



Illuminating Change

SUSTAINABILITY
REPORT 2025

INTERCONTINENTAL SPECIALTY FATS SDN. BHD.

Appendices

Base data

General disclosures

[GRI 418-1]

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
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	614,472	583,063	730,960	598,074	543,611
	Bulk	MT	566,190	538,002	683,910	558,279	507,835
	Packed	MT	48,282	45,062	47,050	39,795	35,776
Volume sold by region	Total	MT	614,472	583,063	730,960	598,422	539,760
	Americas	MT	19,283	18,805	26,530	18,847	15,421
	Europe	MT	234,358	212,749	299,729	243,783	182,867
	Asia	MT	354,156	343,307	392,237	327,890	332,978
	Africa	MT	2,183	3,077	5,818	2,969	3,144
	Oceania	MT	4,493	5,126	6,646	4,935	5,348
Total employees	Total	no.	776	721	645	580	576
	Men	no.	610	569	501	448	453
	Women	no.	166	152	144	132	123

By facility, employment status and gender							
Port Klang	Total	no.	411	383	332	309	304
	Men	no.	325	301	258	237	240
	Women	no.	86	82	74	72	64
	Permanent	no.	411	363	332	309	304
	Men	no.	325	285	258	237	240
	Women	no.	86	78	74	72	64
	Temporary	no.	0	20	0	0	0
	Men	no.	0	16	0	0	0
	Women	no.	0	4	0	0	0
Dengkil	Total	no.	365	338	313	271	272
	Men	no.	285	268	243	211	213
	Women	no.	80	70	70	60	59
	Permanent	no.	364	338	271	271	272
	Men	no.	284	268	203	211	213
	Women	no.	80	70	68	60	59
	Temporary	no.	1	0	42	0	0
	Men	no.	1	0	40	0	0
	Women	no.	0	0	2	0	0

Ethical conducts and value and data privacy							
Number of sites assessed for corruption-related risks	no.	58	54	N/A	N/A	N/A	N/A
Confirmed incidents of corruption	no.	0	0	N/A	N/A	N/A	N/A
Number of substantiated complaints regarding breaches of customer privacy or losses of customer data	no.	0	0	N/A	N/A	N/A	N/A

Note: *FY2023 data cover a 15-month period, comprising Q1 2022 and the 2023 financial year (January 2022 to March 2023) to account for the transition from calendar year (CY) reporting to financial year (FY) reporting.

Responsible sourcing and supplier engagement

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
Suppliers and volumes sourced	Total direct suppliers	no.	41	43	51	49	52
	Total volumes sourced	MT	557,731	580,347	710,116	582,567	525,914
	Crude palm oil						
	Direct suppliers	no.	29	32	38	35	39
	Indirect suppliers	no.	N/A	0	0	0	0
	Sources from their own plantations	no.	21	18	20	14	16
	Volumes sourced	MT	317,927	327,252	355,573	258,794	224,476
	Sources from third party plantations	no.	8	14	18	21	23
	Volume sourced	MT	142,715	165,105	229,951	231,924	223,328
	CPO volumes	MT	460,643	492,356	585,524	490,718	447,804
	Direct volumes	MT	460,643	492,356	585,524	490,718	447,804
	Indirect volumes	MT	0	0	0	0	0
	Peninsular Malaysia	%	93.1%	90.6%	92.1%	94.3%	94.9%
	East Malaysia	%	6.9%	9.4%	7.9%	5.7%	5.1%
	Crude palm kernel oil						
	Direct suppliers	no.	12	11	13	14	13
	Indirect suppliers	no.	167	143	176	177	261
	CPKO volumes	MT	97,088	87,990	124,592	91,849	78,109
	Direct volumes	MT	97,088	87,990	124,592	91,849	78,109
	Peninsular Malaysia	%	100%	100%	97.7%	100%	60.0%
	East Malaysia	%	0%	0%	0%	0%	40%
	International	%	N/A	N/A	2.3%	N/A	N/A
Traceability	% CPO traceable to mill	%	100%	100%	100%	100%	100%
	% CPO traceable to plantation	%	100%	99.5%	98.6%	72.9%	75.6%
	% CPKO traceable to mill	%	100%	100%	100%	100%	100%
	% CPKO traceable to plantation	%	99.8%	93.1%	71.3%	31.8%	35.0%
Supplier engagement and assessment	Direct suppliers complying with palm oil sourcing policy	no.	41	43	51	47	46
	Indirect suppliers complying with palm oil sourcing policy	no.	167	143	176	177	261
	Have NDPE policy in place OR have signed ISF's Supplier code of conduct	no.	41	43	51	47	46
	Conventional suppliers who have attended NDPE workshops	no.	0	0	0	0	15
Grievances	Number of grievances filed	no.	0	2	1	4	12
	Number of grievances closed/resolved	no.	0	1	2	1	4
	Number of suppliers terminated due to grievances	no.	0	0	1	0	1

Note: *FY2023 data cover a 15-month period, comprising Q1 2022 and the 2023 financial year (January 2022 to March 2023) to account for the transition from calendar year (CY) reporting to financial year (FY) reporting.

Environment

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

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
Gross direct (Scope 1) GHG emissions	Total	MT CO ₂ e	92,714	83,998	123,221	94,466	94,337
	Port Klang	MT CO ₂ e	48,347	42,076	62,672	45,052	44,796
	Natural gas	MT CO ₂ e	48,347	42,076	62,672	45,052	44,796
	Dengkil	MT CO ₂ e	44,367	41,922	60,550	49,415	49,541
	Natural gas	MT CO ₂ e	44,367	41,922	60,550	49,415	49,541
Gross location-based indirect (Scope 2) GHG emissions	Total	MT CO ₂ e	64,707	67,407	92,070	71,218	72,877
	Port Klang	MT CO ₂ e	47,193	44,736	59,674	45,025	46,559
	Dengkil	MT CO ₂ e	17,514	22,671	32,396	26,192	26,319
Gross market-based indirect (Scope 2) GHG emissions	Total	MT CO ₂ e	5,412	20,430	79,355	71,218	72,877
	Port Klang	MT CO ₂ e	4,309	14,378	47,816	45,025	46,559
	Dengkil	MT CO ₂ e	1,103	6,052	31,539	26,192	26,319
Gross other indirect (Scope 3) GHG emissions	Total	MT CO ₂ e	878,587	893,351	1,040,733	892,712	814,981
	Purchased goods and services – CPO & CPKO	MT CO ₂ e	639,390	650,959	718,846	658,602	569,647
	Purchased goods and services – Imported raw material	MT CO ₂ e	63,097	62,442	107,408	61,483	80,088
	Purchased goods and services – Chemical & utility	MT CO ₂ e	11,061	1,150	1,118	953	913
	Purchased goods and services – Packaging material	MT CO ₂ e	3,626	2,850	3,150	2,324	2,176
	Fuel & energy-related activities	MT CO ₂ e	85,197	98,020	116,229	89,366	90,379
	Upstream transportation and distribution	MT CO ₂ e	22,434	25,022	28,961	21,659	19,085
	Waste generated at operations	MT CO ₂ e	7,042	6,996	7,470	7,572	7,007
	Downstream transportation and distribution	MT CO ₂ e	46,741	45,912	57,551	50,752	45,687
	Port Klang	MT CO ₂ e	199,327	195,901	260,076	191,935	178,461
	Purchased goods and services – CPO & CPKO	MT CO ₂ e	108,070	104,587	147,985	99,646	84,837
	Purchased goods and services – Imported raw material	MT CO ₂ e	18,480	18,850	28,893	28,275	29,116
	Purchased goods and services – Chemical & utility	MT CO ₂ e	2,188	382	366	315	338
	Purchased goods and services – Packaging material	MT CO ₂ e	0	0	0	0	0

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
	Fuel-and energy-related activities	MT CO ₂ e	59,211	61,074	71,461	53,197	54,132
	Upstream transportation and distribution	MT CO ₂ e	5,564	4,782	3,340	3,413	2,926
	Waste generated in operations	MT CO ₂ e	1,293	1,235	1,892	1,557	1,477
	Downstream transportation and distribution	MT CO ₂ e	4,522	4,990	6,138	5,531	5,634
	Dengkil	MT CO₂e	679,259	697,450	780,657	700,777	636,520
	Purchased goods and services – CPO & CPKO	MT CO ₂ e	531,321	546,372	570,862	558,956	484,810
	Purchased goods and services – Imported raw material	MT CO ₂ e	44,617	43,592	78,515	33,208	50,972
	Purchased goods and services – Chemical & utility	MT CO ₂ e	8,872	768	751	637	575
	Purchased goods and services – Packaging material	MT CO ₂ e	3,626	2,850	3,150	2,324	2,176
	Fuel-and energy-related activities	MT CO ₂ e	25,986	36,946	44,768	36,169	36,247
	Upstream transportation and distribution	MT CO ₂ e	16,870	20,240	25,621	18,245	16,158
	Waste generated at operations	MT CO ₂ e	5,749	5,761	5,578	6,015	5,530
	Downstream transportation and distribution	MT CO ₂ e	42,219	40,922	51,412	45,222	40,053
	Total	GJ	1,983,114	1,824,473	2,143,011	1,643,855	1,646,045
Energy consumption	Port Klang	GJ	1,106,114	819,906	1,084,919	827,447	829,354
	Dengkil	GJ	877,000	781,455	999,409	816,409	814,568
Energy consumption by type							
Non-renewable energy	Electricity from regular TNB tariff	GJ	25,173	97,030	317,967	291,345	294,785
	Regular Natural gas	GJ	1,652,655	1,497,291	1,758,951	1,348,480	1,350,017
	Diesel	GJ	510	276	621	338	364
Renewable energy	TNB Green Electricity Tariff (GET)	GJ	275,790	223,111	58,683	N/A	N/A
	Biomethane consumption (purchased)	GJ	23,000	N/A	N/A	N/A	N/A
	Electricity generated by solar	GJ	5,986	6,765	6,789	3,693	880
Electricity consumption	Total	GJ	300,963	320,141	376,650	291,345	294,785
		kWh	83,600,728	88,928,033	104,625,066	80,929,230	81,884,804
	Port Klang	kWh	60,972,507	59,018,703	67,811,456	51,165,296	52,313,080
	Dengkil	kWh	22,628,221	29,909,330	36,813,610	29,763,934	29,571,724

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
Regular TNB tariff	Total	GJ	25,173	97,030	317,967	291,345	294,785
		kWh	6,992,431	26,952,686	88,324,263	80,929,230	81,884,804
	Port Klang	kWh	5,567,734	18,968,703	52,608,867	51,165,296	52,313,080
	Dengkil	kWh	1,424,697	7,983,983	35,715,396	29,763,934	29,571,724
TNB Green Electricity Tariff (GET)	Total	GJ	275,790	223,111	58,683	N/A	N/A
		kWh	76,608,297	61,975,347	16,300,803	N/A	N/A
	Port Klang	kWh	55,404,773	40,050,000	15,202,589	N/A	0
	Dengkil	kWh	21,203,524	21,925,347	1,098,214	N/A	N/A
Natural gas consumption	Total	GJ	1,675,655	1,497,291	1,758,951	1,348,480	1,350,017
		mmBTU	1,588,209	1,419,152	1,667,157	1,278,107	1,279,564
	Port Klang	mmBTU	838,625	710,871	847,934	609,538	607,574
	Dengkil	mmBTU	749,584	708,281	819,223	668,569	671,990
Regular natural gas consumption	Total	GJ	1,652,655	1,497,291	1,758,951	1,348,480	1,350,017
		mmBTU	1,566,409	1,419,152	1,667,157	1,278,107	1,279,564
	Port Klang	mmBTU	816,825	710,871	847,934	609,538	607,574
	Dengkil	mmBTU	749,584	708,281	819,223	668,569	671,990
Biomethane consumption (purchased)	Total	GJ	23,000	N/A	N/A	N/A	N/A
		mmBTU	21,800	N/A	N/A	N/A	N/A
	Port Klang	mmBTU	21,800	N/A	N/A	N/A	N/A
	Dengkil	mmBTU	0	N/A	N/A	N/A	N/A
Diesel consumption	Total	GJ	510	276	621	338	364
		Liters	13,904	7,524	16,945	9,207	9,917
	Port Klang	Liters	2,958	2,974	7,950	4,157	5,065
	Dengkil	Liters	10,946	4,550	8,995	5,050	4,852
Electricity generated from solar	Total	GJ	5,986	6,765	6,789	3,693	880
		kWh	1,662,802	1,879,220	1,885,767	1,025,808	244,326
	Port Klang	kWh	473,600	416,162	170,673	N/A	N/A
	Dengkil	kWh	1,189,202	1,463,058	1,715,094	1,025,808	244,326
Water withdrawal	Total	m³	845,838	769,443	851,784	649,582	665,993
	Port Klang	m³	511,809	427,115	490,183	344,465	337,990
	Dengkil	m³	334,029	342,328	361,601	305,117	328,003
Water withdrawal by sources							
Rainwater	Total	m³	897	252	315	252	252
	Port Klang	m³	300	0	0	0	0
	Dengkil	m³	597	252	315	252	252
Ground water	Total	m³	35,656	36,124	44,976	35,008	33,061
	Port Klang	m³	0	0	0	0	0
	Dengkil	m³	35,656	36,124	44,976	35,008	33,061

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
Municipal water	Total	m³	809,285	733,067	806,493	614,322	632,680
	Port Klang	m ³	511,509	427,115	490,183	344,465	337,990
	Dengkil	m ³	297,776	305,952	316,310	269,857	294,690
Water discharged to surface water	Total	m³	247,573	228,186	252,262	184,508	178,372
	Port Klang	m ³	124,036	88,520	104,515	77,709	77,853
	Dengkil	m ³	123,537	139,666	147,747	106,799	100,519
Water consumption	Total	m³	598,265	541,257	599,522	465,074	487,621
	Port Klang	m ³	387,773	338,595	385,668	266,756	260,137
	Dengkil	m ³	210,492	202,662	213,854	198,318	227,484
Average BOD of water discharged	Port Klang	mg/L	14	14	N/A	13	N/A
	Dengkil	mg/L	14	25	N/A	N/A	N/A
Waste management	Total	MT	22,103	21,765	23,263	17,849	17,629
	Non-scheduled waste (sent to landfill)	MT	353	326	429	279	731
	Non-scheduled waste (spent bleaching earth)	MT	21,158	21,071	22,457	17,492	16,803
	Scheduled waste (sent to waste disposal facility)	MT	592	368	377	78	95
	Port Klang	MT	4,255	3,849	5,760	4,884	4,570
	Non-scheduled waste (sent to landfill)	MT	118	138	164	113	166
	Non-scheduled waste (spent bleaching earth)	MT	3,789	3,593	5,483	4,724	4,337
	Scheduled waste (sent to waste disposal facility)	MT	348	118	113	46	67
	Dengkil	MT	17,848	17,916	17,504	12,966	13,059
	Non-scheduled waste (sent to landfill)	MT	235	188	265	166	565
	Non-scheduled waste (spent bleaching earth)	MT	17,369	17,479	16,975	12,768	12,466
	Scheduled waste (sent to waste disposal facility)	MT	244	250	264	32	28

Note: *FY2023 data cover a 15-month period, comprising Q1 2022 and the 2023 financial year (January 2022 to March 2023) to account for the transition from calendar year (CY) reporting to financial year (FY) reporting.

Our people

[GRI 2-7, 202-1, 401-1, 401-3, 403-9, 405-1]

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
New hires by age group	< 30 years old	no.	59	123	81	43	N/A
	30–50 years old	no.	23	32	60	17	N/A
	> 50 years old	no.	-	4	4	1	N/A
Employees who left by age group	< 30 years old	no.	18	41	41	32	N/A
	30–50 years old	no.	17	17	34	25	N/A
	> 50 years old	no.	9	7	13	8	N/A
Employee turnover by age group	< 30 years old	%	6.9%	9.3%	22.3%	23.4%	N/A
	30–50 years old	%	4.1%	2.1%	9.3%	6.9%	N/A
	> 50 years old	%	8.4%	3.9%	15.1%	10.1%	N/A
New hires by gender	Men	no.	69	132	112	17	N/A
	Women	no.	13	27	33	8	N/A
Employees who left by gender	Men	no.	38	56	64	20	N/A
	Women	no.	6	9	22	10	N/A
Employee turnover by gender	Men	%	6.2%	5.0%	12.9%	80.0%	N/A
	Women	%	3.6%	2.9%	15.5%	33.3%	N/A
New hires by site	Port Klang	no.	13	112	57	36	N/A
	Dengkil	no.	69	47	45	25	N/A
Employees who left by site	Port Klang	no.	6	44	42	35	N/A
	Dengkil	no.	38	21	44	30	N/A
Employee turnover by site	Port Klang	%	1.5%	5.8%	12.7%	11.3%	N/A
	Dengkil	%	10.4%	3.2%	14.4%	11.1%	N/A
Employees entitled to parental leave	Men	no.	555	344	327	448	348
	Women	no.	125	111	121	132	66
Employees who took parental leave	Men	no.	27	33	42	5	29
	Women	no.	9	6	11	2	7
Employees returned to work after parental leave ended	Men	no.	27	33	42	5	29
	Women	no.	9	6	11	2	7
Employees still employed 12 months after their return to work from parental leave	Men	no.	27	33	42	2	29
	Women	no.	7	6	11	1	7
Employee diversity by category							
Board of directors	Men	no.	9	9	9	9	9
	Women	no.	0	0	0	0	0
	< 30 years old	no.	0	0	0	0	0
	30–50 years old	no.	0	0	0	0	0
	> 50 years old	no.	9	9	9	9	9
	Malaysians	no.	0	0	0	0	0
	Non-Malaysian	no.	9	9	9	9	9

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
Senior management	Men	no.	14	10	12	13	4
	Women	no.	1	1	1	1	1
	< 30 years old	no.	0	0	0	0	N/A
	30–50 years old	no.	7	5	6	5	N/A
	> 50 years old	no.	8	6	7	9	N/A
	Malaysian	no.	7	11	4	5	N/A
	Japanese	no.	8	0	9	9	N/A
Management	Men	no.	22	28	29	24	66
	Women	no.	13	9	8	7	50
	< 30 years old	no.	0	7	0	0	N/A
	30–50 years old	no.	22	15	24	23	N/A
	> 50 years old	no.	13	15	13	8	N/A
	Malaysian	no.	27	26	28	22	N/A
	Japanese	no.	8	11	9	9	N/A
Staff	Men	no.	73	66	65	35	208
	Women	no.	58	51	50	40	69
	< 30 years old	no.	23	22	20	14	N/A
	30–50 years old	no.	84	42	70	51	N/A
	> 50 years old	no.	24	53	25	10	N/A
	Malaysian	no.	130	116	111	71	N/A
	Japanese	no.	1	1	2	4	N/A
Workers	Men	no.	501	465	395	376	175
	Women	no.	94	91	85	84	3
	< 30 years old	no.	236	122	160	141	N/A
	30–50 years old	no.	306	153	263	260	N/A
	> 50 years old	no.	53	281	57	59	N/A
	Malaysian	no.	570	524	448	455	N/A
	Nepalese	no.	22	28	28	1	N/A
	Sri Lankan	no.	3	4	4	4	N/A
Malaysian employees	Total	no.	734	677	616	552	550
Malaysian employees by ethnicity							
Port Klang	Indigenous (orang asli)	no.	1	0	0	0	0
	Chinese-Malaysian	no.	75	70	60	62	58
	Malay	no.	278	267	230	189	193
	Indian-Malaysian	no.	38	31	20	35	32
Dengkil	Indigenous (orang asli)	no.	5	5	5	2	3
	Chinese-Malaysian	no.	33	32	33	32	33
	Malay	no.	270	239	233	204	199
	Indian-Malaysian	no.	34	33	35	28	32

Description	Breakdown	UoM	FY2025	FY2024	FY2023*	CY2021	CY2020
Wages	ISF starting wage	MYR per month	1,700	1,500	1,500	1,200	1,200
	Legal minimum wage	MYR per month	1,700	1,500	1,500	1,200	1,200
Occupational health and safety							
Workers covered by an occupational health and safety management system	Employees	no.	776	721	645	580	576
	Non-employees	no.	59	51	250	267	233
Lost time injuries	Port Klang	no.	2	2	4	5	3
	Dengkil	no.	1	4	4	6	6
Total days lost due to work related injury	Port Klang	days	31	6	272	92	89
	Dengkil	days	13	126	131	176	253
Total hours worked	Port Klang	hours	1,131,768	1,065,804	1,120,512	887,680	852,640
	Dengkil	hours	910,360	774,464	842,400	673,920	624,000

Note: *FY2023 data cover a 15-month period, comprising Q1 2022 and the 2023 financial year (January 2022 to March 2023) to account for the transition from calendar year (CY) reporting to financial year (FY) reporting.



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