

Upfield Palm Oil Grievance Tracker

This document lists grievances that have been raised to Upfield with regards to our palm oil supply chain

Last updated: August 2021

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.	http://www.mightyearth.org/wp-content/uploads/Rapid-Response-Report-24_final.pdf http://www.mightyearth.org/wp-content/uploads/Rapid-Response-Report-25_final-v2.pdf	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).	Samling Group - 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. Mulia Sawit - 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	30.09.20	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.	https://www.cbp.gov/newsroom/national-media-release/cbp-issues-detention-order-palm-oil-produced-forced-labor-malaysia https://www.gelaw.com/esg-institute/ESG_institute_Palm_Oil_Petition.pdf https://laborrights.org/sites/default/files/publications/FGV_Tariff_Act.pdf	FGV Holdings Berhad is not a direct supplier to Upfield. However FGV mills appear in our mass balance supply chain indirectly.	Kilang Sawit Seriting . 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. FGV Holdings Berhad . 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.
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.	https://www.cbp.gov/newsroom/national-media-release/cbp-issues-withhold-release-order-palm-oil-produced-forced-labor	Sime Darby is a direct supplier to Upfield and appears in our supply chain indirectly through other suppliers.	After a limited investigation by Upfield, which was limited by the availability of specific verifiable information, Sime Darby Plantations (Malaysia sourced) remains suspended from the Upfield North America supply chain. This suspension remains in place until a new human rights audit is completed and accepted by US Customs & Border Protection; and consequently the WRO lifted.

Summary of alleged grievance

The issuance of a Withhold Release Order against Sime Darby Plantation palm oil is based on information that reasonably indicates the presence of all 11 of the International Labour Organization's forced labor indicators in Sime Darby Plantation's production process.

Link to report <https://www.cbp.gov/newsroom/national-media-release/cbp-issues-withhold-release-order-palm-oil-produced-forced-labor>

Supplier(s) palm oil connection to Upfield

Sime Darby palm oil is used in our supply for the production sites outside of US and Canada.

Progress updates on addressing grievance allegations

Fact finding phase.