No		Relationship with Neste (Direct/Indirect raw material sourcing/others)	Parent Company Group of Grievance Target	Grievance raiser/report/link	Status	Direct Supplier Grievance Dashboard
Ne	ste's renewable	raw material grie	vances (June 20)22)		
1	PT Multipersada Gatramegah	Not in SC, but related to Musim Mas		https://www.miphtyearth, org/wp- content/uploads/RR. Report-37_final-vers_a. pdf	[CLOSED] In response to the allegation raised, our supplier, Musim Mas wish to clarify that the area in question, approximately 6.6 hectares at PT Multipersada Gatramegah (PT MPG), is neither HCV nor HCS area. This area has been assessed and covered I.HCV Report of PT Hariss Agro Lestari (PT Landra Logra Astari, Abupaten Bartio, Ulara, Indonesia – HCV, Normetevot, org) that has obtained satisfactory status (note: the area was part of PT Hariss Agro Lestari, which PT MPS officially acquired on 1st April 2019); 2. HCS Report of PT Multipersada Gatramegah in 2018 that has covered the area in question (HCSARE1-1, adf (highcarbonstock.org)) which has completed HCSA review process (HCSARE1-1, adf (highcarbonstock.org)) which has completed HCSA review p	
2	Permai	Not in SC, but part of indirect supplier parent company group (DSN -> AAA -> Neste)	Nusantara Tbk (DSN)	http://www.mightyearth. org/wp. content/uploads/RR- Report-37_final-vers_a. pdff	(CLOSED) Our supplier, Apical, has contacted DSN regarding the matter: 1. DSN has conducted verification visit to the alleged deforestation location after Apical informed them on the report. Based on their investigation found that the clearing was conducted by 5 local people for their own family purposes. 2. Inside PT Kencana Alama Permai's (PT KAP) HGU, there is land that PT KAP does not have any control of as it is tail bleoing to these five local people/armers. PT KAP has not pay any compensation on the land because these famer do not want to let go of that land. The local comunity in general is also not interested in oil pain plantations but more towards rubber. In addition, most of the land conditions in that area are hily and steep, so not suitable for lange-scale oil pain uctivation. DSN provided Apical with verification report as well as copy of a letter from Ketua Dees Sungai Bulu confirming that these famers was the one clearing the land and it is belong to them. 3. DSN will continue to engage local people to find a best solution. 4. DSN has an NDFE policy issue Mar 2020.	
3		Not in Sc, but part of indirect suppler parent company group (Rimbunan Hijau → Olenex)		https://www. gobalwitness. org/en/campaigns/forests //rue-price-palm-ol/#key- findings	OII: The allegations on RH in this report are largely similar to the letter that was sent to Wilmar's customers in July 2021. The report, however, contains additional information related to RH's health and safety practices. Our supplier, Wilmar, continues to monitor and investigate the remaining issues related to worker PPE Provision and RH's safety and health practices, and will guide RH towards resolution of this case. More info can be found here: https://www.wilmar-international. com/sustainability/grevance-procedure July 2021: A letter was sent to Wilmar's customers from the NGO Global Witness (GW), alleging environmental and social onno-compliance incidents by Rimbuan Higu (RH). summary of the allegations in the letter were as follows: - Environmental degradation and deforestation activities; - Violence and harassment against community members, through local police; - Lack of Free, Prior, Informed Consent (FPIC) prior to development of land; - Decent accommodation and facility for employees living in company housing; and - Workers health and safety. - Afled visit previp engaging with the company since. RH has rebuild the allegations and provided us with all relevant documents which include: - Afled visit prot by an independent consultire; - Violence of engagements between the and GW since 2017; - Violandary witten statements by a landowner, contents of which were further comborded by a statement given by a load davod councillor; - Correspondence between Gilford Ltd and the Royal Papua New Guinea (PNG) Constabulary; - Board meeting minutes by landowner companies; and - A mediated gerement between Gilford Ltd and a landowner company issued by the - A mediated agreement between Gilford Ltd and a landowner company issued by the - Meeting minutes by landowner companies; and - A mediated agreement between Gilford Ltd and landowner company issued by the	https://www.wimar-international. com/sustainability/grievance-procedure
4	Papua	Not in SC, but part of indirect supplier parent company group from GAR	Rajawali Group / Eagle High Plantations Tbk	https://www.michtyearth. org/wp. content/uploads/RR: Report. 24. final_vers_a_202106 30.pdf	PNO National Court. (MONITORING) our supplier, GAR's internal monitoring had detected the deforestation indication. PT TSP carried out a site verification. It was verified that the land clearing was intended for the expansion of the Yaumuri village area and was initiated by the village leadership without the knowledge/consent of PT TSP. See the verification report here <u>https://bit.ly/avja24W</u> area was choiced by PT TSP. See the verification report here <u>https://bit.ly/avja24W</u> was agreed that they would stop the expansion. - PT TSP has also notified the Arso Timur District Government and the Keerom Regency Government not to issue a permit to the village of Yaumuri because it overlaps with PT TSPs area. - In the area that has not yet been cleared, PT TSP will display signage declaring that the area is owned/controlled by PT TSP.	https://www.goldenagri.com, sg/sustainability/responsible- sourcing/grievance-list-and-reports/
5	PT Bumi Agro	Notin SC, but part of indirect supplier provup burner and and Prima via Apical/CAR/Musim Mas/Wilmar		https://www.miphtyearth. arg/big. content/unloads/RR: Report 33_final_vers_e. off	In a stora but need on the other of the storage of	https://www.goldenagri.com, gg/sustainability/responsible- socialing/responsible- socialing/response/listandrespons/ https://www.apicatoroup. com/sustainability/grievances/
6	Sime Darby	Indirect Supplier	Sime Darby	US Customs & Border Proection (CBP)	[MONITORING] 15 Feb 2022. Sime Darby annouced several changes and improvements to its governance structures, policies and procedures, with the primary goal of ensuring the wellbeing of its workers. Towards this end, Sime Darby will reimburse recruitment fees to its foreign workers for costs they had incurred to secure employment with Sime Darby, sime Darby has also established an improved Responsible Recruitment Procedure and implemented new processes to enable better dialogue with sworkers. Press release of Sime Darby on 15 February 2022: https: (/aimedarbydiantation.com/sime-darby-plantation-institutes-sweeping-changes-inc- governance-and-operations!). Dec 2021: Sime Darby appointed Impact Ltid as a third-party assessor to conduct a comprehensive evaluation of the group's lator practices across its Malaysian operations. Target by early 2022. Neste continues to monitor for developments on whether Liberty Shared and US CBP reaverling to there information to be able to move forward. RSPO investigation result is another key development to observe. 1 Mar 2021: Established an expert Stakeholder Human Rights Assessment Commission and appointed Impact Lti das a third-party assessor to comprehensive evaluation of the group's labour practices across its Malaysian operations.	

N		Relationship with Neste (Direct/Indirect raw material sourcing/others)	Parent Company Group of Grievance Target	Grievance raiser/report/link	Status	Direct Supplier Grievance Dashboard
7	PT Binasawit Abadi Pratama (PT BAP)	Direct Supplier	GAR	https://milieudefensie. nl/actueel/dark-side-of- nestes-biofuel- production/view	[MONITORING] RSPO complaints panel investigation <u>here</u> 25 Aug / 29 Sept 2021: Pending investigation 28 Jul 2021: The resources of the ring fencing budget is pending the finalisation of the	https://goldenagri.com.sg/wp- content/uploads/2019/03/Statement_Jak arta-Corruption-Court-Decision_GAR. pdf?v1
					25 Jun 2021. The resources of the ring rending budget is perioding the infansation of the SOP. 23 Jun 2021: Pending the upcoming of the investigation.	https://askrspo.force. com/Complaint/s/case/5000o0002u2Q R1AAM/detail
					25 May 2021: The draft response letter has been sent to the CP for endorsement. The Complaints Desk will be publishing the finalised ToR onto the RSPO website.	https://goldenagri.com.sg/update- statement-on-new-forest-people- programmes-complaint-against-golden-
					28 Apr 2021: Pending RSPO CP's response to Respondent and review of the most recent audit report.	agri-resources/
					24 Feb 2021: The Secretariat has furnished the draft ToR to the CP. 20 Jan 2021: The Secretariat is to update the draft ToR of the legal review.	
					22 Dec 2020: Respondent submitted additional documents on GIS Analysis: https://irspo.my.salesforce.com/sfc/p#9000000/04/i/a/06000000/2g/ya.lUraBa2FpGy.	
					ZMKFE_jiZCxfpEqcVIKJQaHgxLAg 25 Nov 2020: The Complainants have provided their response on the difference on the hectarage clearance. Pending confirmation from the GIS team.	
					Oct 2020: Case is currently being handled by the RSPO Complaints Panel. The Secretariat is waiting for a response from the Respondent on the issues pertaining land	
					clearing and the final remark from the GIS team. Apr 2020: The key points of GAR's response to the FPP complaints to the RSPO are as follows:	
					1. Allegation that GAR failed to secure necessary permits for eight (8) consessions in Central Kalimantan: the complex issue of obtaining permits in Indonesia flects all companies and is not peculiat to GAR. It is also a well-known issue to stakeholders including the RSPO. GAR has submitted evidence of the various legal changes that have occurred over the years re the allocation and designation of land for pam oil plantations. Through all the legislative changes, GAR and its subsidiaries have comparing with the applicable and valid regulations at the time and have therefore been operating	
					legally 2. Allegation that GAR and its subsidiaries failed to comply with RSPO New Planting Procedures: this is factually incorrect and without basis. GAR has submitted a list of documents verified by the RSPO contribution body and submitted to the RSPO in 2014. In addition, GAR highlighted that the only new planting since 2014 has been to fulfil plasma development for the community. In this, GAR has also filed all the necessary documentation for the plasma development.	
					3. Allegation of unethical behaviour by GAR: the claims by FPP are factually incorrect. Since October 2018 when the corruption case was inslighted GAR and its subsidiary PT BAP have been transparent about the case, the fact that the individuals in question acted of their own accord and in breach of the company's Code of Conduct. This was proven in the decision of the Jakarta Corruption Court which also ruled that the incident reflected the actions of a few individuals in breach of Government Regulations as well as GAR's own Code of Conduct. Neither GAR not PT BAP were parties to the case. Therefore, claims that either company acted unethically are without basis.	
					GAR awaits the deliberation of the Complaints Panel and hopes that there will be a swift closure of this matter.	
					March'19: GAR acknowledges the findings of the Jakarta Corruption Court in the matter of three executives of PT Binasawit Abadipratama accused of bribery of government officials and hopes that this now draws a line under this unfortunate and regrettable incident.	
8	Bumitama Agri	Indirect Supplier via GAR Marunda & Tarjun	Bumitama Group	https://milieudefensie. nl/actueel/dark-side-of- nestes-biofuel- production/view	[MONITORING] Apr 2020: Burnitama updated GAR. It explained that the purpose behind the purchase of PT DAS was to prevent further land clearing prior to the required assessment and review and to conserve the biodiversity-rich forest and peatland areas that it contains. To investigate on the allegations of Might peath, PT DAS has conducted a land-use change analysis, overlaying the latest satellite imagery from 20	https://goldenagri.com.sg/wp- content/uploads/2020/01/Bumitama- Clarification-to-GAR-on-Mighty-Earth- Rapid-Response-Report-23.pdf
					Conducted a fain-use change anayse, overaging the fates statemet angle your to Co March 2020 what an eartier land cover photograph from December 2019, Through this satellite image interpretation, PT DAS did not discover any new land opening. GAR also conducted a spatial analysis and writed that there was no land clearing in PT DAS for the period of January and March 2020. <u>Ittls:/joidienagi.com.spikusianability</u> . disatboard/files/life_docs/IbP/Otky_expl.das_spikusianability.	https://goldenagri.com.sg/sustainability_ dashboard/files/file_docs/bBY0Gby_eqpt das_spatial_analysis_me_26.pdf
					Jan 2020: Bumitama clarified that the areas were impacted by fires. These are enclaved areas owned by local community, and not developed by the company. Bumitama told GAR It had submitted information to RSPO part of hotspot monitoring. However the extent of the bumit area was larger than what it recorded. A fire incident report was also submitted to authorities in the village and local police. This was also submitted to the RSPO.	
9	Eagle High Plantations / Arrtu Energi Resources	Indirect Supplier via PT KIAS, GAR Surabaya & Tarjun	Rajawali Group	https://milieudefensie. nl/actueel/dark-side-of- nestes-biofuel-	Burnitama provided further clarification to GAR after on the ground verification [MONITORING] 1 Apr 2021: Updates on PT AER action plan progress <u>https://bit. hy/3IPCncV</u>	https://goldenagri.com.sg/sustainability- dashboard/files/file docs/5NvZFrespons e_to_mighty_earth_report_no_22_pt_sm
				production/view	30 Dec 2020: GAR publised the verification/study report of PT AER fire incident including a set of recommendations for PT AER improvement <u>https://bit.lv/2L4NYgi</u>	art.pdf
					26 Oct 20: GAR, Earthqualizer/Aidenvironment and PT AER had a discussion on the result of the verification visit (study). A list of action plan was also proposed to PT AER management.	
					Aug 2020: GAR and Aldenvironment conducted the joint verification visit to PT AER (study). The aim of this study is to assist PT AER in finding the root cause of the fire incidents and developing action plan for improvement.	
					Mar 2020: Due to Covid19, a joint verification visit by GAR and Aldenvironment which was scheduled for March has been postponed.	
					Dec 2019: EHP sent following clarification to GAR: EHP management stated it has no intention to open any new areas for pain of development due to its new planting moratorium since 2017 and Inpres 8/2018. This company does not willfully considered any form of deforestation. The alleged deforestation procured due to fire incidents caused by externet dry weather conditions in Indonesia. T AER was affected by fires that spread from beyond its concession area. EHP told GAR that fire prevention and management measures as per existing SOPs have been implemented at PT AER.	
10	Wilmar	Direct supplier	Wilmar	https://milieudefensie. nl/actueel/dark-side-of- nestes-biofuel- production/view	[MONITORING] May 2021: Earthworm Foundation Report 5: Wilmar's Operations Linked to Pasaman Barat Community, West Sumatra: https://www.wilmar-international.com/idocs/idefault-source/idefault-document- library/11522/1-ef-wilmar-quarter/veng.org/fstvsm=569125_0	https://www.wilmar-international_ com/sustainability/grievance-procedure
					Resolution Process with the Koto Baru and Kinali Communities and PT PMJ Communication with parties and community organizations in West Pasaman Strengthening the Grievance Procedure	
					Sept 2020: Earthworm Foundation Report 4: Wilmar's Operations Linked to Pasaman Barat Community. West Sumatra: https://www.wilmar-international.com/docs/defaul:- source/default-document-library/sustainability/14092020-ef-wilmar-quarterly-report_eng. pdf?sfvrsn=be4670bf_2	
					Initial checks on the list of suppliers indicated that PT Tidar Kerinchi Agung is not. Withma's supplier. PT Kara, adapting Mega Litana (PT KANU) is not a subsiding under Withma's international. Some of the cases are already loaged into the RSPO Complaints mechanism. More details can be found here (Reference no: RSPO/2018/12/RB, RSPO/2018/06/RB, RSPO/2018/07/SW, R76).	
					Wilmar commissioned Earthworm Foundation (EF) in September 2018 to conduct a throrough revulation of issues raised against Wilma's internal systems on social grievance and resolution at three of its subsidiaries in Pasaman Barat in West Sumatra - PT AMP Plantation, PT Gersindo Minang Plantation (GMP) and PT Primatama Mulia Jaya (PMJ).	
					Since November 2019. Wilmar reached out to all the companies to seek clarification on the allegations as part of the investigation. As the issue listed in the interim report are generic and similar for all groups. Wilmar is unable to verify the cases without knowing the specific issues from the complainant. Wilmar had a meeting with FPP and Nagari institute in November 2019 in Bangkok and it was agreed that a follow up meeting would be held to further discuss the issues and possible resolutions. A meeting with Nagari institute in Podang on 11 February 2020 was held, and It was reletrated that in order to clearly seek resolution, it was important for Nagari institute and FPP to provide more details in order for them to further investigate the cases and work towards the	
					resolution. This dd not need to have specific persons indentified, rather details on the specific allegations. Nagari Institute was unable to share more information beyond the original interim report. However there was agreement to continue with a follow up meeting with Nagari Institute tentatively for March 2020. In the meantime, Wilmar continues to engage with both Nagari Institute and FPP.	

	Target of grievance	Relationship with Neste (Direct/Indirect raw material sourcing/others)	Parent Company Group of Grievance Target	Grievance raiser/report/link	Status	Direct Supplier Grievance Dashboard
11	PKPP Plantation Sdn Bhd	Indirect raw material via Wilmar, KLK & IOI	LKPP Corporation Sdn Bhd	http://www.mightyearth. org/wp- content/uploads/RR- Report-30 final vers b. pdf	[MONITORING] July 2021: As part of the implementation of their MDPE policy, IOI together with external consultant are reviewing LKPP's labour practices to check on Recruitment procedures, working hours, minimum wages, working conditions, employment contracts, grievance mechanism to counter and increase awareness on Forced Labour. This review is spread over 3 stages and is targeted to be completed in 6 months.	https://www.ioigroup. com/Content/S/S_Grievance_Update
					April 2021: IOI will be conducting remote engagements and activities with LKPP on traceability, no deforestation and no exploitation to support the delivery of their NDPE Commitments commencing June 2021.	
					Jan 2021: The NDPE policy has been shared and is available here KLK made reference to the engagement of trading partner with Tuan Haji Roslan, Director of PKPP Agro:	
					Nov 2020: a PKPP has agreed to put a stop to all land clearing activity at Ladang Cherating concession. b. The FKPP management has set aside two land banks located at Lipis, Pahang (426 ha) and Pekan, Pahang (130 ha) for its recovery plan. c. A group-wide NDPE policy is in the pipeline, pending for written resolution by the Board of Directors of FKPP. d. A full implementation of NDPE policy is expected to be done latest by 1 Jan-21.	
					Nov 2020: IOI updated that they are in discussions with PKPP management in developing NDPE Policy, commitment and implementation plans towards protection of conservation areas moving forward.	
					Aug 2020: Engaged with our direct supplier, IOI, whom contacted LKPP for clarification about PKPP. LKKP has verified and replied that PKPP is a company under the same Parent group - PKNP - but there are no commercial connections. LKPP does not source FFB from PKPP.	
12	Felda Global Ventures (FGV)	Indirect raw material via IOI, Genting, Mewah & Wilmar	Felda Global Ventures (FGV)	https://www.aljazeera. com/economy/2020/10/1/ us-bans-palm-oil- imports-from-malaysian- producer-fgy	[MONITORING] 16 November 2021: FGV has appointed ELEVATE as the independent auditing firm to conduct an assessment of FGV soperations against the 11 International Labour Organization (ILO) Indicators of Forced Labour. The assessment is part of FGV sefforts towards petitioning for the revocation of the WRO by the CBP. Elevate is an independent sustainability and supply chain service provider with vast experience in advancing social compliance and addressing forced labour risks by applying a worker- centric approach.	https://www.fgvholdings.com/wp- content/uploads/2020/10/Updates-on- the-CBP-WRO.pdf
					FGV had discussions with their US-based legal counsel and Elevate on the audit design and plan, which is expected to begin in November 2021.	
					20 October 2021: FGV is committed to taking all the necessary steps towards lifting the WRO, including the appointment of an independent auditing firm to conduct an assessment of FGV's operations against the 11 International Labour Organization (ILO) Indicators of Forced Labour, as advised by the CBP.	
					FGV has identified an independent auditor to carry out the audit work and is currently working with a US-based legal course to finalise the terms and conditions for the appointment. In ensuring that the scope and methodology of the audit meet the requirements and expectations or the CRP. FCV forsees a slight delay in the appointment and expects to formalise the appointment by November 2021.	
					30 August 2021: https://www.fgvholdings.com/press_release/fgv-updates-its-steps-to- address-the-u-s-customs-and-border-protection-cbps-withhold-release-order-wro-2/ 1 July 2021: https://www.fgvholdings.com/wp-content/uploads/2021/07/FGV-	
					Sustainability-Updates-1-July-2021.pdf 1 Apr 2021: ELA Assessment Report on the Implementation of FGV's Action Plan to Enhance Labour Practices 3 key areas of focus as recommended by FLA; grievance	
					mechanism, remediation procedures and worker representation structures FGV is committed to resolving the matter with the CBP and will revisit the appointment of an independent firm in June 2021 for a comprehensive external audit on FGV's	
					labour practices, as suggested by the CBP. 27 Jan 2021: FGV has decided to take a systematic approach in ensuring that the rights of its workers are respected and protected, thereby eliminating practices that may be	
					indicative of labour exploitation. This is to ensure that the best labour practices are observed in accordance with international standards throughout its entire operations. FGV has decided to revisit the appointment of an independent third-party audit firm for an audit of FGV's operations after FGV is satisfied that all of the above measures have been strengthemed and implemented accordingly, within six months. FGV will continue and the strengthemed and implemented accordingly.	
					to engage with the CBP to keep them abreast of the various measures undertaken and its other ongoing initiatives pertaining to labour rights, and FGV is committed to resolving the matter as expeditiously as possible. <u>https://www.fgvholdings.com/wp- content/uploads/2021/01/FGV-Sustainability-Updates-January-2021.pdf</u>	
					3 December 2020: https://www.fgvholdings.com/press_release/fgv-updates-its-steps-to- address-the-withhold-release-order-wro-issued-by-u-s-customs-and-border-protection- cbp/?pagen=1%5C	
					13 October 2020: FGV is not a direct supplier, however, Neste decided not to make any further purchases from supply chains that are verifiably traced back to FGV until the allegations by US Customs and Border Protection (CBP) have been sufficiently cleared. No further information about CBP's findings including nature or locations of any incidence ware dischard.	
13	Aspirasi Kristal (M) Sdn Bhd (area A & B)	Not in supply chain but Indirect raw material via IOI via	Instant Star Holdings Sdn Bhd	http://www.mightyearth. org/wp- content/uploads/RR-	[MONITORING] 24 July 2020: Their Suppliers have checked and engaged with the said company to explain IOI's policy commitments. They have also requested land clearing cease as it may not be in accordance to NDPE requirements.	com/Content/S/S_Grievance_Update
		IJM whom buys from Instant Star		Report-30_final_vers_b. pdf	13 July 2020: Our supplier IOI have engaged with Millers within the region and they are checking and investigating any potential connection with this paim oil company. Their supplying Mills have agreed to reply and provide updates to within 7 days.	https://www.ioigroup. com/Content/S/pdfi/Update%20on% 20Aidenvironment Earth%20Equaliser% 20Monitoring%20Regarding% 20Aspirasi%20Kristal.pdf
14	PT Global	Not in supply chain	Palma Serasih	http://www.mightyearth.	[MONITORING] The supplier issued a Stop Work Order on 13th Sept 2020. LDC	https://www.ioigroup. com/Content/MEDIA/NewsroomDetails? intNewsID=999 https://www.ldc.com/wp-
	Primatama Mandiri	but Parent Company Group of indirect supplier via PT KIAS & PT LDC	Group	org/wp- content/uploads/Rapid- Response-Report- 26_final.pdf	continues to monitor its progress and to ensure that no clearance takes place following SWO. SWO. Sept 2020: LDC has engaged with the supplier. Supplier has provided evidence that	content/uploads/Grievances_master_up dated_14.12.2020.pdf
					HCV assessment was carried out in 2016 by Aksenta, and also undertaken an Orangutan survey with BOST. The clared rate was not in HCV area. An HCS assessment has recently been done for PT GPM and will imminently be conducted for PT NAS. LDC has requested an immediate sboy-work droter to any land clearing and conducted several engagements outling conditions. The commercial relationship is under evaluation with final decision mid-September.	
					May 2020: Both our direct suppliers, PT KIAS & LDC has engaged with the supplier. Noting letter dated 20 May 2020; PT CPH has cased opening of hew land clearning end Feb 2020. Supplier has provided evidence that HCV assessment was carried out in 2016 by PT Gagas Dinamiga Ackernta, and also undertaken an Orangutan survey (both analysis with external parties). The cleared area was not in HCV area. Currently undertaking an HCS assessment. Their progress is in accordance with the timeline and in accordance with RSPO shared by the supplier.	
15	1. Rotie (acquired by	1. Direct supplier via	1. Quatra	https://www.argusmedia.	HCS site assessment planned for March has been delayed due to COVID-19. Original plan to complete by year end. [CLOSED] Van Wijk & Othuis and Quatra have committed that price fixing practices	
	Quatra) 2. V.E.D. Milieuservice B.V.	Quatra 2. Indirect supplier via Van Wijk & Olthuis (last purchase April 2020)	2. Nieuwcom	com/en/news/2260900- dutch-uco-collectors- fined-for-price-fixing	been fully discontinued and necessary measures have been taken to prevent re- occurrence. [MONITORING] According to its decision published 5 October, 2021, the Netherlands Authority for Consumers and Markets (ACM) imposed almost four million euros in fines on two major collectors of used cooking oil, on price-fixing involving the purchases of used cooking oil. Neste has asince connected with its suppliers that are or have been linked to the companies involved in the case to ensure that all such practices have been linked to the companies involved in the case to ensure that all such practices have been fully discontinued, and that necessary measures have been taken to prevent similar	

	Target of grievance	Neste (Direct/Indirect raw material sourcing/others)	Parent Company Group of Grievance Target	Grievance raiser/report/link	Status	Direct Supplier Grievance Dashboard	
	AA Sawit and Jernih Kemboja Sdn Bhd	1. Jernih Kembaja is an indirect supplier via KLK 2. AA Sawit is not in Neste's supply chain	Jernih Kemboja Sdn Bhd and AA Sawit Sdn Bhd	Might Earth Rapid Response 30 (https: //www.mightyearth. ord/wpc content/uploads/RR. Report.38.final.vers.b. pdf)	[MONITORING] The allegation on deforestation and ownership structure of the companies mentioned in the report have been verified by our consultant. We engaged with our suppliers who may have potentially sourced from AA Sawt Sdn Bhd and Jernhi Kemboja Sdn Bhd In o carly the ellegations. [Di Informed us that the sustainability Weignaged with dialogue are hampered as Jernhi Kemboja has yet to adopt a NDPE policy to address the protection and conservation of HCS-HCS areas. [Of has coased new contracts with Jernh Kemboja Sdn Bhd and has also communicated with its supplying millers to cease sourcing with AA Sawt Sdn Bhd. Intercontinential Specially Fats (ISF) did not source directly from Jernh Kemboja and AJ sawt but its pain kernel crushers sourced from Jernhi Kemboja. [SF engaged with its supplying millers to investigate the allegations. In the meantime, ISF has suspended all trading activities (including dealers who source pain) hetensity with Jernh Kemboja Sdn Bhd. Bhd's regresentative clarified that neither. Jernh Kemboja Sdn Bhd or AA Sawt Sdn Bhd. Bhd's regresentative clarified that neither. Jernh Kemboja Sdn Bhd or AA Sawt Sdn Bhd. whereby the owner of Jernhi Kemboja Sdn Bhd in also a shareholder, was appointed by the landowner to clare approximately 25 ha of land in PTD 1815. KLX has ceased sourcing with the companies until the case is resolved. More information can be found publicy on KLX's grievance log. We will continue to monitor the case through our direct suppliers.	thttp://www.idgroup. com/Content/S. Grievance_Update thttp://infab.com/grievances/ thttp://www.klk.com, my/sustainability/grievance/	
	GAR	Direct supplier	GAR	https://news.morgabay. complex-was-able. complex-was-able. monesian-ublegers.lost. their-cut-of-the-palm-oil- boom/ https://www.bbc. com/news/word- ci502744 https://thegeckoproject. org/	IMONTORING An investigation conducted by The Gecko Project_BEC News and homogabay reported that path of producers are failing to comply with legal obligations requiring them to share their plantations with communities. Neste is aware of the complex issues related to smallhodders plasma in Indonesia. We have reached out to GAR to understand the allegation raised in the report. In responding to the report of Gecko Project, GAR Had issued advisores outlining the process of plasma implementation in indonesia and its challenges associated with plasma fulfilment as well as its good practices in mitigating the risks and its commitment towards fulfilling its ouslanding plasma obligations. We will continue to engage with our supplier and to monitor their plasma development progress while at the same miss of smallholders as we recognise thers significantly the comparity and more sustainable development of option. The Sisk and Page-scale transformative sustainability impact in the Sisk and Pelalawan regions in Indonesia, known as the Sisk Pelalawan Landscape Programm (SPLP). The Sisk and Pelalawan regions are home to more than 200 villages, with districts spreading over 2 million hectares. The program has helped protect forests, peat and biodiversity and support sustainability performance of identifying key sustainability related issues at the villages and changed by the relations. Viences the set management practices - including for lange- relations. Viences the set management practices - including for the set management and good agricultural practices to me the Relate Negation fractices in the set management and good agricultural practices to main the Relatevant and good agricultural practices to main the Relatevant and good agricultural practices is not the Relatevant and source of the set management and good agricultural practices is not the Relatevant and good agricultural practices is not the Relatevant and set website and the stories to me the field on Set PLPs website	htte://www.coldenaari.com.sajasi: advisor.com.the.geoka.advisot.epont. etada 2. our - desmis-analholden- billiment/	
	1. PT Usaha Sawit Unggu (USU) 2. PT Sawit Sukses Sejati (SSS) 3. Sumber Tani Agung Group (STA) 4. PT Teguhkarsa Wanalestari (TW) 5. PT Asia Sawit Lestari (ASL) 6. PT Prima Mas Lestari (PML)	1. Not in supply chain 2 & 3. Neste may be connected to SSS indirectly via STA via our direct suppliers, Wilmar and ICOF 4 & 5. Indirect suppliers via Apical	1. PT Sawit Sukses Sejati 2. PT Usaha Sawit Unggul 3. Sumber Tani Agung Group 4. PT Teguhkarsa Wanalestari 5. PT Asia Sawit Lestari 6. PT Prima Mas Lestari	Mighty Earth Rapid Response 39	[MONITORING] STA informed Nesl'e's direct suppliers that STA occasionally sourced FFB from SSS and in response to Mighty Earth Rapid Response 439, STA has ceased sourcing from SSS while they are investigating the allegations. With regards to TW, ASL and PML, Nesle's direct supplier has engaged with the three mills companies and these companies informed that they have no linkage to USU and SSS, the two companies alleged to have been involved in deforestation.	https://www.apicalaroup. com/sustainability/intervances/pt-leguh- karsa-wama-lestari/ https://www.wilmar-international. com/sustainability/intervances.procedure https://www.musimmas. com/sustainability/intervances/	
*Neste does not operate any paim oil refineries, plantations and is not a paim oil trader							
				business relationship with ave direct business relation			
	Suspended Supplier	'S					
I	No	Suppliers / Parent Group Companies	Date Suspended	Reason of suspension	Engagement with supplier		
	1	PT BEST	Dec 2018	Lost of RSPO Membership, an additional requirement of Neste	- 4 Oct 2018: Engagement at supplier's Surabaya HQ with owners/management -22 Nov 2018: NDPE/Sustainability Workshop for various departments from PT BEST -8 Jan 2019: facilitated discussion supplier with RSPO		
	2	PT Tunas Baru Lampung	Dec 2018	Deforestation	-B Jan 2019: Engagement at supplier's Jakarta HQ with management on severity of Issues, received commitment to work on outstanding issues -21 Feb 2019: Supplier engagement & workshop planning -14 Mar 2019: NDPE/Sustainability Workshop for related departments from operations, sustainability, auding from PTT PTBLIE -10-11 Apr 2019: Neste Annual Supplier's Jakarta HQ with sustainability 2019: Engagement at supplier's Jakarta HQ with sustainability Head & Team to further discuss stop-work-order		
t	3	FGV	Oct 2020	FGV as an indirect supplier	- purchases from supply chains that are verifiably traced back to FGV on hold		
ŀ	4	Sime Darby	Feb 2021	Sime Darby as an	- purchases from supply chains that are verifiably traced back to Sime Darby on hold	1	
	5	AA Sawit Sdn Bhd Jernih Kemboja Sdn Bhd	March 2022	indirect supplier Allegation of deforestation, as reported by Might Earth Rapid Response #38 (https://www. mightyearth.org/wp- content/uploads/RR- <u>Report-38_final_vers_b</u> odf).	 Purchases from supply chains that are verifiably tracked back to AA Sawit Sdn Bhd and Jernih Kemboja Sdn Bhd are put on hold. 		