



2025 PALM OIL

PROGRESS REPORT

SEPTEMBER 2025 UPDATE

INTRODUCTION AND CONTEXT

In this report, we outline the actions taken and progress achieved during our 2025 financial year (1st June 2024 to 31st May 2025) as we continue working towards our Palm Oil Commitment: ensuring that 100% of the palm oil we source comes from producers whose operations have been independently verified as compliant with No Deforestation, No Peat, No Exploitation (NDPE) standards.



Responsible sourcing of palm oil remains a cornerstone of our wider sustainability strategy. Although PZ Cussons uses less than 0.001% of the world's total palm oil supply, we take full accountability for the impact of the oil we source. Our ambition is to go beyond compliance, helping to drive industry transformation and supporting landscapes where nature, people, and business can prosper.

We recognise the complexity of achieving full transparency in the palm oil supply chain, particularly given the information available from downstream suppliers. As such, all traceability data presented in this report is based on 2024 calendar year volumes, with mill and plantation information from the same period (January to December 2024).

This year's report builds on the commitments we have made, including our continued membership of the Roundtable on Sustainable Palm Oil (RSPO), and reflects our determination to maintain and strengthen our deforestation-free supply chain. It focuses on five strategic pillars:

1.  **GOVERNANCE**
2.  **TRACEABILITY**
3.  **TRANSFORMATION, CONSERVATION & REGENERATION**
4.  **VERIFICATION**
5.  **TRANSPARENCY**

Our approach spans our entire global supply chain, including all derivatives and fractions, and places collaboration at its heart. We work closely with our suppliers and their upstream networks, industry peers, and non-profit partners to achieve our shared goals. Within PZ Cussons, we embed the principles of responsible sourcing across all relevant teams, ensuring our palm oil ambition is a company-wide priority.

WHERE WE ARE IN OUR JOURNEY

In 2025, we are proud to report that we have maintained high levels of suppliers aligned with NDPE commitments, alongside strong traceability to mill scores. Notably, we have significantly improved traceability to plantation compared to the previous year thanks to enhanced engagement with key suppliers and increased transparency result of cross-industry efforts.

As part of our commitment to continuous improvement and maximising our positive impact across all geographies, PZ Cussons has strengthened due diligence and supplier engagement efforts with key global suppliers. This is crucial, as our African operations represent a significant portion of our palm oil volumes.

Through independent third-party monitoring and verification with Starling, our deforestation-free supply score stands at 47%, compared with 50% in the last reporting cycle. This slight decrease is largely explained by our improved plantation-level transparency (TTP), which is a challenging but important achievement. The increased visibility provides greater granularity of sourcing boundaries and has surfaced additional deforestation alerts, as well as volumes from suppliers with incomplete boundary data.

Importantly, our deforestation-free performance has shown steady progress over a longer period of time and we will continue to work with our direct suppliers to monitor alerts, address non-compliance and strengthen our results going forward.

From a procurement perspective, engaging with suppliers to address non-compliance within PZ Cussons' supply chain has been a key focus and we will continue to gather data via Starling satellite monitoring and maintain a comprehensive approach to addressing non-compliances across all 1,821 mills from which we source. Our direct supplier engagement is further bolstered by our participation in the Earthworm Foundation's Derivative Collective Action Group (now called EF Member Derivative Group), which facilitates collaboration with shared suppliers. This has helped accelerate progress by strengthening relationships and improving transparency.

We have also enhanced our internal processes against grievances and have published a revised non-compliance process as well as a refreshed NPDE principles document alongside this report.

[Both documents available here](#)

In Indonesia, we have continued to invest in sustainable initiatives, most notably through our contribution to the Riau Landscape Programme. This multi-stakeholder, multi-commodity initiative has seen us provide both financial and practical support, with dedicated resources for workshops and active participation in decision-making processes.

[Learn more about here](#)

PRIORITIES FOR THE YEAR

Our primary focus in the coming year is to engage with direct suppliers globally, with a particular emphasis on strategic global suppliers, to further improve traceability to both mill and plantation levels. In addition, we will continue to engage with both direct and indirect suppliers to address non-compliance alerts and increase the volume of deforestation-free palm oil within our supply chain.

This will be achieved through close and ongoing collaboration with our suppliers and fellow Earthworm Foundation members.





GOVERNANCE

Goals	Action Plan	Progress	Deadline
Achieve 100% supply from suppliers that share our NDPE commitment	Forms part of supplier selection policy and criteria. Suppliers without aligned commitments cannot pass through the gateway. Procurement team will continue to work with technical and NPD teams to ensure this policy is implemented	99% of all palm oil is supplied by suppliers with NDPE commitments aligned with ours.	Achieved
Actively monitor and achieve early visibility of any non-compliance within our suppliers' entire operations	Gain visibility through Starling satellite monitoring, supported by the grievance service provided by Earthworm Foundation. Engage with suppliers to seek resolution.	Active monitoring followed by resolution engagement is ongoing via internal teams and supported by the Earthworm Foundation (EF) grievances team as well as the EF Member Derivative Group.	Ongoing
Proactively engage with top suppliers	Lead ongoing engagement with key suppliers Actively participate in the Earthworm Foundation Derivatives Collective Action Group	Bi-annual meetings held with key direct suppliers to improve transparency and won grievances resolution Consistent participation on the EF Member Derivative Group alongside other industry peers and champion role with one of the global key suppliers on behalf of the group	Ongoing



TRACEABILITY

Goals	Action Plan	Progress	Deadline
Achieve close to 100% traceability to mill (TTM)	Continue to scrutinize supplier mill data and ensure traceability remains above 95%.	97% of all palm oil we use is fully traceable to mill. Engagement continues with suppliers to strive to reach 100%.	Ongoing
Achieve close to 100% traceability to plantation (TTP)	Continue engagement with key suppliers to obtain plantation data for all mills as part of the traceability exercise.	59% of our overall supply is now traceable to the plantation. This represents an important improvement versus last report due to the increase engagement with key suppliers and more transparency provided by them.	Ongoing
Provide full disclosure of our supply chain including all our direct suppliers, mill parent companies and mill co-ordinates.	Work with our suppliers and with Earthworm Foundation to obtain permission to publish this data for 100% of our palm oil supply chain. Publish an annual updated list on our website.	Latest mill list is publicly available on our website.	Ongoing



TRANSFORMATION, CONSERVATION & REGENERATION

Goals	Action Plan	Progress	Deadline
Drive transformation, conservation and regeneration for alignment with our NDPE commitments.	Continue to support programme that champion transformation, protect habitats and biodiversity, respects smallholders as well as local and indigenous communities.	PZ Cussons continues to contribute to Earthworm Foundation's Landscapes Programme in Riau both financially as well as being included in workshops and decision making. More here	Ongoing



VERIFICATION

Goals	Action Plan	Progress	Deadline
Continue to use satellite technology to independently verify compliance across our global supply chain, and prioritise work with high impact suppliers	Starling identifies high risk areas and deforestation alerts using satellite imagery. Through on-going engagement with suppliers, reports are shared for follow-up action.	Continued engagement with key suppliers for concession boundary data and follow-up with deforestation alerts both with direct engagement and through group engagement with other Earthworm members via the EF Member Derivative Group.	Ongoing
Continue to access independent, local on-the-ground reports via Earthworm's Global Impact Framework Tool, a field verification tool that allows us to measure outputs, outcomes and impact (via Earthworm Foundation).	We remain committed to pursuing independent verification for exploitation, however solutions for this area are still under development within the industry. We are using tools and methodologies currently available and we're working with the industry to progress these further.	The Global Impact Framework is used to report from the Landscape team in Riau. More here And in Indonesia for integration in diagnostics and work plan for follow up. More here	Ongoing
Reach 100% independently verified deforestation-free supply.	Regular engagement with suppliers using Starling data to verify deforestation-free areas and identify areas for action. This goal will require industry-wide progress and will not be possible through our efforts alone.	Through strengthened engagement with our suppliers and the influence of tighter regulatory requirements, the majority are now responding to alerts and sharing concession boundary data. This has contributed to improved traceability scores across the sector, enabling more accurate monitoring and effective follow-up actions. PZ Cussons continues to make steady progress by deepening relationships with key suppliers, both directly and through collaborative initiatives with other Starling users who operate within the same supply chain.	Ongoing
Interim goal: Reach 50% independently verified deforestation-free supply		47% of our palm oil is independently verified as deforestation-free, sustaining the strong position achieved since our previous year report.	Ongoing



TRANSPARENCY

Goals	Action Plan	Progress	Deadline
Disclose mill lists annually.	Publish progress update via our website and the Earthworm Foundation website.	Next update scheduled for September 2026.	Ongoing
Disclose our Palm Oil Progress Update annually.	Publish a progress update via our website and the Earthworm Foundation website.	Next update scheduled for September 2026.	Ongoing
Disclose RSPO Communication of Progress annually.	Submit our RSPO ACOP on an annual basis.	RSPO ACOP was submitted in May.2025 for Jan.-Dec. 2024 activity.	Ongoing