

Indofood Agri Resources Ltd

Palm oil
assessment

Total score:

51.1%

Latest update: October 2019

Next scheduled: November 2020

About this company:

Indofood Agri Resources, established in 2001, is the plantation arm of Indofood Sukses Makmur. The company and its subsidiaries are involved in research and development, oil palm seed breeding, oil palm cultivation and milling, as well as refining, branding and marketing cooking oil, margarine, shortening and other palm oil products. The company also produces rubber, sugar cane, cocoa and tea. Indofood Agri Resources owns palm oil operations in Indonesia.

Parent company:

Indofood Sukses Makmur PT Tbk

Landbank (oil palm)

356,562 hectares

Palm cultivation revenue:

25%

Market cap:

322,770,252 USD

Thomson Reuters ticker:

IFAR.SI

Bloomberg ticker:

IFAR SP

ISIN:

SG1U47933908

RSPO member?

No. Indofood Agri's plantation subsidiary, PT London Sumatra had its membership terminated in 2019.

Other initiatives:

Indonesian Sustainable Palm Oil (ISPO)

Activities:

oil palm cultivation, milling, palm kernel crushing, palm oil refining, trading and distribution

Locations:

Indonesia (East Kalimantan, West Kalimantan, Central Kalimantan, South Sumatra, North Sumatra, Riau)

Headquarters:

Singapore

Related companies:

Indofood Agri Resources is the majority shareholder of [London Sumatra \(Lonsum\)](#) through its Indonesian subsidiary, [Salim Invomas Pratama](#) which were assessed on SPOTT.

Parent website:

<http://www.indofood.com/>

Website:

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



> Substantiated concerns

Indofood Agri's subsidiary PT Salim Invomas Pratama Tbk's membership was terminated in February 2019, following a Complain Panel decision on a complaint raised by multiple NGOs regarding worker exploitation. See further detail [here](#).

Total:

100.75 / 197

51.1%



> Sustainability policy and leadership

9 / 11 81.8%

10 media reports



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

The company has a Sustainable Palm Oil Policy.	✓	1 / 1	Source
2. Sustainable palm oil policy or commitment applies to all suppliers? Policy applies to plasma smallholders and third party suppliers from which it purchases crude palm oil (CPO) for refineries.	✓	1 / 1	Source
3. High-level position of responsibility for sustainability? Overall guidance on sustainability is led by the CEO in a think tank that comprises Executive Directors of the Group and principal subsidiaries.	✓	1 / 1	Source
4. One or more members within the board of the company have responsibility for sustainability? The company states that Executive Directors and Non-Executive Directors are working closely together on sustainability issues.	✓	1 / 1	Source
5. Percentage or number of women in senior management team? 276 (49.3%) - Senior managers and managers.	✓	1 / 1	Source
6. Percentage or number of women board members? 0 (0%)	✓	1 / 1	Source
7. Member of multiple industry schemes or other external initiatives to reduce negative environmental or social outcomes associated with palm oil production?	✗	0 / 1	
8. Collaboration with stakeholders to reduce negative environmental or social outcomes associated with palm oil production? Working with IDH to certify smallholders to higher standards and with local governments on fire prevention.	✓	1 / 1	Source
9. Sustainability report published within last two years? Last published for 2018.	✓	1 / 1	Source
10. Reports through standardised reporting systems? GRI.	✓	1 / 1	Source
11. Verification report on compliance with POIG Charter, if a POIG member? This indicator is disabled as the company is not a POIG member.			
12. Climate risks assessment available?	✗	0 / 1	



> Landbank, maps and traceability

11 / 27 51.9%

⚠ 4 media reports



<p>✓ 1 / 1 Source</p> <p>■ 13. Total land area managed/controlled for oil palm (ha)? 356,562 - Figure reported by the company's subsidiary, Salim Ivomas Pratama, which includes the area for London Sumatra. Data as of 2017.</p>	
<p>✓ 1 / 1 Source</p> <p>■ 14. Total oil palm planted area (ha)? 250,172</p>	
<p>✓ 1 / 1 Source</p> <p>■ 15. Plasma/scheme smallholders planted area (ha)? 86,617</p>	
<p>✓ 1 / 1 Source</p> <p>■ 16. Unplanted (areas designated for future planting) (ha)? 20,000 - Figure reported by the company's subsidiary, Salim Ivomas Pratama, which includes the area for London Sumatra. Data as of 2017.</p>	
<p>✓ 1 / 1 Source</p> <p>■ 17. Conservation set-aside area, including HCV area (ha)? 23,279 - Total land designated and managed as HCV areas. Figure reported by the company's subsidiary, Salim Ivomas Pratama, which includes the area for London Sumatra. Data as of 2017.</p>	
<p>✓ 1 / 1 Source</p> <p>■ 18. Area for infrastructure (ha)? 14,194 - Figure reported by the company's subsidiary, Salim Ivomas Pratama, which includes the area for London Sumatra. Data as of 2017.</p>	
<p>P 0.5 / 1 Source</p> <p>■ 19. Maps of estates/management units? Some of the company's estate locations are available on GFW.</p>	
<p>✗ 0 / 1</p> <p>■ 20. Maps of scheme/plasma smallholders?</p>	
<p>✗ 0 / 1</p> <p>■ 21. Names and locations of all third-party supplying plantations?</p>	
<p>✓ 1 / 1 Source</p> <p>■ 22. Number of company-owned mills? 26 - The company states that one mill ceased operation in 2018 so it only has 25 operational mills.</p>	
<p>P 0.5 / 1 Source</p> <p>■ 23. Names and coordinates of company-owned mills? Names of the mills are provided in the company's annual report and some of mill locations are available on GFW.</p>	
<p>✗ 0 / 1 Source</p> <p>■ 24. Number (or percentage) of company-owned mills that source from company-owned plantations and/or third-party plantations? The company only states that "All FFB arriving at IndoAgri mills are sourced from our plantations, of which 24% are from plasma." However the exact number of mills that sources from own plantations and/or plasma is unclear.</p>	
<p>✓ 1 / 1 Source</p> <p>■ 25. Total volumes (or percentages) sourced by company-owned mills that come from company-owned plantations and/or third-party plantations? 24% - The company states that "All FFB arriving at IndoAgri mills are sourced from our plantations, of which 24% are from plasma" and confirmed to ZSL that plasma includes independent smallholders as well.</p>	

<p><input checked="" type="checkbox"/> 26. Number of supplier mills? 43 - The company states it purchases CPO from 43 mills including 24 own mills.</p>	✓	1 / 1	Source
<p><input type="checkbox"/> 27. Names and coordinates of all third-party supplying mills? The company only states that it knows the supplier mills' addresses, ownership, and scale.</p>	✗	0 / 1	Source
<p><input type="checkbox"/> 28. Number (or percentage) of third-party supplier mills that source from their own plantations and/or third-party plantations?</p>	✗	0 / 1	
<p><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?</p>	✗	0 / 1	
<p><input type="checkbox"/> 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>			
<p><input checked="" type="checkbox"/> 31. Time-bound commitment to achieve 100% traceability to mill level? 2020 - The company commits to achieve 100% product traceability and sustainable palm oil sourcing by 2020 and states that all CPO arriving at its refineries can be traced back to the supplier mill (data as of 2017).</p>	✓	1 / 1	Source
<p><input checked="" type="checkbox"/> 32. Percentage of supply traceable to mill level? 100% - The company states that all of the CPO arriving at its refineries can be traced back to a supplier mill. Data as of 2018.</p>	✓	1 / 2	Source
<p><input checked="" type="checkbox"/> 33. Time-bound commitment to achieve 100% traceability to plantation level? 2020 - The company commits to achieve 100% product traceability and sustainable palm oil sourcing by 2020, and states that all FFB processed by its mills is traceable to plantation level in 2018.</p>	✓	1 / 1	Source
<p><input checked="" type="checkbox"/> 34. Percentage of fresh fruit bunches (FFB) from own mills traceable to plantation level? 100% - Data as of 2018.</p>	✓	1 / 2	Source
<p><input type="checkbox"/> 35. Percentage of fresh fruit bunches (FFB) from supplier mills traceable to plantation level?</p>	✗	0 / 2	
<p><input type="checkbox"/> 36. Publishes traceability data at refinery level?</p>	✗	0 / 1	
<p><input type="checkbox"/> 37. Publishes traceability data at crusher level?</p>	✗	0 / 1	



> Deforestation and biodiversity

9 / 25 / 18 51.4%

23 media reports



<p>■ 38. Commitment to zero deforestation or zero conversion of natural ecosystems?</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? Primary forest, HCV, HCS, peat.</p>	✓	1 / 1 Source
<p>■ 41. Evidence of monitoring deforestation? The company states that it carries out remote-sensing to prevent clearance of HCV land and regularly monitors HCV areas. The company reports no primary forest clearance and no degradation of HCV areas in 2018. This information is not externally verified.</p>	P	0.75 / 2 Source
<p>■ 42. Amount of illegal/non-compliant deforestation recorded in own operations? 0 - The company reports no primary forest clearance and no degradation of HCV areas in 2018.</p>	✓	1 / 1 Source
<p>■ 43. Amount of illegal/non-compliant deforestation recorded in supplier operations?</p>	✗	0 / 1
<p>■ 44. Commitment to restoration of non-compliant deforestation/conversion?</p>	✗	0 / 1
<p>■ 45. Commitment to restoration of non-compliant deforestation/conversion applies to all suppliers?</p>	✗	0 / 1
<p>■ 46. Implementing a landscape or jurisdictional level approach?</p>	✗	0 / 2
<p>■ 47. Commitment to biodiversity conservation?</p>	✓	1 / 1 Source
<p>■ 48. Commitment to biodiversity conservation applies to all suppliers?</p>	✓	1 / 1 Source
<p>■ 49. Identified species of conservation concern, referencing international or national system of species classification? The company identified species of conservation concern. This information is not externally verified.</p>	P	0.75 / 2 Source
<p>■ 50. Examples of species and/or habitat conservation management? HCV Rehabilitation Plans to deliver enriched biodiversity and/or afforestation in existing HCV areas, especially riparian areas, training of employees on HCV management and monitoring and peat rehabilitation. This information is not externally verified.</p>	P	0.75 / 1 Source
<p>■ 51. Commitment to no hunting or only sustainable hunting of species? The company states that it regularly communicates with employees and communities the importance of restrictions on hunting activities, and that the collecting of rare/endangered species is prohibited. However, it does not have a clear commitment to no hunting.</p>	P	0.5 / 1 Source
<p>■ 52. Commitment to no hunting or only sustainable hunting of species applies to all suppliers?</p>	P	0.5 / 1 Source

The company's policy applies to all sourcing, however it does not have a clear commitment to no hunting.



> HCV, HCS and impact assessments

10 / 14 71.4%

4 media reports

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? The company states in 2018 that 100% of its sites have HCV Management Plans and Rehabilitation Plans in place. However, an HCV assessment report or summary undertaken prior to January 2015 could not be identified.	✗	0 / 1 Source
56. High Conservation Value (HCV) assessments for all estates planted since January 2015? [Externally verified] There is public availability of the following HCV assessments: PT. PP London Sumatra Indonesia – Wilayah Pahu Makmur Estate and Kedang Makmur Estate; PT. PP London Sumatra Indonesia – Wilayah Indah Permai Estate. It is unclear if these cover all estates planted since January 2015. The 2017 ACOP for PT. Salim Ivomas Pratama Tbk also states that 1,130.76 ha has been planted and New Planting Procedures notifications have been submitted. However, this couldn't be identified on the New Planting Procedures Public Notification index.	P	0.75 / 1 Source
57. High Conservation Value (HCV) management and monitoring plans for all estates planted since January 2015? [Externally verified] There is public availability of the following HCV management and monitoring plans: PT. PP London Sumatra Indonesia – Wilayah Pahu Makmur Estate and Kedang Makmur Estate; PT. PP London Sumatra Indonesia – Wilayah Indah Permai Estate. It is unclear if these cover all estates planted since January 2015. The 2017 ACOP for PT. Salim Ivomas Pratama Tbk also states that 1,130.76 ha has been planted and New Planting Procedures notifications have been submitted. However, this couldn't be identified on the New Planting Procedures Public Notification index.	P	0.75 / 1 Source
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?	✓	1 / 1 Source
60. Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel?	✗	0 / 1
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?	✓	1 / 1 Source
63. High Carbon Stock (HCS) assessments?		

	X	0 / 1
<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 clearly applies the commitment to conduct SIAs to all sourcing.</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: PT. PP London Sumatra Indonesia – Wilayah Pahu Makmur Estate and Kedang Makmur Estate; PT. PP London Sumatra Indonesia – Wilayah Indah Permai Estate.</p>	✓	1 / 1 Source



> Peat, fire and GHG emissions

11.5 / 20 57.5%

⚠ 6 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? The company states that since 2013 no new plantings happened on peat. This information is not externally verified.</p>	P	0.75 / 1 Source
<p>70. Landbank or planted area on peat?</p>	X	0 / 1
<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? Drainage channels, watergates, and overflows; maintenance of daily soil water depth; soil erosion controls. This information is not externally verified.</p>	P	0.75 / 2 Source
<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

Satellite monitoring of hotspots; fire control training; awareness-raising work with employees, villages and provincial government; new fire towers. This information is not externally verified.

✘	0 / 1	Source
<p>77. Details/number of hotspots/fires in company estates?</p> <p>The company reports that daily monitoring of hotspots based on reliable satellite data is undertaken, but no information is provided on the number of hotspots recorded within the company's own estates.</p>		
✘	0 / 1	Source
<p>78. Details/number of hotspots/fires within surrounding landscape/smallholders?</p> <p>The company reports that daily monitoring of hotspots based on reliable satellite data is undertaken, but no information is provided on the number of hotspots recorded within surrounding landscape and/or smallholder estates.</p>		
✘	0 / 1	Source
<p>79. Time-bound commitment to reduce greenhouse gas (GHG) emissions intensity?</p> <p>The company has a general commitment to reduce GHG emissions, but does not have a time-bound plan for reducing emission intensity. The company only states targets in relation to reducing energy consumption in palm oil mills and refineries up to 5% and 3% respectively by 2018.</p>		
✓	1 / 1	Source
<p>80. Methodology used to calculate GHG emissions?</p> <p>RSPO Palm GHG Calculator V3.0.1.</p>		
P	0.75 / 1	Source
<p>81. Progress towards commitment to reduce GHG emissions intensity?</p> <p>The company reports that total net emissions in 2018 for each tonne of CPO and palm kernel (PK) were 1.44 tonnes CO₂e, a decline from 2017 (1.54 tonnes CO₂e). This information is not externally verified.</p>		
P	0.5 / 1	Source
<p>82. Percentage of mills with methane capture (100%)?</p> <p>3 (12%) - Only three out of 25 mills have methane capture facilities.</p>		
P	0.5 / 1	Source
<p>83. GHG emissions intensity?</p> <p>1.44 - The company reports GHG emission intensity figures only for some of its operations.</p>		
P	0.5 / 1	Source
<p>84. GHG emissions from land use change?</p> <p>0.91 - 0.91 tonnes CO₂ e/tonne of CPO (2018); 0.95 tonnes CO₂ e/tonne of CPO (2017); 1.16 (2016); 0.98 (2015).</p>		



> Water, chemical and pest management

10 / 22 45.5%

⚠ 5 media reports



✓	1 / 1	Source
<p>85. Time-bound commitment to improve water use intensity?</p> <p>The company has a target to reduce water consumption per tonne FFB processed in palm oil mills by 3% by 2018 (2016 baseline).</p>		
P	0.5 / 1	Source
<p>86. Progress towards commitment on water use intensity?</p> <p>The company reports a 12% increase of water use intensity for some of its mills and 12% reduction for some of its refineries.</p>		

	P	0.5 / 1	Source
<p>87. Water use intensity?</p> <p>The company reports figures only for PROPER/ISPO certified mills (20 out of 26) and four out of five refineries. Water use intensity is 1.07 for mills and 0.8 for refineries.</p>			
	X	0 / 1	
<p>88. Time-bound commitment to improve water quality (BOD and COD)?</p>			
	P	0.5 / 1	Source
<p>89. Progress towards commitment on water quality (BOD and COD)?</p> <p>The company reports BOD levels for mills and refinery effluents. These were within regulatory limits in 2016, 2017 and 2018. No data is provided for COD.</p>			
	P	0.75 / 1	Source
<p>90. Treatment of palm oil mill effluent (POME) and/or palm oil refinery effluent (PORE)?</p> <p>The company states it treats POME at three mills (out of 25) and also treats PORE. This information is not externally verified.</p>			
	✓	1 / 1	Source
<p>91. Commitment to protect natural waterways through buffer zones?</p>			
	P	0.75 / 2	Source
<p>92. Implementation of commitment to protect natural waterways through buffer zones?</p> <p>The company states it protects and rehabilitates riparian habitats as part of the HCV management activities. It also provides an example map where riparian habitats are marked as protected.</p>			
	P	0.5 / 1	Source
<p>93. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers?</p> <p>The company states that it attempts to reduce chemical use on its estates, but does not have a clear commitment mentioning both pesticides and fertilisers.</p>			
	P	0.5 / 1	Source
<p>94. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers?</p> <p>Only commitment to reduce the use of pesticides applies to all sourcing.</p>			
	P	0.75 / 2	Source
<p>95. Implementation of commitment to reduce chemical usage?</p> <p>The company reports reduction of pesticides and inorganic fertilisers in 2018 compared to 2017. This information is not externally verified.</p>			
	P	0.5 / 1	Source
<p>96. Chemical usage per ha or list of chemicals used?</p> <p>The company reports consumption of herbicides, fungicides, insecticides, rodenticides and paraquat in litres. However, the names of chemicals used or levels of use per hectare are not reported.</p>			
	✓	1 / 1	Source
<p>97. Commitment to no use of paraquat?</p>			
	✓	1 / 1	Source
<p>98. Commitment to no use of paraquat applies to all suppliers?</p>			
	X	0 / 1	
<p>99. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides?</p>			
	X	0 / 1	
<p>100. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides applies to all suppliers?</p>			

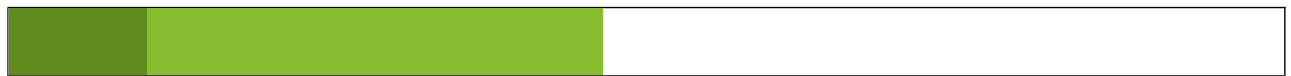
	✘ 0 / 1
■ 101. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention?	
	✘ 0 / 1
■ 102. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention applies to all suppliers?	
■ 103. Integrated Pest Management (IPM) approach? The company implements an IPM approach. This information is not externally verified.	P 0.75 / 2 Source



> Community, land and labour rights

26.5 / 46 57.6%

⚠ 46 media reports



■ 104. Commitment to human rights?	✓ 1 / 1 Source
■ 105. Commitment to human rights applies to all suppliers?	✓ 1 / 1 Source
■ 106. Progress on human rights commitment? The company provides examples of implementing its human rights commitment. This information is not externally verified.	P 0.75 / 2 Source
■ 107. Commitment to respect legal and customary land tenure rights? The company states that it engages with local communities and governments to establish land tenure rights and that its land acquisition process complies with Indonesian law and regulations.	✓ 1 / 1 Source
■ 108. Commitment to legal and customary land rights applies to all suppliers?	✓ 1 / 1 Source
■ 109. Details of process for addressing land conflicts available? The company reports that it has a land conflict resolution mechanism to investigate claims and disputes, but limited details are provided.	P 0.5 / 1 Source
■ 110. Commitment to respect indigenous and local communities' rights? The company states it commits to comply with Indonesian National Laws and ratified International Treaties on indigenous peoples' rights, but does not reference any specific relevant international treaties.	P 0.5 / 1 Source
■ 111. Commitment to indigenous and local communities' rights applies to all suppliers? The company applies its commitment to comply with Indonesian National Laws and ratified International Treaties on indigenous peoples' rights to all sourcing, but does not reference any specific relevant international treaties.	P 0.5 / 1 Source
■ 112. Examples of local stakeholder engagement to prevent conflicts?	P 0.75 / 2 Source

The company provides examples of local stakeholder engagement to prevent conflict. This information is not externally verified.		
<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?</p>	✓	1 / 1 Source
<p>115. Details of free, prior and informed consent (FPIC) process available?</p>	✗	0 / 1
<p>116. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced? The company only provides an example on empowering women working in farming but no commitment found.</p>	✗	0 / 1
<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?</p>	✗	0 / 1
<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? The company reports that it has a community project (PROKLIM) that includes mitigating impacts on food security amongst its goals however limited details are given on the activities within this programme.</p>	P	0.5 / 2 Source
<p>121. Commitment to provide essential community services and facilities?</p>	✓	1 / 1 Source
<p>122. Progress on commitment to provide essential community services and facilities? The company provides multiple examples of facilities/services provided including healthcare, community centers and schools. This information is not externally verified.</p>	P	0.75 / 2 Source
<p>123. Commitment to respect all workers' rights?</p>	✓	1 / 1 Source
<p>124. Commitment to respect all workers' rights applies to all suppliers?</p>	✓	1 / 1 Source
<p>125. Progress on commitment to respect all workers' rights? The company provides multiple examples of actions taken to implement workers' rights policies. This information is not externally verified.</p>	P	0.75 / 2 Source
<p>126. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles? The company does not commit 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</p>	P	0.5 / 1 Source

suppliers? The company's commitments that apply to all sourcing do not refer to equal remuneration.			
128. Commitment to eliminate gender-related discrimination with regards to employment and occupation?	✓	1 / 1	Source
129. Commitment to eliminate gender-related discrimination with regards to employment and occupation applies to all suppliers?	✓	1 / 1	Source
130. Percentage or number of temporary employees? 34,713 (47.6%) - Non-permanent employees (5,316) and seasonal workers (29,397) for all operations not just palm oil.	✓	1 / 1	Source
131. Percentage or number of women employees? 16,561 (38%) - Figure represents permanent and non-permanent employees.	✓	1 / 1	Source
132. Commitment to pay at least minimum wage?	✓	1 / 1	Source
133. Commitment to pay at least minimum wage applies to all suppliers?	✓	1 / 1	Source
134. Progress on commitment to pay minimum wage?	✗	0 / 2	
135. Reporting of salary by gender?	✗	0 / 1	
136. Commitment to address occupational health and safety?	✓	1 / 1	Source
137. Commitment to address occupational health and safety applies to all suppliers?	✓	1 / 1	Source
138. Reduction of time lost due to work-based injuries? The company reports a decrease in accident frequency rate in 2018 compared to 2017, however this data is not externally verified.	P	0.75 / 1	Source
139. Time lost due to work-based injuries? Accident frequency rate of 1.7 accidents per million man-hours in 2018, down from 1.8 in 2017.	✓	1 / 1	Source
140. Zero fatalities as a result of work-based accidents? Fatalities have increased in 2018 compared to 2017.	✗	0 / 1	Source
141. Number of fatalities as a result of work-based accidents? 4	✓	1 / 1	Source
142. Provision of personal protective equipment and related training? The company provides personal protective equipment and related training however this information is not externally	P	0.75 / 2	Source

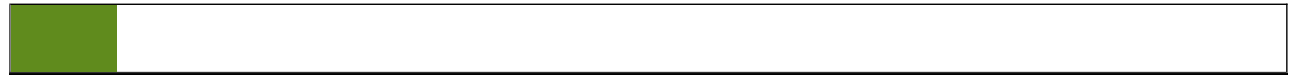
verified.



> Certification standards

125 / 151 83%

17 media reports



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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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?

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

150. Percentage of mills RSPO-certified?

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

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

✗

0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

154. Percentage of all palm oil and oil palm products handled/traded/ processed (tonnes) that is RSPO-certified? ✗ 0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

155. Sells or processes/trades RSPO-certified palm oil through Segregated or Identity Preserved supply chains? ✗ 0 / 1 [Source](#)

The company withdrew from RSPO in February 2019 before its membership was terminated by RSPO.

156. Indonesia Sustainable Palm Oil (ISPO) certified (100%)? P 0.75 / 1 [Source](#)

[Externally verified] Some of the company's operations are ISPO certified.

157. Malaysia Sustainable Palm Oil (MSPO) certified?
This indicator is disabled as the company does not operate in Malaysia.

158. Certified under voluntary sustainability certification scheme (e.g. ISCC, SAS, RSB, etc.)? P 0.5 / 1 [Source](#)
Some of the company's operations are ISO 14001 certified.



> Smallholders and suppliers

5.75 / 16 35.9%

1 media report

159. Commitment to support smallholders? ✓ 1 / 1 [Source](#)

160. Programme to support scheme/plasma smallholders? P 0.75 / 1 [Source](#)
The company has a Smallholders Programme including training, improving yields, income support, and RSPO/ISPO certification.

161. Percentage of scheme/plasma smallholders involved in programme? ✗ 0 / 1

162. Programme to support independent smallholders/outgrowers? P 0.75 / 1 [Source](#)
Smallholders Programme working to achieve RSPO certification of ex-plasma and independent smallholders. The company also provides training.

163. Percentage of independent smallholders/outgrowers involved in programme? P 0.75 / 1 [Source](#)
3,144 - Data as of 2018.

164. Process used to prioritise, assess and/or engage suppliers on compliance with company's policy and/or legal requirements? ✓ 1 / 1 [Source](#)
The company states all of its mills and third party suppliers must demonstrate understanding and accept the requirements of its Sustainable Palm Oil Policy. These actors must respond to a questionnaire to help affirm this. The company also

states it will annually audit suppliers.

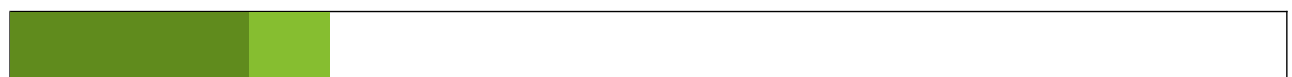
	P	0.5 / 1	Source
<p>165. Percentage of suppliers assessed and/or engaged on compliance with company requirements? In 2016, the company reported that suppliers of 80% of its CPO requirements had undergone an initial audit against its sourcing policy. However, this does not cover all types of company supplier and data is over two years old.</p>			
<p>166. Time-bound plan to engage with all high-risk mills within three years?</p>	X	0 / 1	
<p>167. Programme to support high-risk mills to become compliant with sourcing policies?</p>	X	0 / 1	
<p>168. Regularly engages with a subset of high-risk mills?</p>	X	0 / 1	
<p>169. Procedures in place to assess all own and third-party supplying palm oil mills for risk level?</p>	X	0 / 1	
<p>170. Regularly assesses and categorises the risk level of all own and third-party supplying mills?</p>	X	0 / 1	
<p>171. Regularly reports the risk level of all own and third-party supplying mills identified in its supply chain?</p>	X	0 / 1	
<p>172. Suspension or exclusion criteria for suppliers? The company states that it will not source from suppliers who are in contravention of its Sustainable Palm Oil Policy or fail to set reasonable time-bound targets to adopt it. In 2017, the company reported that all mills were audited against its Policy requirements and by 2020 all CPO suppliers are due to operate in accordance with this Policy.</p>	✓	1 / 1	Source
<p>173. Time-bound action plans (including Key Performance Indicators) for suppliers to be in compliance with palm oil sourcing commitments?</p>	X	0 / 1	
<p>174. Proportion of direct and indirect supply that comes from palm oil plantations which are compliant with palm oil sourcing policies?</p>	X	0 / 1	



> Governance and grievances

3.5 / 8 43.8%

16 media reports



<p>175. Commitment to ethical conduct and prohibition of corruption?</p>	✓	1 / 1	Source
<p>176. Commitment to ethical conduct and prohibition of corruption applies to all suppliers?</p>	X	0 / 1	
<p>177. Progress on commitment to ethical conduct and prohibition of corruption?</p>	P	0.5 / 2	Source

The company has set up a whistleblowing system however no further details provided on how it implements anti-bribery and anti-corruption policies.

✘ 0 / 1

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

P 0.5 / 1 [Source](#)

■ **179. Whistleblowing procedure?**

The company states it has a whistleblowing policy but only limited details are provided on the procedures.

P 0.5 / 1 [Source](#)

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

The company indicates that it has grievance mechanisms in place, but no further details are provided.

✓ 1 / 1 [Source](#)

■ **181. Details of complaints and grievances disclosed?**

The company provides all details of a complaint from 2016 regarding labour and human rights issues and provides summary information on other types of grievances.