1 / 1 Source
	+ 0.42 / 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

37.77 / 46 82.1%

⚠ 26 media reports



	✓ 1 / 1 Source
<p>104. Commitment to human rights?</p>	
	✓ 1 / 1 Source
<p>105. Commitment to human rights applies to all suppliers?</p>	
	✓ 1 / 1 Source
	+ 0.37 / 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>	
	✓ 1 / 1 Source
<p>107. Commitment to respect legal and customary land tenure rights?</p>	
	✓ 1 / 1 Source
<p>108. Commitment to legal and customary land rights applies to all suppliers?</p>	
	✓ 1 / 1 Source
<p>109. Details of process for addressing land conflicts available?</p>	
	✓ 1 / 1 Source
	✓ 1 / 1 Source
<p>110. Commitment to respect indigenous and local communities' rights?</p> <p>The company states it respects the rights of indigenous peoples, including national laws and ratified international treaties</p>	

on human rights and indigenous peoples

	✓	1 / 1	Source
■ 111. Commitment to indigenous and local communities' rights applies to all suppliers?			
	✓	1 / 1	Source
■ 112. Examples of local stakeholder engagement to prevent conflicts?	+	0.37 / 1	
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)?			
	✓	1 / 1	Source
■ 114. Commitment to free, prior and informed consent (FPIC) applies to all suppliers?			
	✓	1 / 1	Source
■ 115. Details of free, prior and informed consent (FPIC) process available?			
	P	0.5 / 1	Source
■ 116. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced?			
	P	0.5 / 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?			
	✓	1 / 1	Source
■ 119. Commitment to mitigate impacts on food security 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	Source
■ 122. Progress on commitment to provide essential community services and facilities?	+	0.42 / 1	
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?			
	✓	1 / 1	Source
■ 124. Commitment to respect all workers' rights applies to all suppliers?			
	✓	1 / 1	Source
■ 125. Progress on commitment to respect all workers' rights?	+	0.37 / 1	
Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume			

<p>126. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles? The company does not refer to equal remuneration</p>	P	0.5 / 1	Source
<p>127. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles applies to all suppliers? The company does not refer to equal remuneration</p>	P	0.5 / 1	Source
<p>128. Commitment to eliminate gender-related discrimination with regards to employment and occupation?</p>	✓	1 / 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? 40,175 (39.3%) - Fixed term employees</p>	✓	1 / 1	Source
<p>131. Percentage or number of women employees? 32,618 (31.9%)</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
<p>134. Progress on commitment to pay minimum wage? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume</p>	✓ +	1 / 1 0.37 / 1	Source
<p>135. Reporting of salary by gender?</p>	✓	1 / 1	Source
<p>136. Commitment to address occupational health and safety?</p>	✓	1 / 1	Source
<p>137. Commitment to address occupational health and safety applies to all suppliers?</p>	✓	1 / 1	Source
<p>138. Reduction of time lost due to work-based injuries? Reports a decrease in its rate of recordable work-related injuries in 2018</p>	P	0.75 / 1	Source
<p>139. Time lost due to work-based injuries? 4 - The company reports a Frequency Rate of 4 accidents per million man hours worked in its upstream operations. It also reports a Frequency Rate of 2.8 for its downstream operations</p>	✓	1 / 1	Source
<p>140. Zero fatalities as a result of work-based accidents?</p>	✗	0 / 1	Source

<input type="checkbox"/> 141. Number of fatalities as a result of work-based accidents? 9 - For the year 2018	✓	1 / 1	Source
<input type="checkbox"/> 142. Provision of personal protective equipment and related training? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume	✓ +	1 / 1 0.37 / 1	Source



> Certification standards

11.67 / 15 77.8%

12 media reports

<input type="checkbox"/> 143. Member of the Roundtable on Sustainable Palm Oil (RSPO)? 2,011	✓	1 / 1	Source
<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? 2011	✓	1 / 1	Source
<input type="checkbox"/> 145. Submitted most recent RSPO Annual Communication of Progress (ACOP)?	✓	1 / 1	Source
<input type="checkbox"/> 146. Listed all countries and regions in which operates in most recent RSPO Annual Communication of Progress (ACOP)? Indonesia (Bangka Belitung, Central Kalimantan, East Kalimantan, Jambi, Lampung, North Sumatra, Papua, Riau, South Kalimantan, South Sumatra, West Kalimantan)	✓	1 / 1	Source
<input type="checkbox"/> 147. Time-bound plan for achieving 100% RSPO certification of estates and mills within five years or achieved 100% RSPO-certification of estates? 2020	✓	1 / 1	Source
<input type="checkbox"/> 148. Percentage of area (ha) RSPO-certified? 257,621 (42.49%)	P	0.42 / 1	Source
<input type="checkbox"/> 149. Percentage of scheme/plasma smallholders (ha) RSPO-certified? 51,128 (50%)	P	0.5 / 1	Source
<input type="checkbox"/> 150. Percentage of mills RSPO-certified? 29 (63%)	P	0.63 / 1	Source
<input type="checkbox"/> 151. Time-bound plan for achieving 100% RSPO certification of scheme/plasma/ associated smallholders and outgrowers within five years or target already achieved? 2020 - Applies to plasma smallholders	✓	1 / 1	Source

	✗ 0 / 1 Source
<p>152. Percentage of FFB supply (tonnes) from independent smallholders/ outgrowers/third-party FFB suppliers that is RSPO-certified? 0 (0%) - The company does not state it has independent smallholders in its supply base, but does state it is supporting them</p>	
	✓ 1 / 1 Source
<p>153. Year expected to achieve 100% RSPO certification of all palm product processing facilities? 2017</p>	
	P 0.37 / 1 Source
<p>154. Percentage of all palm oil and oil palm products handled/traded/ processed (tonnes) that is RSPO-certified? 37%</p>	
	✓ 1 / 1 Source
<p>155. Sells or processes/trades RSPO-certified palm oil through Segregated or Identity Preserved supply chains? Book & Claim, Mass Balance, Segregated, Identity Preserved</p>	
	P 0.75 / 1 Source
<p>156. Indonesia Sustainable Palm Oil (ISPO) certified (100%)? [Externally verified] The company is partially certified and states that over 205,700 hectares of plantations and 32 mills have received ISPO certification</p>	
<p>157. Malaysia Sustainable Palm Oil (MSPO) certified? This indicator is disabled as the company does not operate in Malaysia</p>	
	✓ 1 / 1 Source
<p>158. Certified under voluntary sustainability certification scheme (e.g. ISCC, SAS, RSB, etc.)? The company states over 291,000 hectares of plantations including smallholder plantations of over 57,700 hectares, 30 mills, two kernel crushing plants, five refineries and 14 bulking stations have received ISCC certification</p>	



> Smallholders and suppliers

12 / 16 75%

⚠ 32 media reports



	✓ 1 / 1 Source
<p>159. Commitment to support smallholders?</p>	
	P 0.75 / 1 Source
<p>160. Programme to support scheme/plasma smallholders? Provide high-yielding seeds and good quality fertilisers, ensure knowledge transfer and capacity building through regular training on Good Agricultural Practices (GAP)</p>	
	P 0.75 / 1 Source
<p>161. Percentage of scheme/plasma smallholders involved in programme? 69,400 (100%) - The company supports 100% of its 69,400 plasma smallholders</p>	
	P 0.75 / 1 Source
<p>162. Programme to support independent smallholders/outgrowers?</p>	








The company supports independent smallholders through the Innovative Financing Scheme which aims to "encourage more independent smallholders to replant with better quality, higher-yielding seed by giving them access to financing and helping them sustain their livelihoods during the four years it takes for the new seedlings to mature"

	P	0.5 / 1	Source
<p>163. Percentage of independent smallholders/outgrowers involved in programme? 4,200 - The company reports the number of independent smallholders it is supporting but not the percentage</p>			
	✓	1 / 1	Source
<p>164. Process used to prioritise, assess and/or engage suppliers on compliance with company's policy and/or legal requirements? The company reviews business dealings with suppliers found in breach of its policies, and engages with them to correct actions. It uses a due diligence system and grievance mechanism to identify issues.</p>			
	P	0.75 / 1	Source
<p>165. Percentage of suppliers assessed and/or engaged on compliance with company requirements? 403 (100%) - The company have assessed all 403 third-party mill suppliers and visited 25 of them in 2018</p>			
	P	0.5 / 1	Source
<p>166. Time-bound plan to engage with all high-risk mills within three years? The company engages with supplier mills as required but does not publish time-bound plans to engage with all high risk mills</p>			
	P	0.75 / 1	Source
<p>167. Programme to support high-risk mills to become compliant with sourcing policies?</p>			
	P	0.75 / 1	Source
<p>168. Regularly engages with a subset of high-risk mills?</p>			
	✓	1 / 1	Source
<p>169. Procedures in place to assess all own and third-party supplying palm oil mills for risk level?</p>			
	P	0.75 / 1	Source
<p>170. Regularly assesses and categorises the risk level of all own and third-party supplying mills?</p>			
	P	0.75 / 1	Source
<p>171. Regularly reports the risk level of all own and third-party supplying mills identified in its supply chain?</p>			
	✓	1 / 1	Source
<p>172. Suspension or exclusion criteria for suppliers?</p>			
	P	0.5 / 1	Source
<p>173. Time-bound action plans (including Key Performance Indicators) for suppliers to be in compliance with palm oil sourcing commitments? The company publishes time-bound action plans for some of its suppliers</p>			
	P	0.5 / 1	Source
<p>174. Proportion of direct and indirect supply that comes from palm oil plantations which are compliant with palm oil sourcing policies? The company only reports the number of suppliers that are compliant with its sustainability policies and not the proportion of its direct supply that is also compliant with its policies</p>			



 15 media reports



<p> 175. Commitment to ethical conduct and prohibition of corruption?</p>	<p>✓</p>	<p>1 / 1 Source</p>
<p> 176. Commitment to ethical conduct and prohibition of corruption applies to all suppliers?</p>	<p>✓</p>	<p>1 / 1 Source</p>
<p> 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</p>	<p>✓ +</p>	<p>1 / 1 Source 0.37 / 1</p>
<p> 178. Disclosure of the company's management approach to tax and payments to governments? The company has a Tax Policy but does not report an executive level position or governance body responsible for tax issues</p>	<p>P</p>	<p>0.5 / 1 Source</p>
<p> 179. Whistleblowing procedure? The company allows for whistleblowing, but no details on the procedure are given</p>	<p>✓</p>	<p>1 / 1 Source</p>
<p> 180. Own grievance or complaints system open to all stakeholders?</p>	<p>✓</p>	<p>1 / 1 Source</p>
<p> 181. Details of complaints and grievances disclosed? The company provides a grievance list, and summary reports of specific site visits in response to grievances</p>	<p>✓</p>	<p>1 / 1 Source</p>