## FUJI OIL Group Grievance List

This is a list of grievances which have been registered by FUJI OIL Group in accordance with FUJI OIL Grievance procedure based on FUJI OIL Group Responsible Palm Oil Sourcing Policy. The next update of this list will be in August 2019.

### Alleged Suppliers
- **Felda**
- **Salim/Indoagri**
- **Samling**
- **PT SPS II**

### Grievance Cases
- **Deforestation and peatland clearance: recent deforestation and development on peatland in violation of company policy**
- **Exploitation and illegality: use of child labour on plantations, paying below minimum wage and breaches of health and safety standards**
- **Use of fire: apparent use of fire in land clearing process**
- **Distructions of the Tripa peatland, located in the Leuser Ecosystem of Sumatra.**

### Grievance Raiser
- **Greenpeace**
- **Rainforest Action Network**
- **The Wall Street Journal**

### Date Received
- **19/03/2018**
- **11/12/2018**
- **30/05/2018**

### Issues
- PT Temila Agro Abadi (PT TAA) and PT Citra Niaga Perkasa (PT CNP) are not in Fuji’s supply chain either directly or indirectly. Felda will be monitored through the complaint panel in RSPO.
- Internal group level intervention related to Fuji Oil’s supply chain.
- Article by The Wall Street Journal; violation of No Exploitation. Group (Malaysia)
- Extension of time granted to FGV by the complaint panel of RSPO for submission of their Action Plan and quarterly progress report. FGV is expected to revert by 29 March 2019.
- PT Salim Ivomas Pratama (PT SIMP) is not in Fuji’s supply chain either directly or indirectly from Q2 2019 onwards.
- PT PP London Sumatra (PT Lonsum) and PT Gunta Samba Jaya (PT GSJ) are not in Fuji’s supply chain either directly or indirectly.
- These alleged plantations are not in Fuji’s supply chain either directly or indirectly. We do not have leverage on them because we do not have linkage with them and so we will close this grievance. We will monitor Samling Group through our direct suppliers.
- Distructions of the Tripa peatland, located in the Leuser Ecosystem of Sumatra.

### Alleged upstream suppliers
- PT Temila Agro Abadi (PT TAA)
- PT Citra Niaga Perkasa (PT CNP)
- PT Salim Ivomas Pratama (PT SIMP)
- PT PP London Sumatra (PT Lonsum)
- PT Gunta Samba Jaya (PT GSJ)
- PT SPS II

### Supply Linkage
- No
- Yes, indirect supplier

### Progress
- Monitoring through RSPO
- Extension of time granted to FGV by the complaint panel of RSPO for submission of their Action Plan and quarterly progress report. FGV is expected to revert by 29 March 2019.
- Closed, monitoring
- Closed, monitoring
- Closed, monitoring
- Closed, monitoring

### Status
- Closed, monitoring
- Monitoring through RSPO
- Closed, monitoring
- Closed, monitoring
<table>
<thead>
<tr>
<th>No.</th>
<th>Group</th>
<th>Supplier</th>
<th>Engagement</th>
<th>Issue</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Asian Agri</td>
<td>Inti Indosawit Subur</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Inti Indosawit Subur. According to our direct supplier, Inti Indosawit Subur has immediate corrective action by suspending the alleged agent after their internal investigation. Furthermore, they have also achieve full traceability of their FFB sources.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>6</td>
<td>No group</td>
<td>Mitra Unggul Pusaka-Segati</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Mitra Unggul Pusaka-Segati and we are pending updates from our direct supplier.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>7</td>
<td>No group</td>
<td>Peputra Supra Jaya</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding these companies. MAS, PSI and PAI will be collaborating with one of our direct suppliers with a traceability system provider, to map 60,000 smallholder farmers in Sumatera and Bangka/Belitung.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>8</td>
<td>No group</td>
<td>Gemilang Sawit Lestari</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Gemilang Sawit Lestari. Our direct supplier is working with GSL on full traceability and expect to complete by July 2019.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>9</td>
<td>No group</td>
<td>Fortius Wajo Perkebunan</td>
<td>No</td>
<td>Fuji Oil had engaged with our direct supplier regarding Fortius Wajo Perkebunan. FWP is not in Fuji's supply chain either directly or indirectly. We do not have leverage on them because we do not have linkage with them and so we will close this grievance.</td>
<td>Closed, monitoring</td>
</tr>
<tr>
<td>10</td>
<td>No group</td>
<td>Sugih Riesta Jaya</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Sugih Riesta Jaya and Swait Mas Nusantara. There will be an evaluation done with our direct supplier in July 2019. In the meantime, they are working on TTP and expected to complete by July 2019.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>11</td>
<td>No group</td>
<td>Swakarsa Sawit Raya</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Swakarsa Sawit Raya. Our direct supplier has instructed SSR to: 1. Stop sourcing FFB from the identified FFB suppliers. 2. Request their FFB suppliers/dealers to sign declaration letters that they will not supply illegal FFB to the mill. 3. Conduct a socialisation meeting with their FFB suppliers/dealers on the illegal FFB issue. 4. Record the origins of all their third-party sourced FFB.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>12</td>
<td>Mahkota</td>
<td>Berlian Inti Mekar Rengat</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Berlian Inti Mekar Rengat. Our direct supplier is working with BIM on TTP and hoping to achieve 100% TTP before July 2019.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>13</td>
<td>Technindo</td>
<td>Persada Alam Jaya</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding these companies. MAS, PSI and PAI will be collaborating with one of our direct suppliers with a traceability system provider, to map 60,000 smallholder farmers in Sumatera and Bangka/Belitung.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>14</td>
<td>No group</td>
<td>Makmur Andalan Sawit</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Inti Indosawit Subur. According to our direct supplier, Inti Indosawit Subur has immediate corrective action by suspending the alleged agent after their internal investigation. Furthermore, they have also achieve full traceability of their FFB sources.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>15</td>
<td>No group</td>
<td>Makmur Andalan Sawit</td>
<td>Yes, indirect supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Inti Indosawit Subur. According to our direct supplier, Inti Indosawit Subur has immediate corrective action by suspending the alleged agent after their internal investigation. Furthermore, they have also achieve full traceability of their FFB sources.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>16</td>
<td>PT Kapuasindo</td>
<td>PT Kapuasindo</td>
<td>No</td>
<td>Fuji Oil had engaged with our direct supplier regarding PT Kapuasindo and as a result of the engagement, PT Kapuasindo is not in Fuji's supply chain either directly or indirectly. We do not have leverage on them because we do not have linkage to them and so we will close this grievance.</td>
<td>Closed, monitoring</td>
</tr>
<tr>
<td>17</td>
<td>Tsani Hutani Abadi</td>
<td>PT Kruing Lestari Jaya</td>
<td>No</td>
<td>Fuji Oil had engaged with our direct supplier regarding PT Kruing Lestari Jaya and as a result of the engagement, Tsani Group is not in Fuji's supply chain either directly or indirectly from Q2 2019 onwards. We do not have leverage on them because we do not have linkage to them and so we will close this grievance.</td>
<td>Closed, monitoring</td>
</tr>
<tr>
<td>No.</td>
<td>Company Name</td>
<td>Email</td>
<td>Date</td>
<td>Supplier Status</td>
<td>Notes</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------------</td>
<td>------------------------------</td>
<td>----------</td>
<td>--------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>18</td>
<td>Tenara Lestari</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Atmaja Makmur Gemilang Group</td>
<td>Email</td>
<td></td>
<td>Indirect Supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding these alleged companies. These companies are working with one of our direct supplier to achieve TTP, with a traceability system provider. They will carry out field surveys to map their FFB sources as well as set up traceability system using IT/Mobile Application. The programme is expected to be completed by end Q4 2019 or end Q1 2020 at the latest.</td>
</tr>
<tr>
<td>20</td>
<td>Sumatra Plantations Unit/ Pacific Fiber Indonesia</td>
<td></td>
<td>11/12/2018</td>
<td>Indirect Supplier</td>
<td>Fuji Oil has been engaging with our direct supplier regarding Nafasindo. Our direct supplier has made contact in the middle of last year and requested for a list of FFB suppliers. It was found that the two companies mentioned in the RAN report, namely PT Laot Bangko and PT Indo Sawit Persaka, were not supplying any FFB to Nafasindo.</td>
</tr>
<tr>
<td>21</td>
<td>Duta Marga</td>
<td></td>
<td></td>
<td>Indirect Supplier</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Perkebunan Nusantara (PTPN I)</td>
<td></td>
<td></td>
<td>Indirect Supplier</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Nafasindo</td>
<td></td>
<td></td>
<td>Indirect Supplier</td>
<td></td>
</tr>
</tbody>
</table>

(1) Supply Linkage Definition:
No - for facilities/operations that do not supply to Fuji Oil as of updated date
Direct Supplier – for facilities/operations that directly supply to Fuji Oil as of updated date
Indirect Supplier – for facilities/operations that indirectly supply to Fuji Oil through intermediary suppliers as of updated date