

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 February 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. | http://www.mightyearth.org/wpcointent/uploads/Rapid-ResponseReport-24_final.pdf , http://www.mightyearth.org/wpcointent/uploads/Rapid-ResponseReport-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 future. |
| 2 | 30.9.2020 | US Customs & 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-detentionorder-palm-oil-produced-forced-labormalaysia , https://www.gelaw.com/esginstitut/e/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 FGV's 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 & 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. On January 28, 2023, the CBP decided that the WRO will be lifted for imports on or after 03 February 2023. | https://www.cbp.gov/newsroom/national-media-release/cbp-issues-withhold-release-order-palm-oil-produced-forcedlabor | 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 | https://news.mongabay.com/2022/01/raid-against-sumatran-official-uncovers-use-of-slave-labor-on-oil-palm-farm/?utm_term=Autofeed&utm_medium=Social&utm_source=Twitter#Echobox=1643349365 | 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. |