

Performance Scorecard

Our targets and commitments are what drives us to continuously improve. We subscribe to the mantra “what we measure, we can manage” and provide information on our progress of targets and achievements. Below are our key targets and progress to date:

Focus Areas	Targets	Current Status as of 2023	Material Matters
No forced or trafficked labour in our operations	We have evaluated the risks related to the payment of recruitment costs in our past practices. All Guest Workers as of 31 December 2021 have been reimbursed for the past recruitment costs.	We are collaborating with "Dignity in Work For All"(Verite) to conduct human rights due diligence annually. All gaps are addressed with an action plan submitted to "Dignity in Work For All" for verification.	Human & Workers' Rights
Live up to the UN Guiding Principles on Business And Human Rights & ILO Fair Recruitment Principles	No workers shall pay any cost related to recruitment to come and work in UP	Since 31 December 2021, we ensure that no Guest Worker shall pay any cost related to recruitment to come and work in UP. Independent verification is carried out within 4 months upon the arrival of new Guest Workers. This is ongoing and thorough investigation will be carried out if any red flags are detected.	Human & Workers' Rights
Retention of our Guest Workers' personal identity documents	Personal identity documents of all Guest Workers shall be kept at the Guest Workers' own accommodation.	We are in the midst of installing individual safe deposit boxes in the Guest Workers' own homes. Upon completion their passport will be kept here with free and full access.	Human & Workers' Rights
No work-related fatalities	Zero fatalities	Target achieved. Zero fatalities	Occupational Safety & Health
Reduce Lost Time Injury Frequency Rate (LTIFR) below 2014 levels i.e 12.27.	Introduce a behavioural safety approach (4.0)	Continuous Improvement (LTIFR 5.38). The effectiveness of safety trainings and monitoring will be strengthened in 2024.	Occupational Safety & Health
Measuring of GHG emissions for all palm oil operations.	Original target of 60% reduction from 2004 to 2025 achieved in 2021. New target for total GHG emissions (Scope 1,2 & 3): 66 % reduction by 2030 when compared to 2004 levels (with iLUC and nature conservation)	Total GHG emissions (Scope 1, 2 & 3): 1.36 kg CO ₂ -eq/kg NBD Oil (63% lower compared to 2004 levels including iLUC and nature conservation)	Climate Change, GHG Emissions, Discharge & Waste Management
To supply electricity to the National Grid derived from the biogas plant at UIE Palm Oil Mill which began operations in 2010.	Increase the amount of electricity generated. Target: 8,000MWh by 2025.	In 2023, a total of 7,585MWh of electricity was generated from the biogas plant and sold to the grid which is similar to the quantum supplied in the previous year.	Climate Change, GHG Emissions, Discharge & Waste Management
Monitoring of deforestation and fire hot spots in our area as well as suppliers' concession.	Engage palmoil.io for monitoring of indirect suppliers' concessions i.e origin of our conventional CPKO.	Target achieved. We now subscribe to palmoil.io database for all direct and indirect suppliers in line with the EUDR requirements. In addition, we subscribe to Global Forest Watch and GeoRSPO as the monitoring tools.	Climate Change, GHG Emissions, Discharge & Waste Management
Water Footprint (domestic water consumption)	Reduction of 10% by 2025 from the average of 80 Gallons per capita per day.	Malaysian Operations: 79 gallons/capita /day Indonesian Operations: 77 gallons/capita/day	Climate Change, GHG Emissions, Discharge & Waste Management
Water Footprint (Mill water consumption for processing)	Reduction of 10% by 2025 from the average of 1.6 MT water/ MT FFB.	Malaysian Operations: 1.7 MT water/MT FFB Indonesian Operations: 1.2 MT water/MT FFB	Climate Change, GHG Emissions, Discharge & Waste Management
Traceability to Plantations (TTP) enable tracing of palm products to its origin i.e plantations, smallholders and dealers with indirect smallholders.	90% TTP by end of 2023; 95% TTP by mid of 2024 and a minimum of 98% TTP by end of 2024	The average TTP scores for the 85 mills (supply of conventional CPKO via KCP) is 90.84% as of 31 December 2023.	UP Evaluation of Suppliers' Sustainability Commitments
Malaysia & Indonesia FFB Yield Per Hectare	28.00 MT FFB/Ha	27.99 MT FFB/Ha (Target achieved)	Product Quality
Oil Extraction Rate	23.00%	21.82% (Target achieved)	
CPO Yield Per Hectare	6.50 MT CPO/Ha	6.11 MT CPO/Ha (Target achieved)	

Legend: Progressing
 Achieved