

## Upfield Grievance Tracker (Commodities)

This document lists grievances that have been raised to Upfield with regards to our palm oil, soy and pulp & paper supply chains.

**Note:** no official grievances have been raised thus far concerning our **soy** or **pulp & paper** supply chains.

**Last updated: 30 October 2023**

Case	Date received	Received from	Reported company	Summary of alleged grievance	Link to report	Supplier(s) palm oil connection to Upfield	Progress updates on addressing grievance allegations
1	14.4.2020	Mighty Earth	Mulia Sawit and Samling Group	Deforestation by Mulia Sawit and Samling Group. Mighty Earth reports on Samling Group and Mulia Sawit Group.	<a href="http://www.mightyearth.org/wp-content/uploads/Rapid-Response-Report-24_final.pdf">http://www.mightyearth.org/wp-content/uploads/Rapid-Response-Report-24_final.pdf</a> — <a href="http://www.mightyearth.org/wp-content/uploads/Rapid-Response-Report-25_final-v2.pdf">http://www.mightyearth.org/wp-content/uploads/Rapid-Response-Report-25_final-v2.pdf</a>	Cargill and Sime Darby confirmed that they are connected to Samling (April 2020).  Mulia Sawit is not a supplier to Upfield and therefore this is not a valid grievance (April 2020).	<b>Samling Group</b> - Cargill and Sime Darby have confirmed a supply chain connection to Samling Group through Glenealy Plantations palm oil concessions, through a spot purchase. In line with our grievance process and following an investigation of the facts, Upfield has issued a suspension order to our direct suppliers, to ensure palm oil from Glenealy Plantations and Samling Group does not enter our supply chain.  <b>Mulia Sawit</b> - Our direct suppliers have reconfirmed that Mulia Sawit is not in our supply chain. Upfield has issued a supply chain suspension order to our direct suppliers, to ensure palm oil from this group does not enter our supply chain in the future.
2	30.09.2020	US Customs and Border Protection	FGV	No specific grievance received by Upfield. Case reviewed due to US Customs & Border Protection Withhold and Release Order (WRO) against FGV Holdings Berhad.	<a href="https://www.cbp.gov/newsroom/national-media-release/cbp-issues-detention-order-palm-oil-produced-forced-labor-malaysia">https://www.cbp.gov/newsroom/national-media-release/cbp-issues-detention-order-palm-oil-produced-forced-labor-malaysia</a> <a href="https://www.gelaw.com/esg-institute/ESG_Institute_Palm_Oil_Petition.pdf">https://www.gelaw.com/esg-institute/ESG_Institute_Palm_Oil_Petition.pdf</a> <a href="https://laborrights.org/sites/default/files/publications/FGV_Tariff_Act.pdf">https://laborrights.org/sites/default/files/publications/FGV_Tariff_Act.pdf</a>	FGV Holdings Berhad is not a direct supplier to Upfield. However FGV mills appear in our mass balance supply chain indirectly.	<b>Kilang Sawit Serting</b> . In January 2020 in response to the RSPO suspension and following an investigation, in line with our grievance process, we issued a suspension order to our direct supplier for FGVs KSS mill.  <b>FGV Holdings Berhad</b> . In December 2020 following an investigation and in line with our grievance process, Upfield issued a suspension order to our direct suppliers for FGV Holding Berhad for the Upfield US supply chain.
3	30.12.2020	US Customs and Border Protection	Sime Darby Plantation Berhad	No specific grievance received by Upfield. Case reviewed due to US Customs & Border Protection Withhold and Release Order (WRO) against Sime Darby. US CBP subsequently issued a 'finding' against Sime Darby and the US WRO remains in place (Jan 22).	<a href="https://www.cbp.gov/newsroom/national-media-release/cbp-issues-withhold-release-order-palm-oil-produced-forced-labor">https://www.cbp.gov/newsroom/national-media-release/cbp-issues-withhold-release-order-palm-oil-produced-forced-labor</a>	Sime Darby is a direct supplier to Upfield and appears in our supply chain indirectly through other suppliers.	Following the WRO submitted by the CBP on December 30, 2020, Sime Darby Plantations (Malaysia sourced) was suspended from the Upfield North America supply chain. On 03 February 2023, the WRO was lifted by the US Customs and Border Protection. We therefore consider this grievance now closed.
4	15.02.2022	Earthworm	PT Dewa Rencana Perangin-angin	Case pro-actively reviewed due to severity of the human rights violation accusations	<a href="https://news.mongabay.com/2022/01/raid-against-sumatran-official-uncovers-use-of-slave-labor-on-oil-palm-farm/?utm_term=Autofeed&amp;utm_medium=Social&amp;utm_source=Twitter#Echobox=1643349365">https://news.mongabay.com/2022/01/raid-against-sumatran-official-uncovers-use-of-slave-labor-on-oil-palm-farm/?utm_term=Autofeed&amp;utm_medium=Social&amp;utm_source=Twitter#Echobox=1643349365</a>	PT Dewa Rencana Perangin-angin is not a direct supplier to Upfield. PT Dewa Rencana Perangin-angin appeared in our mass balance supply chain indirectly.	Due to the severity of the allegations representing a clear violation of our shared NDPE commitments, Upfield decided to put PT Dewa Rencana Perangin-angin on its no-buy list until further notice with immediate effect.
5	26.10.2023	Kaoem Telapak, Environmental Investigation Agency	PT Hamparan Masawit Bangun Persada (PT HMBP) / BEST Group	The case is pro-actively reviewed due to severity of the allegations concerning human rights violations.	<a href="https://news.mongabay.com/2023/10/indonesian-police-slammed-after-protector-demanding-rightful-land-is-shot-dead/">https://news.mongabay.com/2023/10/indonesian-police-slammed-after-protector-demanding-rightful-land-is-shot-dead/</a>	BEST Group is not a direct supplier to Upfield. The mill PT HMBP appeared in our mass balance supply chain indirectly.	On 30th October 2023: This case is under investigation. Our direct suppliers have issued a supply chain suspension on BEST Group, owner of PT HMBP, excluding them from our palm oil supply chain. Upfield has requested updates and follow-up actions from our direct suppliers regarding BEST Group.

