



Plantation

CHAMPIONING INNOVATION

ADVANCING SUSTAINABILITY

SUSTAINABILITY REPORT **2023**

PERFORMANCE DATA **FY2023**

FY2023 PERFORMANCE DATA

Indicator	Measurement unit	FY2021	FY2022	FY2023
Sustainability Certification				
Number and percentage of Private & Confidential (P&C) certified mills				
• Mills ¹	Number	66	67	67
• Total mills	Percentage	100	100	100
Mass Balance				
• Mills	Number	27	29	29
• Total mills	Percentage	41	43	43
Segregated and Identity Preserved				
• Mills	Number	39	38	38
• Total mills	Percentage	59	57	57
Certified smallholders				
• Smallholders (direct)	Number	31,936	29,314	17,695
• Smallholders (indirect)	Number	107	306	407
• Total smallholders	Percentage	50	49	38
Malaysia				
• RSPO certified smallholders (direct)	Number	1	1	1
• Total smallholders ¹	Percentage	0.01	0.01	0.01
• Area	Hectare	30	30	30
• FFB production capacity	Metric Tonnes	399	255	87
• Total FFB supply	Percentage	0.07	0.05	0.02
• RSPO certified smallholders (indirect)	Number	107	306	407
• Total Malaysian smallholders	Percentage	1	2	5
• Area	Hectare	151	364	460
• FFB production capacity	Metric Tonnes	8,639	11,477	6,187
• Total FFB supply	Percentage	2	2	1
• MSPO certified smallholders (direct) ³	Number	2	33	62
• Total smallholders	Percentage	0.01	0.2	0.7
• MSPO certified smallholders (indirect)	Number	1,439	2,135	4,305
• Total Malaysian smallholders	Percentage	9	14	51
Indonesia				
• RSPO-certified smallholders (scheme)	Number	14,768	11,995	337
• Total scheme smallholders	Number	28,305	22,045	15,015
• Total scheme smallholders	Percentage	52	54	2
• Kredit Koperasi Primer anggota (KKPA)	Number	5	12	13
• Perkebunan Inti Rakyat (PIR)-Trans programmes	Number	3	3	3
• Area	Hectare	25,179	43,588	25,731
• FFB production capacity	Metric Tonnes	404,108	402,115	330,612

Indicator	Measurement unit	FY2021	FY2022	FY2023
PNG & SI				
• Smallholders (independent & direct)	Number	17,312	17,318	17,357
• Total smallholders	Percentage	100	100	100
• Area	Hectare	43,124	43,116	43,195
• FFB produced	Metric Tonnes	557,174	587,697	558,922
• Total FFB supply	Percentage	100	100	100
• Premium paid	PGK	7,284,052	8,129,957	8,707,846
RSPO certification downstream				
• SCCS certified operations	Number	14	14	14
• SCCS certified operations	Percentage	100	100	100
MSPO certification upstream				
• P&C certified operations	Number	33	33	33
• P&C certified operations	Percentage	100	100	100
MSPO certification downstream				
• SCCS certified for refineries	Number	6	6	6
• SCCS certified for refineries	Percentage	100	100	100
ISPO certification upstream				
• Certified mills	Number	22	22	20
• Certified mills	Percentage	100	100	100
• Certified estates	Number	65	65	61
• Certified estates	Percentage	100	100	100
ISCC certification				
• ISCC certified mills	Number	6	3	0
• ISCC certified facilities	Number	1	1	2

Note:

1. 2021 and 2022 data for Malaysia's RSPO certified smallholders (direct) and (indirect); 2022 data on Certified smallholders (indirect), Total certified smallholders, Total Malaysian smallholders and Area, MSPO certified smallholders (indirect) have been restated to reflect the number of certified smallholders in our supply chain. This number does not reflect the certified FFB from the certified smallholders.

Leadership in Climate Action

Indicator	Measurement Unit	FY2020 (Baseline)	FY2021	FY2022	FY2023
Emissions Management					
Total amount of gas plants installed	Number	9	12	14	16
Estimated emissions reductions from biogas plants	Tonne of CO ₂ e	253,893	306,835	357,488	423,172
Scope 1					
FLAG¹	Tonne of CO₂e	8,741,514	8,520,248	8,207,520	7,836,028
Land Use Change	Tonne of CO ₂ e	7,880,774	7,655,643	7,387,450	7,043,809
Land Management	Tonne of CO ₂ e	794,967	783,907	742,464	713,284
Fuel Consumption	Tonne of CO ₂ e	65,773	80,698	77,607	78,935
Energy and Industrial Processes²	Tonne of CO₂e	1,775,438	1,731,045	1,535,446	1,543,736
Fuel Consumption	Tonne of CO ₂ e	318,448	321,581	263,119	240,405
Effluent Treatment	Tonne of CO ₂ e	1,456,990	1,409,463	1,272,327	1,303,331
Sub-total (Scope 1)	Tonne of CO₂e	10,516,952	10,251,292	9,742,966	9,379,764^(A)
Scope 2					
Energy and Purchased Electricity	Tonne of CO ₂ e	175,615	147,260	155,498	159,983
Purchased Steam		18,778	12,862	8,702	7,705
Sub-total (Scope 2)	Tonne of CO₂e	194,392	160,122	164,201	167,688^(A)
Scope 3					
FLAG	Tonne of CO₂e	5,345,804	5,802,203	6,510,037	6,659,804
Purchased Goods & Services	Tonne of CO ₂ e	5,345,804	5,802,203	6,510,037	6,659,804
Energy and Industrial Processes	Tonne of CO₂e	2,611,745	2,393,187	2,451,084	2,468,423
Purchased Goods & Services	Tonne of CO ₂ e	691,245	814,838	877,466	938,148
Cat 2: Capital Goods	Tonne of CO ₂ e	210,433	203,878	225,124	275,346
Cat 3: Fuel and Energy - related Activities	Tonne of CO ₂ e	45,090	76,233	65,545	62,275
Cat 4: Upstream Transportation and Distribution	Tonne of CO ₂ e	107,083	171,698	171,118	180,575
Cat 5: Waste Generated in Operations	Tonne of CO ₂ e	8,835	16,319	17,270	18,722
Cat 6: Business Travel	Tonne of CO ₂ e	4,312	1,803	6,105	6,795
Cat 7: Employee Commuting	Tonne of CO ₂ e	27,917	25,496	25,300	24,861
Cat 8: Upstream Leased Assets	Tonne of CO ₂ e	0	0	0	0
Cat 9: Downstream Transportation and Distribution	Tonne of CO ₂ e	13,574	93,422	90,946	89,537
Cat 10: Processing of Sold Products	Tonne of CO ₂ e	850,882	786,304	763,936	654,734
Cat 11: Use of Sold Products	Tonne of CO ₂ e	18,960	13,395	18,118	23,361
Cat 12: End-of-Life Treatment of Sold Products	Tonne of CO ₂ e	10,887	32,011	30,942	32,338
Cat 13: Downstream leased assets	Tonne of CO ₂ e	0	1,099	5,569	5,569
Cat 14: Franchised	Tonne of CO ₂ e	0	0	0	0

Indicator	Measurement Unit	FY2020 (Baseline)	FY2021	FY2022	FY2023
Cat 15: Investments	Tonne of CO ₂ e	221,977	156,690	153,645	156,162
Sub-total (Scope 3)	Tonne of CO₂e	8,007,549	8,195,389	8,961,121	9,128,227^(A)
Total (Scope 1, 2 & 3)	Tonne of CO₂e	18,718,893	18,606,804	18,868,288	18,675,679^(A)
Total Scope 1 Carbon Removals	Tonne of CO₂	(5,762,224)	(5,628,131)	(5,702,855)	(5,622,199)^(A)
Total Scope 3 Carbon Removals	Tonne of CO₂	(756,872)	(1,143,085)	(1,189,662)	(1,221,501)^(A)
Total Carbon Removals	Tonne of CO₂	(6,519,096)	(6,771,215)	(6,892,517)	(6,843,700)^(A)
Total Scope 1 Biogenic emissions	Tonne of CO₂	29,637	28,967	28,487	29,539
Net Emissions Intensity	Tonne of CO₂e/MT CPO & palm kernel	1.63	1.64	1.61	1.45

Notes:

1. FLAG (Forest, Land and Agriculture) refers to estate-related emissions.
2. Energy & Industrial (Non-FLAG) refers to all emissions unrelated to estate, i.e. mills and refineries.
3. 2020, 2021 and 2022 data has been restated following SBTi validation.
4. ^(A) The data has been subjected to an external limited assurance by an independent third party, PricewaterhouseCoopers PLT. Please refer to the independent limited assurance report in the Sustainability Report 2023, pages 64 - 67.

Indicator	Measurement Unit	FY2020 (Baseline)	FY2021	FY2022	FY2023
Energy Management					
Total Energy consumption within organisation	Gigajoule	32,416,701	31,024,668	28,513,353	28,978,121
• Renewable sources	Gigajoule	28,297,063	26,815,170	24,638,631	25,411,499
• Percentage of renewable sources	Percentage	87	86	86	88
• Non-renewable sources	Gigajoule	4,119,637	4,209,497	3,874,722	3,566,622
• Percentage of non-renewable sources	Percentage	13	14	14	12
Total consumption of renewable fuel sources	Gigajoule	28,297,063	26,815,170	24,528,064	25,411,499
• B10 biodiesel	Gigajoule	479,789	476,304	409,247	451,301
• B30 biodiesel	Gigajoule	607,700	595,065	601,888	609,689
• Biodiesel	Gigajoule	0	0	0	10,293
• Biomass	Gigajoule	27,161,766	25,645,546	23,516,848	24,240,057
• Biogas	Gigajoule	47,808	98,226	108,382	96,341
• Rooftop Solar	Gigajoule	0	29	2,266	3,817
Total consumption of non-renewable fuel sources	Gigajoule	4,119,637	4,209,497	3,874,722	3,566,622
• Purchased Electricity	Gigajoule	797,399	838,776	847,374	881,052
• Purchased Steam	Gigajoule	0	159,268	45,534	33,373
• Diesel	Gigajoule	1,190,494	1,117,252	1,202,458	1,222,294
• Petrol	Gigajoule	41,610	23,211	24,983	29,831
• Liquefied petroleum gas	Gigajoule	0	0	270	90
• Medium fuel oil	Gigajoule	408,595	516,880	406,584	320,018
• Natural gas	Gigajoule	1,681,539	1,554,110	1,347,473	1,079,965
• Others	Gigajoule	0	0	46	0
Energy sold	Gigajoule	N/A	129,625	149,972	204,728

Leadership in Social Performance

Indicator	Measurement unit	FY2021	FY2022	FY2023
Total Number of Employees by Employee Category				
• Executive	Number	3,347	3,450	3,604
• Non-Executive	Number	12,153	12,938	9,321
• Worker	Number	64,544	66,453	71,745
Average Employee Headcount by Employee Category				
• Executive	Number	3,269	3,384	3,553
• Non-Executive	Number	12,265	12,565	10,811
• Worker	Number	67,346	65,891	72,427
Employees by Business Segment, Region and Employee Category				
Head Office¹				
Malaysia	Number	476	916	1,094
• Executive	Number	367	417	481
• Non-Executive	Number	92	478	589
• Worker	Number	17	21	24
Indonesia²	Number	5	7	7
• Executive	Number	4	6	6
• Non-Executive	Number	1	1	1
• Worker	Number	0	0	0
Upstream				
Malaysia	Number	29,023	29,702	33,957
• Executive	Number	857	897	921
• Non-Executive	Number	3,841	4,057	4,092
• Worker	Number	24,325	24,748	28,944
Indonesia	Number	25,983	25,212	24,503
• Executive	Number	929	943	902
• Non-Executive	Number	3,580	3,560	20
• Worker	Number	21,474	20,709	23,581
Papua New Guinea and Solomon Island (PNG and SI)	Number	21,105	23,537	21,475
• Executive	Number	506	474	491
• Non-Executive	Number	3,362	3,296	3,350
• Worker	Number	17,237	19,767	17,634
Downstream				
Asia Pacific (APAC)	Number	1,695	1,726	1,764
• Executive	Number	419	438	480
• Non-Executive	Number	486	763	512
• Worker	Number	790	525	772
EUR., M. East, Afr. (EMEA)	Number	356	366	413
• Executive	Number	67	76	115
• Non-Executive	Number	197	199	202
• Worker	Number	92	91	96
Oceania (PNG)	Number	76	91	146
• Executive	Number	3	8	18
• Non-Executive	Number	37	35	53
• Worker	Number	36	48	75

Indicator	Measurement unit	FY2021	FY2022	FY2023
North America	Number	2	3	2
• Executive	Number	2	3	2
Research and Development (R&D)				
Malaysia	Number	932	944	936
• Executive	Number	151	156	153
• Non-Executive	Number	438	440	439
• Worker	Number	343	348	344
Indonesia	Number	157	161	160
• Executive	Number	18	21	24
• Non-Executive	Number	56	58	0
• Worker	Number	83	82	136
PNG and SI	Number	231	206	213
• Executive	Number	22	11	11
• Non-Executive	Number	63	51	63
• Worker	Number	146	144	139
New Hires by Employee Category				
• Executive	Number	177	259	271
• Non-Executive	Number	542	1240	843
• Worker	Number	5,459	14,899	19,769
Turnover Employee by Category				
• Executive	Number	253	335	297
• Non-Executive	Number	1,128	1,478	965
• Worker	Number	19,431	19,641	20,861
Employees New Hires and Turnover by Business Segment				
Upstream				
• New hires	Number	5,863	15,594	20,357
• Turnover	Number	20,333	20,914	21,593
Downstream				
• New hires	Number	175	244	177
• Turnover	Number	248	247	215
Head Office				
• New hires	Number	73	465	243
• Turnover	Number	56	127	103
R&D				
• New hires	Number	67	95	106
• Turnover	Number	175	166	212
Employees New Hires and Turnover by Gender				
Male				
• New hires	Number	4,878	13,306	17,966
• Turnover	Number	13,251	14,476	13,715
Female				
• New hires	Number	1,299	3,087	2,915
• Turnover	Number	2,128	3,757	3,579
No gender breakdown³				
• New hires	Number	1	5	2

Indicator	Measurement unit	FY2021	FY2022	FY2023
Employees New Hires and Turnover by Age Group				
<= 23 years				
• New hires	Number	2,510	6,442	7,512
• Turnover	Number	3,312	4,948	3,972
24 – 38 years				
• New hires	Number	2,858	7,826	10,718
• Turnover	Number	7,383	8,894	8,416
39 – 55 years				
• New hires	Number	681	2,000	2,569
• Turnover	Number	2,772	3,995	4,237
=> 56 years				
• New hires	Number	128	125	82
• Turnover	Number	441	396	479
No age data				
• New hires	Number	1	5	2
• Turnover	Number	14	3,221	5,019
Employees that are Contractors or Temporary Staff				
• Permanent	Number	3,214	3,405	3,707
• Contract	Number	28,784	29,669	33,690

Notes:

1. Data is inclusive of Guthrie Agri Bio Sdn. Bhd. And SD Plantation Renewables.
2. Employees in PT Sime Darby Agri-Bio.
3. Data excludes PNG and SI, UK and Netherlands due to privacy laws.

Indicator	Unit	FY2021	FY2022	FY2023
Diversity				
Age Group for Each Employee Category¹				
Executive				
• 56 & above	Number	32	27	43
• 39-55	Number	1,005	975	925
• 24-38	Number	1,489	1,470	1,617
• 23 & below	Number	253	445	357
Non-Executive				
• 56 & above	Number	118	44	119
• 39-55	Number	3,845	3,723	1,833
• 24-38	Number	3,990	4,465	2,635
• 23 & below	Number	628	1,215	635
Worker				
• 56 & above	Number	340	84	215
• 39-55	Number	16,670	15,070	16,821
• 24-38	Number	24,058	23,566	27,681
• 23 & below	Number	5,964	7,713	9,052
Gender Group by Employee Category¹				
Executive				
Male	Number	2,180	2,145	2,114
Female	Number	671	775	828
Non-Executive				
Male	Number	6,572	7,353	3,918
Female	Number	2,009	2,094	1,308
Worker				
Male	Number	37,593	37,555	45,011
Female	Number	9,439	8,878	8,766
Board of Directors				
Gender				
• Male directors	Number	8	7	6
• Female directors	Number	3	3	3
Age				
• 30-50	Number	0	0	1
• >50	Number	11	10	8

Notes:

1. Data for this indicator excludes PNG and SI, UK and Netherlands.
2. Data excludes Upstream NBPOL (PNG and SI), UK and Netherlands due to privacy laws.

Indicator	Measurement Unit	FY2021	FY2022	FY2023
Health and Safety				
Incidents				
Number of work-related fatalities	Number	1	5	5
Lost time incident (LTI) case	Number	1,377	1,745	1,729
Total days lost	Number	6,954	10,218	8,384
Total hours worked	Hours	190,040,370	187,086,669	200,127,337
Training				
Total hours of training by employee category ¹	Hours	NA	36,542	35,970
Compliance with laws				
• Fines incurred	Number	29	12	3
• Value of fines	MYR	139,250	79,500	16,000
Human Rights Violation				
Number of substantiated complaints concerning human rights violation	Number	0	0	0
Community/Society				
Total amount of investment in the community where the target beneficiaries are external to the listed issuer	Number	66,412,417	73,513,685	56,748,662
Total beneficiaries of the investment in communities	Number	23,751	62,906	24,526

Note:

1. Data collection started in FY2022.
2. 2021 and 2022 data for Lost time incident (LTI) case, Total days lost; 2022 data for Total hours worked; have been restated.

Building Resilient Supply Chains

Indicator	Unit	FY2021	FY2022	FY2023
Supply Chain Management				
Proportion of spending on local suppliers ¹	Percentage	98	97	99
Fresh Fruit Bunches (FFB) Sourcing				
Sourced from own plantations (including direct smallholders)				
• FFB volume	Metric Tonnes	9,123,973	8,929,582	9,426,682
• FFB volume	Percentage	83	90	91
Sourced from 3rd party producers and traders				
• FFB volume	Metric Tonnes	1,865,357	1,033,214	984,393
• FFB volume	Percentage	17	10	9
Traceability & No Deforestation, No Peat and No Exploitation (NDPE)				
Traceability to mill	Percentage	97	96	93
Traceability to plantation	Percentage	68	74	71
Supply Chain Transparency and Sustainability / Engagement				
Supplier Risk Status				
• High Risk	Percentage	2	1	2
• Medium Risk	Percentage	6	5	3
• Low Risk	Percentage	92	94	95
Supply Chain Grievance Status				
• Investigating	Percentage	13	33	0
• Ongoing Monitoring & Engagement	Percentage	13	0	0
• Resolved	Percentage	57	50	67
• No Longer in Supply Chain	Percentage	17	17	33
• High Risk	Percentage	2	1	2
• Medium Risk	Percentage	6	5	3

Note:

1. Data for this indicator represents Malaysian and Indonesian operations only.

Building Trust Through Engagement and Transparency

Indicator	Measurement unit	FY2021	FY2022	FY2023
Anti-corruption				
Operations assessed for corruption related risks	Percentage	100	100	100
Number of confirmed incidents of corruption and actions taken	Number	37	38	27
Employees who have received training on anti-corruption by employee category¹				
• Senior Management	Percentage	100	100	100
• Management	Percentage	100	100	100
• Executive	Percentage	100	100	100
• Non-Executive	Percentage	79	76	79
Data Privacy and Security				
Substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0

Note:

1. Data for this indicator represents Head Office employees only.

Operational Efficiency

Indicator	Measurement unit	FY2021	FY2022	FY2023
Water Management				
Total water withdrawal	Cubic meter	29,295,441	29,681,281	28,730,518
• Upstream Malaysia	Cubic meter	8,508,415	8,063,517	9,141,879
• Upstream Indonesia	Cubic meter	12,556,959	12,642,970	12,436,057
• Upstream PNG and SI	Cubic meter	8,230,067	8,974,794	7,152,582
Total water discharged	Cubic meter	5,227,441	4,716,753	5,081,394
• Upstream Malaysia	Cubic meter	3,355,603	3,005,362	3,540,121
• Upstream Indonesia	Cubic meter	409,625	387,749	291,285
• Upstream PNG and SI	Cubic meter	1,462,213	1,323,642	1,249,988
Total water consumption	Cubic meter	24,068,000	24,964,528	23,649,125
• Upstream Malaysia	Cubic meter	5,152,812	5,058,155	5,601,758
• Upstream Indonesia	Cubic meter	12,147,334	12,255,221	12,144,773
• Upstream PNG and SI	Cubic meter	6,767,853	7,651,152	5,902,594
Water consumption intensity				
• Upstream Malaysia	Cubic meter/ MT FFB processed	1.53	1.37	1.52
• Upstream Indonesia	Cubic meter/MT FFB processed	1.60	1.56	1.50
• Upstream PNG and SI	Cubic meter/ MT FFB processed	1.16	1.32	1.23

Indicator	Measurement unit	FY2021	FY2022	FY2023
Effluent				
Effluents discharged by region	Cubic meter	5,610,159	5,366,273	4,807,791
• Upstream Malaysia	Cubic meter	4,130,157	4,025,071	3,540,121
• Upstream Indonesia	Cubic meter	17,789	17,560	17,682
• Upstream PNG and SI	Cubic meter	1,462,213	1,323,642	1,249,988
Effluent intensity				
• Upstream Malaysia	Cubic meter/ MT FFB processed	0.77	0.95	0.74
• Upstream Indonesia	Cubic meter/ MT FFB processed	0.56	0.53	0.55
• Upstream PNG & SI	Cubic meter/ MT FFB processed	0.59	0.54	0.51
Waste Management				
Total waste generated	Metric Tonnes	172,074	177,684	182,810
• Upstream Malaysia	Metric Tonnes	26,248	27,037	29,099
• Upstream Indonesia	Metric Tonnes	116,908	119,784	120,126
• Upstream PNG and SI	Metric Tonnes	11,109	9,971	10,234
• Downstream	Metric Tonnes	17,809	20,892	23,350
Total waste disposed	Metric Tonnes	160,425	162,267	167,394
• Upstream Malaysia	Metric Tonnes	26,129	26,931	28,994
• Upstream Indonesia	Metric Tonnes	116,908	119,784	120,126
• Upstream PNG and SI	Metric Tonnes	11,109	9,971	10,234
• Downstream	Metric Tonnes	6,279	5,581	8,040
Waste diverted from disposal	Metric Tonnes	11,649	15,417	15,417

Note:

1. 2021 data for Total water withdrawal and its breakdown for Upstream Malaysia and Upstream Indonesia have been restated.