

Particulars

About Your Organisation

1.1 Member Name

Musim Mas Holdings Pte. Ltd.

1.2 Membership Number

2-0907-18-000-00

1.3 Membership Sector

Palm Oil Processors and/or Traders

1.4 Membership Category

Ordinary

1.5 Country

Singapore

2.0 Does your company or organisation produce, process, consume or sell any palm oil or any products containing derivatives of palm oil?

Yes

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

Grower

1. Operational Profile

1.1 Please state your company's main activities as a palm oil grower:

- Oil palm grower without palm oil mill
- Oil palm grower with palm oil mill
- Oil palm grower with palm oil mill and palm kernel crushing plant
- Independent palm oil mill
- Smallholder Group Manager

2. Operations and Certification Progress

Information in Section 2.0 - Operations and Certification Progress - is a mandatory declaration in your ACOP. This includes hectare data, to enable the RSPO to accurately calculate certification of individual members, sectors and RSPO members as a whole. ACOP reports without reported hectare 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 Land area controlled and managed associated to palm oil

2.1.1 Please state the total number of palm oil estates, certified and uncertified, controlled or managed by the member

28

Land area controlled and managed associated to palm oil

Description	Hectares
2.1.2 Total land controlled or managed for oil palm cultivation - planted and infrastructure (hectares)	134731.00
2.1.3 Total land controlled or managed for oil palm cultivation - unplanted (hectares)	29173.00
2.1.4 Total land designated and managed as HCV areas (hectares)	20766.00
2.1.5 Other conservation land set aside, excluding HCV areas reported in 2.1.4 (hectares)	7694.00
2.1.6 Total land under scheme smallholders (hectares)	7015.00
Total	199379.00

2.2 Certification progress**2.2.1 Number of management units certified under RSPO P&C Certification**

15

2.2.2 Total certified land under the RSPO P&C Certification, excluding scheme smallholders (hectares)

146923.00

2.2.2.1 Certification progress - land under RSPO P&C Certification, excluding scheme smallholders

76.38%

2.2.3 Total certified land under scheme smallholders (hectares)

6039.00

2.2.3.1 Certification progress - land under scheme smallholders

86.09%

2.3 In which countries are your estates located?**2.3.1 Indonesia - Please indicate which province(s)**

Central Kalimantan, North Sumatra, Riau, South Sumatra, West Kalimantan, West Sumatra

2.3.2 Malaysia - Please indicate which state(s)

-

2.3.3 Other - Please indicate which country/countries

-

2.4 New plantings and development (excluding replanting)**2.4.1 How much new land was planted by your company during this reporting period (hectares)?**

806.00

2.4.2 How many New Planting Procedures (NPP) covering the new plantings in this reporting period (Question G.2.4.1) were submitted to the RSPO?

13.0

2.4.3 Please provide links to the NPP Public Notifications reported in Question G.2.4.2

1. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-agrowiratama-pt-mulia-indah-new-planting-assessment-call-for-comments>
 2. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-agrowiratama-new-planting-assessment-call-for-comments>
 3. <https://rspo.org/certification/new-planting-procedure/public-comments/musim-mas-holdings-pte-ltd-pt-lestari-abadi-perkasa>
 4. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-mentari-pratama-new-planting-assessment-call-for-comments>
 5. <https://rspo.org/certification/new-planting-procedure/public-comments/pt.-agrowiratama-pt-multipersada-gatramegah>
 6. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-agrowiratama-phase-ii>
 7. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-agrowiratama-pt-maju-aneka-sawit>
 8. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-unggul-lestari>
 9. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-agrowiratama-pt-sukajadi-sawit-mekar>
 10. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-harisa-agro-lestari>
 11. <https://rspo.org/certification/new-planting-procedure/public-comments/pt-agrowiratama-pt-globalindo-alam-perkasa>
 12. <https://rspo.org/certification/new-planting-procedure/public-comments/musim-mas-holdings-pt-sarana-esa-cita-pt-sec>
 13. <https://rspo.org/certification/new-planting-procedure/public-comments/musim-mas-holdings-pt-multipersada-gatramegah-pt-mpg>
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2.4.4 Do the New Planting Procedures (NPP) reported in Question G.2.4.2 cover all new plantings reported in Question G.2.4.1?

Yes

2.5 Supply of Fresh Fruit Bunches (FFB)**2.5.1 Total FFB volume produced by estates managed or controlled by your company (tonnes)**

2727498.00

2.5.1.1 Total certified FFB volume produced by certified estates managed or controlled by your company (tonnes)

2690057.00

2.5.1.2 Certification progress - Certified FFB volume produced by estates managed or controlled by your company

98.63%

2.5.2 In addition to FFB produced by your company's estates, does your supply base include any of the following?

- Scheme Smallholders
- Independent Smallholders
- Outgrowers
- Other Third-Party Suppliers

2.5.3 Scheme smallholder operations that supply your operations:**2.5.3.1 Total FFB volume supplied by scheme smallholders (tonnes)**

142688.00

2.5.3.2 Total certified FFB volume supplied by scheme smallholders (tonnes)

130910.00

2.5.3.3 Certification progress - Certified FFB volume supplied by scheme smallholders

91.75%

2.5.4 Independent smallholder operations that supply your operations:**2.5.4.1 Total FFB volume supplied by independent smallholders (tonnes)**

441.00

2.5.4.2 Total certified FFB volume supplied by independent smallholders (tonnes)

0.00

2.5.4.3 Certification progress - Certified FFB volume supplied by independent smallholders

0.00%

2.5.6 Other Third-party supplier operations that supply your operations:

2.5.6.1 Total FFB volume supplied by third-party suppliers (tonnes)

433005.00

2.5.6.2 Total certified FFB volume supplied by third-party suppliers (tonnes)

0.00

2.5.6.3 Certification progress - Certified FFB volume supplied by third-party suppliers

0.00%

2.6 Fresh Fruit Bunches (FFB) processing and production operations

2.6.1 Number of palm oil mills operated

15

2.6.2 Number of palm oil mills certified under RSPO P&C

15

2.7 Palm Kernel processing and production operations

2.7.1 Number of palm kernel crushers and/or palm kernel mills operated

9

2.7.2 Number of palm kernel crushers and/or palm kernel mills certified under RSPO Supply Chain Certification (SCC)

9

3. Palm Oil and Certified Palm Oil Production

Information in Section 3 - Palm Oil and Certified Palm Oil Production - is a mandatory declaration in your ACOP. This includes volume, to enable the RSPO to accurately calculate production uptake on a member, sector and total level. ACOP reports without reported volume data will be considered incomplete and will not be accepted.

3.1 Total Crude Palm Oil produced (tonnes)

Countries/Regions	Tonnes
Malaysia	0.00
Indonesia	762201.00
Latin America	0.00
Africa	0.00
Rest of the World	0.00
Total	762201.00

3.2 CSPO sold as RSPO certified

Description	Tonnes
Identity Preserved (IP)	136318.00
Segregated (SG)	246695.00
Mass Balance (MB)	51426.00
RSPO Credits	18919.00
Total	453358.00

3.5 Total CSPO sold

Description	Tonnes
3.2 CSPO sold as RSPO-certified	453358.00
3.3 CSPO sold under other certification schemes	195960.00
3.4 CSPO sold as conventional	0.00
Total	649318.00

3.6 According to the volume information you have provided in this questionnaire, CSPO represents the following percentage of your total CPO production

85.19%

3.7 Based on total CSPO volumes sold (Question G.3.6) , please estimate the percentage of the volumes originating from your operations in the following regions/countries

Countries/Regions	Percentage
Malaysia	0
Indonesia	100
Latin America	0
Africa	0
Rest of the World	0

3.8 Total Crude Palm Kernel produced (tonnes)

Countries/Regions	Tonnes
Malaysia	0.00
Indonesia	192453.00
Latin America	0.00
Africa	0.00
Rest of the World	0.00
Total	192453.00

3.9 CSPK sold as RSPO certified

Description	Tonnes
Identity Preserved (IP)	142205.00
Segregated (SG)	0.00
Mass Balance (MB)	19422.00
Total	161627.00

3.12 Total CSPK sold

Description	Tonnes
3.9 CSPK sold as RSPO-certified	161627.00
3.10 CSPK sold under other certification schemes	0.00
3.11 CSPK sold as conventional	0.00
Total	161627.00

3.13 According to the volume information you have provided in this questionnaire, CSPK represents the following percentage of your total CPK production

83.98%

3.14 Based on the CSPK sold volumes (Question G.3.12), please estimate the percentage of volumes originating from your operations in the following regions/countries:

Countries/Regions	Tonnes
Malaysia	0
Indonesia	100
Latin America	0
Africa	0
Rest of the World	0

4. TimeBound Plan

4.1 Which year did your company achieve (or plans to achieve) its first RSPO P&C certification?

2009

4.2 Which year did your company achieve (or plans to achieve) 100% RSPO certification for all its estates and mills?

2025

4.2.1 If the previous target year for G.4.2 has not been met, please explain why

Musim Mas first achieved 100% RSPO certification in 2012 for all its mills and own plantations. Currently, several of Musim Mas' plantation subsidiaries are still undergoing the issuance process of the Hak Guna Usaha (HGU) by the Indonesian government. Hence, we revised the RSPO Time-Bound Plan from 2022 to 2025.

4.3 Which year did your company achieve (or plans to achieve) 100% RSPO certification of scheme smallholders?

2025

4.3.1 If the previous target year for G.4.3 has not been met, please explain why

Musim Mas includes new scheme smallholders to get certification. Timebound plan will be reviewed again from time to time to take into agreement with new scheme smallholders.

4.4 Which year did your company achieve (or plans to achieve) 100% RSPO certification for all FFB, regardless of source?

2029

4.4.1 If the previous target year for G.4.4 has not been met, please explain why

-

5. Concession Map

5.1 The RSPO General Assembly Resolution 6G (2013) calls for all members with Grower operations to submit maps of their concessions through ACOP. Has your company submitted concession maps to the RSPO in previous ACOP cycles?

Yes _____

5.2 Has your company acquired any new concession sites or have any concession sites changed ownership since the previous ACOP map submission?

No _____

6. GHG Footprint

6.1 What is the average GHG footprint for all certified management units by hectare (tCO₂e/ha)?

17.89

6.2 What is the average GHG footprint for all certified management units per tonne of crude palm oil (tCO₂e/tCPO)?

2.77

6.3 What are the key emission sources identified by your company in certified management units?

- Land use change
- Existing cultivation peatland
- Palm oil mill effluent (POME)
- Fertiliser application
- Others

Others

-

6.4 Does your company have a baseline for GHG reporting?

Yes

6.4.1 What is the target baseline (average tCO₂e/tCPO)?

5.96

6.4.2 When is your base year?

2006

6.5 Does your company have an annual GHG emissions reduction/minimising target?

Yes

6.5.1 What is your company's annual GHG emissions reduction/minimising target (in absolute tCO₂e/tCPO or in percentage terms)?

55.00

6.5.2 What is your company's annual GHG emissions reduction/minimising target (in absolute tCO₂e/tCPO or in percentage terms)?

2025

6.5.3 What measures are currently being taken to reduce GHG emissions?

- Methane capture projects
 - Yield improvement
 - Peat water management
 - Expansion in low carbon stock area
-

7. Support for Oil Palm Smallholders

7.1 How is your company supporting Independent Smallholder groups?

- Sourcing of physical FFB
- Financial support
- Operations support
- Training support
- Community development
- Not supporting Independent Smallholder groups
- Others

Others

We started our first smallholder programme in 2015 with International Finance Corporation (IFC), a member of the World Bank, to engage smallholders around four of our mills. These mills were chosen as they source largely from independent smallholders. Together, IFC and Musim Mas kick started the Indonesian Palm Oil Development for Smallholders programme to integrate smallholders into sustainable palm oil supply chains. The programme has four main pillars:

1. Good Agricultural Practices (GAP): Musim Mas shares their GAP applied on their own plantations to smallholders. This includes practices on fertilizing, pruning, upkeeping and harvesting so as to increase yield and the quality of FFB.
2. Replanting Support: Musim Mas helps to increase financial access for smallholders who require additional income during the replanting period. This includes exploring alternative livelihoods or streams of income, financial literacy, and linking them to the government subsidies and banks
3. Market Access: Musim Mas helps to increase market access of the smallholders to mills by grouping them and empowering them to undergo sustainable certification, such as RSPO. As quality/authentic fertilizer is challenging for smallholders to purchase, Musim Mas also offers assistance with their access to fertilizer.
4. Land legitimacy: Musim Mas helps to increase the importance of land legality.

The Indonesian Palm Oil Development for Smallholders programme is the largest palm oil smallholder programme in Indonesia, having engaged over 32,000 independent smallholders across North Sumatra and Riau. Through this programme, we also assist smallholders to prepare and undergo RSPO and ISPO certification.

As of 2022, 3,537 smallholders and 1,600 smallholders got certified by the RSPO and ISPO respectively.

We expanded this model of engagement with independent smallholders and applied it to four of our other own mills and two third-party mills. Additionally, we engaged Rainforest Alliance to implement an independent smallholder programme in South Sumatra (Musi Banyuasin), with the same goal of integrating smallholders into sustainable palm oil supply chains. The project involves 525 smallholders since 2016. Building on our experience, we developed a "Smallholders Hub" approach, where we train village extension officers (penyuluh) in a district to equip them with agronomic skills so they are able to train smallholders. In 2020, we established a Smallholders Hub as part of landscape project with IDH in Aceh Tamiang. We have trained 73 village extension officers and trained 16 farmer leaders in Aceh Tamiang. A total of 2,489 smallholders have been participated in the training. In 2021, we established our second Smallholders Hub in Aceh Singkil, a collaboration with General Mills, with a total of 75 village extension officers trained. In 2022, a total of 892 smallholders have received training. A third smallholder hub was established in Aceh Subulussalam with the support of AAK and Nestle. At the end of 2022 a total of 117 village extension officers and 476 smallholders have been trained. A mini Smallholders Hub was established in Dayun, Riau in 2021 with 269 smallholders trained to date December 2022. We established another mini Smallholders Hub in Sungai Linau, Riau in February 2022 with 367 smallholders engaged. The next Smallholders Hub was established in July 2022 in Sambas, West Kalimantan. As of 2022, we have trained 81 village extension officers and 36 smallholders in Sambas.

7.1.1 Please provide the names and locations of the oil palm Independent Smallholder groups that you are currently supporting. This question is not mandatory, and is left to the discretion of the RSPO member to answer.

www.musimmas.com/sustainability/smallholders

8. Actions For Next Reporting Period

8.1 Outline activities that your company will undertake in the coming year to advance its certification efforts.

Our approach to advancing our certification efforts is influenced by the profile of our supply base, which includes (A) Our own supply, (B) Third-party FFB suppliers and (C) Smallholders. The roadmap here outlines our strategy towards a responsible supply base: <https://www.musimmas.com/sustainability/ndpe-roadmap/>

We are also actively exploring collaborations with external parties to scale up the impact of our certification efforts, especially on a landscape level and via our Smallholders Hub approach.

8.2 Outline activities that your company will undertake in the coming year to promote the uptake CSPO along the supply chain.

Musim Mas will continue to actively promote the RSPO as a credible pathway to responsible sourcing. On the production side, we will continue to support growers, including smallholders, to adopt sustainable practices and achieve RSPO certification. We remain acutely aware of the limitations of voluntary schemes such as the RSPO. Nevertheless, we are confident in the value of certification. On the demand side, we work with non-profit groups such as WWF China, PM Haze in Singapore and FONAP in Europe to raise the awareness for uptake.

Processors & Traders

1. Operational Profile

1.1 Please state your company's main activity within the palm oil supply chain.

- Refiner of CPO and PKO
- Palm Kernel Crusher
- Trader with Physical Possession
- Trader without Physical Possession
- Integrated Refiner-Trader-Processor
- Intermediate Products Producer
- Power, Energy and Biofuel Processor
- Animal Feed Producer
- Oleochemicals Producer
- Distribution & Logistics
- Other

Other

-

2. Palm Oil and Certified Sustainable Palm Oil Consumption

Information in Section 2.0 - Palm Oil and Certified Sustainable Palm Oil Sourcing is a mandatory declaration in your ACOP. This includes volume data on palm oil, palm kernel oil and related products consumed 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 include details of all certified and uncertified operations using palm oil, palm kernel oil and related products, owned and/or managed by the member and/or all entities that belong to the group.

Operations as listed in MMH RSPO membership page

2.1.1 In which markets do you sell goods with palm oil and palm oil-related products?

Europe °,North America °,China,India,Malaysia,Indonesia,Africa °,Latin America °,Rest of the World °

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:

an aggregate level (as in previous ACOP reporting cycles)

2.2 Volumes of uncertified and certified palm oil, palm kernel oil and related product sourced in the year

Description	Tonnes
Crude palm oil, including derivatives refined from CPO (tonnes)	5837376.00
Crude palm kernel oil, including derivatives refined from CPKO (tonnes)	1544326.00
Crude palm kernel expeller (tonnes)	2908.00
Total	7384610.00

2.3 Volume of RSPO-certified palm oil, palm kernel oil and related products sourced in the year (tonnes):

Description	Crude Palm Oil (CSPO) and CSPO Derivatives	Crude Palm Kernel Oil (CSPKO) and CSPKO Derivatives	Palm Kernel Expeller (CSPKE)
RSPO Credits from Mill / Crusher	0.00	0.00	0.00
RSPO Credits from Independent Smallholder	0.00	0.00	0.00
Mass Balance (MB)	415645.00	132987.00	0.00
Segregated (SG)	181209.00	27681.00	0.00
Identity Preserved (IP)	206339.00	20115.00	0.00
Total	803193.00	180783.00	0.00

2.4 According to the volume information you have provided in Question PT.2.2 and Question PT.2.3, your company's certified palm oil, palm kernel oil and related products uptake is:

13.32%

2.4.1 Please provide additional information on your certified palm oil, palm kernel oil and related products uptake calculated in PT.2.4. This may include changes due to business environment, evolving nature of operations or variations due to stock positions

Following the changes of Indonesia Government's regulation in 2022, Musim Mas is obliged to supply palm oil product to the domestic market in accordance with the Indonesia Government's regulation. This has affected Musim Mas's uptake target of RSPO certified products in 2022. Despite the adverse condition, we maintained our uptake level to the previous year level. Musim Mas remains committed to RSPO shared responsibility to increase the uptake target.

2.5 What is the estimated percentage of Certified Sustainable Palm Oil in the palm oil, palm kernel oil and related products sold, traded or processed by your company in the following regions:

Countries/Regions	Percentage
Europe	21
North America	38
Malaysia	14
Indonesia	8
China	4
India	2
Latin America	6
Africa	1
Rest of World	6

3. TimeBound Plan**3.1 Which year did your company achieve (or expects to achieve) the RSPO supply chain certification or RSPO trader/distributor licence?**

2009

3.2 Which year did your company start (or expect to start) to source any RSPO-certified palm oil and oil palm products?

2009

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

-

3.3 Which year did your company achieve (or expects to achieve) 100% RSPO certification of all palm product processing facilities.

2020

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

-

3.4 Year expected to only source RSPO-certified palm oil and oil palm products.

2030

3.4.1 If target has not been met, please explain why.

Musim Mas has met its targets of certifying its facilities 1 year earlier than originally planned. Sourcing 100% RSPO-certified will remain a goal as long as certified production remains lower than the capacity of the RSPO P&T members, and as long as the demand potential remains lower than both the certified production and the certified P&T capacity. The organisation is committed to the RSPO ambition of certified palm oil becoming the market norm and will reflect again on its time bound plan on how to deliver on this commitment. The organisation has made significant progress in making sustainable palm oil available to the market place and also extended its sustainability commitments to its third party supply chain whereby the objective is to engage more parties in the sustainable palm oil production and to make it the norm.

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

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4. Actions For Next Reporting Period

4.1 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

Musim Mas will continue to actively promote the RSPO as a credible pathway to responsible sourcing. On the production side, we will continue to support growers, including smallholders, to adopt sustainable practices and achieve RSPO certification. We remain acutely aware of the limitations of voluntary schemes such as the RSPO. Nevertheless, we are confident in the value of certification.

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?

Yes

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?

Yes

1.6.1 Does your organisation have a procedure in place to identify legal, customary or user rights, and people entitled to compensation?

Yes

Smallholders

1.7 Does your organisation support oil palm smallholders (groups)?

Yes

1.7.1 Does your organisation report on the actions to support the inclusion of smallholders?

Yes

Labour & Labour Rights

1.8 Does your organisation have a publicly-available policy covering Labour & Labour Rights?

Yes

1.8.1 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 forced or trafficked labour

Occupational Health & Safety

1.9 Does your organisation have a publicly-available Policy covering Occupational Health & Safety?

Yes

1.9.1 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?

Yes

1.11.1 Is this plan implemented?

Yes

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?

Yes _____

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

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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

<https://www.musimmas.com/sustainability/>