

Hap Seng Plantation Holdings Bhd

Palm oil
assessment

Total score:

65.7%

Latest update: October 2019

Next scheduled: November 2020

About this company:

Established in 2007, Hap Seng Plantations Holdings Berhad is a Malaysia-based investment holding company, which carries out marketing and trading activities for its plantation subsidiaries. The company is engaged in oil palm cultivation and processing of fresh fruit bunches into crude palm oil and palm kernel. Hap Seng's oil palm plantation estates are located in Malaysia.

Parent company: Hap Seng Consolidated Bhd

Landbank (oil palm): 40,179 hectares

Palm cultivation revenue: 100%

Market cap: 273,066,970 USD

Thomson Reuters ticker: HAPP.KL

Bloomberg ticker: HAPL MK

ISIN: MYL513800002

RSPO member? Yes

Other initiatives: Malaysian Sustainable Palm Oil (MSPO), International Sustainability and Carbon Certification (ISCC)

Activities: Oil palm cultivation, milling

Locations: Malaysia (Sabah)

Headquarters: Malaysia

Parent website: <http://www.hapseng.com.my/en/>

Website: [http://hapsengplantations.com.my/Latest annual report \(2018\) | Sustainability report \(2018\)](http://hapsengplantations.com.my/Latest%20annual%20report%20(2018)%20|%20Sustainability%20report%20(2018))

Total:

109.68 / 167

65.7%



> Sustainability policy and leadership

65 / 111 59.1%

1 media report



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

The company has a Sustainable Agriculture Policy.

✓ 1 / 1 [Source](#)

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

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

✗ 0 / 1 [Source](#)

3. High-level position of responsibility for sustainability?

CSR & Sustainability Committee chaired by the Chief Executive – Group Plantations.

✓ 1 / 1 [Source](#)

<input type="checkbox"/> 4. One or more members within the board of the company have responsibility for sustainability?	✓	1 / 1	Source
<input type="checkbox"/> 5. Percentage or number of women in senior management team? The company has no women in its senior management team according to its website, however its 2018 sustainability report states the number of women in its senior management team to be 18%.	P	0.5 / 1	Source
<input type="checkbox"/> 6. Percentage or number of women board members? 1 (8.3%)	✓	1 / 1	Source
<input checked="" type="checkbox"/> 7. Member of multiple industry schemes or other external initiatives to reduce negative environmental or social outcomes associated with palm oil production?	✗	0 / 1	
<input checked="" type="checkbox"/> 8. Collaboration with stakeholders to reduce negative environmental or social outcomes associated with palm oil production? The company engages with the government on riparian areas to protect waterways, is working with NGOs to help smallholders achieve RSPO certification and provides jobs, health services and education to local communities.	✓	1 / 1	Source
<input type="checkbox"/> 9. Sustainability report published within last two years? 2018	✓	1 / 1	Source
<input type="checkbox"/> 10. Reports through standardised reporting systems?	✗	0 / 1	
<input checked="" type="checkbox"/> 11. Verification report on compliance with POIG Charter, if a POIG member? This indicator is disabled as the company is not a POIG member.			
<input checked="" type="checkbox"/> 12. Climate risks assessment available?	✗	0 / 1	Source



> Landbank, maps and traceability

11 7 / 14 83.6%



<input type="checkbox"/> 13. Total land area managed/controlled for oil palm (ha)? 40,178.8	✓	1 / 1	Source
<input type="checkbox"/> 14. Total oil palm planted area (ha)? 35,957	✓	1 / 1	Source
<input type="checkbox"/> 15. Plasma/scheme smallholders planted area (ha)? This indicator is disabled as the company does not source from plasma/scheme smallholders.			
<input type="checkbox"/> 16. Unplanted (areas designated for future planting) (ha)?	P	0.5 / 1	Source

0 - The company reports a figure of "Reserve plantable" area of 113 ha within its 2018 sustainability report, however it reports a figure of 0 ha in its 2018 ACOP.		
<input type="checkbox"/> 17. Conservation set-aside area, including HCV area (ha)? 1,401.98	✓	1 / 1 Source
<input type="checkbox"/> 18. Area for infrastructure (ha)? 2,679	✓	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? This indicator is disabled as the company does not source from plasma/scheme smallholders.		
<input type="checkbox"/> 21. Names and locations of all third-party supplying plantations?	✗	0 / 1
<input type="checkbox"/> 22. Number of company-owned mills? 4	✓	1 / 1 Source
<input type="checkbox"/> 23. Names and coordinates of company-owned mills? .	✓	1 / 1 Source
<input type="checkbox"/> 24. Number (or percentage) of company-owned mills that source from company-owned plantations and/or third-party plantations? The company only states "Around 11% of the total FFB processed at our two mass balance mills in 2018 was sourced from 11 external independent local outgrowers and smallholders."	P	0.5 / 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.		
<input type="checkbox"/> 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.

✓ 1 / 1 [Source](#)

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

2022 (100%)

P
+ 0.7 / 1 [Source](#)
1 / 1

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

70% - The company reports that 70% or 506,537 MT of FFB purchased from own estates and local outgrowers/smallholders were processed by identity preserved mills in 2018.

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's reporting broadly suggests that it is not a refiner. Please note that ZSL has been unable to confirm this.

37. Publishes traceability data at crusher level?

This indicator is disabled as the company's reporting broadly suggests that it does not own crushing facilities. Please note that ZSL has been unable to confirm this.



> **Deforestation and biodiversity**

10 / 18 57.7%



✓ 1 / 1 [Source](#)

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

The company has a commitment to no deforestation, not clear if time-bound.

✗ 0 / 1 [Source](#)

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

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

<p>40. Criteria for defining deforestation? The company commits to protecting HCV and HCS forest based on the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.</p>	<p>✓ 1 / 1 Source</p>
<p>41. Evidence of monitoring deforestation? The company states that it regularly monitors its buffer zones and has not detected any evidence of deforestation within its boundaries. Also conducts patrolling to ensure no illegal encroachment takes place.</p>	<p>P 0.75 / 2 Source</p>
<p>42. Amount of illegal/non-compliant deforestation recorded in own operations?</p>	<p>✗ 0 / 1</p>
<p>43. Amount of illegal/non-compliant deforestation recorded in supplier operations?</p>	<p>✗ 0 / 1</p>
<p>44. Commitment to restoration of non-compliant deforestation/conversion? The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.</p>	<p>✓ 1 / 1 Source</p>
<p>45. Commitment to restoration of non-compliant deforestation/conversion applies to all suppliers?</p>	<p>✗ 0 / 1</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 0.82 / 1</p>
<p>47. Commitment to biodiversity conservation? The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.</p>	<p>✓ 1 / 1 Source</p>
<p>48. Commitment to biodiversity conservation applies to all suppliers?</p>	<p>✗ 0 / 1</p>
<p>49. Identified species of conservation concern, referencing international or national system of species classification? The company states that it has identified species of concern referring IUCN Red list. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>	<p>✓ + 1 / 1 Source 0.82 / 1</p>
<p>50. Examples of species and/or habitat conservation management? The company states it is working to conserve the Jelutong tree by replanting, 60 ha of land has been set aside for planting of Sepat. 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?</p>	<p>✓ 1 / 1 Source</p>

✘ 0 / 1

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



> HCV, HCS and impact assessments

4 / 10 40%



■ 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? ✘ 0 / 1 [Source](#)

■ 55. High Conservation Value (HCV) assessments for planting undertaken prior to January 2015, and associated management and monitoring plans? ✘ 0 / 1 [Source](#)
The company only states a HCV assessment and management plan has been completed for one area, but no summaries or documents are publicly available.

■ 56. High Conservation Value (HCV) assessments for all estates planted since January 2015?
This indicator is disabled as the company has not undertaken any new planting since January 2015.

■ 57. High Conservation Value (HCV) management and monitoring plans for all estates planted since January 2015?
This indicator is disabled as the company has not undertaken any new planting since January 2015.

■ 58. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV Resource Network's Assessor Licensing Scheme (ALS)? ✓ 1 / 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? ✘ 0 / 1 [Source](#)

■ 60. Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel?
This indicator is disabled as the company has not undertaken any new planting since January 2015.

■ 61. Commitment to the High Carbon Stock (HCS) Approach? ✓ 1 / 1 [Source](#)

■ 62. Commitment to the High Carbon Stock (HCS) Approach applies to all suppliers? ✘ 0 / 1 [Source](#)
The company only states it will "encourage" the application of its policy among business partners, including suppliers.

■ 63. High Carbon Stock (HCS) assessments?
This indicator is disabled as the company has not undertaken any new planting since January 2016.

■ 64. Commitment to conduct social and environmental impact assessments (SEIAs)? ✓ 1 / 1 [Source](#)

The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.

✘ 0 / 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?



> **Peat, fire and GHG emissions**

13.57 / 20 67.9%



✓ 1 / 1 [Source](#)
67. Commitment to no planting on peat of any depth?

✘ 0 / 1 [Source](#)
68. Commitment to no planting on peat of any depth applies to all suppliers?

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

P 0.75 / 1 [Source](#)
69. Implementation of commitment to no planting on peat of any depth?

The company reports peatland developed as 0 ha annually since 2011.

✓ 1 / 1 [Source](#)
70. Landbank or planted area on peat?

0

✓ 1 / 1 [Source](#)
71. Commitment to best management practices for soils and peat?

✘ 0 / 1 [Source](#)
72. Commitment to best management practices for soils and peat applies to all suppliers?

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

✓ + 1 / 1 [Source](#)
 0.82 / 1
73. Evidence of best management practices for soils and peat?

The company details best management practices for soils but does not operate on peatland. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.

✓ 1 / 1 [Source](#)
74. Commitment to zero burning?

✘ 0 / 1 [Source](#)
75. Commitment to zero burning applies to all suppliers?

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

P 0.75 / 2 [Source](#)
76. Evidence of fire monitoring and management?

The company patrols the perimeter of its forest reserves on a monthly basis to identify signs of fire. The company states

"Our next step in monitoring fires / hotspots is by using the Global Fire Watch Portal."

<p><input type="checkbox"/> 77. Details/number of hotspots/fires in company estates?</p>	✓	1 / 1 Source
<p><input type="checkbox"/> 78. Details/number of hotspots/fires within surrounding landscape/smallholders?</p>	✗	0 / 1
<p><input type="checkbox"/> 79. Time-bound commitment to reduce greenhouse gas (GHG) emissions intensity?</p> <p>The company has a commitment to reduce GHG emissions to between 1.0 to 1.5 tonnes CO2e/tonne Crude Palm Oil by 2018.</p>	✓	1 / 1 Source
<p><input type="checkbox"/> 80. Methodology used to calculate GHG emissions?</p> <p>RSPO PalmGHG calculator v3.0.1.</p>	✓	1 / 1 Source
<p><input type="checkbox"/> 81. Progress towards commitment to reduce GHG emissions intensity?</p> <p>The company reports that the GHG value of the group was reduced to 1.45 tones of CO2e per tonne of CPO (MT CO2e/MT CPO) from 1.89 MT CO2e/MT CPO in 2017.</p>	P	0.75 / 1 Source
<p><input type="checkbox"/> 82. Percentage of mills with methane capture (100%)?</p> <p>2 (50%) - Only two mills have methane and biogas capture.</p>	P	0.5 / 1 Source
<p><input type="checkbox"/> 83. GHG emissions intensity?</p> <p>7.24 - tCO2e/ha.</p>	✓	1 / 1 Source
<p><input type="checkbox"/> 84. GHG emissions from land use change?</p>	✓	1 / 1 Source



> **Water, chemical and pest management**

15 / 22 70.3%



<p><input type="checkbox"/> 85. Time-bound commitment to improve water use intensity?</p> <p>The company had a previous target of 1.30 tonnes of water usage per tonne of processed FFB which was met in 2016, however no updated target could be found and this target was not achieved in 2017 or 2018.</p>	✗	0 / 1 Source
<p><input type="checkbox"/> 86. Progress towards commitment on water use intensity?</p> <p>The company reports reduction in water use intensity figures from 2017 to 2018.</p>	P	0.75 / 1 Source
<p><input type="checkbox"/> 87. Water use intensity?</p> <p>1.4 - MT Water/MT FFB.</p>	✓	1 / 1 Source
<p><input type="checkbox"/> 88. Time-bound commitment to improve water quality (BOD and COD)?</p> <p>The company has a target to achieve BOD levels of 20ppm at all mills by 2020, and a 70% reduction in COD levels by 2020</p>	✓	1 / 1 Source

for three mills and 2022 for one mill.

	P	0.5 / 1	Source
■ 89. Progress towards commitment on water quality (BOD and COD)? The company is progressing towards its target to reduce BOD levels to 20ppm, but does not report COD levels.			
	P	0.75 / 1	Source
■ 90. Treatment of palm oil mill effluent (POME) and/or palm oil refinery effluent (PORE)? The company reports that it treats POME and also works towards its reduction.			
	✓	1 / 1	Source
■ 91. Commitment to protect natural waterways through buffer zones?			
	✓ +	1 / 1 0.82 / 1	Source
■ 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
■ 93. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers? The company aims to minimise the use of chemical pesticides and commercial fertilisers from its plantations. The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.			
	✗	0 / 1	
■ 94. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers?			
	✓ +	1 / 1 0.82 / 1	Source
■ 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
■ 96. Chemical usage per ha or list of chemicals used?			
	✓	1 / 1	Source
■ 97. Commitment to no use of paraquat?			
	✗	0 / 1	
■ 98. Commitment to no use of paraquat applies to all suppliers?			
	✓	1 / 1	Source
■ 99. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides? The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.			
	✗	0 / 1	
■ 100. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides applies to all suppliers?			
	✓	1 / 1	Source
■ 101. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention? The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified			

within five years.

✘ 0 / 1

■ **102. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention applies to all suppliers?**

✓ 1 / 1 [Source](#)
+ 0.82 / 1

■ **103. Integrated Pest Management (IPM) approach?**

The company states that it has an IPM system to control pests, pathogens and weeds so as to minimise the use of chemical pesticides in its plantations. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.



> Community, land and labour rights

31.67 / 46 68.9%

⚠ 2 media reports



✓ 1 / 1 [Source](#)

■ **104. Commitment to human rights?**

✘ 0 / 1 [Source](#)

■ **105. Commitment to human rights applies to all suppliers?**

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

✓ 1 / 1 [Source](#)
+ 0.82 / 1

■ **106. Progress on human rights commitment?**

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

✓ 1 / 1 [Source](#)

■ **107. Commitment to respect legal and customary land tenure rights?**

✘ 0 / 1 [Source](#)

■ **108. Commitment to legal and customary land rights applies to all suppliers?**

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

✓ 1 / 1 [Source](#)

■ **109. Details of process for addressing land conflicts available?**

✓ 1 / 1 [Source](#)

■ **110. Commitment to respect indigenous and local communities' rights?**

The company respects the rights of indigenous and local communities, but does not reference the UN Declaration of the Rights of Indigenous Peoples. The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.

P 0.5 / 1 [Source](#)

■ **111. Commitment to indigenous and local communities' rights applies to all suppliers?**

The company only states it will "encourage" the application of its policy among business partners, including suppliers.

✓ 1 / 1 [Source](#)
+ 0.82 / 1

■ **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.		
<p>113. Commitment to free, prior and informed consent (FPIC)?</p>	✓	1 / 1 Source
<p>114. Commitment to free, prior and informed consent (FPIC) applies to all suppliers? The company only states it will "encourage" the application of its policy among business partners, including suppliers.</p>	P	0.5 / 1 Source
<p>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). Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.</p>	✓	1 / 1 Source
<p>116. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced? The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.</p>	✓	1 / 1 Source
<p>117. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced, applies to all suppliers?</p>	✗	0 / 1
<p>118. Commitment to mitigate impacts on food security? Commitment to mitigate impact on food security is not clear in relation to local communities. The company makes this commitment through the RSPO Principles and Criteria 2018. Full points have therefore been awarded on the basis of the company's RSPO certified landbank (81.6%) and a further commitment to be 100% certified within five years.</p>	✓	1 / 1 Source
<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>	✗	0 / 2 Source
<p>121. Commitment to provide essential community services and facilities? The company has an unclear commitment.</p>	P	0.5 / 1 Source
<p>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.</p>	✓ +	1 / 1 Source 0.82 / 1
<p>123. Commitment to respect all workers' rights?</p>	✓	1 / 1 Source
<p>124. Commitment to respect all workers' rights applies to all suppliers? The company only states it will "encourage" the application of its policy among business partners, including suppliers.</p>	✗	0 / 1 Source
<p>125. Progress on commitment to respect all workers' rights? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>	✓ +	1 / 1 Source 0.82 / 1

<input type="checkbox"/> 126. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles?	✓	1 / 1 Source
<input type="checkbox"/> 127. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles applies to all suppliers? The policy commits its suppliers to complying with some of the core ILO conventions.	P	0.5 / 1 Source
<input type="checkbox"/> 128. Commitment to eliminate gender-related discrimination with regards to employment and occupation?	✓	1 / 1 Source
<input type="checkbox"/> 129. Commitment to eliminate gender-related discrimination with regards to employment and occupation applies to all suppliers?	✓	1 / 1 Source
<input type="checkbox"/> 130. Percentage or number of temporary employees?	✗	0 / 1
<input type="checkbox"/> 131. Percentage or number of women employees? 2,485	✓	1 / 1 Source
<input type="checkbox"/> 132. Commitment to pay at least minimum wage?	✓	1 / 1 Source
<input type="checkbox"/> 133. Commitment to pay at least minimum wage applies to all suppliers?	✓	1 / 1 Source
<input type="checkbox"/> 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.	✓ +	1 / 1 Source 0.82 / 1
<input type="checkbox"/> 135. Reporting of salary by gender?	✗	0 / 1
<input type="checkbox"/> 136. Commitment to address occupational health and safety?	✓	1 / 1 Source
<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?	✗	0 / 1 Source
<input type="checkbox"/> 139. Time lost due to work-based injuries? 1.5 - Lost time accident rate (per 200,000 working hours).	✓	1 / 1 Source
<input type="checkbox"/> 140. Zero fatalities as a result of work-based accidents? The company reports zero fatalities as a result of work-based accidents in 2018.	P	0.75 / 1 Source
<input type="checkbox"/> 141. Number of fatalities as a result of work-based accidents?	✓	1 / 1 Source

0

✓ 1 / 1 [Source](#)
+ 0.82 / 1

■ **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.



> **Certification standards**

8.82 / 11 80.2%



■ **143. Member of the Roundtable on Sustainable Palm Oil (RSPO)?**

2,005

✓ 1 / 1 [Source](#)

■ **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?**

2012

✗ 0 / 1 [Source](#)

■ **145. Submitted most recent RSPO Annual Communication of Progress (ACOP)?**

2018

✓ 1 / 1 [Source](#)

■ **146. Listed all countries and regions in which operates in most recent RSPO Annual Communication of Progress (ACOP)?**

✓ 1 / 1 [Source](#)

■ **147. Time-bound plan for achieving 100% RSPO certification of estates and mills within five years or achieved 100% RSPO-certification of estates?**

2022

✓ 1 / 1 [Source](#)

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

32,816.6 (81.6%)

P 0.82 / 1 [Source](#)

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

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

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

4 (100%)

✓ 1 / 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?**

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

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

0 (0%)

✗ 0 / 1 [Source](#)

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

This indicator is disabled as the company's reporting broadly suggests that it 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's reporting broadly suggests that it does not own processing facilities.

✓ 1 / 1 [Source](#)

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

Segregated, Identity Preserved.

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

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

✓ 1 / 1 [Source](#)

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

100% - The company has achieved 100% MSPO certification for all its estates and mills.

✓ 1 / 1 [Source](#)

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

100% mills ISCC certified.



> **Smallholders and suppliers**

175 / 7 25%

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

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

■ **160. Programme to support scheme/plasma smallholders?**

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

■ **161. Percentage of scheme/plasma smallholders involved in programme?**

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

✓ 1 / 1 [Source](#)

■ **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 0.75 / 1 [Source](#)

■ **163. Percentage of independent smallholders/outgrowers involved in programme?**

55% - The company reports six out of its 11 independent local outgrowers and smallholders (55%) have participated in activities towards RSPO and MSPO certifications.

✗ 0 / 1

■ **164. Process used to prioritise, assess and/or engage suppliers on compliance with company's policy and/or legal requirements?**

■ 165. Percentage of suppliers assessed and/or engaged on compliance with company requirements?

■ 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.

■ 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.

■ 168. Regularly engages with a subset of high-risk mills?

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

■ 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.

■ 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.

■ 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.

■ 172. Suspension or exclusion criteria for suppliers?

■ 173. Time-bound action plans (including Key Performance Indicators) for suppliers to be in compliance with palm oil sourcing commitments?

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



> Governance and grievances

5.82 / 8 72.8%



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

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

■ 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.

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

	✘	0 / 1
■ 179. Whistleblowing procedure?	✓	1 / 1 Source
■ 180. Own grievance or complaints system open to all stakeholders?	✓	1 / 1 Source
■ 181. Details of complaints and grievances disclosed?	✓	1 / 1 Source