



# PALM GRIEVANCE TRACKER

P&G is committed to the Responsible sourcing of Palm, and ensuring our suppliers have the necessary policies and procedures in place to ensure our supply chain includes:

- No development of high-conservation-value (HCV) areas and high-carbon-stock (HCS) forests
- No new development of peat lands regardless of depth
- No burning to clear land for new developments or replanting
- Compliance with P&G's existing Responsible Sourcing Guidelines for External Business Partners<sup>1</sup>
- Respect for Human and Labor Rights
- Respect for land tenure rights, including rights of Indigenous and local communities to give or withhold their free, prior and informed consent for development of land they own legally, communally or by custom.

In line, with our Responsible Sourcing Policy we expect our suppliers to have a public grievance policy and to maintain a public dashboard to share any allegations received and actions being taken to investigate and, when relevant, mitigate concerns.

## **P&G PALM GRIEVANCE TRACKER**

From January 2021, in the interest of driving even greater transparency, we will publish our own P&G Palm Grievance Tracker. The tracker will cover any palm related grievances which are brought to our attention directly by third parties or which we identify through our on-going supply chain monitoring. The report will be structured by date and provide information on the grievance and any identified actions taken. It will include both environmental and social issues organized against 2 categories:

- Open Cases: including cases which have just been received, where investigations are in process or where remediation actions are on-going
- Closed Cases: including cases where investigation is complete and where any indicated and required steps have been fully implemented

P&G Palm Grievance Tracker: will be available on-line at [www.pg.com](http://www.pg.com). The first report published January 2021 covers CY 2020. On-going we will revise and update on-line 3 times a year in January, April, September.



**Palm Grievance Tacker: Open Cases – Investigation or Action Plans in Progress**

Date grievance received	Stakeholder(s) raising allegation(s)	Group / Subsidiary	Description of Grievance / Concerns	P&G External Business Partner (i.e., Tier 1 Supplier)	Current Status
15 <sup>th</sup> October 2020	WAHLI & Friends of the Earth.	PT Astra Agro Lestari (PT AAL) and Subsidiary companies' PT Mamuang and PT Lestari Tani Telada (LTT)	Land Seizure, Wages & Benefits, Working Schedule	Wilmar	P&G has engaged with Wilmar. Wilmar have engaged with PT AAL and both agreed to meet with local stakeholders involved to engage in discussion on the grievance. This has been communicated as of 24 <sup>th</sup> November 2020 to Friends of Earth to discuss with WAHLI for their consideration. <b>Response pending.</b>
4 <sup>th</sup> August 2020	Liberty Shared	Sime Darby Plantation	Forced Labor, Child Labor <a href="https://libertyshared.org/palm-oil-industry">https://libertyshared.org/palm-oil-industry</a>	Sime Darby Plantation	SDP shared <a href="#">this</a> <sup>1</sup> public statement in response and have confirmed that SDP are appointing independent experts to strengthen their human rights compliance. Statement <a href="#">here</a> <sup>2</sup> . <b>Engagement is on-going.</b>
26 <sup>th</sup> July 2016	Including RSPO Complaint ( <a href="#">here</a> )	FGV Holding Berhad	Forced Labor, Health & Safety, Wages & Benefits, Working Schedule & Conditions <a href="https://www.gelaw.com/ge/press-release/ESGPalmOil_10-5-20.pdf">https://www.gelaw.com/ge/press-release/ESGPalmOil_10-5-20.pdf</a> <a href="https://askrspo.force.com/Complaint/s/case/50090000028Es0aAAC/detail">https://askrspo.force.com/Complaint/s/case/50090000028Es0aAAC/detail</a>	FGV Holding Berhad	FGV FLA program is underway. FGV / FLA Action Plan (Mar 20) and Progress Report (Sept 20): The <a href="#">action plan</a> <sup>3</sup> , published on March 31, 2020, builds on initiatives and actions already implemented by FGV. The FLA <a href="#">progress report</a> was published on September 30 <sup>th</sup> , 2020. Further reports will be published publicly via FLA <a href="https://www.fairlabor.org/">https://www.fairlabor.org/</a> . <b>Engagement is on-going.</b>

Ref 1: <https://www.simedarbyplantation.com/media/press-releases/statement-petition-submitted-us-customs-and-border-protection-concerning-sime>

Ref 2: <https://www.simedarbyplantation.com/media/press-releases/sdp-appoints-independent-experts-further-strengthen-its-human-rights-compliance>

Ref 3: <https://www.fairlabor.org/affiliate/fgv-holdings>

**Revision Version Date: 25<sup>th</sup> January 2021**



**P&G Palm Grievance Tracker: Closed Cases: Investigations Complete and/or Actions Implemented**

Date grievance received	Stakeholder(s) raising allegation(s)	Group / Subsidiary	Description of Grievance / Concerns	P&G External Business Partner (i.e., Tier 1 Supplier)	Current Status
25 <sup>th</sup> August 2020	Rainforest Action Network	PT Indo Alam	Deforestation and burning. <a href="https://www.ran.org/leuser-watch/fresh-evidence-major-brands-sourcing-fire-fueled-conflict-palm-oil/">https://www.ran.org/leuser-watch/fresh-evidence-major-brands-sourcing-fire-fueled-conflict-palm-oil/</a> .	Wilmar, Musim Mas	P&G has reviewed the current case and as a result required all Tier 1 suppliers to suspend purchases from PT Indo Alam for P&G. <b>Confirmation that Tier 1 have implemented suspension as of Sept 2020.</b>
July 2020 Report	P&G Internal Monitoring	Ciliandry Angky Abadi (CAA) (PT Citra Agro Abadi)	Deforestation and Peat clearance.	KLK	P&G reviewed the current case and as a result required immediate suspension of purchasing from Ciliandry Angky Abadi (CAA) group for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of Sept 2020.</b>
July 2020 Report	P&G Internal Monitoring	DTK Opportunity (PT Aditya Agroindo)	Deforestation.	Wilmar, KLK	P&G reviewed the current case and as a result required immediate suspension of purchasing from DTK Opportunity at a group level for P&G from our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of Sept 2020.</b>
June 2020 Report	P&G Internal Monitoring	Saraswanti Group (PT Saraswanti Agro Estate)	Peat clearance.	Wilmar	P&G reviewed the current case and as a result required immediate suspension of purchasing from The Saraswanti Group for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of Sept 2020.</b>
June 2020 Report	P&G Internal Monitoring	Jhonlin Group (Pradiksi Gunatama)/ PT Kodeco Timber)	Deforestation.	KLK	P&G reviewed the current case and as a result required immediate suspension of purchasing from Jhonlin Group for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of Sept 2020.</b>



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May 2020 Report	P&G Internal Monitoring	PT Gerbang Benua Raya	Peat Clearance.	Wilmar	P&G reviewed the current case and as a result required immediate suspension of purchasing from PT Gerbang Benua Raya for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of Sept 2020.</b>
13 <sup>th</sup> May 2020	Rainforest Action Network	Indo Food	Grievance related to allegations of labour rights violations, intimidation, anti-union action, and erroneous collective bargaining processes reported by independent union SERBUNDO to the Indonesian District and Provincial Manpower Agency throughout 2019.  <a href="https://www.ran.org/the-understory/indofood-takes-advantage-of-pandemic-to-lay-off-workers/">https://www.ran.org/the-understory/indofood-takes-advantage-of-pandemic-to-lay-off-workers/</a>	n/a	<b>P&amp;G does not source any materials from Salim Group or the Indo Food mill. We identified an error in our 2019 mill list. This has been corrected.</b>  Further, in this case, P&G has proactively decided to require all suppliers to suspend purchase from Salim Group as of June 2018 on the basis of allegations of discrimination, not respecting freedom of association and wages/benefits issues.
5 <sup>th</sup> May 2020	Rainforest Action Network	PT. Indo Sawit Perkasa	Deforestation.	N/A	P&G reviewed the current case and as a result required immediate suspension of any potential purchasing from PT. Indo Sawit Perkasa for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of June 2020.</b>
April 2020 Report	P&G Internal Reporting	Tabung Haji Plantation (THP)	Development of HCS without prior assessment.	KLK, Wilmar	<b>Wilmar</b> is engaged with THP in relation to Wilmar's supply chain <a href="#">re-entry criteria</a> since July 2020. <b>KLK</b> will not renew post March 2021 when their contract expires.
14 <sup>th</sup> April 2020	Mighty Earth's Rapid Response 24.	Jelalong and Lana Concessions - Samling Group	Deforestation (within Pulp operation)	Wilmar, KLK	P&G reviewed the current case and as a result required immediate suspension of purchasing from Samling for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of May 2020.</b>



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April 2020 Report	P&G Internal Monitoring	PT Multidaya Fortuna	Deforestation and peat clearing	Wilmar	P&G reviewed the current case and as a result required immediate suspension of purchasing from PT Multidaya Fortuna for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of May 2020.</b>
April 2020 Report	P&G Internal Monitoring	Everbright and Evershine - (PT Buana Tunas Sejahtera)	Deforestation and peat clearing	KLK	P&G reviewed the current case and as a result required immediate suspension of purchasing from PT Buana Tunas Sejahtera for P&G by our Tier 1 Suppliers. <b>Confirmation that Tier 1 suppliers have implemented suspension as of May 2020.</b>
April 2020 Report	P&G Internal Monitoring	Andika Permata Sawit Lestari (PT Perintis Sawit Andalan)	Deforestation.	Wilmar	P&G has investigated the case and <b>Wilmar our Tier 1 has activated "suspend first approach" as of August 2020.</b>