Particulars

bout Your Organisation	
1.1 Member Name	
Sobeys Capital Incorporated	
1.2 Membership Number	
3-0124-21-000-00	
1.3 Membership Sector	
Retailers	
1.4 Membership Category	
Ordinary	
1.5 Country	
Canada	

derivatives of palm oil?

2.1 Please select all description(s) that describe the palm oil-related activities of your company or organisation. Multiple selections are allowed, and not limited to the primary sector of the member's RSPO membership. You will be required to complete the relevant ACOP section based on your selection(s).

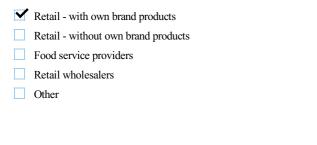
- I own and operate oil palm estate(s) and/or palm oil mill(s)
- I represent a palm oil Independent Smallholder farmer Group
- I own and operate independent palm oil mills
- I own and operate independent palm kernel crushing plants Processors and/or Traders
- I trade or broker palm oil, palm kernel oil or related products Processors and/or Traders
- I am a refiner of palm oil or palm kernel oil Processors and/or Traders
- 🗌 I am a processor of intermediate (B2B) palm oil, palm kernel oil or related fractions/derivatives Processors and/or Traders
- I am a B2B distributor or wholesaler of palm oil, palm kernel oil or related products Processors and/or Traders
- I manufacture final consumer (B2C) products containing palm oil, palm kernel oil or related products. This includes products manufactured by 3rd party contractors Consumer Goods Manufacturers
- I retail final consumer (B2C) products containing palm oil, palm kernel oil or related products Retailers
- I operate food retail outlets that use palm oil, palm kernel oil or related products Retailers
- I am a conservation and environmental NGO supporting the sustainable development of the palm oil industry
- I am a social and human development NGO supporting the sustainable development of the palm oil industry

Yes

Retailers

1. Operational Profile

1.1 Please state your company's main activity(ies) within the palm oil supply chain. Please select all options that apply to your operations.



Other

-

2. Palm Oil and Certified Sustainable Palm Oil Consumption

Information in Section 2.0 - Palm Oil and Certified Sustainable Palm Oil Consumption - is a mandatory declaration in your ACOP. This includes volume data on palm oil, palm kernel oil and related products consumed, to enable the RSPO to accurately calculate uptake of individual members, sectors and RSPO members as a whole. ACOP reports without reported volume data will be considered as incomplete and will not be accepted. Incomplete ACOP reports may lead to suspension or termination of RSPO membership.

2.1 Please list down all operations and subsidiaries using palm oil, palm kernel oil and related products that are owned and/or managed by the member, including those under Group Membership

We sell private label products containing palm oil, palm kernel oil and derivatives

2.1.1 In which markets does your company sell goods with palm oil and oil palm products?

North America â°

DL.2.0 In order to facilitate ease of reporting and transparency, RSPO members operating within the palm oil demand supply chain can now choose to report palm oil and palm oil product volumes on:

by up to 5 individual subsidiaries. Members with more than 5 subsidiaries will be required to aggregate the volumes of remaining subsidiaries into a separate total.

DL.2.1 Please state the number of subsidiaries you would like to declare separately (to a maximum of 5)

3

S1_DL.2.1.1 Please state the name of this subsidiary

Longo's

S1_DL.2.1.2 In which markets does this subsidiary operate?

North America \Box

S1_DL.2.1.3 Please provide additional information of this subsidiary's operations

May 10, 2021, Empire Company Limited announced that it has completed the purchase of 51% of Longo's, a longstanding, family-built network of specialty grocery stores in the Greater Toronto Area ("GTA") of Ontario, and the Grocery Gateway e-commerce business.

Longo's is a family-owned Canadian organization that started in 1956 when three brothers, Tommy, Joe and Gus opened their first fruit market. What began as a small family-run store has since grown to a company that operates 36 stores in communities across Toronto and the GTA, as well as Grocery Gateway, a leader in online sales of home-delivered groceries.

Today, Longo's maintains the same family-based values as they did over 65 years ago, putting Family Standards at the heart of everything they do. Longo's is proud to serve their guests the quality standard of food and service they believe every family deserves, and to give back to the communities they operate in through the Longo's Family Charitable Foundation.

S1_2.2 Total volume of uncertified and certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Tonnes	
Total volume of crude palm oil (tonnes)	36.76	
Total volume of crude palm kernel oil (tonnes)	3.04	
Total volume of palm kernel expeller (tonnes)	0.00	
Total volume of crude palm oil/palm kernel oil-based derivatives and fractions (tonnes)	8.81	
Total	48.61	

S1_2.2.1 Please estimate the percentage of derivatives and fractions (reported in Question RT.2.2) derived from palm oil or from palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based derivatives.

Description	Percentage
Palm oil-based derivatives and fractions	80
Palm kernel oil-based derivatives and fractions	20

S1_2.3 Please estimate the regional distribution of your company's uncertified and certified palm oil, palm kernel oil and related products sales (as declared in Question 2.2) in the following countries/regions.

Percentage
0
100
0
0
0
0
0
0
0

S1_2.4 Total volume of RSPO-certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Crude/Refined Palm Oil (CSPO)	Crude/Refined Palm Kernel Oil (CSPKO)	Palm Kernel Expeller (CSPKE)	Certified Derivatives and Fractions
RSPO Credits from Mill / Crusher	8.09	3.00	0.00	8.81
RSPO Credits from Independent Smallholder	0.00	0.00	0.00	0.00
Mass Balance (MB)	28.67	0.05	0.00	0.00
Segregated (SG)	0.00	0.00	0.00	0.00
Identity Preserved (IP)	0.00	0.00	0.00	0.00
Total	36.76	3.05	0.00	8.81

S1_2.4.1 Please estimate the percentage of RSPO-certified derivatives and fractions (reported in Question RT.2.4) derived from RSPO-certified palm oil or from RSPO-certified palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based

Description	Percentage
Certified Palm oil-based derivatives and fractions	80
Certified Palm kernel oil-based derivatives and fractions	20

S1_2.5 According to the volume information you have provided in Question 2.2 and Question 2.4, your company's Certified Sustainable Palm Oil uptake is:

100.02%

S1_2.5.1 Please provide additional information on your certified palm oil, palm kernel oil and related products uptake. This may include your usage of RSPO Credits to cover gaps in certified uptake, changes due to business environment, variations due to stock positions or efforts to support independent smallholders beyond volume commitments.

Longo's will be purchasing 23 credits. The data provided represents 100% of SKUs containing Palm Oil and related product ingredients.

S1_2.6 Please estimate the regional distribution of your company's RSPO certified palm oil, palm kernel oil and related products (as declared in Question RT.2.4) in the following countries/regions:

Percentage
0
100
0
0
0
0
0
0
0

S2_DL.2.1.1 Please state the name of this subsidiary

Communicatio Progress 2022

Farm Boy

S2_DL.2.1.2 In which markets does this subsidiary operate?

North America \Box

S2_DL.2.1.3 Please provide additional information of this subsidiary's operations

In 2018, Empire Company acquired the Farm Boy business when it had 26 stores and announced plans to double its store count over five years through new site builds and conversions of some existing Sobeys locations. Ontario's fastest-growing local, fresh-food retailer, Farm Boy, announced January 23, 2023 it will be opening its 47th fresh market location on Thursday, February 9th, 2023 in downtown Toronto. Farm Boy currently operates 46 locations in Ontario and is widely known for its local farm-fresh produce as well as butcher-quality meats, artisan cheese, fresh dairy, and extensive grab-and-go section.

S2_2.2 Total volume of uncertified and certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Tonnes	
Total volume of crude palm oil (tonnes)	294.30	
Total volume of crude palm kernel oil (tonnes)	32.29	
Total volume of palm kernel expeller (tonnes)	0.00	
Total volume of crude palm oil/palm kernel oil-based derivatives and fractions (tonnes)	76.42	
Total	403.01	

S2_2.2.1 Please estimate the percentage of derivatives and fractions (reported in Question RT.2.2) derived from palm oil or from palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based derivatives.

Description	Percentage
Palm oil-based derivatives and fractions	80
Palm kernel oil-based derivatives and fractions	20

S2_2.3 Please estimate the regional distribution of your company's uncertified and certified palm oil, palm kernel oil and related products sales (as declared in Question 2.2) in the following countries/regions.

Countries/Regions	Percentage
Europe	0
North America	100
Malaysia	0
Indonesia	0
China	0
India	0
Latin America	0
Africa	0
Rest of World	0

S2_2.4 Total volume of RSPO-certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Crude/Refined Palm Oil (CSPO)	Palm Kernel	Palm Kernel Expeller (CSPKE)	Certified Derivatives and Fractions
RSPO Credits from Mill / Crusher	14.44	4.41	0.00	18.86
RSPO Credits from Independent Smallholder	0.00	0.00	0.00	0.00
Mass Balance (MB)	277.65	27.88	0.00	57.56
Segregated (SG)	2.21	0.00	0.00	0.00
Identity Preserved (IP)	0.00	0.00	0.00	0.00
Total		32.29	0.00	76.42

S2_2.4.1 Please estimate the percentage of RSPO-certified derivatives and fractions (reported in Question RT.2.4) derived from RSPO-certified palm oil or from RSPO-certified palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based

Description	Percentage
Certified Palm oil-based derivatives and fractions	80
Certified Palm kernel oil-based derivatives and fractions	20

S2_2.5 According to the volume information you have provided in Question 2.2 and Question 2.4, your company's Certified Sustainable Palm Oil uptake is:

100.00%

S2_2.5.1 Please provide additional information on your certified palm oil, palm kernel oil and related products uptake. This may include your usage of RSPO Credits to cover gaps in certified uptake, changes due to business environment, variations due to stock positions or efforts to support independent smallholders beyond volume commitments.

Farm Boy will purchase 38 credits from independent smallholders. The data provided represents 100% of SKUs containing Palm Oil and related product ingredients.

S2_2.6 Please estimate the regional distribution of your company's RSPO certified palm oil, palm kernel oil and related products (as declared in Question RT.2.4) in the following countries/regions:

Europe	0
	100
North America	100
Malaysia	0
Indonesia	0
China	0
India	0
Latin America	0
Africa	0
Rest of World	0

S3_DL.2.1.1 Please state the name of this subsidiary

Sobeys Inc.

S3_DL.2.1.2 In which markets does this subsidiary operate?

North America \Box

S3_DL.2.1.3 Please provide additional information of this subsidiary's operations

Empire Company Limited (TSX: EMP.A) is a Canadian company headquartered in Stellarton, Nova Scotia. Empire's key businesses are food retailing, through wholly-owned subsidiary Sobeys Inc., and related real estate. With approximately \$30.9 billion in annual sales and \$16.4 billion in assets, Empire Company Limited and its subsidiaries, franchisees and affiliates employ approximately 130,000 people.

Empire Company Limited is the parent company of Sobeys Inc. Together, they form a Canadian company headquartered in Nova Scotia and serve Canadians across the country.

Sobeys Inc., has more than 111 years of experience serving customers in the food-retail business. Sobeys Inc. is one of only two national Canadian grocers operating across all 10 provinces with approximately 1,500 stores.

Sobeys Inc. oversees familiar banner names of Sobeys, Safeway, IGA, Foodland, FreshCo, Thrifty Foods, and Lawtons Drugs, as well as more than 350 retail fuel locations. It also operates with five core retail food formats and related businesses to ensure it is able to satisfy the unique shopping needs of its customers.

S3_2.2 Total volume of uncertified and certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Tonnes
Total volume of crude palm oil (tonnes)	1116.35
Total volume of crude palm kernel oil (tonnes)	279.57
Total volume of palm kernel expeller (tonnes)	0.00
Total volume of crude palm oil/palm kernel oil-based derivatives and fractions (tonnes)	79.54
Total	1475.46

S3_2.2.1 Please estimate the percentage of derivatives and fractions (reported in Question RT.2.2) derived from palm oil or from palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based derivatives.

Description	Percentage
Palm oil-based derivatives and fractions	80
Palm kernel oil-based derivatives and fractions	20

S3_2.3 Please estimate the regional distribution of your company's uncertified and certified palm oil, palm kernel oil and related products sales (as declared in Question 2.2) in the following countries/regions.

Percentage
0
100
0
0
0
0
0
0
0

S3_2.4 Total volume of RSPO-certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Crude/Refined Palm Oil (CSPO)	Crude/Refined Palm Kernel Oil (CSPKO)	Palm Kernel Expeller (CSPKE)	Certified Derivatives and Fractions
RSPO Credits from Mill / Crusher	258.25	42.82	0.00	48.07
RSPO Credits from Independent Smallholder	0.00	0.00	0.00	0.00
Mass Balance (MB)	836.74	236.75	0.00	31.47
Segregated (SG)	21.36	0.00	0.00	0.00
Identity Preserved (IP)	0.00	0.00	0.00	0.00
Total	1116.35	279.57	0.00	79.54

S3_2.4.1 Please estimate the percentage of RSPO-certified derivatives and fractions (reported in Question RT.2.4) derived from RSPO-certified palm oil or from RSPO-certified palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based

Description	Percentage
Certified Palm oil-based derivatives and fractions	80
Certified Palm kernel oil-based derivatives and fractions	20

S3_2.5 According to the volume information you have provided in Question 2.2 and Question 2.4, your company's Certified Sustainable Palm Oil uptake is:

100.00%

S3_2.5.1 Please provide additional information on your certified palm oil, palm kernel oil and related products uptake. This may include your usage of RSPO Credits to cover gaps in certified uptake, changes due to business environment, variations due to stock positions or efforts to support independent smallholders beyond volume commitments.

Sobeys will purchase 347 credits from independent smallholders. The data provided in this 2022 disclosure only excludes 0.47% of Sobeys' Own Brands SKUs containing Palm Oil and related product ingredients. Last year we updated our Sustainable Palm Oil Policy (https://sobeyssbreport.com/wp-content/uploads/2022/07/Sobeys-Sustainable-Palm-Oil-Sourcing-Policy.pdf), setting a goal to physically source 100 per cent certified sustainable palm oil in Own Brands products by December 31, 2025, as defined by the RSPO standard, for all Own Brands products. This goal will be achieved without the purchase of palm oil credits. As we've increased our commitment, we are updating our Sustainable Palm Oil Policy governance to ensure supplier partners are meeting our standards through annual checks and verifying that supplier partners have proper certifications. Please note this year is the first year Sobeys reports including subsidiary brands, Longo's and Farm Boy. This is the reason why we are noticing a decrease in our percentage of certified palm oil volumes and an increase in volumes reported on.

S3_2.6 Please estimate the regional distribution of your company's RSPO certified palm oil, palm kernel oil and related products (as declared in Question RT.2.4) in the following countries/regions:

0 100
100
0
0
0
0
0
0
0

Aggregated_2.2 Total volume of uncertified and certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Tonnes
Total volume of crude palm oil (tonnes)	1447.41
Total volume of crude palm kernel oil (tonnes)	314.90
Total volume of palm kernel expeller (tonnes)	0.00
Total volume of crude palm oil/palm kernel oil-based derivatives and fractions (tonnes)	164.77
Total	1927.08

Aggregated_2.4 Total volume of RSPO-certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.

Description	Crude/Refined Palm Oil (CSPO)	Crude/Refined Palm Kernel Oil (CSPKO)	Palm Kernel Expeller (CSPKE)	Certified Derivatives and Fractions
RSPO Credits from Mill / Crusher	280.78	50.23	0.00	75.74
RSPO Credits from Independent Smallholder	0.00	0.00	0.00	0.00
Mass Balance (MB)	1143.06	264.68	0.00	89.03
Segregated (SG)	23.57	0.00	0.00	0.00
Identity Preserved (IP)	0.00	0.00	0.00	0.00
Total	1447.41	314.91	0.00	164.77

Aggregated 2.5 According to the volume information you have provided in Question 2.2 and Question 2.4, your company's Certified Sustainable Palm Oil uptake is:

100.00%

3. TimeBound Plan

3.1 Which year did your company begin (or expects to begin) using RSPO-certified sustainable palm oil and palm oil products in own-brand products

2015

3.1.1 If the previous target year has not been met, please explain why.

3.2 Which year did your company begin (or expects to begin) using only RSPO-certified sustainable palm oil, palm kernel oil and related products from any supply chain option in own-brand products.

2016

3.2.1 If the previous target year has not been met, please explain why.

Sobeys released its Palm Oil Sourcing Policy to suppliers in January 2016. Sobeys expectation at the time was that suppliers would move to CSPO for the products manufactured for Sobeys by December 31, 2020. Since 2016, we have been using 100% RSPO-certified sustainable palm oil, palm kernel oil and related products in our own-brand products. Having met our previous goal, Sobeys released an updated palm oil sourcing policy (https://sobeyssbreport.com/wp-content/uploads/2022/07/Sobeys-Sustainable-Palm-Oil-Sourcing-Policy.pdf) in July, 2022 with a more ambitious commitment. As per this policy, Sobeys is committed to physically source 100 per cent certified sustainable palm oil by December 31, 2025, as defined by the RSPO standard, for all Own Brands products. This goal will be achieved without the purchase of palm oil credits.

3.3 Which year did your company begin (or expects to begin) using only RSPO-certified sustainable palm oil and palm oil products from physical supply chain options (Identity Preserved, Segregated and/or Mass Balance) in own-brand products.

2025

3.3.1 If the previous target year has not been met, please explain why.

As of 2022, we reached 76.54%, 90.64% and 54.38% of RSPO-certified sustainable palm oil and palm oil products from physical supply chain options for Sobeys, Farm Boy and Longo's respectively. The total averaging to 73.9%.

Credits will be purchased to cover the remaining 26.1%.

3.4 If the TimeBound Plan commitments declared above do not cover all countries in which the member operates, please explain why

4. Trademark Use

4.1 Does your company use or plan to use the RSPO Trademark in own-brand products?

No

4.3 Please explain why your company does not plan to use the RSPO Trademark in own-brand products

- Challenging reputation of palm oil
- Confusion among end-consumers
- Costs of changing labels
- Difficulty of applying for RSPO Trademark
- ✓ Lack of customer demand
- ✓ Limited label space
- ✓ Low consumer awareness
- Low usage of palm oil
- Risk of supply disruption
- Others

Others

5. Actions for Next Reporting Period

5.1 Please outline activities that your company will take in the coming year to promote the production or consumption of certified sustainable palm oil (CSPO)

- Participation in RSPO Working Group or Task Forces
- Support Independent Smallholders (ISH)
- Contribute to the RSPO Smallholder Trainer Academy
- Financial contribution to the RSPO Smallholder Support Fund
- Direct investments in Smallholder Certification projects
- Involvement/direct investments in Jurisdictional/Landscape approach
- Direct/collective investments in conservation and restoration initiatives
- Financial contribution to support members with Remediation and Compensation (RaCP) process, direct/collective investments in conservation and restoration initiatives
- Allocating FTE to promote the production or consumption of certified sustainable oil palm products
- Specific policies and action plans by the member to promote CSPO production or consumption in the upstream or downstream supply chain, including target dates or broader policies that include such efforts
- No activities planned
- ✓ Others

Other

Sobeys will continue to highlight and promote our RSPO commitment in our annual Sustainable Business Report and work with suppliers to advance our approach and meet our goals.

Sobeys has a methodical approach for to implement our commitment:

 $\hat{a} \in \phi$ Identify of all Own Brands products containing palm oil or an ingredient derivative

• Determine the total volume of palm oil and derivatives used in these products

 $\hat{a} \notin \hat{c}$ Survey vendors about the current state of their efforts to transition to CSPO including their published goals and timelines

 \hat{a} €¢ Track the plans and actual transition by supplier and by product

 $\hat{a} \notin \hat{c}$ Purchase Green Palm certificates to support sustainable palm oil production while this Policy is being implemented

Shared Responsibility

The Board of Governors of the Roundtable on Sustainable Palm Oil approved new Shared Responsibility rules on 31 October 2019, requiring all members to share sustainability requirements and obligations. Reporting of Shared Responsibility (SR) requirements will be done through ACOP and MyRSPO. As the process of verification of the reports is in development, the Shared Responsibility section in ACOP may change in future ACOP cycles. Evidence to show compliance to the SR requirements shall be uploaded via your membership profile in MyRSPO. Please login to your MyRSPO account and upload the relevant policies, plans and relevant reports there. If you do not have a policy or your policy does not cover all items, you will be required to provide a Declaration of Support for the relevant policy items in your MyRSPO profile. Additional information on the required policies and plans applicable to all sectors as well as the annual uptake targets for supply chain actors can be found on https://rspo.org/members/shared-responsibility or email the Shared Responsibility team at sharedresponsibility@rspo.org.

Information & Public Availability

1.1 Does your organisation have organisational management documents publicly-available?

No

Ethical Conduct & Human Rights

1.2 Does your organisation have a publicly-available Policy covering Ethical Conduct & Human Rights?

Yes

1.2.1 Does the policy cover:

- Ethical conduct for contractors
- Ethical conduct for recruitment
- Respect of human rights, including for suppliers and sub-Contractors

Legal Compliance

1.3 Does your organisation comply with all applicable legal requirements?

Yes

1.4 Does your organisation require its third party contractors to comply with legal requirements, i.e. including a clause on legal compliance in the contracts?

Yes

Complaints & Grievances

1.5 Does your organisation have a Grievance Mechanism that is accessible to all affected parties?

Yes

1.5.1 Is your Grievance mechanism in line with the principles of the RSPO's Complaints System?

Yes

Land Use & FPIC

1.6 Does your organisation have a publicly-available policy covering Commitment to respect Free Prior and Informed Consent (FPIC) in the Palm Oil Supply chain?

No Smallholders L7 Does your organisation support oil palm smallholders (groups)? Yes L7.1 Does your organisation report on the actions to support the inclusion of smallholders? No Labour & Labour Rights L8 Does your organisation have a publicly-available policy covering Labour & Labour Rights? Yes L8.1 Does the policy cover: No No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment No forced or trafficked labour
 7 Does your organisation support oil palm smallholders (groups)? 7es 7.1 Does your organisation report on the actions to support the inclusion of smallholders? No abour & Labour Rights 8 Does your organisation have a publicly-available policy covering Labour & Labour Rights? res 8.1 Does the policy cover: No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
'es .7.1 Does your organisation report on the actions to support the inclusion of smallholders? Io
 7.1 Does your organisation report on the actions to support the inclusion of smallholders? abour & Labour Rights 8 Does your organisation have a publicly-available policy covering Labour & Labour Rights? ⁷es 8.1 Does the policy cover: No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) ⁶ Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors ⁶ Prevention of all forms of harassment, including sexual harassment
No Labour & Labour Rights .8 Does your organisation have a publicly-available policy covering Labour & Labour Rights? Yes .8.1 Does the policy cover: No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
Labour & Labour Rights .8 Does your organisation have a publicly-available policy covering Labour & Labour Rights? Zes .8.1 Does the policy cover: No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
 .8 Does your organisation have a publicly-available policy covering Labour & Labour Rights? .8 Does the policy cover: .8.1 Does the policy cover: No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
 <i>I</i> a construction of all forms of harassment, including sexual harassment
 .8.1 Does the policy cover: No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
 No discrimination and equal opportunities Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
 Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW) Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
 Freedom of association and Collective bargaining Protection of children, as well as the workforce of suppliers and third-party contractors Prevention of all forms of harassment, including sexual harassment
Prevention of all forms of harassment, including sexual harassment
No forced or trafficked labour
Occupational Health & Safety
.9 Does your organisation have a publicly-available Policy covering Occupational Health & Safety?
/ es
.9.1 Does your organisation have a Standard Operating Procedure (SOP) for Occupational Health & Safety?
Yes

Waste Management

1.10a Does your organisation have a waste management plan that includes reduction, recycling, reusing and disposal based on the hazardous characteristics?

Yes

1.10a.1 Is this plan implemented?

Yes

Water Management

1.11 Does your organisation have a water management plan to promote efficient use and continued availability of water sources?

No

Energy Use

1.12 Does your organisation have an energy use plan to improve the efficiency of the fossil fuels used and to optimise renewable energy?

Yes

1.12.1 Are there records of implementation of the plan ie. monitoring and reporting?

Yes

Climate Change & Greenhouse Gas (GHG)

1.13 Does your organisation have a publicly-available policy covering Climate Change & Greenhouse Gas (GHG) including identification and assessment of GHG emissions and implementation of a plan to reduce or minimise them?

Yes

Claims and labels

1.15 Does your organisation promote the use of off-product RSPO claims and labels?

No

Challenges and Support

1.1 What significant obstacles or challenges has your company encountered in the promotion of certified sustainable palm oil (CSPO)? What efforts has your company taken to address these obstacles or challenges?

- Awareness of RSPO in the market
- Difficulties in the certification process
- Certification of smallholders
- Competition with non-RSPO members
- High costs in achieving or adhering to certification
- Human rights issues
- Insufficient demand for RSPO-certified palm oil
- Low usage of palm oil
- Reputation of palm oil in the market
- Reputation of RSPO in the market
- Supply issues
- Traceability issues
- No challenges faced
- Others

Others

1.2 In addition to the actions already reported in this ACOP report, what other ways has your company supported the vision of the RSPO to transform markets to make sustainable palm oil the norm?

- Communication and/or engagement to transform the negative perception of palm oil
- Engagement with business partners or consumers on the use of CSPO
- Engagement with government agencies
- Engagement with peers and clients
- Promotion of CSPO through off product claims
- Promotion of CSPO outside of RSPO venues such as trade workshops or industry associations
- Promotion of physical CSPO
- Providing funding or support for CSPO development efforts
- Research & Development support
- Stakeholder engagement
- No actions taken
- Others

Others

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1.3 If your company has any other publicly-available reports or information regarding its palm oil-related policies and activities, please provide the links here

Our annual Sustainable Business Report reports the submitted information as well ascorresponding actions to promote sustainable palm oil.

https://sobeyssbreport.com/

https://sobeyssbreport.com/sustainable-business-report/esg-data-policies/