

# R.E.A. Holdings plc

Palm oil  
assessment

Total score:

75.7%

Latest update: October 2019

Next scheduled: November 2020

## About this company:

Founded in 1906, UK based producer R.E.A. owns palm oil operations in Indonesia. The company undertakes oil palm cultivation and processing of crude palm oil, palm kernel and palm kernel oil. The group also holds interests in two stone deposits and two coal mining concessions.

Landbank (oil palm) 64,525 hectares

Palm cultivation revenue: 100%

Market cap: 86,047,386 USD

Thomson Reuters ticker: REAH.L

Bloomberg ticker: RE/ LN

ISIN: GB0002349065

Sedol: 0234906

RSPO member? Yes

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

Activities: oil palm cultivation, milling, palm kernel crushing

Locations: Indonesia (East Kalimantan province)

Headquarters: UK

Website: <http://www.rea.co.uk/>  
[Latest annual report \(2018\)](#) | [Sustainability report \(2016\)](#)

Total:

135.5 / 179

75.7%



## > Sustainability policy and leadership

8.5 / 11 77.3%



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

The company has a number of sustainability policies, including its Environment and Biodiversity Conservation, Human Rights, Health and Safety and Responsible Development Policies.

✓ 1 / 1 [Source](#)  
**2. Sustainable palm oil policy or commitment applies to all suppliers?**

The company states that all contracts with suppliers includes a clause that requires the supplier to comply with all company policies.

✓ 1 / 1 [Source](#)  
**3. High-level position of responsibility for sustainability?**

The company has a Head of Sustainability who reports to the President Director and a Group Sustainability Consultant.

	✓ 1 / 1 <a href="#">Source</a>
<p><b>4. One or more members within the board of the company have responsibility for sustainability?</b>  The company states that the President Director of the Indonesian subsidiary (REA Kaltim) and at the PLC level the Managing Director and audit committee of REA Group are responsible for sustainability.</p>	
<p><b>5. Percentage or number of women in senior management team?</b>  13 (17%)</p>	✓ 1 / 1 <a href="#">Source</a>
<p><b>6. Percentage or number of women board members?</b>  2 (29%) - The company does not explicitly state the amount of women on the board, but it can be calculated from the profiles on board members.</p>	✓ 1 / 1 <a href="#">Source</a>
<p><b>7. Member of multiple industry schemes or other external initiatives to reduce negative environmental or social outcomes associated with palm oil production?</b></p>	✗ 0 / 1
<p><b>8. Collaboration with stakeholders to reduce negative environmental or social outcomes associated with palm oil production?</b>  The company states that it works closely with NGOs, universities and local governments on various species and habitat conservation and rehabilitation projects including monitoring and management activities.</p>	✓ 1 / 1 <a href="#">Source</a>
<p><b>9. Sustainability report published within last two years?</b>  The company published a 2018 Annual Report with a significant sustainability section focused on palm oil.</p>	✓ 1 / 1 <a href="#">Source</a>
<p><b>10. Reports through standardised reporting systems?</b>  The company states that it will use GRI standards for reporting sustainability information.</p>	✗ 0 / 1 <a href="#">Source</a>
<p><b>11. Verification report on compliance with POIG Charter, if a POIG member?</b>  This indicator is disabled as the company is not a POIG member.</p>	
<p><b>12. Climate risks assessment available?</b>  The company has a summary of climate risks in its 2018 annual report.</p>	P 0.5 / 1 <a href="#">Source</a>



> Landbank, maps and traceability

15 / 17 88.2%

<p><b>13. Total land area managed/controlled for oil palm (ha)?</b>  64,525</p>	✓ 1 / 1 <a href="#">Source</a>				
<p><b>14. Total oil palm planted area (ha)?</b>  36,500</p>	✓ 1 / 1 <a href="#">Source</a>				
<p><b>15. Plasma/scheme smallholders planted area (ha)?</b>  3,914</p>	✓ 1 / 1 <a href="#">Source</a>				

<input type="checkbox"/> <b>16. Unplanted (areas designated for future planting) (ha)?</b> 28,025	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>17. Conservation set-aside area, including HCV area (ha)?</b> 19,724.1	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>18. Area for infrastructure (ha)?</b> 3,840	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>19. Maps of estates/management units?</b> The company declares that maps submitted in the 2018 ACOP are 100% accurate.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>20. Maps of scheme/plasma smallholders?</b>	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>21. Names and locations of all third-party supplying plantations?</b>	✗	0 / 1	
<input type="checkbox"/> <b>22. Number of company-owned mills?</b> 3 - Perdana Oil Mill (POM), Cakra Oil Mill (COM) and Satria Oil Mill (SOM).	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>23. Names and coordinates of company-owned mills?</b> There is a map with names and coordinates dated October 2018 on the company's website.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>24. Number (or percentage) of company-owned mills that source from company-owned plantations and/or third-party plantations?</b> The company states that all three mills source from both own plantations and third-party plantations.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>25. Total volumes (or percentages) sourced by company-owned mills that come from company-owned plantations and/or third-party plantations?</b> The company states it sources 800,050 tonnes of FFB from own estates and 191,228 tonnes from third-party suppliers.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>26. Number of supplier mills?</b> This indicator is disabled as the company does not source from supplier mills.			
<input type="checkbox"/> <b>27. Names and coordinates of all third-party supplying mills?</b> This indicator is disabled as the company does not source from supplier mills.			
<input type="checkbox"/> <b>28. Number (or percentage) of third-party supplier mills that source from their own plantations and/or third-party plantations?</b> This indicator is disabled as the company does not source from supplier mills.			
<input type="checkbox"/> <b>29. Total volumes (or percentages) sourced from third-party supplier mills that come from their own plantations and/or third-party plantations?</b> This indicator is disabled as the company does not source from supplier mills.			

**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 is not a refiner.

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

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

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

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

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

The company states it has achieved 100% traceability to plantation level.

✓ 1 / 1 [Source](#)

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

100%

✓  
+ 1 / 1 [Source](#)  
1 / 1

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

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

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

This indicator is disabled as the company is not a refiner.

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

✗ 0 / 1



> **Deforestation and biodiversity**

12 / 18 70.5%

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

✓ 1 / 1 [Source](#)

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

✓ 1 / 1 [Source](#)

**40. Criteria for defining deforestation?**

HCV, HCS, peat.

✓ 1 / 1 [Source](#)

**41. Evidence of monitoring deforestation?**

In its 2017 annual report the company reports monitoring deforestation and encroachment through patrols and satellite mapping. It is also working with Satelligence to define a baseline for forest cover, degraded areas and planted oil palm areas within the estate areas and close to the boundaries, and has implemented a forest cover monitoring system that generates bi-weekly updates on forest cover, land clearing and oil palm development within a 5 km buffer zone around the company's estates.

P 0.75 / 2 [Source](#)

<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>42. Amount of illegal/non-compliant deforestation recorded in own operations?</b> 28.47 - Figure represents non-compliant deforestation recorded in two estates by squatters. Damai Estate: 21.02 ha and in Perdana Estate: 7.45 ha.</p>
<p>✗ 0 / 1</p> <p>■ <b>43. Amount of illegal/non-compliant deforestation recorded in supplier operations?</b></p>
<p>✗ 0 / 1</p> <p>■ <b>44. Commitment to restoration of non-compliant deforestation/conversion?</b></p>
<p>✗ 0 / 1</p> <p>■ <b>45. Commitment to restoration of non-compliant deforestation/conversion applies to all suppliers?</b></p>
<p>✓ 1 / 1 <a href="#">Source</a> + 0.47 / 1</p> <p>■ <b>46. Implementing a landscape or jurisdictional level approach?</b> The company provides examples of working with NGOs, universities and local governments on a landscape scale. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>
<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>47. Commitment to biodiversity conservation?</b></p>
<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>48. Commitment to biodiversity conservation applies to all suppliers?</b></p>
<p>✓ 1 / 1 <a href="#">Source</a> + 0.47 / 1</p> <p>■ <b>49. Identified species of conservation concern, referencing international or national system of species classification?</b> The company has a commitment to protect rare, threatened and endangered species, and makes reference to the IUCN Red List in its sustainability reports when explaining species monitoring work that has been carried out. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>
<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>50. Examples of species and/or habitat conservation management?</b> The company manages a seedling nursery area of native species for the purpose of rehabilitating and restoring disturbed areas. The company reports various activities, including "HCV boundary marking and monitoring, camera trapping point surveys, belt transects, restoration and enrichment activities and conservation education in schools", as well as water quality monitoring and orangutan nest surveys. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>
<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>51. Commitment to no hunting or only sustainable hunting of species?</b></p>
<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>52. Commitment to no hunting or only sustainable hunting of species applies to all suppliers?</b></p>



> HCV, HCS and impact assessments

9.5 / 14 67.9%



<p>✓ 1 / 1 <a href="#">Source</a></p> <p>■ <b>53. Commitment to conduct High Conservation Value (HCV) assessments?</b></p>
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<p><b>54. Commitment to conduct High Conservation Value (HCV) assessments applies to all suppliers?</b></p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>55. High Conservation Value (HCV) assessments for planting undertaken prior to January 2015, and associated management and monitoring plans?</b></p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>56. High Conservation Value (HCV) assessments for all estates planted since January 2015?</b> The company has an HCV summary report for new plantings done since Jan 2015 and has another HCV assessment under review by HCVRN.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>57. High Conservation Value (HCV) management and monitoring plans for all estates planted since January 2015?</b> The company has an HCV summary report for new plantings done since Jan 2015 and has another HCV assessment under review by HCVRN.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>58. Commitment to only use licensed High Conservation Value (HCV) assessors accredited by the HCV Resource Network's Assessor Licensing Scheme (ALS)?</b></p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>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?</b> The company states that the scope of its responsible development policy applies to "associated smallholders" and "third parties" but it is unclear if it applies to all suppliers.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>60. Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel?</b> One of the company's HCV assessments has been deemed unsatisfactory, and one is still under review.</p>	<p>✗ 0 / 1 <a href="#">Source</a></p>
<p><b>61. Commitment to the High Carbon Stock (HCS) Approach?</b> The company states that prior to developing any new land it undertakes carbon stock assessments and avoids development of high carbon stock areas, but it does not clearly refer to the HCS Approach.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>62. Commitment to the High Carbon Stock (HCS) Approach applies to all suppliers?</b> The company's Responsible Development Policy applies to all suppliers. However, the policy does not explicitly refer to the HCS Approach.</p>	<p>P 0.5 / 1 <a href="#">Source</a></p>
<p><b>63. High Carbon Stock (HCS) assessments?</b></p>	<p>✗ 0 / 1</p>
<p><b>64. Commitment to conduct social and environmental impact assessments (SEIAs)?</b></p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>65. Commitment to conduct social and environmental impact assessments (SEIAs) applies to all suppliers?</b></p>	<p>✓ 1 / 1 <a href="#">Source</a></p>
<p><b>66. Social and environmental impact assessments (SEIAs) undertaken, and associated management and monitoring plans?</b> There is public availability of the following SEIAs: East Kalimantan: PT Cipta Davia Mandiri; PT Persada Bangun Jaya; PT. Kutai Mitra Sejahtera.</p>	<p>✓ 1 / 1 <a href="#">Source</a></p>



> Peat, fire and GHG emissions

16 22 / 20 81.1%

⚠ 1 media report



<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>	P	0.75 / 1	Source
<p>■ 70. Landbank or planted area on peat? 1,067 - The company reports that 1,067ha of its planted area is on peat at certified estates and states that there has not been or will be new developments on peatland covering all operations.</p>	✓	1 / 1	Source
<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? The company commits its suppliers to BMPS for soil, but not for peat.</p>	P	0.5 / 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 0.47 / 1	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? The company states in its 2018 Annual Report that it carries out extensive fire training, such as prevention and identification of hazards. Older reports also mention firefighting as part of a neighbourhood watch team, and state the company participated in the RSPO's "fire alert and reporting system".</p>	P	0.75 / 2	Source
<p>■ 77. Details/number of hotspots/fires in company estates? 0 - The company reports that in 2018 no forest fires were recorded. It also reported previously that the area of oil palm or conservation reserves lost to fire was 0 ha in 2016 and 379 ha and 282 ha respectively in 2015.</p>	✓	1 / 1	Source
<p>■ 78. Details/number of hotspots/fires within surrounding landscape/smallholders? 0 - The company reports that in 2018 no forest fires were recorded within surrounding areas.</p>	✓	1 / 1	Source
<p>■ 79. Time-bound commitment to reduce greenhouse gas (GHG) emissions intensity?</p>			

	P	0.5 / 1	<a href="#">Source</a>
2017 - The company had a target to reduce the intensity of GHG emissions per planted hectare by 2017, but did not state by how much. A new target could not be found within the company's 2018 reporting.			
	✓	1 / 1	<a href="#">Source</a>
<b>80. Methodology used to calculate GHG emissions?</b> RSPO PalmGHG calculator v. 3.0.1.			
	P	0.75 / 1	<a href="#">Source</a>
<b>81. Progress towards commitment to reduce GHG emissions intensity?</b> 4.95 - Figure is in tCO2eq per planted hectare, and data is for 2017. Net emissions per planted hectare have been reduced year by year from 2012 to 2017. However, the company does not have a target-based reduction commitment to measure this progress against.			
	P	0.5 / 1	<a href="#">Source</a>
<b>82. Percentage of mills with methane capture (100%)?</b> 2 (66.7%) - Two of the company's three mills have methane capture.			
	✓	1 / 1	<a href="#">Source</a>
<b>83. GHG emissions intensity?</b> The company reports 1.5 tonnes as net emissions per tonne of CPO production and 5.3 tonnes of net emissions per planted hectare.			
	✓	1 / 1	<a href="#">Source</a>
<b>84. GHG emissions from land use change?</b> The company reports that GHG emissions from land use change for the whole scope of operations in 2018 were: 138,496.49 tonnes of CO2eq (own operations) and 36,806.01 (group).			



## > Water, chemical and pest management

16.91 / 22 76.9%

⚠ 1 media report



	✓	1 / 1	<a href="#">Source</a>
<b>85. Time-bound commitment to improve water use intensity?</b> 2017 - The company had a time-bound commitment for water use intensity to reach a maximum of 2.5 m3/tonnes FFB in 2017 and in 2018.			
	P	0.75 / 1	<a href="#">Source</a>
<b>86. Progress towards commitment on water use intensity?</b> The company reports water use intensity and states that set targets have been met at all operations.			
	✓	1 / 1	<a href="#">Source</a>
<b>87. Water use intensity?</b> The company reports water use intensity figures for all its operations in 2019: POM: 1.58 m3/tonnes FFB; COM: 1.11 m3/tonnes FFB; SOM: 2.43 m3/tonnes FFB.			
	P	0.5 / 1	<a href="#">Source</a>
<b>88. Time-bound commitment to improve water quality (BOD and COD)?</b> The company commits to decrease its BOD value to be below 5,000 on a continuous basis. No such commitment found for COD.			
	P	0.5 / 1	<a href="#">Source</a>
<b>89. Progress towards commitment on water quality (BOD and COD)?</b> The company reports both BOD and COD figures and states it is within legal limits however specific target has only been			



set for BOD and not for COD.

	P	0.75 / 1	Source
■ 90. Treatment of palm oil mill effluent (POME) and/or palm oil refinery effluent (PORE)?			
■ 91. Commitment to protect natural waterways through buffer zones?	✓	1 / 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 0.47 / 1	Source
■ 93. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers?	✓	1 / 1	Source
■ 94. Commitment to minimise the use of chemicals, including pesticides and chemical fertilisers, applies to all suppliers?	✓	1 / 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 0.47 / 1	Source
■ 96. Chemical usage per ha or list of chemicals used? The company reports figures for tonnes of inorganic fertilisers applied per hectare and list of herbicides used in 2018.	✓	1 / 1	Source
■ 97. Commitment to no use of paraquat?	✓	1 / 1	Source
■ 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?	✓	1 / 1	Source
■ 100. Commitment to no use of World Health Organisation (WHO) Class 1A and 1B pesticides applies to all suppliers?	✗	0 / 1	
■ 101. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention?	✓	1 / 1	Source
■ 102. Commitment to no use of chemicals listed under the Stockholm Convention and Rotterdam Convention applies to all suppliers?	✗	0 / 1	
■ 103. Integrated Pest Management (IPM) approach? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.	✓ +	1 / 1 0.47 / 1	Source



⚠ 2 media reports



<p><b>104. Commitment to human rights?</b> The company states it recognises its "duty to respect and support" the International Bill of Human Rights, which contains the UN Declaration on Human Rights.</p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>105. Commitment to human rights applies to all suppliers?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>106. Progress on human rights commitment?</b> Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>	<p>✓ + 0.47 / 1</p>	<p><a href="#">Source</a></p>
<p><b>107. Commitment to respect legal and customary land tenure rights?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>108. Commitment to legal and customary land rights applies to all suppliers?</b> The company's Responsible Development Policy applies to all suppliers, however the policy only refers to legal and customary rights in the context of FPIC and land acquisition.</p>	<p>P 0.5 / 1</p>	<p><a href="#">Source</a></p>
<p><b>109. Details of process for addressing land conflicts available?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>110. Commitment to respect indigenous and local communities' rights?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>111. Commitment to indigenous and local communities' rights applies to all suppliers?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>112. Examples of local stakeholder engagement to prevent conflicts?</b> The company states in its 2018 ACOP that it carried out extensive participative mapping activities with local communities. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>	<p>✓ + 0.47 / 1</p>	<p><a href="#">Source</a></p>
<p><b>113. Commitment to free, prior and informed consent (FPIC)?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>114. Commitment to free, prior and informed consent (FPIC) applies to all suppliers?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>115. Details of free, prior and informed consent (FPIC) process available?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>
<p><b>116. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced?</b></p>	<p>✓ 1 / 1</p>	<p><a href="#">Source</a></p>

	✘	0 / 1
■ 117. Commitment to support the inclusion of women across palm oil operations, including addressing barriers faced, applies to all suppliers?		
	✓	1 / 1 <a href="#">Source</a>
■ 118. Commitment to mitigate impacts on food security?		
	✘	0 / 1
■ 119. Commitment to mitigate impacts on food security applies to all suppliers?		
	P	0.75 / 2 <a href="#">Source</a>
■ 120. Progress on commitment to mitigate impacts on food security? The company provides multiple examples of how it supports local communities on mitigating impacts on food security including crop diversification, training and access to markets.		
	✓	1 / 1 <a href="#">Source</a>
■ 121. Commitment to provide essential community services and facilities?		
	✓ +	1 / 1 <a href="#">Source</a> 0.47 / 1
■ 122. Progress on commitment to provide essential community services and facilities? Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.		
	✓	1 / 1 <a href="#">Source</a>
■ 123. Commitment to respect all workers' rights?		
	✓	1 / 1 <a href="#">Source</a>
■ 124. Commitment to respect all workers' rights applies to all suppliers?		
	✓ +	1 / 1 <a href="#">Source</a> 0.47 / 1
■ 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.		
	✓	1 / 1 <a href="#">Source</a>
■ 126. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles?		
	✓	1 / 1 <a href="#">Source</a>
■ 127. Commitment to Fundamental ILO Conventions or Free and Fair Labour Principles applies to all suppliers?		
	✓	1 / 1 <a href="#">Source</a>
■ 128. Commitment to eliminate gender-related discrimination with regards to employment and occupation?		
	✓	1 / 1 <a href="#">Source</a>
■ 129. Commitment to eliminate gender-related discrimination with regards to employment and occupation applies to all suppliers?		
	✓	1 / 1 <a href="#">Source</a>
■ 130. Percentage or number of temporary employees? 3,251 (30.19%)		
	✓	1 / 1 <a href="#">Source</a>
■ 131. Percentage or number of women employees? 2,577 (27%)		
	✓	1 / 1 <a href="#">Source</a>

	✓	1 / 1	<a href="#">Source</a>
<p><b>132. Commitment to pay at least minimum wage?</b>          The company states "All male and female, full time or casual employees receive a wage equivalent to the minimum wage of the region of Indonesia in which they work, regardless of their performance" and provides evidence of the wages paid in its 2016 annual report.</p>			
<p><b>133. Commitment to pay at least minimum wage applies to all suppliers?</b></p>	✓	1 / 1	<a href="#">Source</a>
<p><b>134. Progress on commitment to pay minimum wage?</b>          Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>	✓ +	1 / 1 0.47 / 1	<a href="#">Source</a>
<p><b>135. Reporting of salary by gender?</b></p>	✗	0 / 1	
<p><b>136. Commitment to address occupational health and safety?</b></p>	✓	1 / 1	<a href="#">Source</a>
<p><b>137. Commitment to address occupational health and safety applies to all suppliers?</b></p>	✓	1 / 1	<a href="#">Source</a>
<p><b>138. Reduction of time lost due to work-based injuries?</b></p>	✗	0 / 1	
<p><b>139. Time lost due to work-based injuries?</b>          1,651 - Figure represents lost days rate in 2018.          .</p>	✓	1 / 1	<a href="#">Source</a>
<p><b>140. Zero fatalities as a result of work-based accidents?</b>          In its 2018 report, the company reports one non-work related fatality.</p>	P	0.75 / 1	<a href="#">Source</a>
<p><b>141. Number of fatalities as a result of work-based accidents?</b>          1 - The company reported one non-work related fatality in its 2018 Annual Report.</p>	✓	1 / 1	<a href="#">Source</a>
<p><b>142. Provision of personal protective equipment and related training?</b>          Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.</p>	✓ +	1 / 1 0.47 / 1	<a href="#">Source</a>

 > Certification standards

739 / 13 56.9%



<p><b>143. Member of the Roundtable on Sustainable Palm Oil (RSPO)?</b>          2,007</p>	✓	1 / 1	<a href="#">Source</a>
<p><b>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?</b></p>	✗	0 / 1	

2011

<input type="checkbox"/> <b>145. Submitted most recent RSPO Annual Communication of Progress (ACOP)?</b> The company submitted its 2018 ACOP.	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>146. Listed all countries and regions in which operates in most recent RSPO Annual Communication of Progress (ACOP)?</b> The company states all the countries and regions in which the company operates: Indonesia (East Kalimantan).	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>147. Time-bound plan for achieving 100% RSPO certification of estates and mills within five years or achieved 100% RSPO-certification of estates?</b> 2025 - The company's target for 100% RSPO certification of estates and mills is over five years away.	P	0.5 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>148. Percentage of area (ha) RSPO-certified?</b> 30,106 (47%)	P	0.47 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>149. Percentage of scheme/plasma smallholders (ha) RSPO-certified?</b> 0 (0%) - The company states that plasma smallholders are currently preparing for RSPO certification.	✗	0 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>150. Percentage of mills RSPO-certified?</b> 2 (66.7%) - Two of the company's three mills are RSPO certified.	P	0.67 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>151. Time-bound plan for achieving 100% RSPO certification of scheme/plasma/ associated smallholders and outgrowers within five years or target already achieved?</b> 2022 - The company states "We have an expectation to achieve 100% RSPO certification for our smallholders scheme (as per our time bound plan) in 2022. First, Remediation & Compensation Plans have to be completed: this is planned for 2022, so we can continue for RSPO initial certification."	✓	1 / 1	<a href="#">Source</a>
<input type="checkbox"/> <b>152. Percentage of FFB supply (tonnes) from independent smallholders/ outgrowers/third-party FFB suppliers that is RSPO-certified?</b> 0 (0%)	✗	0 / 1	
<input type="checkbox"/> <b>153. Year expected to achieve 100% RSPO certification of all palm product processing facilities?</b> This indicator is disabled as the company does not own processing facilities.			
<input type="checkbox"/> <b>154. Percentage of all palm oil and oil palm products handled/traded/ processed (tonnes) that is RSPO-certified?</b> This indicator is disabled as the company does not own processing facilities.			
<input type="checkbox"/> <b>155. Sells or processes/trades RSPO-certified palm oil through Segregated or Identity Preserved supply chains?</b> Mass Balance only.	✗	0 / 1	
<input type="checkbox"/> <b>156. Indonesia Sustainable Palm Oil (ISPO) certified (100%)?</b> The company claims that all of its estates and mills were ISPO certified and passed yearly audits; however, no certificates could be found.	P	0.75 / 1	<a href="#">Source</a>

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

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

✓ 1 / 1 [Source](#)

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

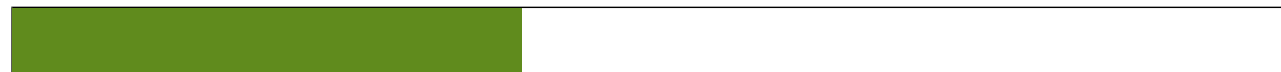
The company reports that all three of its mills have ISCC certification.



> Smallholders and suppliers

6.5 / 10 65%

⚠ 1 media report



✓ 1 / 1 [Source](#)

■ 159. Commitment to support smallholders?

✓ 1 / 1 [Source](#)

■ 160. Programme to support scheme/plasma smallholders?

The company supports plasma smallholders through providing financial support and field surveys to help smallholders comply with company's policy on HCV/HCS. Points for external verification have been awarded on the basis of the company's RSPO certified landbank/volume.

P 0.75 / 1 [Source](#)

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

100% - The company reports that all plasma smallholders are involved in support programmes.

✓ 1 / 1 [Source](#)

■ 162. Programme to support independent smallholders/outgrowers?

The company reports supporting smallholders in various ways through its programme and collaboration with SNV, including providing materials, technical assistance and training on "best agricultural practices". 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?

The company reports that all PPMD smallholders and 1,000 out of 1,927 independent smallholders are involved in support programmes.

✓ 1 / 1 [Source](#)

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

P 0.5 / 1 [Source](#)

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

The company reports the number of contractors involved with the company however it is unclear if these are suppliers or other contractors and if these are all the suppliers/contractors engaged/assessed by the company.

■ 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.

P 0.5 / 1 [Source](#)

■ **172. Suspension or exclusion criteria for suppliers?**

The company states it only accepts FFB from farmers who participate in a traceability mapping exercise, but does not have clear criteria for suspending or excluding suppliers which breach its policies. The company also states that if a supplier does not fulfil the criteria the first step taken is socialisation of the requirements.

✗ 0 / 1

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

✗ 0 / 1

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



> **Governance and grievances**

5.97 / 8 74.6%



✓ 1 / 1 [Source](#)

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

✓ 1 / 1 [Source](#)

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

✓ + 1 / 1 [Source](#)  
0.47 / 1

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

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

✓ 1 / 1 [Source](#)

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

✓ 1 / 1 [Source](#)

■ **179. Whistleblowing procedure?**

P 0.5 / 1 [Source](#)

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

The company states in a 2012 report that a "formal grievance mechanism and an industrial relations officer are in place" but no further details are given. In its human rights policy it states it will protect the anonymity of complainants, but does not give details of a complaints system. It states in its 2015 RSPO ACOP that it has a complaints system, and provides a link, but this link does not work.

✘

0 / 1

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