



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	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
P&C certified estates				
Estates ¹	Number	239	239	234
Total percentage of estates	Percentage	99	99	231
Area	Hectare	625,792	625,391	613,719
Total certifiable area	Hectare	629,841	621,508	600,462
Percentage of total certifiable area	Percentage	99	99	98
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	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)	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:

- 2021 data for P&C certified estates has been restated.
- 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[Ⓐ]
Scope 2					
Energy and Purchased Electricity	Tonne of CO ₂ e	175,615	147,260	155,498	159,983
Purchased Steam	Tonne of CO ₂ e	18,778	12,862	8,702	7,705
Sub-total (Scope 2)	Tonne of CO₂e	194,392	160,122	164,201	167,688[Ⓐ]
Scope 3					
FLAG	Tonne of CO₂e	5,345,804	5,802,203	6,510,037	6,659,804
Cat 1: Purchased Goods & Services	Tonne of CO ₂ e	5,345,804	5,802,203	6,510,037	6,659,804
Cat 1: Purchased Goods & Services (Land Use Change from third-party estates)	Tonne of CO ₂ e	728,136	1,228,542	1,228,977	1,113,038
Cat 1: Purchased Goods and Services (Peat emissions from third-party estates)	Tonne of CO ₂ e	129,748	207,431	157,985	127,931
Cat 1: Purchased Goods & Services (Others)	Tonne of CO ₂ e	4,487,920	4,366,230	5,123,075	5,418,835
Energy and Industrial Processes	Tonne of CO₂e	2,611,745	2,393,187	2,451,084	2,468,423
Cat 1: Purchased Goods & Services	Tonne of CO ₂ e	1,141,794	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

Indicator	Measurement Unit	FY2020 (Baseline)	FY2021	FY2022	FY2023
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
Cat 15: Investments	Tonne of CO ₂ e	221,977	156,690	153,645	156,162
Sub-total (Scope 3)	Tonne of CO₂	8,007,549	8,195,389	8,961,121	9,128,227[Ⓐ]
Total Gross (Scope 1, 2 & 3)	Tonne of CO₂	18,718,893	18,606,804	18,868,288	18,675,679[Ⓐ]
Total Scope 1 Carbon Removals	Tonne of CO₂	(5,762,224)	(5,628,131)	(5,702,855)	(5,622,199)[Ⓐ]
Total Scope 3 Carbon Removals	Tonne of CO₂	(756,872)	(1,143,085)	(1,189,662)	(1,221,501)[Ⓐ]
Total Carbon Removals	Tonne of CO₂	(6,519,096)	(6,771,215)	(6,892,517)	(6,843,700)[Ⓐ]
Total Net (Scope 1, 2 & 3)	Tonne of CO₂	12,199,797	11,835,589	11,975,771	11,831,979
Total 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. [Ⓐ] 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

Indicator	Measurement unit	FY2021	FY2022	FY2023
Executive	Number	3	8	18
Non-Executive	Number	37	35	53
Worker	Number	36	48	75
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	1,240	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

Indicator	Measurement unit	FY2021	FY2022	FY2023
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
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

Notes:

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

Indicator	Measurement 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 Category²				
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	Measurement 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
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.