



INTERCONTINENTAL SPECIALTY FATS SDN. BHD.

Joint Endeavours, Collective Action

Sustainability
Report

2024



Base data

| General disclosures

[GRI 2-7]

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Total number of operations	Refineries	no.	2	2	2	2	2
	Refinery throughput	MT per annum	750,000	750,000	750,000	750,000	750,000
	Fractionation plants	no.	2	2	2	2	2
	Specialty fats plant	no.	2	2	2	2	2
Volume produced / finished products	Total	MT	583,063	730,960	598,074	543,611	499,732
	Bulk	MT	538,002	683,910	558,279	507,835	458,133
	Packed	MT	45,062	47,050	39,795	35,776	41,599
Volume sold by region	Total	MT	583,063	730,960	598,422	539,760	NA
	Japan	MT	44,408	40,922	33,847	33,134	NA
	America	MT	18,805	26,530	18,847	15,421	NA
	Europe	MT	212,749	299,729	243,783	182,867	NA
	Asia	MT	298,899	351,315	294,043	299,844	NA
	Africa	MT	3,077	5,818	2,969	3,144	NA
Total employees	Oceania	MT	5,126	6,646	4,935	5,348	NA
	Total	no.	721	645	580	576	546
	Male	no.	569	501	448	453	428
	Female	no.	152	144	132	123	118
By facility, employment type and gender							
Port Klang	Total	no.	383	332	309	304	275
	Male	no.	301	258	237	240	211
	Female	no.	82	74	72	64	64
	Permanent	no.	383	332	309	304	275
	Male	no.	301	258	237	240	211
	Female	no.	82	74	72	64	64

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
By facility, employment type and gender							
Dengkil	Total	no.	338	313	271	272	271
	Male	no.	268	243	211	213	217
	Female	no.	70	70	60	59	54
	Permanent	no.	338	271	271	272	263
	Male	no.	268	203	211	213	-
	Female	no.	70	68	60	59	-
	Temporary	no.	-	42	-	-	8
	Male	no.	-	40	-	-	-
	Female	no.	-	2	-	-	-
By employment category and gender							
Senior management	Total	no.	11	13	14	5	-
	Male	no.	10	12	13	4	NA
	Female	no.	1	1	1	1	NA
Management	Total	no.	37	37	31	116	124
	Male	no.	28	29	24	66	76
	Female	no.	9	8	7	50	48
Staff	Total	no.	117	115	75	277	422
	Male	no.	66	65	35	208	352
	Female	no.	51	50	40	69	70
Workers	Total	no.	556	480	460	178	NA
	Male	no.	465	395	376	175	NA
	Female	no.	91	85	84	3	NA

*FY 2023 encompasses 15 months of data (January 2022 to March 2023). This one-time occurrence is due to our move from calendar year (CY) reporting to financial year (FY) reporting (1 April to 31 March).

| Responsible sourcing and supplier engagement

[GRI 308-1, 308-2]

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Suppliers and volumes sourced	Total direct suppliers	no.	43	51	49	52	35
	Total volumes sourced	MT	580,347	710,116	582,567	525,914	494,559
	Crude palm oil						
	Direct suppliers	no.	32	38	35	39	24
	Sources from their own plantations	no.	18	20	14	16	10
	Volumes sourced	MT	327,252	355,573	258,794	224,476	226,989
	Sources from third party plantations	no.	14	18	21	23	14
	Volume sourced	MT	165,105	229,951	231,924	223,328	197,208
	Indirect suppliers	no.	NA	NA	NA	NA	NA
	CPO volumes	MT	492,356	585,524	490,718	447,804	424,197
	Direct volumes	MT	492,356	585,524	490,718	447,804	424,197
	Indirect volumes	MT	NA	NA	NA	NA	NA
	Peninsular	%	90.6%	92.1%	94.3%	94.9%	98.1%
	East Malaysia	%	9.4%	7.9%	5.7%	5.1%	1.9%
	Crude palm kernel oil						
	Direct suppliers	no.	11	13	14	13	11
	Indirect suppliers	no.	143	176	177	261	317
	CPKO volumes	MT	87,990	124,592	91,849	78,109	70,362
	Direct volumes	MT	87,990	124,592	91,849	78,109	70,362
	Peninsular	%	100%	97.7%	100.0%	60.0%	91.0%
	East Malaysia	%	0.0%	0.0%	0.0%	40.0%	9.0%
	International	%	NA	2.3%	NA	NA	NA
Traceability	% CPO traceable to mill	%	100%	100.0%	100.0%	100.0%	100.0%
	% CPO traceable to plantation	%	99.5%	98.6%	72.9%	75.6%	81.0%
	% CPKO traceable to mill	%	100%	100.0%	100.0%	100.0%	100.0%
	% CPKO traceable to plantation	%	93.1%	71.3%	31.8%	35.0%	21.1%
Supplier engagement and assessment	Direct suppliers compliant with palm oil sourcing policy	no.	43	51	47	46	NA
	Indirect suppliers compliant with palm oil sourcing policy	no.	143	176	177	261	NA
	Have NDPE policy in place OR signed ISF's Supplier code of conduct	no.	43	51	47	46	NA
	Attended NDPE workshops if they are not RSPO certified	no.	-	-	-	15	NA
Grievances	Number of grievances filed	no.	2	1	4	12	4
	Number of grievances closed/ resolved	no.	1	2	1	4	2
	Number of suppliers terminated due to grievances	no.	-	1	-	1	1

*FY 2023 encompasses 15 months of data (January 2022 to March 2023). This one-time occurrence is due to our move from calendar year (CY) reporting to financial year (FY) reporting (1 April to 31 March).

| Environment

[GRI 302-1, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 306-3, 306-4, 306-5]

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Gross direct (Scope 1) GHG emissions	Total	MT CO ₂ e	83,998	123,221	94,466	94,337	89,782
	Port Klang	MT CO ₂ e	42,076	62,672	45,052	44,796	39,613
	Natural gas	MT CO ₂ e	42,076	62,672	45,052	44,796	39,613
	Steam	MT CO ₂ e	NA	NA	NA	NA	NA
	Dengkil	MT CO ₂ e	41,922	60,550	49,415	49,541	50,170
	Natural gas	MT CO ₂ e	41,922	60,550	49,415	49,541	50,170
	Steam	MT CO ₂ e	NA	NA	NA	NA	NA
Gross location-based energy indirect (Scope 2) GHG emissions	Total	MT CO ₂ e	67,407	92,070	71,218	72,877	71,592
	Port Klang	MT CO ₂ e	44,736	59,674	45,025	46,559	45,290
	Dengkil	MT CO ₂ e	22,671	32,396	26,192	26,319	26,302
Gross market-based energy indirect (Scope 2) GHG emissions	Total	MT CO ₂ e	20,430	79,355	71,218	72,877	71,592
	Port Klang	MT CO ₂ e	14,378	47,816	45,025	46,559	45,290
	Dengkil	MT CO ₂ e	6,052	31,539	26,192	26,319	26,302
Gross other indirect (Scope 3) GHG emissions	Total	MT CO ₂ e	893,351	1,040,733	892,712	814,981	NA
	Purchased goods and services - CPO & CPKO	MT CO ₂ e	650,959	718,846	658,602	569,647	NA
	Purchased goods and services - Imported raw material	MT CO ₂ e	62,442	107,408	61,483	80,088	NA
	Purchased goods and services - Chemical & utility	MT CO ₂ e	1,150	1,118	953	913	NA
	Purchased goods and services - Packaging material	MT CO ₂ e	2,850	3,150	2,324	2,176	NA
	Fuel-& energy-related activities	MT CO ₂ e	98,021	116,229	89,366	90,379	NA
	Upstream transportation and distribution	MT CO ₂ e	25,022	28,961	21,659	19,085	NA
	Waste generated in operations	MT CO ₂ e	6,996	7,470	7,572	7,007	NA
	Downstream transportation and distribution	MT CO ₂ e	45,912	57,551	50,752	45,687	NA
	Port Klang	MT CO ₂ e	195,901	260,076	191,935	178,461	NA
	Purchased goods and services - CPO & CPKO	MT CO ₂ e	104,587	147,985	99,646	84,837	NA
	Purchased goods and services - Imported raw material	MT CO ₂ e	18,850	28,893	28,275	29,116	NA
	Purchased goods and services - Chemical & utility	MT CO ₂ e	382	366	315	338	NA
	Purchased goods and services - Packaging material	MT CO ₂ e	-	-	-	-	NA

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Gross other indirect (Scope 3) GHG emissions	Fuel-& energy-related activities	MT CO2e	61,074	71,461	53,197	54,132	NA
	Upstream transportation and distribution	MT CO2e	4,782	3,340	3,413	2,926	NA
	Waste generated in operations	MT CO2e	1,235	1,892	1,557	1,477	NA
	Downstream transportation and distribution	MT CO2e	4,990	6,138	5,531	5,634	NA
	Dengkil	MT CO2e	697,451	780,657	700,777	636,520	NA
	Purchased goods and services - CPO & CPKO	MT CO2e	546,372	570,862	558,956	484,810	NA
	Purchased goods and services - Imported raw material	MT CO2e	43,592	78,515	33,208	50,972	NA
	Purchased goods and services - Chemical & utility	MT CO2e	768	751	637	575	NA
	Purchased goods and services - Packaging material	MT CO2e	2,850	3,150	2,324	2,176	NA
	Fuel-& energy-related activities	MT CO2e	36,946	44,768	36,169	36,247	NA
	Upstream transportation and distribution	MT CO2e	20,240	25,621	18,245	16,158	NA
	Waste generated in operations	MT CO2e	5,761	5,578	6,015	5,530	NA
	Downstream transportation and distribution	MT CO2e	40,922	51,412	45,222	40,053	NA
	Total	GJ	320,141	376,650	291,345	294,785	289,587
Electricity consumption		kWh	88,928,033	104,625,066	80,929,230	81,884,804	80,440,923
	Port Klang	kWh	59,018,703	67,811,456	51,165,296	52,313,080	50,887,958
	Dengkil	kWh	29,909,330	36,813,610	29,763,934	29,571,724	29,552,965
Regular TNB tariff	Total	GJ	97,030	317,967	291,345	294,785	289,587
		kWh	26,952,686	88,324,263	80,929,230	81,884,804	80,440,923
	Port Klang	kWh	18,968,703	52,608,867	51,165,296	52,313,080	50,887,958
	Dengkil	kWh	7,983,983	35,715,396	29,763,934	29,571,724	29,552,965
TNB Green Electricity Tariff (GET)	Total	GJ	223,111	58,683	-	-	-
		kWh	61,975,347	16,300,803	-	-	-
	Port Klang	kWh	40,050,000	15,202,589	-	-	-
	Dengkil	kWh	21,925,347	1,098,214	-	-	-
Natural gas consumption	Total	GJ	1,497,291	1,758,951	1,348,480	1,350,017	1,283,381
		mmBTU	1,419,152	1,667,157	1,278,107	1,279,564	1,216,406
	Port Klang	mmBTU	710,871	847,934	609,538	607,574	537,655
	Dengkil	mmBTU	708,281	819,223	668,569	671,990	678,751

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Diesel consumption	Total	GJ	276	330	185	178	NA
		Liters	7,524	8,995	5,050	4,852	NA
	Port Klang	Liters	2,974	-	-	-	NA
	Dengkil	Liters	4,550	8,995	5,050	4,852	NA
Electricity generated from solar	Total	GJ	6,765	6,789	3,693	880	NA
		kWh	1,879,220	1,885,767	1,025,808	244,326	NA
	Port Klang	kWh	416,162	170,673	NA	NA	NA
	Dengkil	kWh	1,463,058	1,715,094	1,025,808	244,326	NA
Water withdrawal by sources							
Rain water	Total	m³	252	315	252	252	63
	Port Klang	m³	-	-	-	-	-
	Dengkil	m³	252	315	252	252	63
Ground water	Total	m³	36,124	44,976	35,008	33,061	32,417
	Port Klang	m³	-	-	-	-	-
	Dengkil	m³	36,124	44,976	35,008	33,061	32,417
Municipal water	Total	m³	733,067	806,493	614,322	632,680	569,864
	Port Klang	m³	427,115	490,183	344,465	337,990	296,746
	Dengkil	m³	305,952	316,310	269,857	294,690	273,118
Water discharged to surface water	Total	m³	228,186	252,262	184,508	178,372	177,888
	Port Klang	m³	88,520	104,515	77,709	77,853	73,724
	Dengkil	m³	139,666	147,747	106,799	100,519	104,164
Average BOD of water discharged	Port Klang	mg/L	14	NA	13	NA	NA
	Dengkil	mg/L	25	NA	NA	NA	NA
Waste management	Port Klang						
	Landfilled	MT	138	164	113	166	164
	Bleaching earth repurposed*	MT	3,593	5,483	4,724	4,337	1,604
	Scheduled waste sent to waste disposal facility	MT	118	113	46	67	51
	Dengkil						
	Landfilled	MT	188	265	166	565	154
	Bleaching earth repurposed*	MT	17,479	16,975	12,768	12,466	13,069
	Scheduled waste sent to waste disposal facility	MT	250	264	32	28	22

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| Our people

[GRI 202-2, 401-1, 401-3, 403-8, 403-9, 405-1]

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
New hires by age group	< 30 years old	no.	123	81	43	NA	NA
	30–50 years old	no.	32	60	17	NA	NA
	> 50 years old	no.	4	4	1	NA	NA
Employees who left by age group	< 30 years old	no.	41	41	32	NA	NA
	30–50 years old	no.	17	34	25	NA	NA
	> 50 years old	no.	7	13	8	NA	NA
Employee turnover by age group	< 30 years old	%	9.3%	22.3%	23.4%	NA	NA
	30–50 years old	%	2.1%	9.3%	6.9%	NA	NA
	> 50 years old	%	3.9%	15.1%	10.1%	NA	NA
New hires by gender	Male	no.	132	112	17	NA	NA
	Female	no.	27	33	8	NA	NA
Employees who left by gender	Male	no.	56	64	20	NA	NA
	Female	no.	9	22	10	NA	NA
Employee turnover by gender	Male	%	5.0%	12.9%	80.0%	NA	NA
	Female	%	2.9%	15.5%	33.3%	NA	NA
New hires by site	Port Klang	no.	112	57	36	NA	NA
	Dengkil	no.	47	45	25	NA	NA
Employees who left by site	Port Klang	no.	44	42	35	NA	NA
	Dengkil	no.	21	44	30	NA	NA
Employee turnover by site	Port Klang	%	5.8%	12.7%	11.3%	NA	NA
	Dengkil	%	3.2%	14.4%	11.1%	NA	NA
Employees entitled to parental leave	Male	no.	344	327	448	348	329
	Female	no.	111	121	132	66	68
Employees took parental leave	Male	no.	33	42	5	29	20
	Female	no.	6	11	2	7	9
Employees returned to work after parental leave ended	Male	no.	33	42	5	29	20
	Female	no.	6	11	2	7	8
Employees still employed 12 months after their return to work from parental leave	Male	no.	33	-	2	29	19
	Female	no.	6	-	1	7	8
Employee diversity by category							
Board of directors	Male	no.	9	9	9	9	9
	Female	no.	-	-	-	-	-
	< 30 years old	no.	-	-	-	-	-
	30–50 years old	no.	-	-	-	-	-
	> 50 years old	no.	9	9	9	9	9
	Malaysians	no.	-	-	-	-	-
	Non-Malaysian	no.	9	9	9	9	9

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Senior management	Male	no.	10	12	13	4	NA
	Female	no.	1	1	1	1	NA
	< 30 years old	no.	-	-	-	NA	NA
	30–50 years old	no.	5	6	5	NA	NA
	> 50 years old	no.	6	7	9	NA	NA
	Malaysian	no.	11	4	5	NA	NA
	Japanese	no.	0	9	9	NA	NA
Management	Male	no.	28	29	24	66	76
	Female	no.	9	8	7	50	48
	< 30 years old	no.	7	-	-	NA	NA
	30–50 years old	no.	15	24	23	NA	NA
	> 50 years old	no.	15	13	8	NA	NA
	Malaysian	no.	26	28	22	NA	NA
	Japanese	no.	11	9	9	NA	NA
Staff	Male	no.	66	65	35	208	352
	Female	no.	51	50	40	69	70
	< 30 years old	no.	22	20	14	NA	NA
	30–50 years old	no.	42	70	51	NA	NA
	> 50 years old	no.	53	25	10	NA	NA
	Malaysian	no.	116	111	71	NA	NA
	Japanese	no.	1	2	4	NA	NA
Workers	Male	no.	465	395	376	175	NA
	Female	no.	91	85	84	3	NA
	< 30 years old	no.	122	160	141	NA	NA
	30–50 years old	no.	153	263	260	NA	NA
	> 50 years old	no.	281	57	59	NA	NA
	Malaysian	no.	524	448	455	NA	NA
	Nepalese	no.	28	28	1	NA	NA
Malaysian employees ethnicity	Sri Lankan	no.	4	4	4	NA	NA
	Indigenous (orang asli)	no.	-	-	-	-	-
	Chinese-Malaysian	no.	70	60	62	58	51
	Malay	no.	267	230	189	193	172
	Indian-Malaysian	no.	31	20	35	32	34
	Indigenous (orang asli)	no.	5	5	2	3	3
	Chinese-Malaysian	no.	32	33	32	33	33
Dengkil	Malay	no.	239	233	204	199	198
	Indian-Malaysian	no.	33	35	28	32	29

Description	Breakdown	UoM	FY 2024	FY 2023*	CY 2021	CY 2020	CY 2019
Wages	ISF starting wage	MYR per month	1,500	1,500	1,200	1,200	1,100
	Legal minimum wage	MYR per month	1,500	1,500	1,200	1,200	1,100
Occupational health and safety							
Workers covered by an occupational health and safety management system	Employees	no.	721	645	580	576	546
	Non-employees	no.	51	250	267	233	312
Lost time injuries	Port Klang	no.	2	4	5	3	4
	Dengkil	no.	4	4	6	6	7
Total days lost due to work related injury	Port Klang	days	6	272	92	89	44
	Dengkil	days	126	131	176	253	69
Total hours worked	Port Klang	hours	1,065,804	1,120,512	887,680	852,640	803,000
	Dengkil	hours	774,464	842,400	673,920	624,000	624,000

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